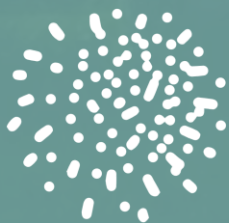
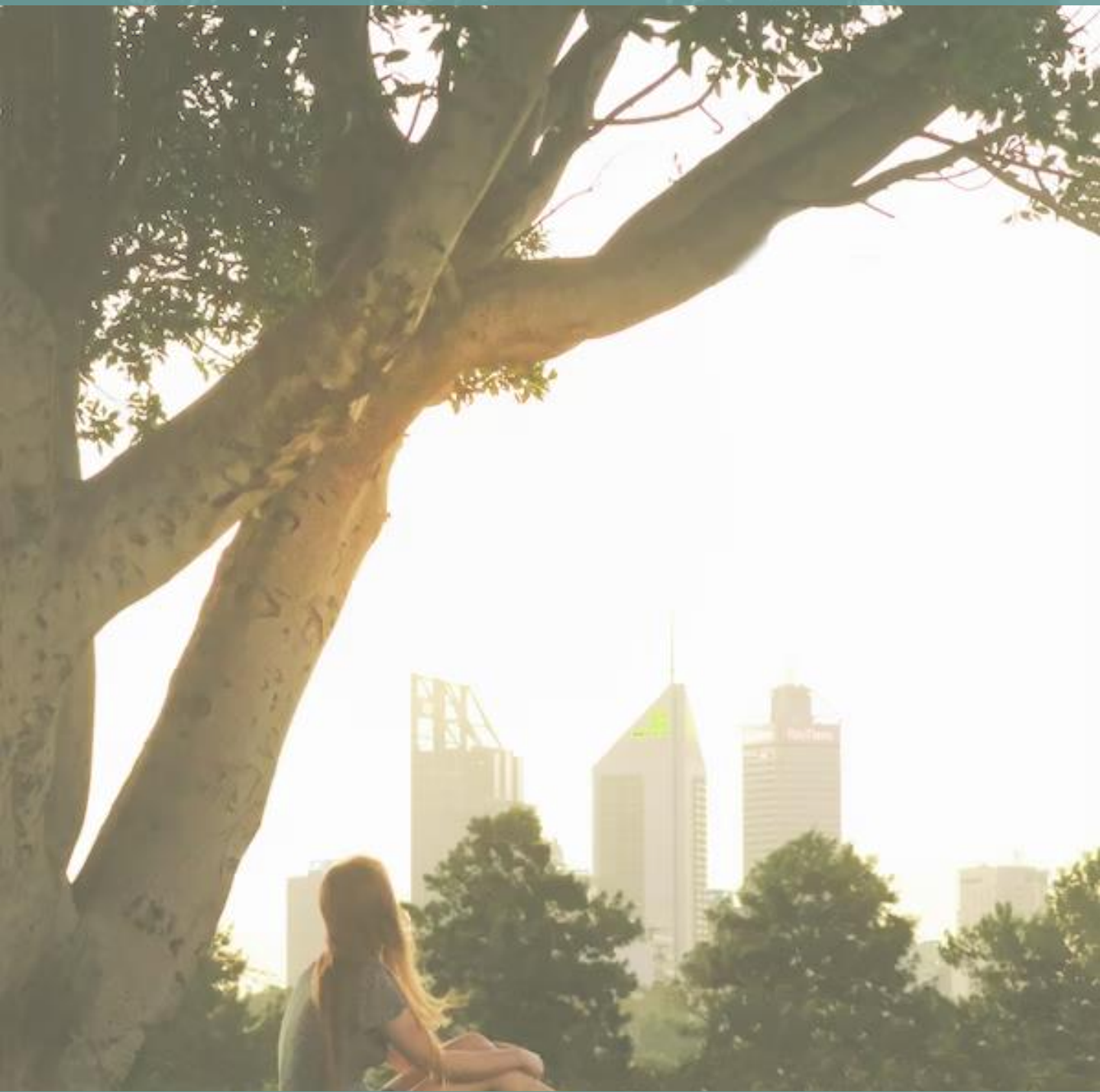


# Building Connection Appreciation

## Exercise overview



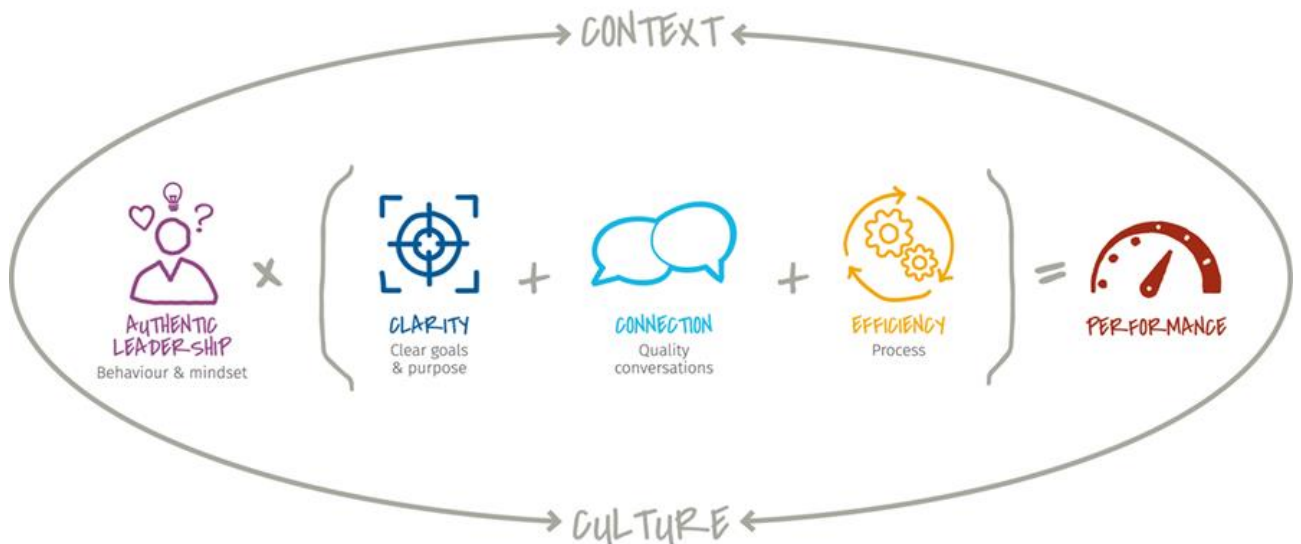
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# Our unique approach

