



A COMPASS FOR TEAMS

Objectives

The objective of this tool is to arrive at a collective alignment within a team on any topic requiring commitment to move the organization forward.

During this process, the heart and guts align throughout the team members to guide the next steps with sufficient energy and commitment.

When to use

- ✓ When teams are lacking motivation, responsiveness, or energy to move forward.
- ✓ When a team is not functioning at its highest capabilities.
- ✓ When teams are feeling overwhelmed and need to align on priorities.

There may be suffering or impending of burn-out.

How to Use

Create subgroups of 4 or 5 if it's a big team. If <10, work all together.

HEART => Free the expression of emotions

Ask the following questions using the BRAVE communications tool:

From my experience, what do I think is positive, and creates meaning, trust, energy, efficiency, pride in the managerial and organizational culture of the project or team?

From my experience, what do I find most difficult to live with, unsatisfactory, "energy-eating" and which limits taking initiatives, building trust, taking responsibility, intrinsic motivation, agility in the managerial and organizational culture of the project or team?

Try to be as authentic as possible by pointing out very specific points and the related sensations.

The result is that the team will share a common state of emotions around the project or about the team dynamics.

GUTS => Build collective meaning

Ask the following questions using the BRAVE communications tool:

What is the very personal meaning I live in this project? Why have I decided to be here? What do I want to live in the future with this team? How do I see myself and us living together in 3-4 years? What is our collective adventure?

Meaning can come from the impact on the company (common good), living (more) important values to me, personal developmental goals, personal growth...

By sharing the meaning, we share the energy of the commitment and responsibility.

HEAD => Decide first step to achieve collective meaning

Ask the following questions using the BRAVE communications tool:

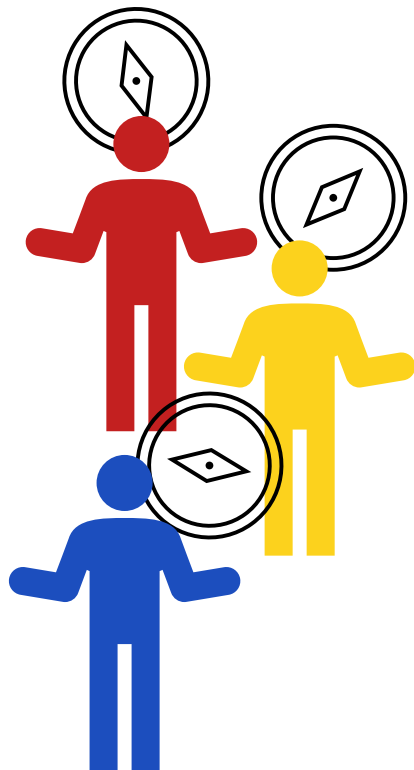
What steps to we need to take to live the collective adventure? What is the first issue we need to solve? First step to reach our why?



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Groups then share. Someone leads each proposal. Commit to proposals. If no one commits, we don't do it.

Tool



1

Free the expression of emotions



2

Build collective meaning



3

Decide first step to achieve collective meaning

