

SHARING LEARNING

WBECs pre-summit sessions June 2021

Peter Hawkins

"Systemic Team Coaching in the Heart of Meetings."

The amount of time people are spending in meetings is increasing!

A team meeting at best is communication which raises morale and alignment.

Top 7 Tips

1. Cut the number of meetings you go to. Ask yourself: what value will I add?
2. Make meetings solution focussed.
3. Distinguish between 3 types of activity:
 - information sharing
 - generating dialogue
 - decision making
4. Radically weed the agenda, are you involving all the brains in the room?
5. Set the climate where people can challenge with psychological safety.
6. Use time-outs, change starts in the room
7. Use check ins and check outs (especially on Zoom, everyone's voice needs to be heard in the first few minutes, it's about social interaction).

Q: What one thing will I take away from the meeting that embodies action? "I will.." or "I am going to...."

Pay attention to the non-verbal language What evidence is in the room that things will not happen? Agreement in voice only!

Insight into embodied action: cognitive assent.

- Help the team to put the goals into practice.
- Raise individual awareness of a person's habitual processes or patterns.
- What colour would the meeting be?
- What type of music would describe the tone of the meeting?

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15th June 2021