

LEADING YOUR VIRTUAL TEAM

Fostering Fun



Community Chats

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THE COACHING CREED

WELCOME

➤ Agenda

- Taking a Team Temperature Check
- The Team as our Virtual Bubble
- The Science of Fun - a look at the research
- What works and why?
- Practical tips to Foster Fun

➤ Answer & Questions in the Message box



Team Temperature Check

Some questions:

1. Rate your team fun quotient? 1-10 (10 being highest)
2. What is the most fun you and/or your team has had in the last week?
3. Name the tactic/action/strategy that you believe has been most positive for Team engagement in the last 6 months?



Team Temperature Check Feedback

Rate you team fun quotient? 1-10 (10 being highest)

Answers from low of 3 to high of 8,

What is the most fun you and/or your team has had in the last week?

Diet Coke Break

Making room for a laugh in team meetings

Ask one fun question in catch-ups, interviews or presentations

Name the tactic/action/strategy that you believe has been most positive for Team engagement in the last 6 months?

Video calls & coffee breaks

Kahoot Quizzes, etc



Team Temperature Check

How are your team?

- Emotional State?
- Volume of work? Overwhelmed, normal, less work...
- Where are they working?
- Use of virtual tools to connect and collaborate
- How do they have fun?
- What fun are they missing out on? Company traditions.
 - Christmas Celebrations – can you translate into virtual?



The Team as our Virtual Bubble

Opportunity to fill the gaps that Level 5 Restrictions have created

- Daily chats – sharing how we are feeling in a fun way (emoji's, gratefulness, joke)
- Buddy up – coffee's, lunches, games... maybe buddy up a remote worker with and an 'in-office' person.
- Sharing our bubble – photo comps, playing photo snap...
- Sharing challenges – 'Today, I need help with'...
- Sharing skills or experience – 'I can help with'...

TIP 1: Start Daily huddles with a fun check in, it could be a one word descriptor, a joke, a gif, share the responsibility.



The Science of Fun - a look at the research

Recent Studies show the positive impact of Fun in the workplace:

- Individual – reduced loneliness and stress, increased energy, creativity, job satisfaction and task performance
- Team – builds relationships, helping each other and fosters positive atmosphere
- Wider Team – increases belonging, shows understanding and commitment to people and fosters trust
- Community – can increase altruism, openness and trust

TIP 2: Identify available resources – budget, time, manpower and leverage what others in the company are doing.



The Science of Fun - a look at the research

Generation	Born	Importance of Fun
Baby Boomers	1946-1964 Over 55	‘Work is work’ <u>Competitive Fun</u> engages Rewards and Recognition important. Can be Cynical
Generation X	1965 -1980 40-55	‘We are in this together’ Work-life Balance –participation should be voluntary Shared Values – <u>Team building fun</u> . Recognition important
Generation Y (Millennial)	1981-1996 24-39	‘Work and Play belong together’ Digital Natives - <u>Participative Fun</u> . Purpose – alignment key Regular Feedback – ongoing programs
Generation Z	1997 – now <24	‘Community is key’ Encourage Individual Skills and Creativity Collaboration for Good – Charity, Sustainability, etc Work Life Balance – <u>Community Building Fun</u>

TIPS 3: Test a variety of ideas and experiment as to what works. Make voluntary participation mandatory! It is important to respect individual choice.



What works and why?

- Personal – celebrate birthdays, anniversaries, graduations...
- Team – celebrate individual and team successes, learn new skills, play team and individual games. Learn more about each other to deepen social bonds
- Company – company celebrations, traditions, promotions
- Building Culture – wellness, family, charity, causes

TIP 4: Discuss what you are doing now and ask for ideas or volunteers to plan for future fun



What works and why?

Picture Competitions	Dress Ups	Meals together
Cooking with...	Fixing with...	Sports challenges -walking, jogging
Tik Tok Videos	Lip Sync Battle	Juggling tutorial
Virtual Choir	Virtual Brewing	Christmas prep
Storytelling	Craft Night	Book reviews
Film Club	Virtual Poker	Virtual Ping Pong
Build a...model	Music Club	Share my Passion
Share my Culture	DIY agony aunt	Pet Club
Team's got Talent	Treasure Hunt	Taskmaster
Growing Group	Parents Group	

TIP 6: If you can do it in the physical world ask how you can translate into the virtual world



Practical Tips to Foster Fun

Be curious

Be experimental

Ask for help

Seek feedback

Make fun a KPI

Forced fun is no fun, be brave and let go...

TIP 7: Relax, there is no perfect way to do this, you and your team will find a way together.



Ideas/Resources shared by participants

Grow Together Groups – Gardening, house plants,

Walk/ Jog challenge for Charity

Share your neighbourhood by sharing a photo

Mediation & Yoga Sessions

Apps: Kahoot & OfficeVibe

Websites: Idealist, Pinterest, Covid Projects



Any Questions?

