# Team under Stress & Pressure

**Identify Team sources of stress**

**Develop ways to tackle problems & challenges**

**Re-energize team to improve motivation and collaboration**

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International Change – Consulting – Facilitation – Coaching

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# IMPACT of the Team under Stress & Pressure

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Team under Stress & Pressure is about:

## How do we sustainably de-stress ourselves?

- Sources of Stress are identified within the team and in its context
- Time management tools are introduced and practiced
- Team is re-energized and can deal effectively with its situations
- Clear understanding of tasks to do and responsibilities
- Stressors of the past are analyzed and contribute to learning for better future collaboration

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# Team under Stress & Pressure at a glance

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| Day 1 | Day 2 |
|---|---|
| ▪ Welcome and Kick-Off<br>▪ Expectations 2 Workshop | ▪ Morning Check-In<br>▪ Stress Management: Stressor Wanted Posters |
| ▪ Our History – Learning from the Past Team High- and Low-Lights | ▪ Sources of Energy |
| **Lunch** | **Lunch** |
| ▪ Problems & Challenges we need to tackle | ▪ Functional Self Analysis<br>▪ Conga Line |
| ▪ Time Management<br>▪ Check-Out | ▪ Accountability Map<br>▪ Stems: Short bilateral feedback |
| **Dinner** | **End and Farewell** |
| Teambuilding Activity | |

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# Expectations

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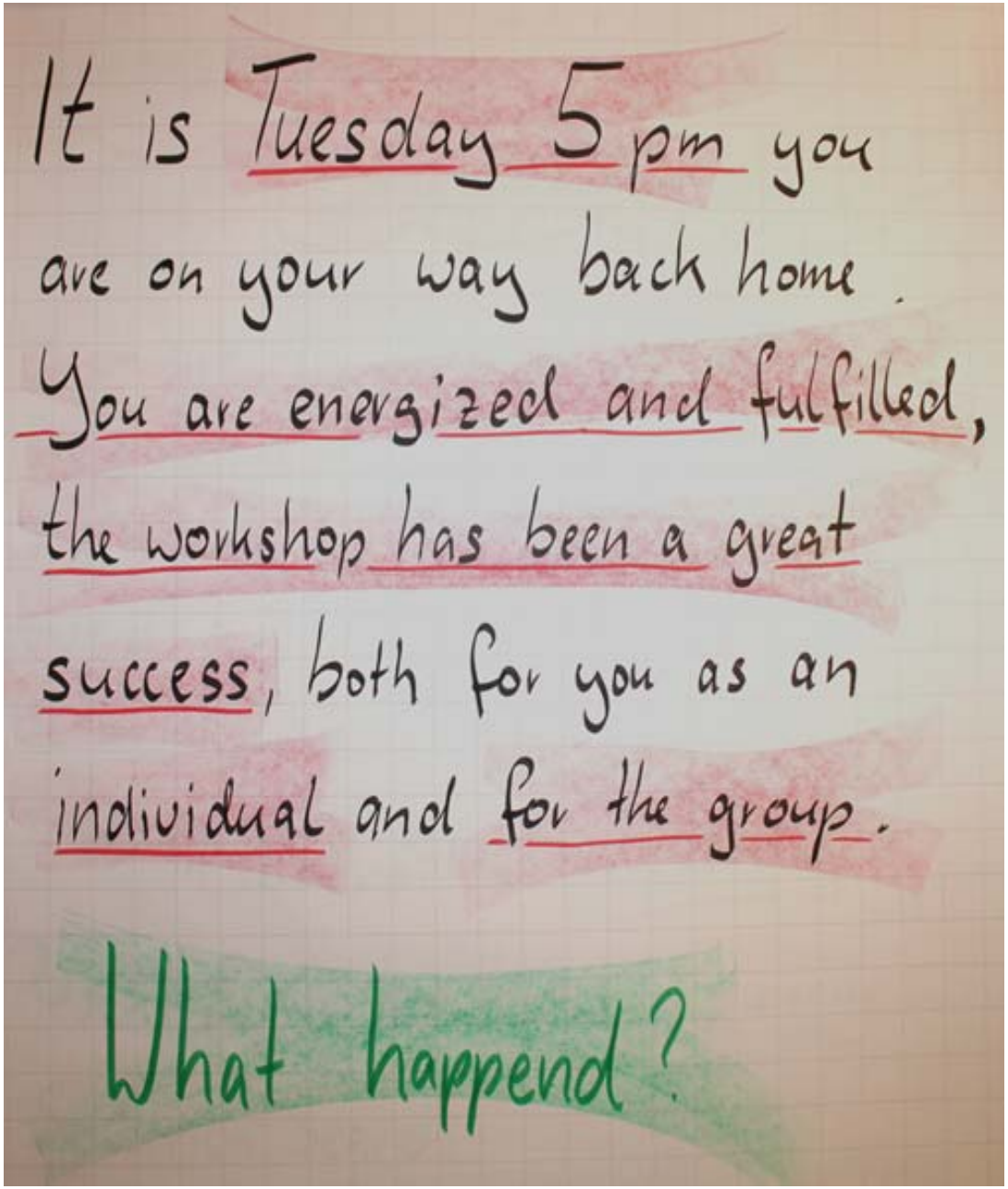


- Collect the team members thoughts on what is important for them to address during the meeting.
- Gather information on team member's personal perspectives regarding the issues the team is facing.
- How does an ideal future state at the end of the meeting look like.

> Expectations of the participants are shared and a common picture of what the team wants to achieve has formed.

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# Team High and Low Light from the Past

