

Video 5: Team conversations how to

You're about to begin your me:my™ team conversations.
You've collated the responses and input from each team member.
You jointly own these results.

In order to have a more productive interaction,
the discussion needs to feel safe for every participant.
When people share their opinions, they will do so,
if they know that these will be respected.
That no one will gossip about them or disadvantage them
for contributing their opinions, as a consequence.

You must all hold the front of your mind, five key things.

1. Agree to be open to all points of view.
These will be given so the team will perform better.
2. Leave all old prejudices and judgements at the doorway
as you enter the team room.
3. Be prepared to listen with a curious mindset.
4. Ask questions or encourage your colleagues,
to deepen your understanding.
Tell me more?
What makes you say that?
Help me better understand?
How did you reach that conclusion?
What's most important, given all you've just said?
5. it's no one's job to fix anybody else
or have the right answer.

Bring your most resourceful selves to this endeavour.
You're doing important and significant work
engaging in this me:my™ team approach.
These conversations are worth your effort.
Give your best and learn together.
You will find your way.
You will succeed.
A day will come when you celebrate.
Value the individual, honour the team.