Our unique Collaboration Formula<sup>TM</sup> is the foundation to all our offerings. It provides big picture context into what creates successful collaboration whilst increasing awareness of the critical role that leaders play in achieving this. This approach builds a shared language through which to discuss and enhance collaboration.

The following pages explain an approach you can adopt to help enhance the levels of Connection between your colleagues – through taking time to share what you appreciate, and if helpful, what you would value even more or less of. In essence deeper conversations that helps us connect with positive intent.



## The Collaboration Formula<sup>TM</sup>

Gain perspective  
Develop insight  
Enhance collaboration  
Perform together

# Building Connection

## Appreciation Exercise



### Objectives

- Enhance appreciation for the contribution each person makes and increase comfort in discussing what we value and need from each person to succeed.
- Encourage greater levels of sharing and vulnerability across a team
- Normalise the power and positivity of sharing your observations about others
- Reframe the power of feedback when given with positive intent
- Increase levels of intimacy, deepen empathy and build an environment that encourages trusted relationships to grow

### Approach



### Preparation

- Explain you would will give everyone time to have 1:1 discussions with their colleagues.
- Ask everyone to reflect and prepare 1 or 2 statements you would like to say to each colleague (different for each person of course!). The length of time needed here depends on how many people are in the group – allow 1 minute per person you need to speak to. **Note** if you want to focus on appreciating strengths only prepare statement 1, if you'd like to encourage more open conversations, prepare statement 2 as well.
  - **Statement 1:** "The strength I appreciate and value in you is xyz, because ABC."
  - **Statement 2:** "The thing I notice that I would value more/less of in our work together is XYZ, because ABC."
- Encourage the group to avoid overthinking. Consider what would be helpful for your colleague. The intent is to help your colleague be even more successful and make the team even stronger – this is a positive conversation.



# Building Connection

## Appreciation Exercise



### Begin the dialogue

- Ask everyone to pair up. You have 2 mins (1 min each way) to share your statements/ observations
- After 2 minutes, move to the next person and keep repeating every 2 mins until everyone has spoken to each colleague
- Emphasise that no one is speaking the 'absolute truth', you are sharing your perception. It is up to your colleague what they do with that data and insight.

**Top Tip:** Use an alarm on your phone to keep track of time and give a sound that tells everyone to move round.

**Notice:** As the facilitator observe the mood and energy in the room. How does it change as the exercise continues?



### Receiving feedback

- Highlight that when receiving feedback try to adopt a Growth Mindset – learn from what you are hearing. Be curious and reflect.
- Emphasise the need to listen. When you hear the two statements you do not need to reply. Just listen.



### Insight

- Following the exercise invite everyone to take a few moments to note down their insights from their dialogues.
- Facilitate a discussion to hear how people found the process:
- How did they feel and how did this evolve the more conversations they had?

### Further resources

[Growth Mindset, Carol Dweck](#)



# The value we bring

## Track record

We have a track record of working with global organisations to support their managers and leaders to be at their best and build engagement across the business. We bring a team of leadership development specialists who are all highly experienced at challenging and supporting your talented individuals to fulfil their potential.

## Bespoke for you

We work in partnership with you to build a bespoke programme of support that builds on our in depth knowledge and experience and is unique to you and your business. Where appropriate we also have a variety of offers that can run in a predefined format.

## Pragmatic & ambitious

We want to work with you to drive the change you need. We are also pragmatic – we look for commercially viable and realistic ways of enabling change that work on the ground. This does not mean we lack ambition – we work with you to build a vision of success and find a pragmatic and practical way to get there.

## Challenging and safe

You have highly talented people who want to progress. We build learning environments that provide a healthy level of challenge to create a shift in behaviour and mindset, combined with the safety to get 'stuff' wrong with no judgement.

## Agile and adaptable

We live in challenging times. Whilst we work with you to develop an approach that meets the needs of the business, we also monitor and evaluate progress so we can adapt and flex as needed.

## Organisational insight

The conversations we have throughout any programme of development allow us to hear what is really happening on the ground. Where possible, without breaking confidentiality, we will share these insights and themes to enable you to make informed business decisions.



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# We look forward to speaking soon...

We hope this guide proves helpful. Do get in touch if you have any queries or would like to discuss additional resources and tools to help enhance collaboration in your world.

We look forward to speaking.



Helen Buckwell, Founder

Hidden Strengths Learning

M: 07734034260

E: [Helen.Buckwell@hiddenstrengthslearning.co.uk](mailto:Helen.Buckwell@hiddenstrengthslearning.co.uk)

W: [www.hiddenstrengthslearning.co.uk](http://www.hiddenstrengthslearning.co.uk)

