virtual

Bonding Y-III

personal, deep human contact working remotely

bridging positions

International Change – Consulting – Facilitation – Coaching

Working from home works better than we all thought, but **one major shortcoming remains: the personal, human contact and interpersonal exchange.**

The subtle feeling of loneliness, isolation, a lack of aliveness, the absence of real personal contact become increasingly tangible and come to the foreground.

The Bonding Y-III program was developed with a focus on bridging this gap. It draws participants into a deep, vibrant human exchange that normally does not take place in the virtual space.

*The Bonding Y-III program is developed and designed to bring individuals from the same team (or neighboring teams) together, **to collectively re-connect** and work on current **team or individual issues / challenges**.*

Key elements of the Bonding Y-III program:

▸ Participants **collectively explore** ways to overcome individual or team challenges and find ways to handle them appropriately. The process design generates **true connections and a feeling of mutual support.**

▸ Bringing **colleagues from their home offices remotely** together, with a process that enables them to **share, listen, explore, and find ways forward** to their current challenges, makes the team get closer together again. **The currently experienced isolation, separateness and disconnected-ness are overcome** and a new bonding, empathy and rapport are set free.

▸ The program allows the **common ground behind individual challenges** to become visible and tangible. Participants realizing that they are not alone with their issues, makes it easier for them to navigate through tough situations, they **becoming more resilient**.

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▶ **Bonding:** This virtual program **draws participants into a deep, vibrant human exchange** that normally does not take place in the virtual space. It **"re-creates the missed personal contact and togetherness"**

▶ **Y:** At the center of the course is a **trio working format**. The **Y** represents three persons coming together, to advance their personal challenges and collectively find ways to handle them.
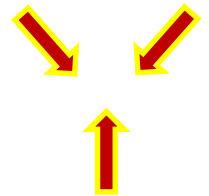
▶ **III:** During the actual trio working format each participant for 1/3rd of the time is the protagonist and her or his issue is worked on. Therefore we go through **3 Rounds** symbolized by the **Roman III**.

In these Covid-times many people face challenges for which no standard recipes or concepts are in place. Those challenges are felt unique and at the same time have a common core. *"Talking to others helped me understanding my own problems, but also that other people feel very similarly and that we are not alone with our challenges. It is really good to hear / share what everyone struggles with."* We sensed that there is a great lack of opportunities, especially during remote work for colleagues to discuss such issues and to develop answers that fit our current situations and problems.

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THE BONDING Y-III IS DESIGNED TO DRAW PARTICIPANTS INTO DISTINCTIVE PERSONAL DIALOGUES NOT EASY TO EXPERIENCE IN VIRTUAL ENCOUNTERS.

THE PROGRAM TARGETS AND EFFECTS 3 LEVELS OF AN ORGANIZATION

Organizations

Challenge Y-III

Individuals
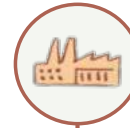
Teams

ORGANIZATION'S FOCUS

Re-connects people and builds networks. Fosters a culture of openness and co-creation. Builds up problem solving capabilities and resilience inside the organization.

TEAM'S FOCUS

Bridges the emotive gap between face to face meetings and remote collaboration. This allows participants to have deep, vibrant human exchange that normally does not take place in the virtual space.
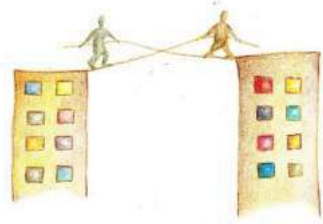
INDIVIDUAL'S FOCUS

Strengthen self-awareness, confidence and a feeling of togetherness. The colleagues experience their own resourcefulness in authentic personal exchanges unfolding in a digital setting.

1. Despite the fact that everybody is doing quite well working from home today, it is clear that for teams there is **one important element missing in the virtual interaction**: **the human bonding and deeper personal exchange**. This emotive gap between face to face meetings and remote collaboration we bridge with the Bonding Y-III.

