What to expect from a Great Virtual Teaming Conversation workshop

- An engaging 90-minute workshop that has a **direct positive impact** on team relationships, performance and wellbeing
- An introduction to positive psychology and how applying it can **support effective virtual conversations** with teams
- An opportunity for people to **develop virtual coaching skills** that supports the development of psychological capital and personal leadership
- Coaching support between leaders to address current leadership challenges, with the encouragement to continue **peer-coaching** into the future
- Pre-work and post-work to enhance and develop learning

FAQ

What does CS Teaming mean?
'Teaming' means coming together as a team and working towards a common goal. The Civil Service Teaming model focuses on Me, Us and Others at its core whilst recognising the importance of Leadership and the Context we are in.

What size team can attend Great Virtual Teaming Conversations?
The workshop is available for leadership teams and groups of leaders of up to 8, 12 and 16 people.

Is it a standalone module?
Yes, the module is designed to stand alone. However, for maximum impact it can be followed up with the Creating Inclusive Virtual Teams and Maximising Leadership Impact when Working with Virtual Teams.
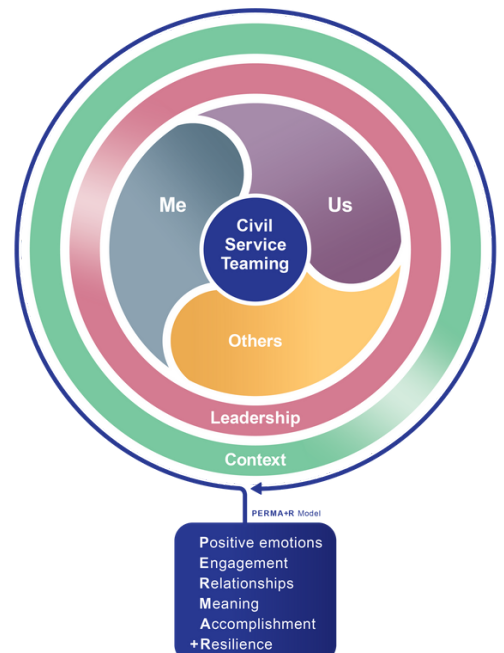
What platform does the session use?
The standard session uses MS Teams, but we can also use Zoom and other platforms as preferred.

When is a session useful?

- When leaders need to develop the skills and strengths to help them lead effectively in the current virtual working context

- When it would be valuable to build stronger connections within a leadership team or between leaders across the department

- When leaders are facing personal leadership challenges and need time and attention to address these with support from peers

What is the evidence behind this session?

All workshops are underpinned by positive psychology. This is the scientific study of the strengths that enable individuals, teams and organisations to thrive.

Me
Us
Civil Service Teaming
Others
Leadership
Context

PERMA+R Model
Positive emotions
Engagement
Relationships
Meaning
Accomplishment
+Resilience

For more information:

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To book:

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What to expect from a Creating Inclusive Virtual Teams workshop

- An engaging 90-minute workshop that has a **direct positive impact** on team relationships, performance and wellbeing
- An introduction to psychology of power dynamics and **high quality connections**
- Exploring the **barriers to inclusion** that virtual working can present and identifying ways to **overcome these barriers**
- Techniques and tips for building positive trusted relationships within teams and mitigating the impact of corrosive connections
- Pre-work and post-work to enhance and develop learning

FAQ

What does CS Teaming mean?
'Teaming' means coming together as a team and working towards a common goal.

What size team can attend CS Teaming?
The workshop is available for leadership teams and groups of leaders of up to 8, 12 and 16 people.

Is it a standalone module?
Yes, the module is designed to stand alone. However, for maximum impact it can be combined with the Great Virtual Teaming Conversations and Maximising Leadership Impact modules.

What platform does the session use?
The standard session uses MS Teams, but we can also use Zoom and other platforms as preferred.

When is a session useful?

- When issues around inclusion have been identified, and leadership need a deeper understanding of what inclusion is and learn ways to actively promote inclusion in virtual environments

- When leaders are facing challenges with interpersonal dynamics within their teams and want to build strong, trusted connection

- When it would be valuable to build stronger connections within a leadership team or between leaders across the department

What is the evidence behind this session?