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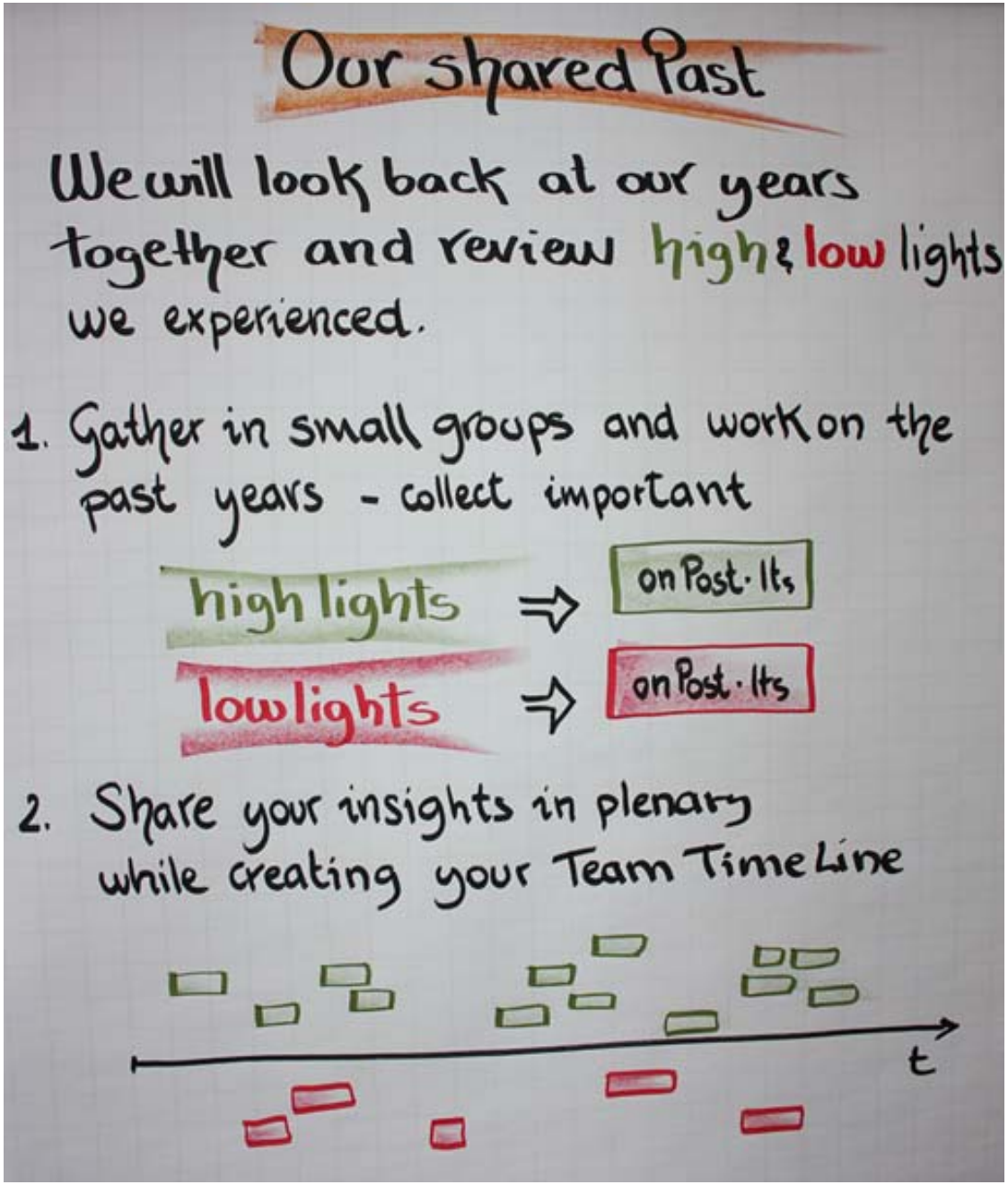


What opportunities and threats do we have experienced in our past that bring forward or hinder our ideal future to become reality?

Shared understanding of the team's history and current situation:

- Proudness of the (often unseen) highlights and their resources.
- Being able to express own and listen to other's past frustrations (low lights), and see Team pitfalls (and if necessary work on how to deal with them).

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# Problems & Challenges we need to tackle

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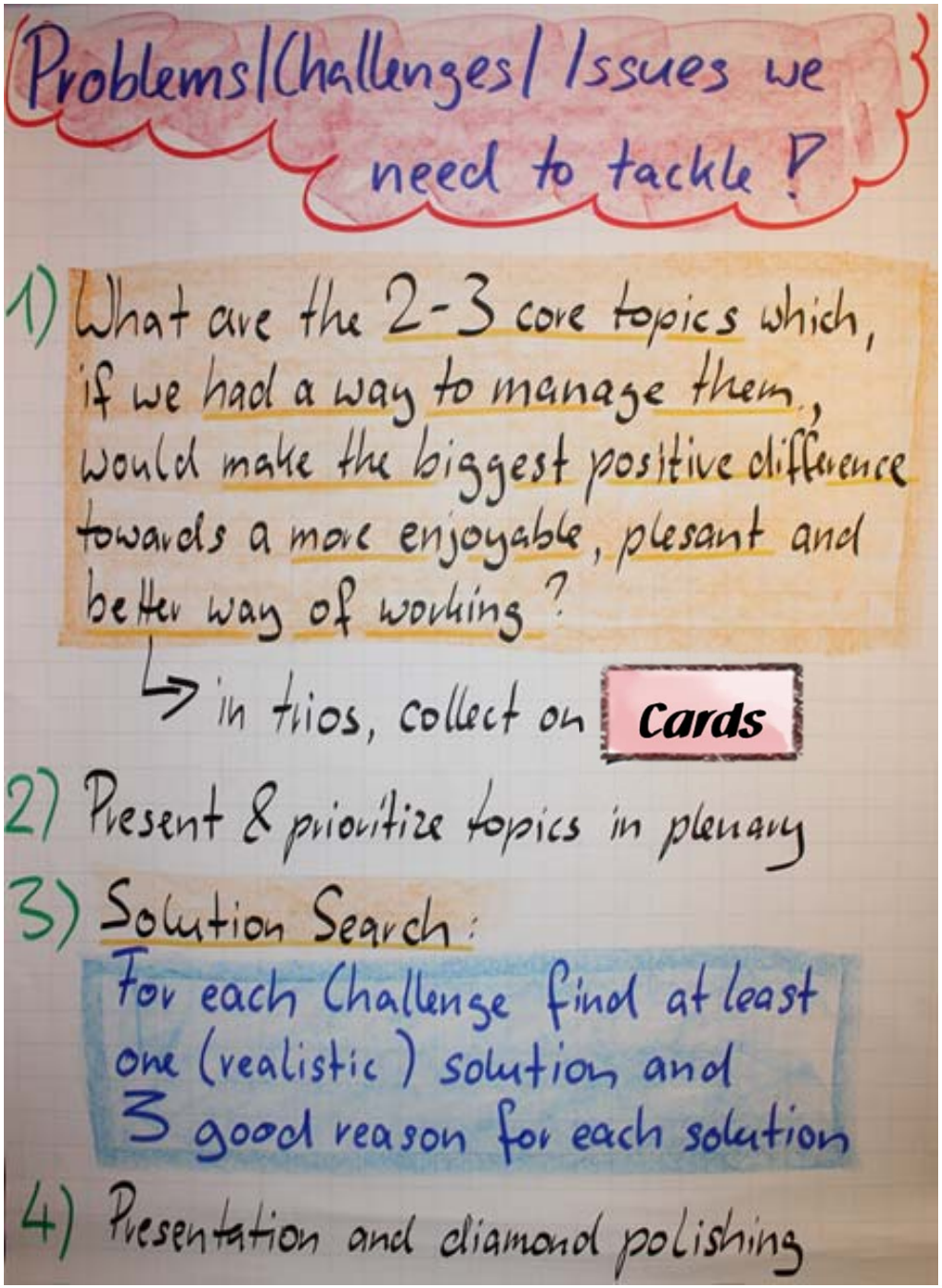


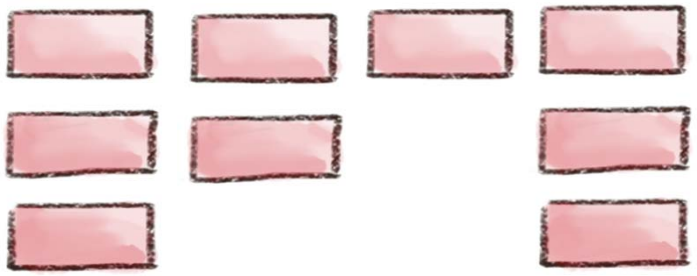

| Challenge | Solution | 3 Good Reasons |
|---|---|---|
| | | |

- Distill most important problems / challenges / issues.
- Develop a common focus to join efforts for important topics that make a difference if resolved.
- Focus on the burning issues and work on ways to manage them.

