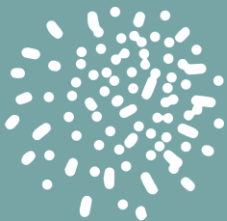


Building Connection

Share a personal item

Exercise overview

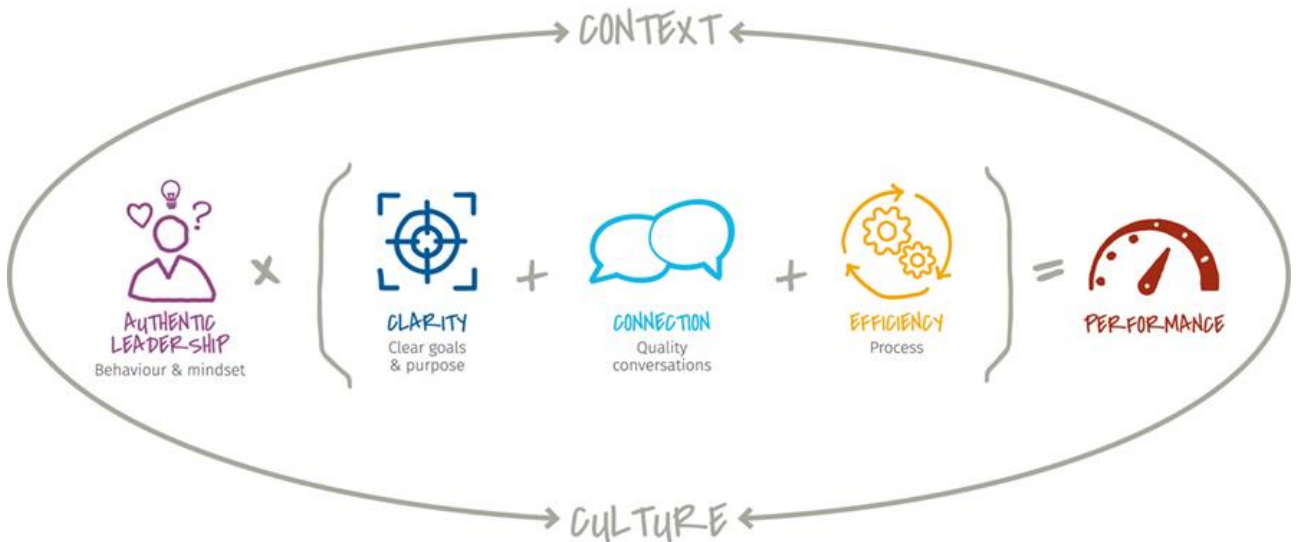


hidden strengths learning

COLLABORATION | PERFORMANCE | TRUST

Our unique approach

Our unique Collaboration FormulaTM 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 Collaboration FormulaTM

Gain perspective
Develop insight
Enhance collaboration
Perform together



Building Connection

Share a personal item: Exercise overview

Objectives

- Encourage greater levels of sharing and vulnerability across a team
- Deepen understanding of each team member as a person - not just a colleague
- Increase levels of intimacy, deepen empathy and build an environment that encourages trusted relationships to grow

Approach

- **Preparation:** Prior to a team session/ meeting invite each person to identify and bring an item with them that represents them and the qualities they bring to this team/group
- **Equipment:** Flipchart/ Whiteboard – face to face or virtual
- **In the meeting:** Following an introduction to build safety in the room, adopt the following steps:
 1. Remind of the pre-work
 2. Invite each person, one by one, to share the item they have brought in and what quality this represents that they bring to the team.
 3. Highlight the need for everyone to listen and be curious about each person.
 4. Emphasise there are no rights or wrongs – people have different preferences of how public/ private they prefer to be – some will share deeply moving items, others may share more 'public' items e.g., a football team they support.
 5. Using the whiteboard, the facilitator then notes down the qualities identified.



Option: If this is an existing team, you may also want to note down examples of where this quality has added value to the team to date.



Remember: We want to hear the story behind the item *AND* we want to know what this represents – ensure both aspects are conveyed.



Top Tip: Depending on the amount of time you have available you may want to set a time limit on how long each person has to speak and share their item.



Building Connection

Share a personal item: Exercise overview

Summary and insights

Having collated this list and heard from each team member, the facilitator can then share established tools/ thinking that highlight the qualities of a high performing team group and highlight connections between the discussion held in the room and established research and frameworks.

Recommended frameworks to draw upon include

- The Collaboration Formula™, Hidden Strengths Learning (see page 2)
- [Peter Hawkins 5 Capacities of High Performing Teams \(the 5 Cs\)](#)
- [Woodcock's Building Blocks](#)



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.



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