



Feeling Series

0. Pulse check – FREE

1. Belief

Belief is all about focusing on the sense of purpose and finding the optimism to succeed . Without belief you get insecurity, apathy and negativity

2. Structure

Structure is all about having a clear and grounded plan of what we are doing, and held within the right level of flex. Without good structure you get anxiety, chaos and ambiguity

3. Involvement

We need the right mix of people involved in our business life and projects, we need to work well together to get the best from each other, Without Involvement we get disrespect, distraction nd defensiveness

4. Progress

Showing progress and momentum towards our overall goal is very powerful, without this you get boredom, frustration and perfectionism

5. Care

Care means that you have taken the time to build strong relationships that generate resilience and that have lasting commitment,. Without care you get burn out, indifference and fragmentation

Format : On line – Learning

Duration : 60 minutes for 6 people OR 90 minutes for 9 people

Cost : 60 mins £600 (£100 each) – 90 mins £900 (£100 each) – Cards (£50 per pack)

Level : Open to anyone

In these new CoVid times, it is even more important to top up your knowledge. All day workshops are out. Short, sharp, pithy sessions are in. The 'feeling' series is a fully interactive set of sessions to boost your brain . The sessions are based on best practice and empirical evidence, but designed to be super practical.

Not too much, not too little. Just right





0. Pulse check

The **Pulse Check** is a team psychometric test that points to what is strong and what needs attention in any collaborative team. It offers a deep diagnostic of the current state of the team, so that everyone can engage with the reality of where you are. The results will provoke a discussion about what's working well and what needs your attention. Its not a permanent diagnosis, but an ongoing conversation the can nurture a thriving team

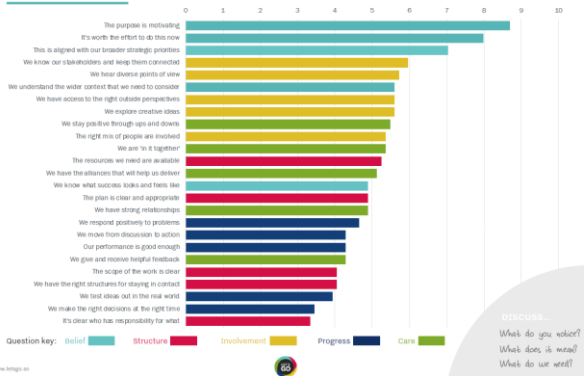
We ask – What do you notice? What does it mean? What do we need?



How it works

- Each team member completes survey (Pulse Check takes 5mins and can be completed on any device) in advance of the facilitated workshop – it takes about 7 mins to fill in
- The report is compiled and anonymised giving data from the whole team about what is really going on
- This opens up an honest and productive conversation about what is needed to improve things

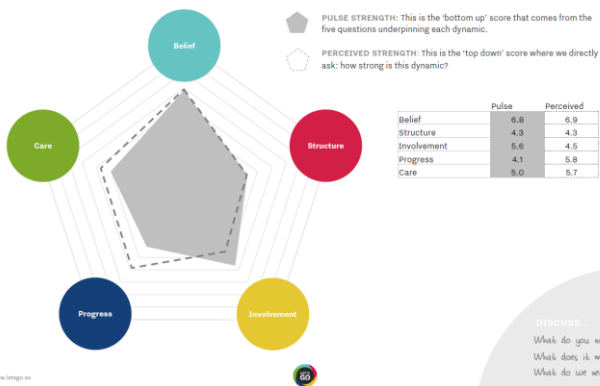
Question scores



Question detail



Team shape



Attention map



STRENGTH AXIS: This score comes from the direct question 'to what extent you see each of the five dynamics as a strength of this team?'

ATTENTION AXIS: This score comes from the direct question 'to what extent you see each of the five dynamics as needing our attention?'

	Strength	Attention
Belief	6.9	5.5
Structure	4.3	8.1
Involvement	4.5	7.4
Progress	5.8	6.3
Care	9.7	9.8



0. Pulse check

Looking forwards

How confident are you that you will deliver your goals?



What one thing would help you achieve your goals?

“ Clarity on direction given/what’s required, and confidence that all agree with this direction/requirement and that this won’t change (too much) down the line.

“ Greater emotional intelligence in our leadership

“ Clear direction and decision making

“ A clearer step-by-step articulation from the top of how top line strategic priorities link to day to day planning

“ Culture change, a clear runway and as always more resources!

“ Clear direction and decision making

“ clarity and trust from above

“ Better planning and clearer decision making at an organisational level

“ Better connection with peers

“ Better planning and direction

“ Simplicity

DISCUSS...
What do you notice?
What does it mean?
What do we need?

More action, less talk

More simplicity

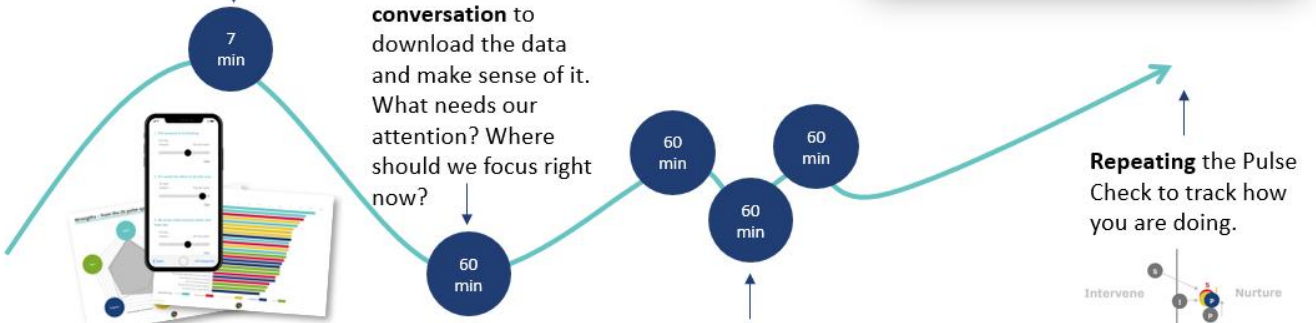
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How it reports

- Each dynamic is reviewed against the comments made
- This then leads directly into one of the 5 conversations sessions
- The pulse check is repeated after 3 months

A simple but powerful pathway

Complete the Pulse Check and synthesise the report to get a rich picture on how the team is now, grounded in data.