# **Time Management Inputs I:** Presentation of Methods

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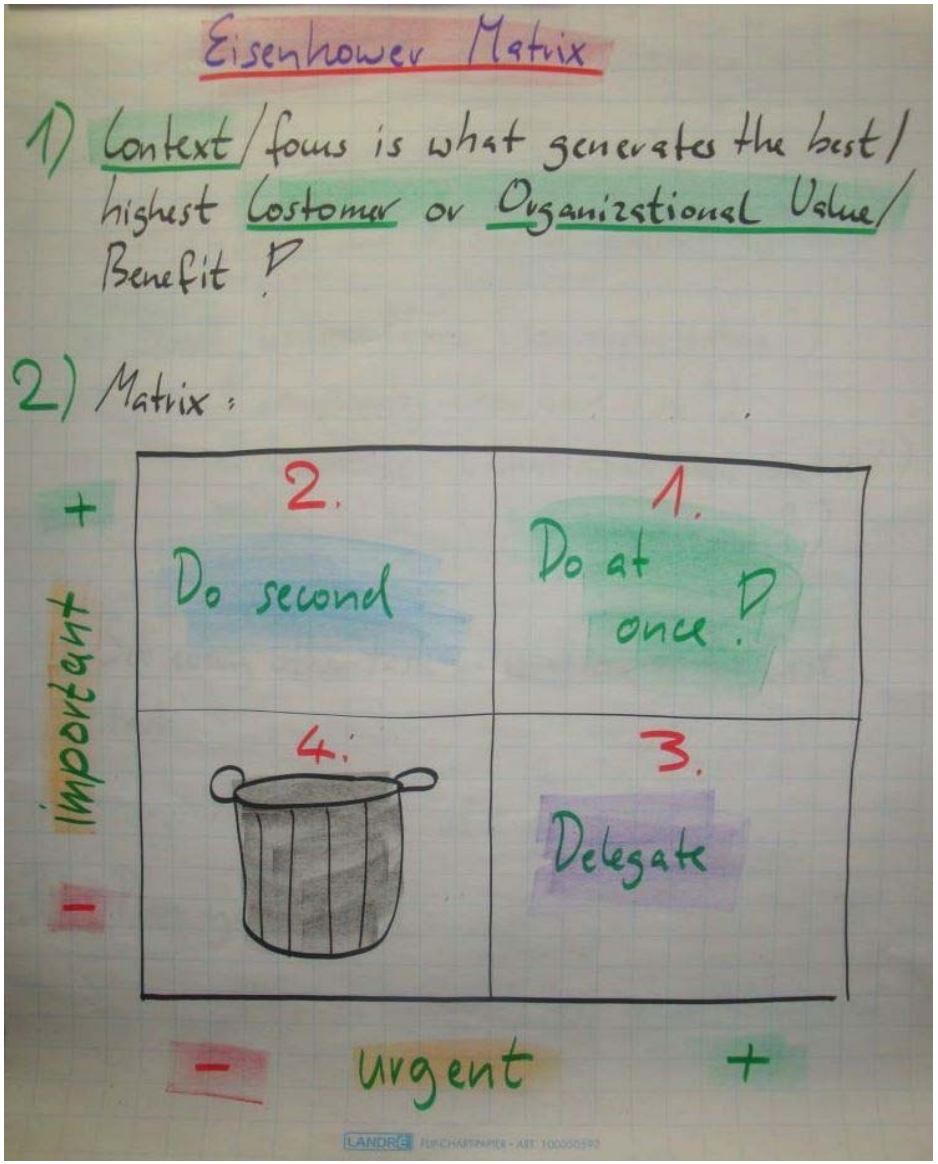
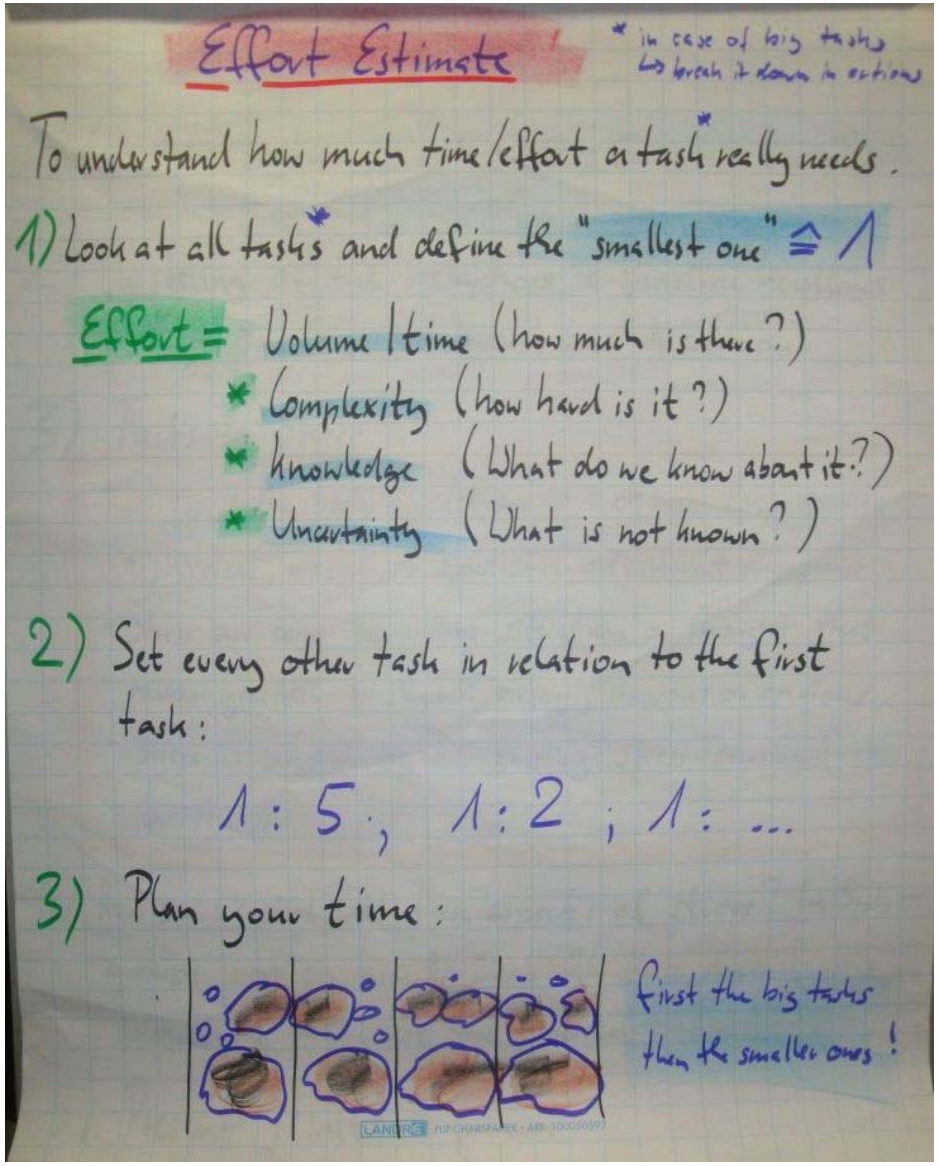
Learn appropriate tools to:

