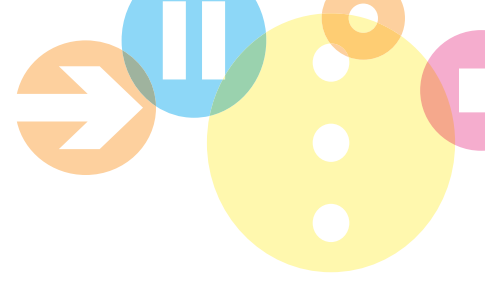

Creating the conditions to build and sustain a truly inclusive hybrid team environment



Challenges such as proximity bias and presenteeism may prevent teams from being truly inclusive in a hybrid working environment.

Powerful inclusion within a hybrid model of working

PROGRAMME OUTLINE:

As we move into a hybrid model of working, it's going to be important for people in teams to have a sense of *belonging*, to have a *voice* that's listened to and truly heard, and to feel *respected*, *valued* and *included* so they can participate fully in all aspects of the team.

So how can leaders, managers and team members make sure that *expectations* are managed, people's *feelings* are considered and that *presenteeism* or *proximity bias* doesn't get in the way of everyone being able to make their best contribution towards the team's performance and shared purpose?

On this highly engaging and participative programme, participants will:

- *Understand and explore the key components required to create feelings of psychological safety within their team culture, irrespective of physical boundaries*
- *Explore and practice, in a safe environment, how to actively listen with generative attention to ensure everyone feels their voice is heard, their emotions managed, and their social context considered*
- *Explore the individual behavioural preferences of each team member, and how they might impact their belonging and contribution to the team*
- *Learn new ways of connecting and collaborating with people separated by space and time*

PROGRAMME FORMAT AND DURATION:

One session of 120 mins, with an additional option of using psychometrics to develop greater understanding of individual preferences, strengths and team dynamics. Run virtually so that participants can join from anywhere, regardless of how or where they're working.

GROUP SIZE:

For teams with up to 10 members (can also be adapted for larger teams).

For more information, send an email to info@designed4success.co.uk or call us on +44 (131) 357 0369