2. If participants come from different organizational teams, the program fosters **overcoming Silo Thinking**. The foundation for new ways of co-operation in cross organizational **Enabler Networks** is laid and practiced.

3. **Kindle an Organizational Culture** of openness, co-creation and co-operation. As the program makes participants experience, that they are different yet have very similar issues and challenges; it cultivates tolerance, open mindedness and the prevention of conflicts. They learn about realities of their physically far away colleagues.

4. The Bonding Y-III forms organizational **Problem Solving capabilities,** including relevant methods and approaches as well as the inner attitude and mindset of the employees. This **builds resilience** in people, teams and the organization.

"The main value that Bonding Y-III creates for companies is that people engage on a deeper level and learn how to use their colleagues as resource for handling challenges. In a Bonding Y-III workshop the themes are not set and the outcome is not predicted. Therefore people work on their real and relevant challenges that are truly important to them and enable enhancement within an organization."

Effects the Bonding Y-III has on team collaboration

1. **Improved communication and active listening** skills. How we communicate is important to interpersonal relationships at work. Good communication fosters teamwork; it allows overcoming misunderstandings and preventing conflicts.

2. **Foster trust and quality relationships** between colleagues. The openness as well as the vulnerability lived and shared in the program, lead to a strong sense of community and belonging. For participants of a Bonding Y-III, **the barrier to engage on a deeper level with their colleagues is noticeably reduced**.

3. Learning about colleagues situations and challenges **empathy and respect** amongst the workforce is naturally strengthened.

4. The participants are sensitized to **recognize and accept different points of view** and still arrive to workable solutions that are agreeable to everyone.

5. They understand and see the **potential and resource lying in their colleagues** and learn to use it.

6. People going through the Bonding Y-III comprehend that every so apparently **individual challenge has a strong collective component** to it.

The most important aspect of the Bonding Y-III curriculum is to allow participants to develop a multitude of perspectives on their own themes. But we believe it is also important to encourage them to reflect and respond to challenges other participants face, in order to comprehend the variety of existing challenges. This implicates that there are no standard solutions and that everyone has to invent his or her own answers.
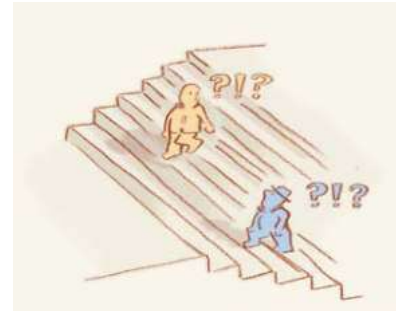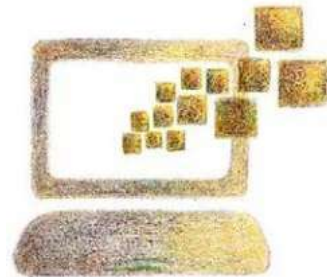
"The most impressive aspect was how own problems were mirrored by other perspectives. My own challenges were put into a relation that I did not see before.

"The format creates a safe space that facilitates personal conversations that go "deep" quite fast. This virtual program for coming together as a community is much better than I expected."

Effects the Bonding Y-III has on participants personal development

Individual's Focus

1. **Covid-19 is forcing** each and every one **into change**. Social distancing, limitations in personal freedom, movements and social interactions, economy on hold, working from home etc. are only some examples of Challenges coerces upon everyone. The Bonding Y-III allows, almost forces participants into **distinctive deeper personal dialogues not easy to experience in virtual encounters**. It leaves next to no room for online fatigue.

2. Working on **overcoming individual or team Challenges** participants gain clarity regarding their present situation and develop steps to move on from there.

3. **Digitalization:** The **virtual Y-III strengthens digital social competence**. It promotes classic components such as communication, problem solving or team working skills in a digital context. The participants experience personally how in a digital environment **emotional depth and trust can be created by design** and not by chance.

"Talking to people helps understanding my own problems but also to see that other people feel very similarly and that you are not alone with what you go through. Good to hear / share what everyone is living. Getting input from my colleagues was a very positive experience as well as learning about their views and their impressions on my topic.."