- set criteria to prioritize tasks
- manage time in an effective way



# **Time Management inputs II:** Transfer in Daily Life

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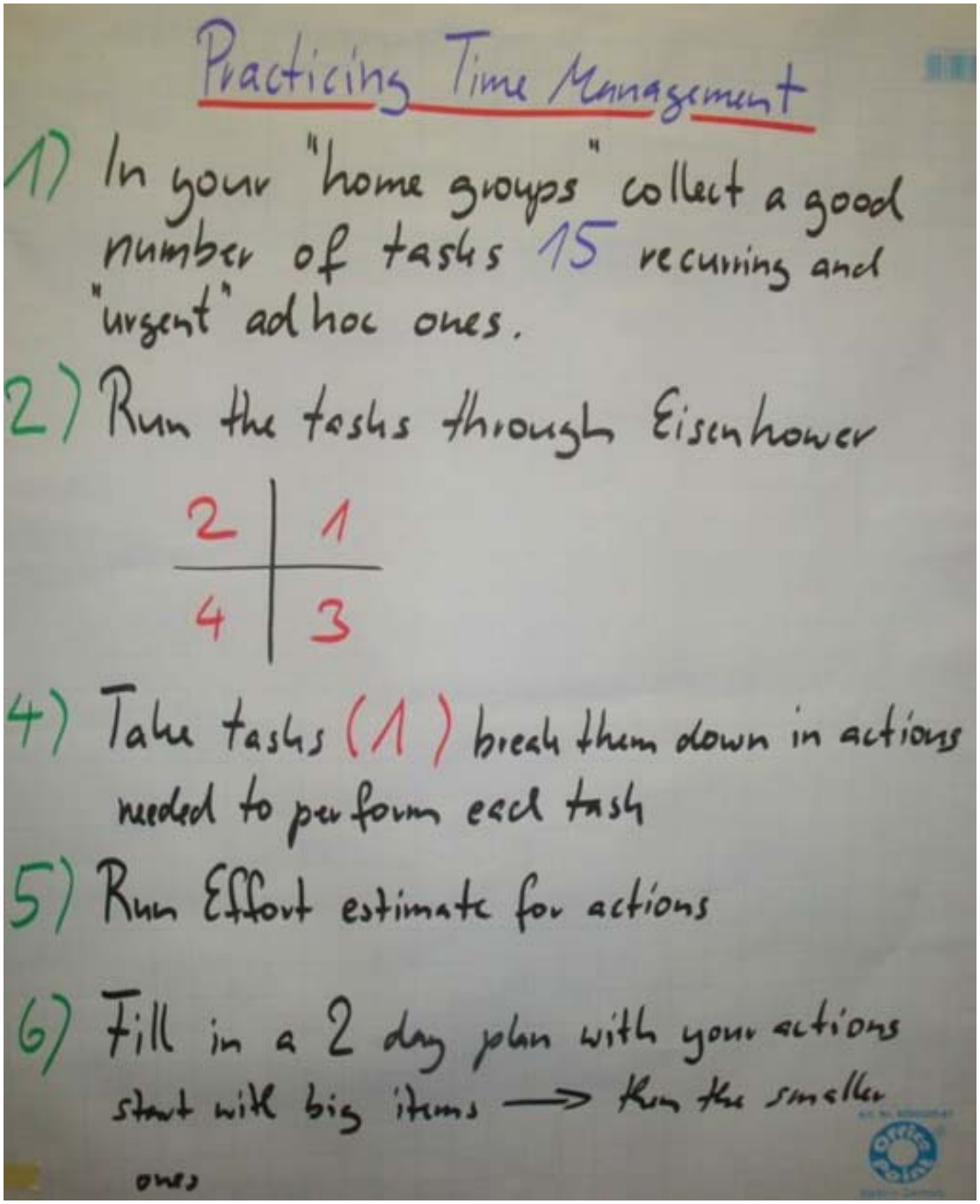
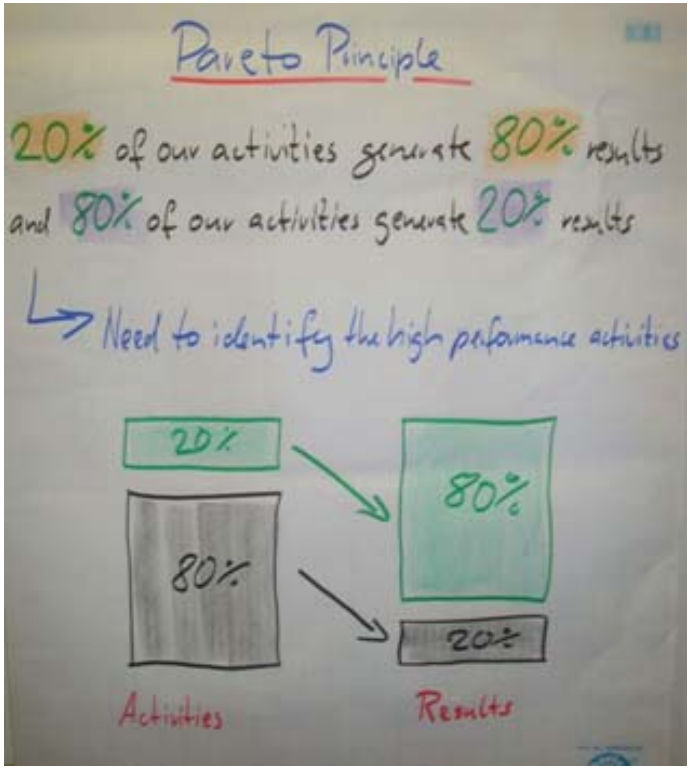



Practice the application of the tools on daily work issues




- Empower participants to own and apply these tools by themselves (action learning) in order to improve their time management.