This workshop focuses on Dacher Keltner's research around **The Paradox of Power**, and Jane Dutton's research around **High Quality Connections**.
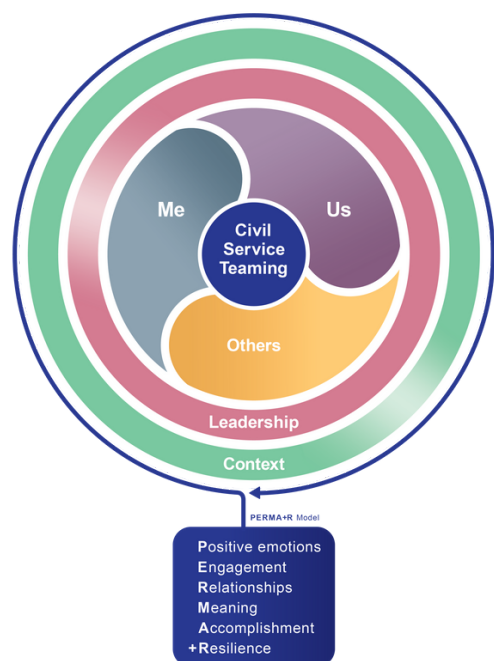
It is also underpinned by the **PERMA model of wellbeing**.

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What to expect from a Maximising Leadership Impact workshop

- An engaging 90-minute workshop that has a **direct positive impact** on team relationships, performance and wellbeing
- Peer coaching support to help leaders **address a challenge** they are facing in **leading teams virtually**
- Exercises based to strengthen leaders' psychological capital and positive mindset
- **Question sets** to use directly with teams for impactful virtual team coaching
- Pre-work and post-work to enhance and develop learning

FAQ

What does CS Teaming mean?
'Teaming' means coming together as a team and working towards a common goal.

What size team can attend Facing Challenges Together?
The workshop is available for leadership teams and groups of leaders of up to 8, 12 and 16 people.

Is it a standalone module?
Yes, the module is designed to stand alone. However, for maximum impact it can be combined with the Great Virtual Teaming Conversations and Creating Inclusive Virtual Teams modules

What platform does the session use?
The session is run as standard with MS Teams, but we can also use Zoom and other platforms as preferred.

When is a session useful?

- When there is the need for leaders to 'step up' and have a clearer positive impact on their teams and the department

- When leaders are facing personal leadership challenges and need time and attention to address these with support from peers

- When it would be valuable to build stronger connections within a leadership team or between leaders across the department

What is the evidence behind this session?

This workshop is underpinned by Appreciative Inquiry, a way to ask questions and envision the future in order to build on the present potential of a given person, team or situation. It has been shown to encourage creative thinking and foster positive relationships
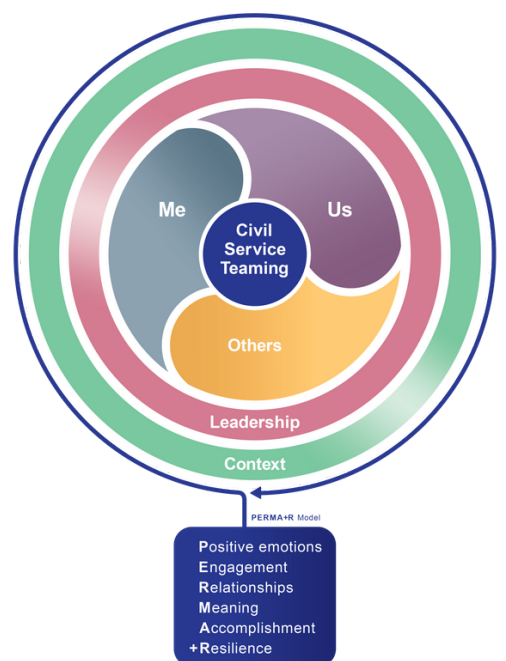(Cooperrider, 2008)

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"Lots of useful and thought-provoking ground covered in such a short session - thank you."

"I have found the sessions really energetic and great way to learn virtually."

"If you're a little bit more introverted you end up having to say something. In a classroom situation those people can very often get overlooked."

"Thank you, really great session to reflect on elements of working life that sometimes don't get the chance to!"

"I feel more positive. It reinforced aspects that am already doing and given me some good tips to try out."

"It's so beneficial for us to take time out of busy schedules to really check in with each other; hopeful we can keep these positive conversations going."

"Really inclusive and insightful."

"I feel like I've learnt a lot about people I work with closely."

"It's great the functionality that zoom has enabled – it almost works better than if it was in person- I'd probably encourage more of these once it's over with Covid."

"Thank you so much. Great sessions and really good discussions. Lots to think about!"