"Great for team-building, individual development and in times of remote-work, the missing element"

"It is what the team needed in times of Corona. We achieved a much deeper connection, unlikely with out the format. It was an almost instant feeling for empathy and connectedness"

"The format creates a safe space that facilitates personal conversations that go "deep" quite fast."

"I learned, that to have a dialogue you do not have to comment each every thought of a person, it is better to first take time to understand the opinions of others"

People are at the heart of company dynamics, being able to work together has thus become one of the most important skills to develop.

▸ The program helps **participants to connect and become aware of the potential that lies in engaging with others on challenges**. They re-value their relationships. It provides learning experiences that demonstrate the benefit of opening up, sharing challenges and asking for inputs or help from others. This allows them to become more compelling at work and in everyday life.

▸ **Investing in the Bonding Y-III** has important consequences for the entire company: it leads to better relationships and internal communication, greater serenity in dealing with challenges, more motivated and productive employees.
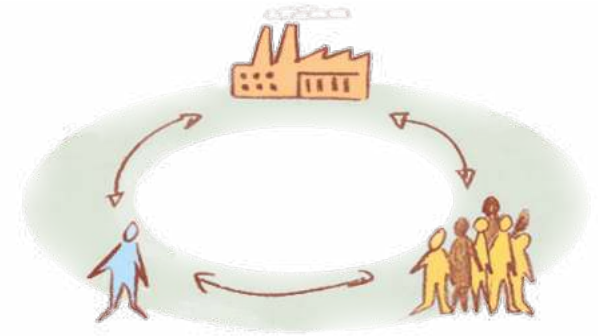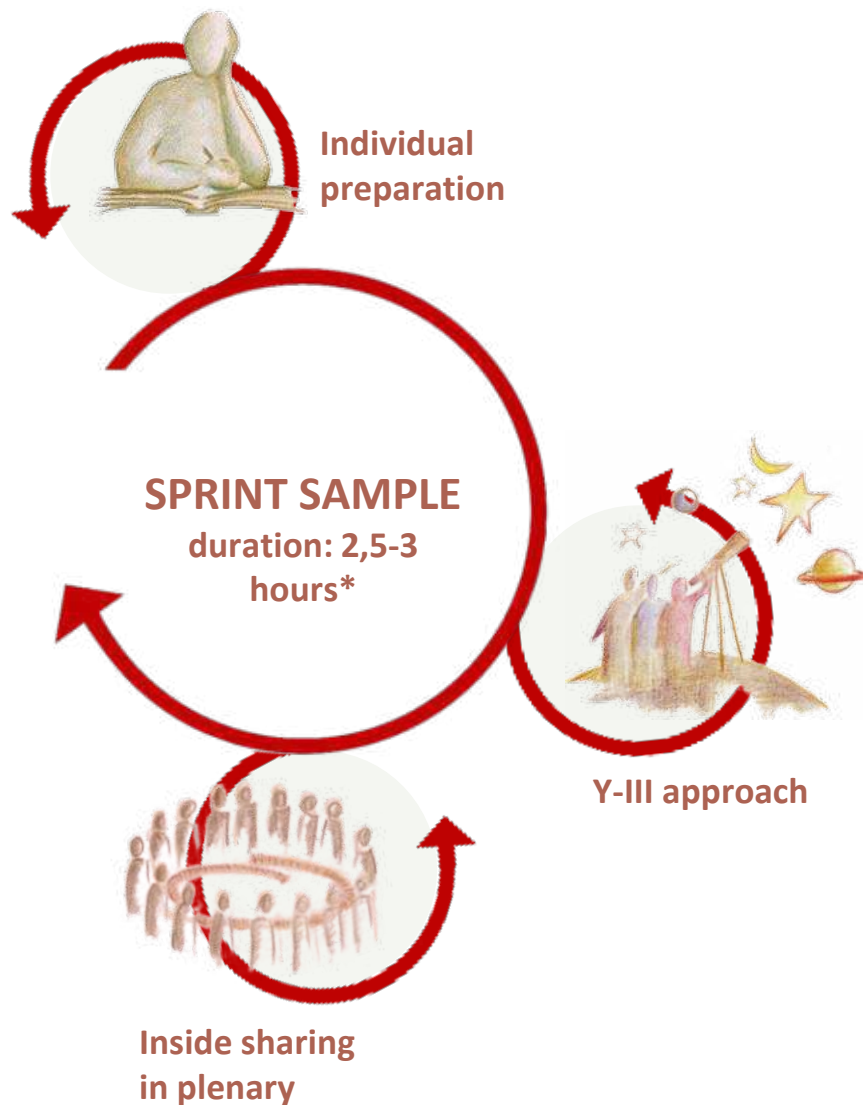
When exploring own or team challenges, in order to be successful, we have to be ready to commit time and energy, engage with other people on the matter and be prepared to cope with uncertainty and setbacks.