# Stress Management

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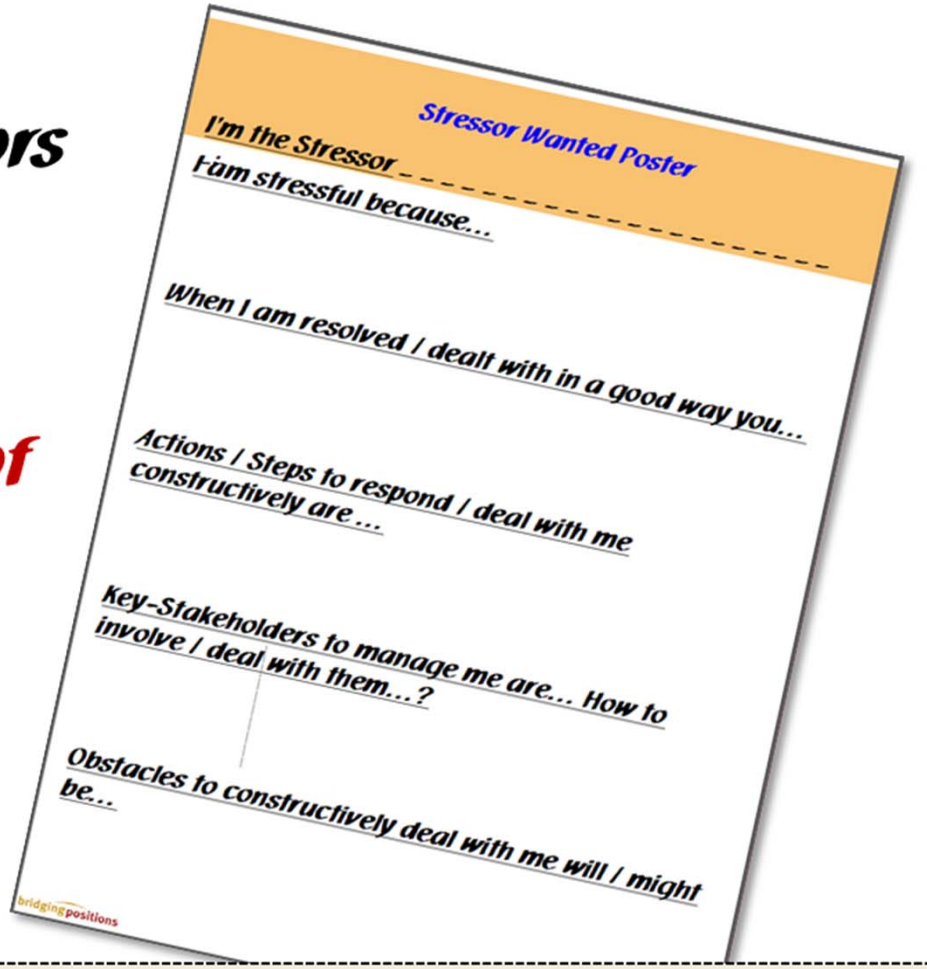
1. **Stress @ work is for me like…**
   complete this phrase 7x with metaphors
2. Cluster the answers + find headlines.
   Prioritize the "worst ones to work on".
3. **How can we deal with these aspects of stress?** In Sub groups work out Stressors Wanted Posters.



- The major sources of individual and team stress are identified.
- Ways of dealing with these current types of stress are worked out, gaining insights, new ideas and fresh perspectives.

# Sources of Energy

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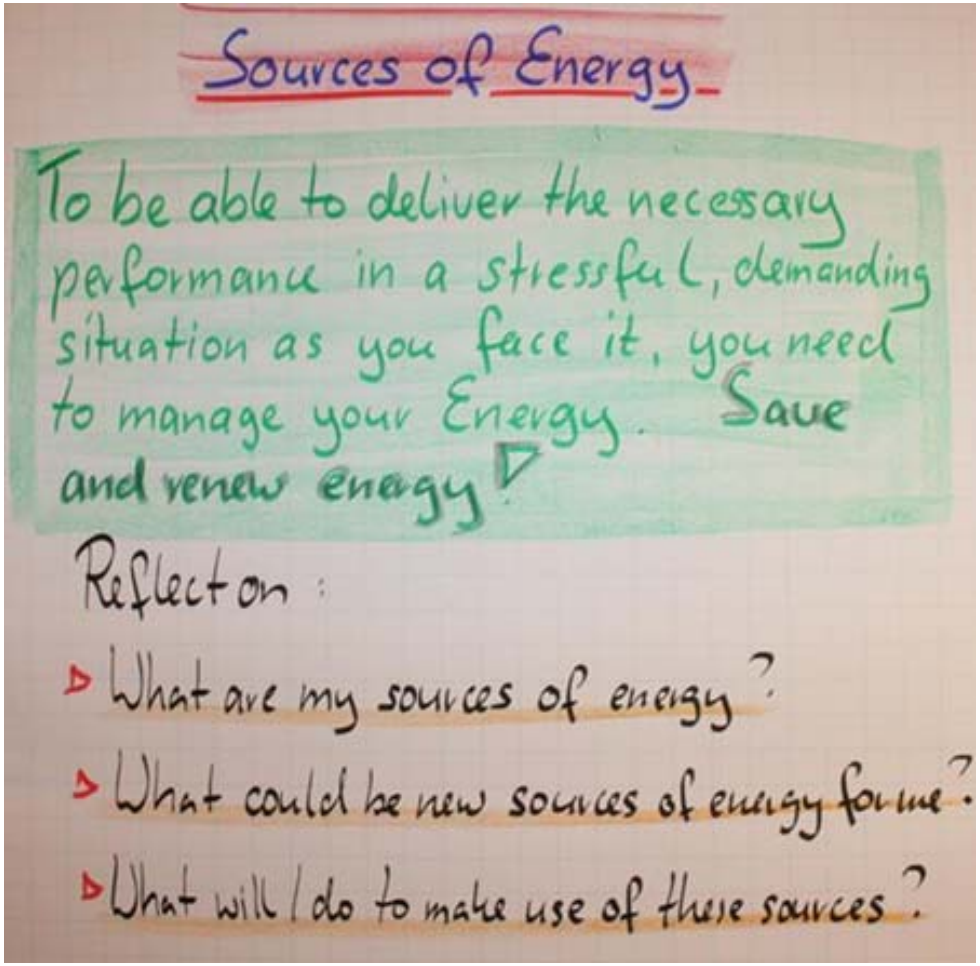