A big picture conversation to download the data and make sense of it. What needs our attention? Where should we focus right now?

Targeting the areas that need improvement with a series of **deep dives** into particular aspects of how the team is performing. These interactive sessions are engaging and practical – a mixture of discussion and ongoing practices to build team muscles. Eg

- ✓ How do we nurture stronger relationships?
- ✓ Who has responsibility for what?

Repeating the Pulse Check to track how you are doing.





Feeling Series

I. Belief

Belief is all about focusing on the sense of purpose and finding the optimism to succeed . Without belief you get insecurity, apathy and negativity

Time Box	
10 Mins	Introductions with intro exercise
15 mins	Review of Pulse check by this dynamic Capture of observations, reinforcements, and builds
25 mins	Introduction to the card deck Team exploration exercise
10 mins	Feedback & Key takeaways Wrap
Extra 30 mins	Personal exploration of dynamic Action mapping

Belief

A sense of purpose and finding the optimism that we will need to succeed.

Essential conversations...

- Why is this worth committing to?
- What happens if we don't do this?
- What is the future that we are going for?
- What wider context do we need to consider?
- How does this fit with our broader priorities?

With belief...
Confidence
Commitment
Optimism

Without belief...
Insecurity
Apathy
Negativity

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Making Collaboration Work

(1) What is a collaboration you are personally committed to?

Remember: Important + Complex + Needs alignment

In every group that is collaborating to get something done, there are five dynamics that need your attention: **Belief, Structure, Involvement, Progress and Care.** These are the five ways in which groups go well or badly and can point you to the conversation that will move you forwards.

(2) How are things going against the five dynamics?

Structure

Belief

Involvement

Progress

Care

Reflect: What needs your attention? Why?

(3) What conversations need to happen?

(4) How, when and with who will you have the conversation?

Consider roles: sponsor, owner, contributors, stakeholders

"A problem only exists in the absence of the right conversation"
 Werner Erhard

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Feeling Series

2. Structure

Structure is all about having a clear and grounded plan of what we are doing, and held within the right level of flex. Without good structure you get anxiety, chaos and ambiguity

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Structure

A clear and grounded plan for what we are doing, held with the right flexibility.

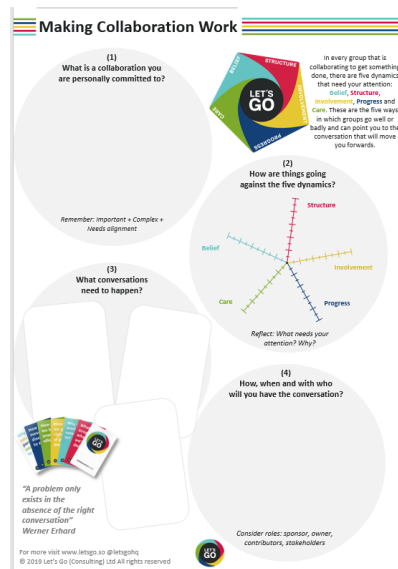
Essential conversations...

- What is the overall plan and timeline?
- What resources are available?
- What's the scope of what we're doing?
- Who has responsibility for what?
- What structure help us work together?

With good structure...
**Calm
Clarity
Flexibility**

Without good structure...
**Anxiety
Chaos
Rigidity**

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Feeling Series

3. Involvement

We need the right mix of people involved in our business life and projects, we need to work well together to get the best from each other, Without Involvement we get disrespect, distraction and defensiveness

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Involvement

The right mix of people involved and getting the best out of each other.

Essential conversations...

- Who has an investment in what we are doing?
- What is the right mix of people to get things done?
- How do benefit from an outside view?
- How do we make space for diverse points of view?
- How do we explore creative ideas?

With good involvement...
Respect
Engagement
Openness

Without good involvement...
Disrespect
Distraction
Defensiveness

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Making Collaboration Work

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(1) What is a collaboration you are personally committed to?
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Reflect: What needs your attention? Why?

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Feeling Series

4. Progress

Showing progress and momentum towards out overall goal is very powerful, without this you get boredom, frustration and perfectionism

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Progress

Momentum towards our goals and focusing on successful delivery.

Essential conversations...

- How do we move from discussion to action?
- How do we make the right decision at the right time?
- How do we test things out in the real world?
- How do we assess how well we are doing?
- How do we respond positively to problems?

With progress...
Momentum
Determination
Sacrifice

Without progress...
Boredom
Frustration
Perfectionism

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Feeling Series

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Care

The strong relationships that generate resilience and lasting commitment.

Essential conversations...

- How do we stay positive through ups and downs?
- How do we nurture strong relationships?
- How do we build a sense of being 'in it together'?
- How can we embrace feedback to help us grow?
- How do we build powerful alliances?

With care...
Resilience
Belonging
Commitment

Without care...
Burn out
Indifference
Fragmentation

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