"Every participant brings in, his or her own relevant topic and therefore works on something that is of importance for him or her. People engage in a very strict and structured way, but at the same time with a great deal of freedom to develop, create and innovate ideas. The participants are free to steer in any given direction."

"The program has two key aspects. The personal individual challenges everyone brings and works on. The amazing deep dialogue and connections that break the remote 'Facades' we build working remotely."

"There is a clear structure in terms of the process but not in terms of content. This is not easy at the beginning. One is very determined by timeframes which are tough to get used to. Sometimes you think that there is nothing more to say, but this is exactly when the most important aspects suddenly emerge."

Basic SPRINT structure of the Bonding Y-III

SPRINT SAMPLE
duration: 2,5-3 hours*

Individual preparation
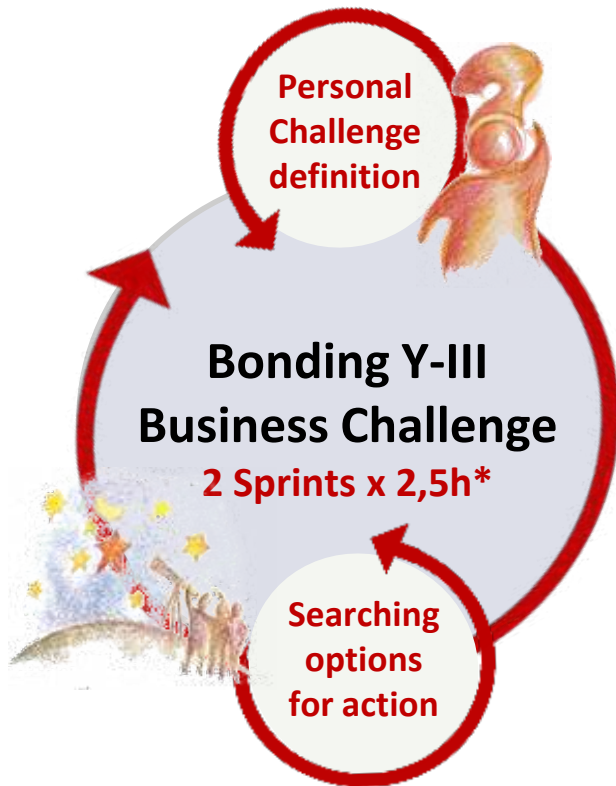
Y-III approach

Inside sharing in plenary

The basic structure of Bonding Y-III is the Sprint as explained in the following. The content, the direction, the topics can vary.

Each SPRINT follows 3 Steps:

1. **Individual Preparation:** Processing of topics supported by Catalyst guidance and inputs (approx. 30 min)

2. **Y-III approach:** The actual Y-III in the narrower sense, which is a trio working format (approx. 75 min)

3. **Insights and results sharing in plenary:** Y-III working sessions results are shared in plenary. Collective sense-making and best practices are exchanged (approx. 15 min)

* Working time without breaks etc.