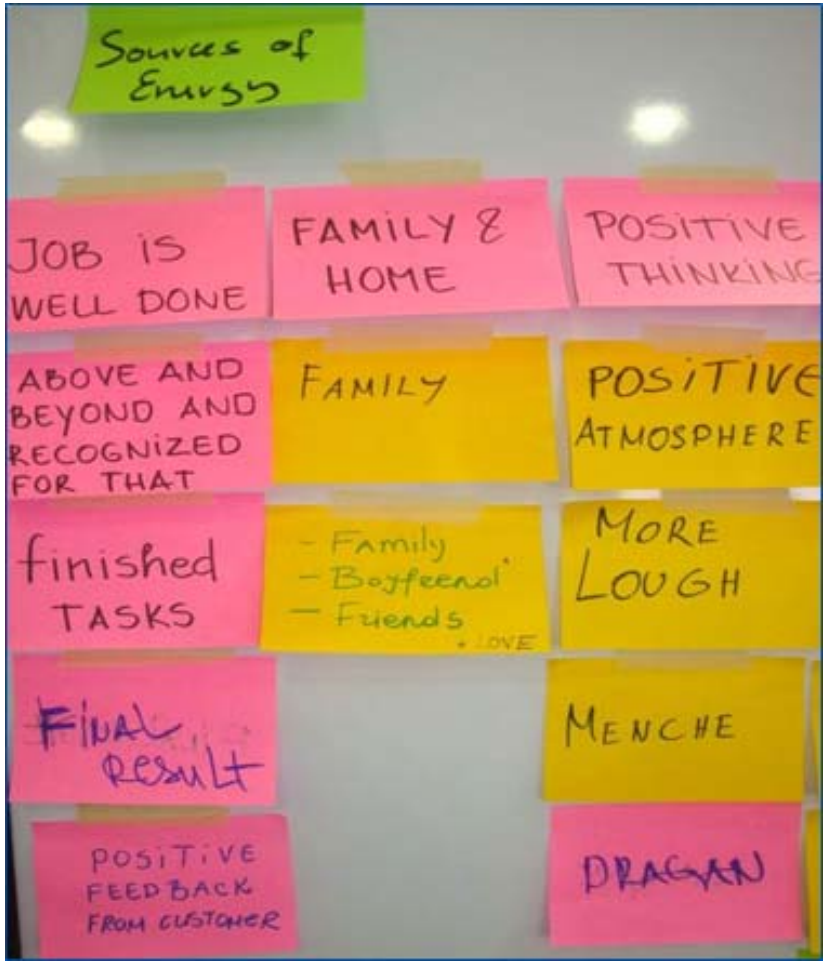


- Becoming aware of available sources of energy.
- Create bonding between the team members as they share their personal sources of energy.
- Collective resilience is build up as team members can remind each other of their personal sources of energy.

# Functional Self Analysis

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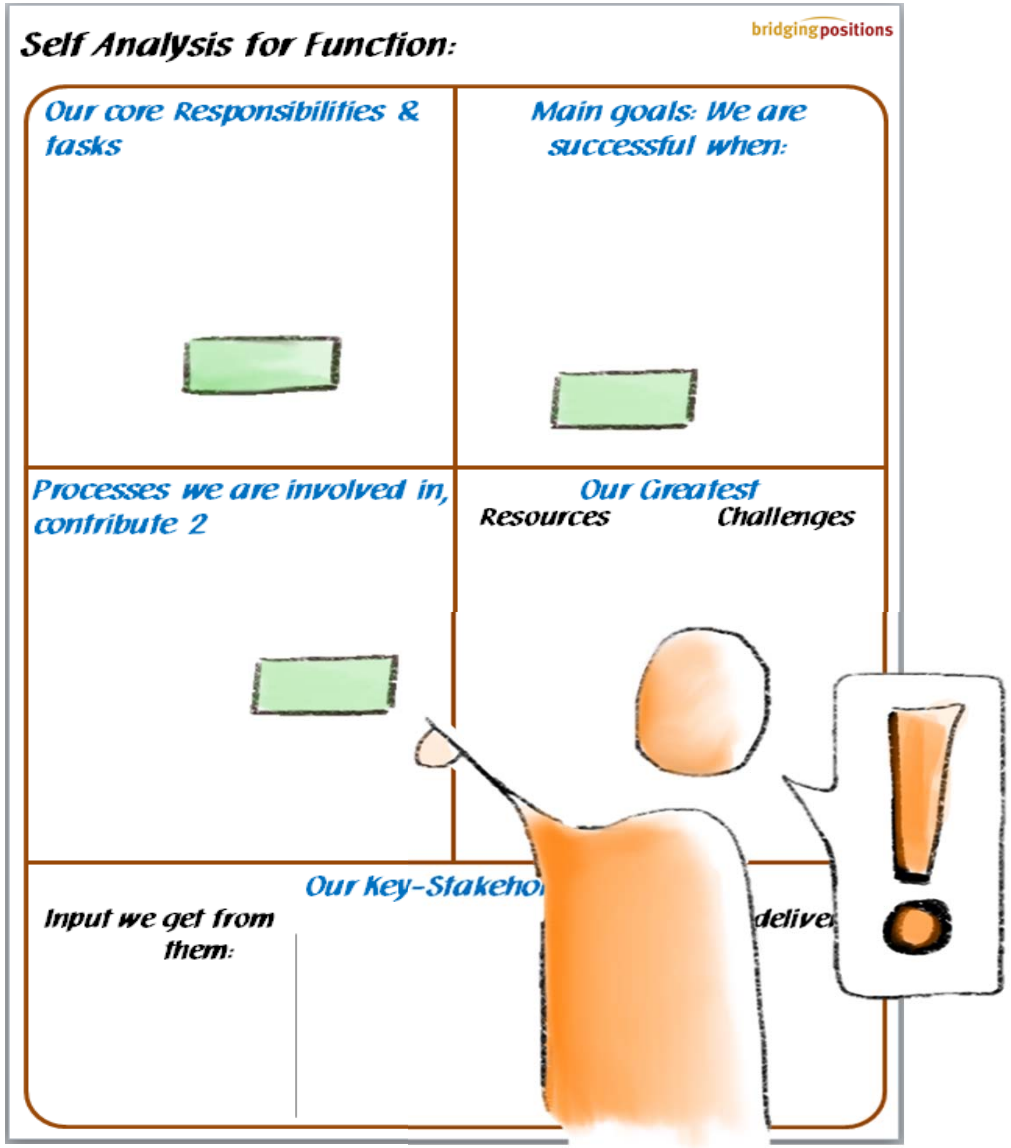
**1. Reflection of own Function:**

- Our contribution
- Our main goals are
- If we mess up → ?!?

