

Team Huddles Design + Log

March 17, 2020 - ongoing

Accountable: Natalie



https://eyecarebusiness.ca/wp/wp-content/uploads/team_huddle_900.jpg

How might we connect/check-in with staff given the pandemic?

If we create optional staff team huddles for connection, **then** folks will join and take advantage of the time to share and build relationships.

This worksheet is designed to help you design and track your experiment. Use it to collect and analyze your data as well as capture lessons learned and decisions made. Contact Alison <alin (at) changeelemental (dot) com> with questions or suggestions for improvement.

Experiment Design

Note: What you write in these boxes will go into our online experiment dashboard.

Participants <i>Who is involved in the implementation of this experiment?</i>	All staff - whoever can participate
High Level Experiment Plan How will you test your hypothesis/assumptions? <i>What is the action or activities that you'll undertake to complete this experiment?</i> <i>Please put more detailed plan below in Detailed Experiment Design</i>	• Chrysalis alternated holding space • We practice lots of different ways of connecting (embodiment, storytelling, music, etc.)
How will you measure the success of this experiment? <i>What would success look like?</i> <i>What is a felt sense of success?</i> <i>What are the minimum standards of success?</i> <i>What would failure look/feel like?</i> <i>What would failure look like?</i> <i>How will you collect the data or complete the analysis?</i>	• There are about 5-6 people on each call

Detailed Experiment Plan

What is the action or activities that you'll undertake to complete this experiment?

Include date benchmarks for each steps and document the people responsible.

How will you collect the data or complete the analysis?

Data

Enter and store your feelings, experiences, observations and outcomes from your experiment here.

Often, mostly ops team joined.

Sometimes we didn't have 5-6 people call

Deborah enjoyed the space - liked both opptys when it was facilitated and when it was unstructured

When there was no one in chrysalis to lead, participants would just talk

Nat liked it more when time was unstructured

N + D felt more connected to other staff who joined, especially when there were staff on call who we don't typically work with

More intimate when fewer people joined

Alison was holding accountability to make sure there was a facilitator

Analysis

Reflect on your experiment and the data above.

D doesn't think goal was achieved. BC often people didn't show up.

N - I've never worked at an organization where my time and how I spent it had direct financial implications and it's hard to make time to just chat with someone for an hour because it feels like it's "off the clock"

Debrief, Reflection, Learnings

<i>What were the most impactful 3-5 lessons learned from this experiment? Be concise!</i>	• There was always someone to hold space without much planning • We didn't always use the full hour and sometimes 30mins was enough • Some people -esp ops team- joined often, other weren't able to join at all
<i>Record any decisions made during or upon finishing this experiment. For example, "We will now keep meeting notes for all of our internal and external meetings."</i>	
<i>What questions do you have as a result of your experiment?</i>	Could we schedule smaller groupings of folks? People don't like mandatory hanging out...
<i>Will you do another iteration of this experiment? (Yes/No)</i>	