Examples of 3 different Versions of the Bonding Y-III

Personal Business Challenge

Personal Challenge definition

Bonding Y-III Business Challenge
2 Sprints x 2,5h*

Searching options for action

Remote Team Pit-Stop

Current Remote Team Situation Processing

Bonding Y-III Team Processing
2 Sprints x 2,5h*

Searching options for improvement

Covid Situation Processing

Covid Situation Processing
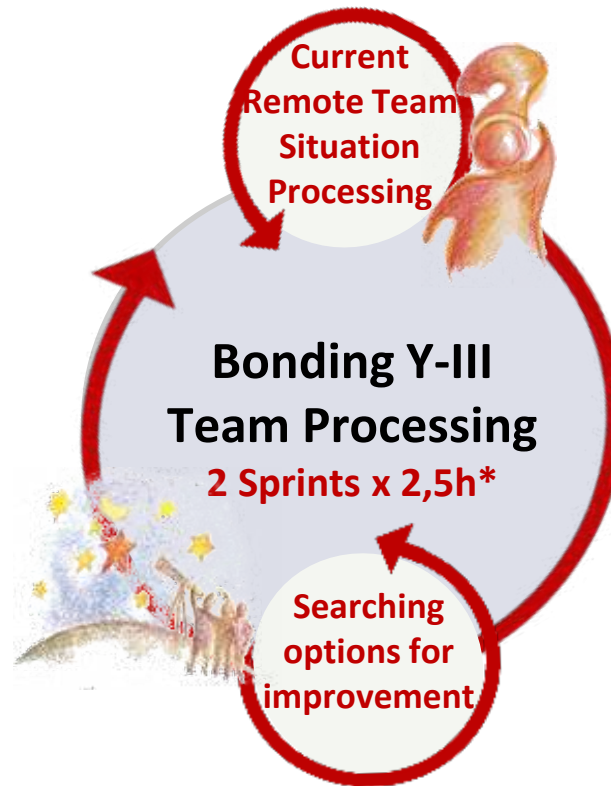
Bonding Y-III Covid Processing
2 Sprints x 2,5h*

Covid Business Challenges

Participants bring and work on their personal adaptive Challenge using each other as resources:

1. Definition / Clarification of the Personal Challenges
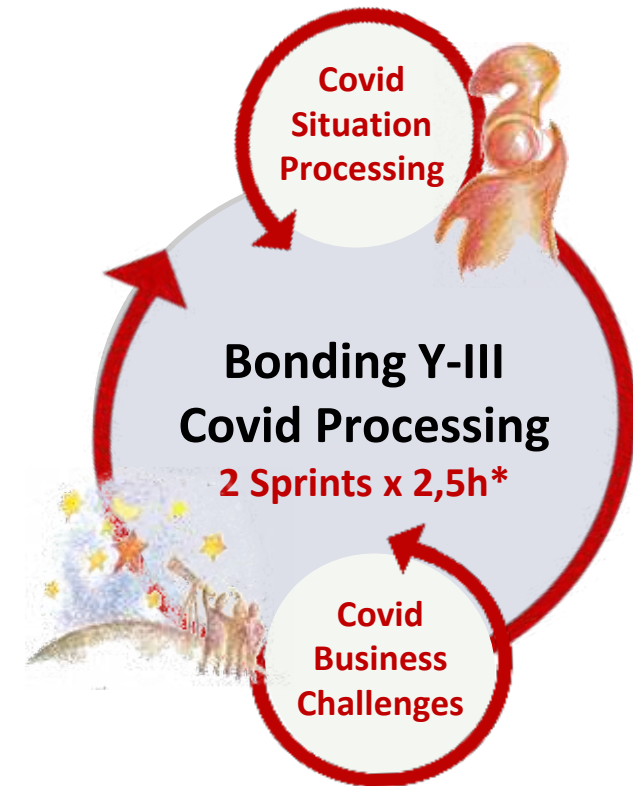2. Searching options how to handle the Challenges

A Team reviews its current remote working situation and work on how to increase remote team effectiveness:

1. Clarification of the current remote team situation
2. How to become more effective as a team under given circumstances

Participants process and exchange on how they individual and collective live their Covid situation:

1. Processing of the experienced Covid Situation
2. What business Challenges do we need to deal with because of Covid?

* Working time without breaks etc.