**2. Presentation of FSA-Posters**

**3. Gallery Walk around:**

Add what you miss or see differently on Post Its




- Clarifying interfaces, roles, responsibilities, key-stakeholders, job descriptions …
- Building a shared understanding of the broader team context.

# Personal Accountability Map

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| ***Area of Attention …*** | |
|---|---|
| ***What am I doing already in respect?*** | ***What else can I/ will I do?*** |
| ***What can others do?*** | ***Which support would be helpful?*** |

Participants individually process what they will do to progress the team's effectiveness.

- This enhances engagement, buy in and accountability on an individual and collective level.
- By openly stating the actions each team member will do, the accountability within the group raises.
- It fosters an on going team dialogue on how to further progress the relevant topic.

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# Constructive Feedback in the Team

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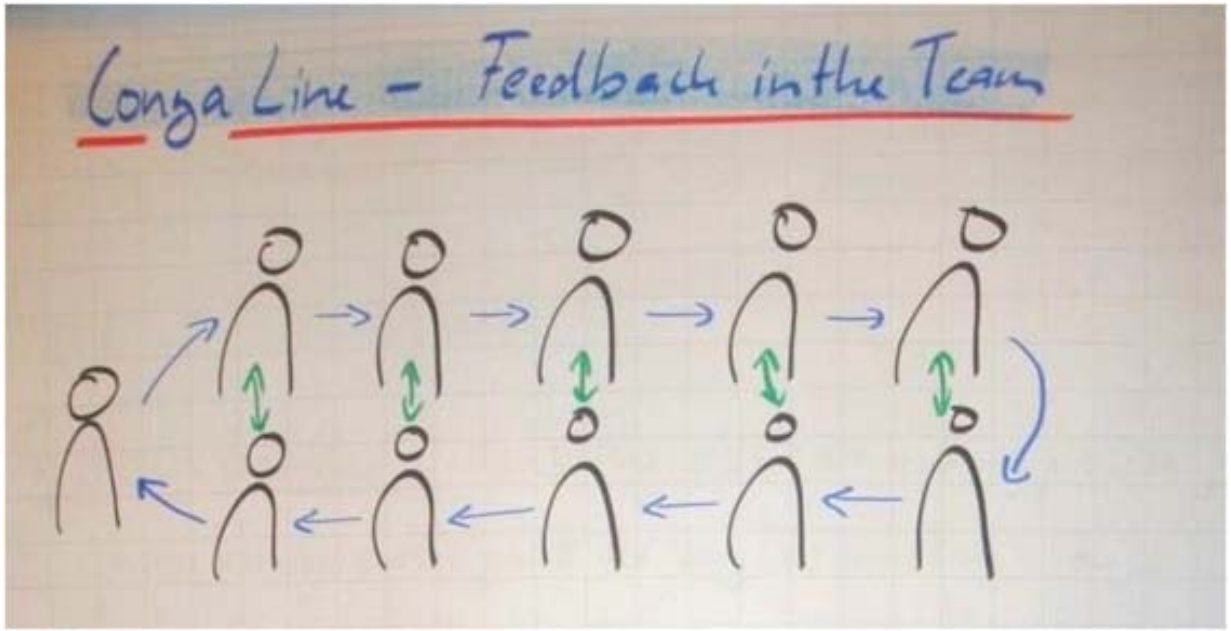


Speed-Dating Feedback:

What you should
**Continue | Stop | Start**
doing!

- Become familiar with constructive feedback.
- Team members learn to meet in-tension.
- Review and update mutual expectations between team members.

# Prioritize Actions / Team Action Plan

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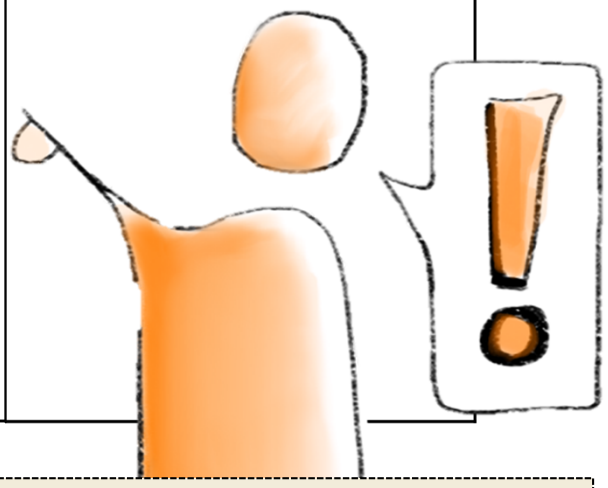
*What actions do you as a team need to focus on when you leave here?*

| Action | 1 Steps | Who does | Until when? |
|---|---|---|---|
| ▪ Digitalize the results<br>▪ Set up new structure<br>▪ … | ▪ Review protocol<br>▪ Make first draft | ▪ Martin<br>▪ Paul and George | ▪ 2 weeks<br>▪ 1 week |



- Collect the results from the previous exercises and gather all required actions.
- Decide and agree on which actions to be taken in the near future.
- Clear responsibility and accountability for each task.

# Stems

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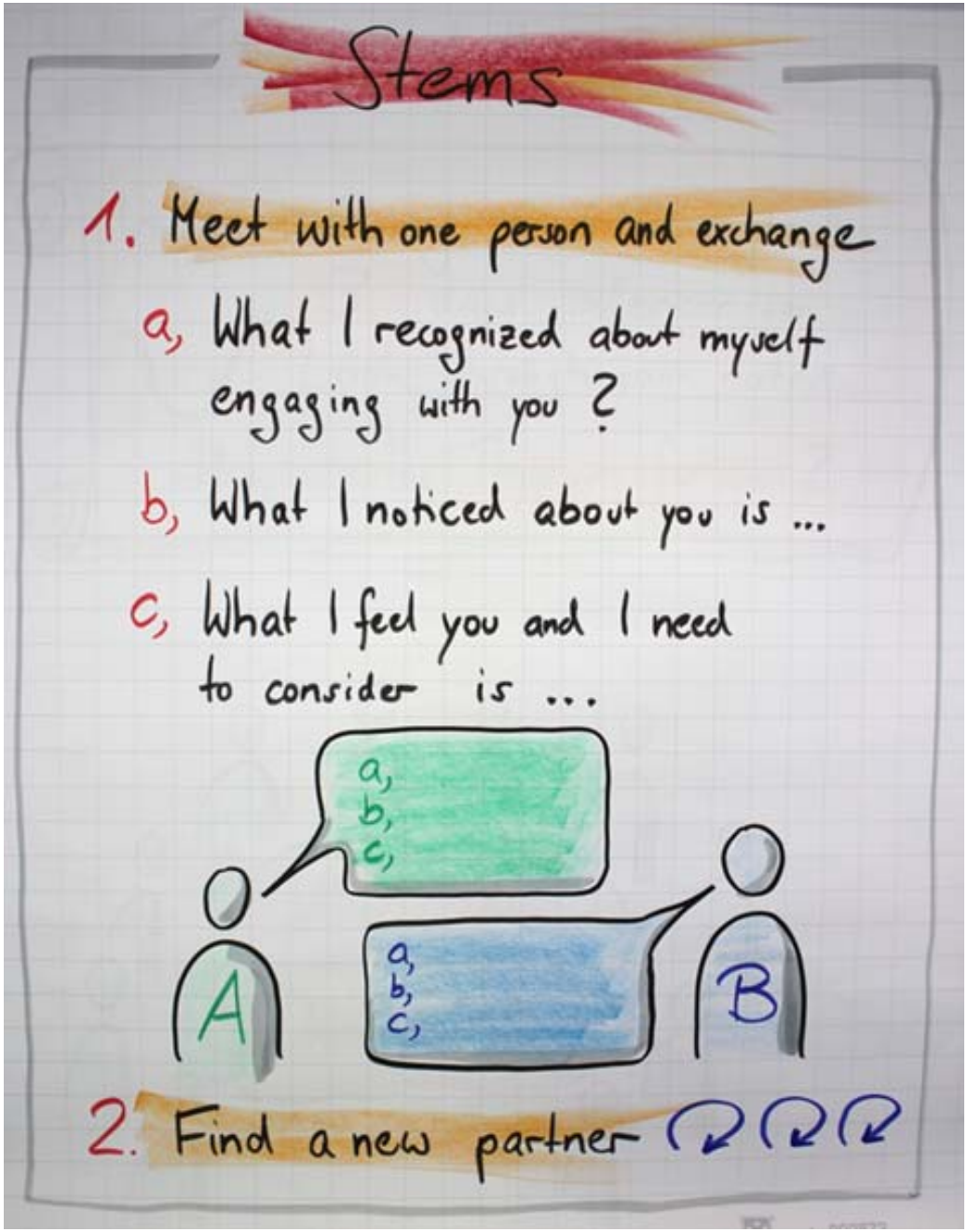

- It empowers team members to give and receive constructive feedback.
- It fosters a spirit of self-reflection, connection, exchange and momentum to move forward.

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# Quality Shower

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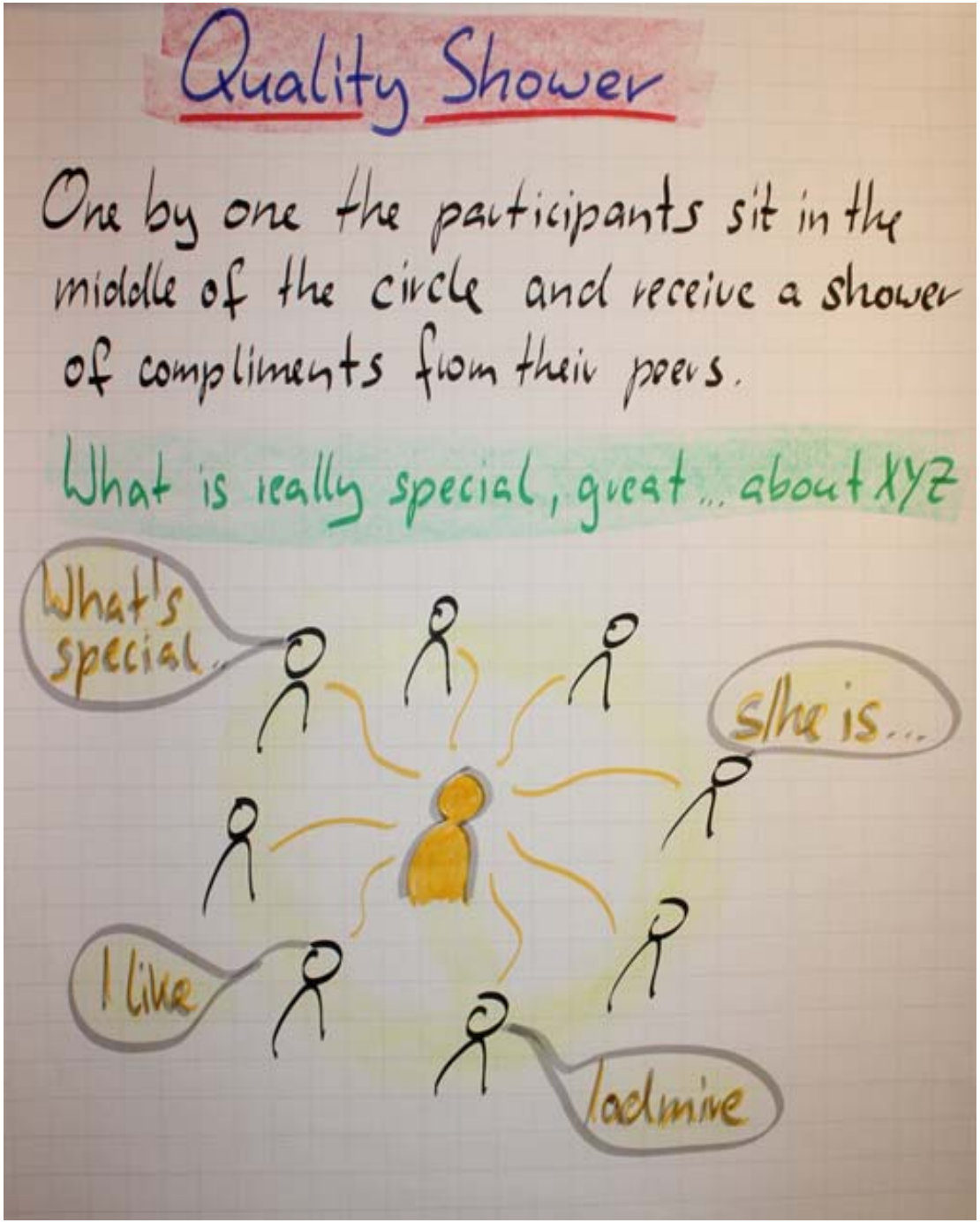


- Identify, recognize and share own and other's qualities
- Recognize own and other's value and allow to give oneself and others the possibility to (re)connect through sharing this appreciation

- Practice the art of appreciation.
- Learning to give and receive personal positive feedback. Create a stronger bonding in the team.

# bridgingpositions Contacts

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## Contact persons:

- Julian Geuder
- Vittoria Piattelli

## Postal address

Hohenzollernstr. 14 Rgb
80801 Munich

☎ +49-(0)89 23966570
E-mail: info@bridgingpositions.com
www.bridgingpositions.com