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1 half day:
Welcome and set the scene:
1. Sprint: Challenge Definition: Definition of the Situation, the Challenge
Break:
2. Sprint: Action Options: Searching Options for Action
Check Out:

Personal Challenge definition

Bonding Y-III Business Challenge 2 Sprints x 2,5h*

Searching options for action
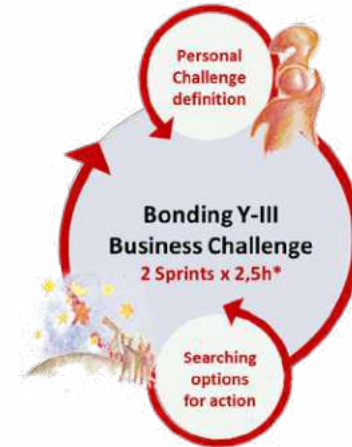
If the virtual Bonding Y-III program resonates with you and your organization's needs, we look forward to talking to you about how it can be applied in your organization.

Start with little effort and costs. Try out for example the Covid Processing version as a pilot. Learn for yourself and evaluate the results for your organization.

The virtual Bonding Y-III process is easily scalable:

1. Hold a **first pilot program to get to know** the process.
   It is fast, flexible and inexpensive.

2. Offer it to your remote working Teams to re-connect and engage them newly.

3. **Develop your corporate culture** towards openness, co-creation and co-operation. Hold a program series with participants from across the organization.

Virtual workshop technology: "We will meet Virtual, but REAL"
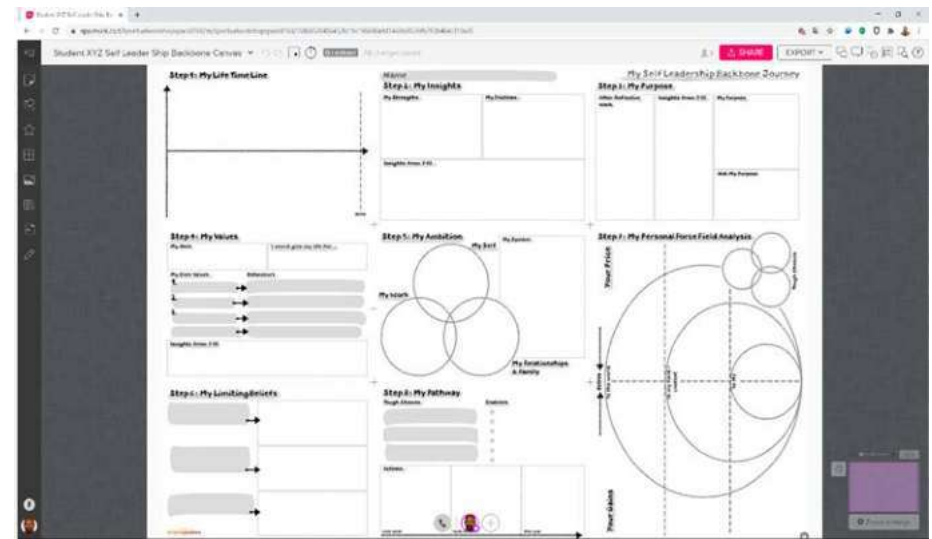
Zoom

- **Zoom** will be the collective "plenary" video conferencing platform
- It allows breakout sessions for sub-groups to work on specific topics. Results are then presented back in plenary

- **Mural** allows members of a virtual group to collectively work on pinboards or white boards
- Pre-produced posters and templates give structure and direction to the group work processes

▸ To run the virtual workshops, we use programs as Zoom for video conferencing and breakout groups, Mural for interactive work on posters and boards, and WhatsApp calls for trio walk exchanges.

Contact

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