



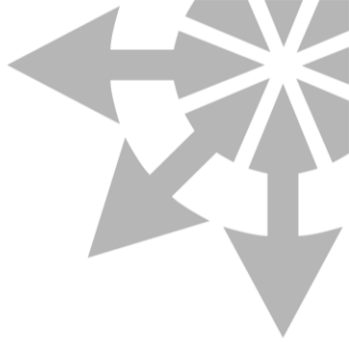
Virtual Team Building: Develop Constructive Teams, Leaders, and Cultures

Featuring the Digital Subarctic Survival Situation™



Changing the World –
One Organization at a Time®

Who We Are

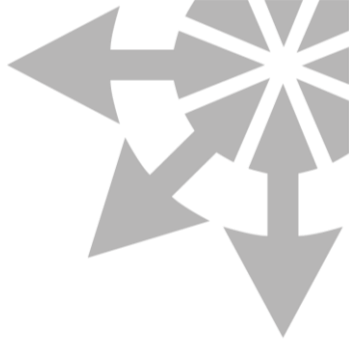


Mary McCulloch



Mary Kay Hughes

CHANGE



Our Agenda

- Introducing the Digital Subarctic Survival Situation™ Simulation
- Guest Speaker Case Studies
 - Mark Richards
 - Gale Mote
- Q & A Sessions – submit early
- Webinar Drawing
- Housekeeping Reminders
 - Use the questions field
 - Patience with connectivity differences



Poll #1



Introducing Digital Subarctic Survival Situation™



Why • Provide remote teams with an engaging learning experience to practice and achieve development goals

What • Increase awareness and provide learning about effective decision-making, improved problem-solving, and team collaboration

Who • Ideal for intact teams, newly formed teams, and cross-organizational teams

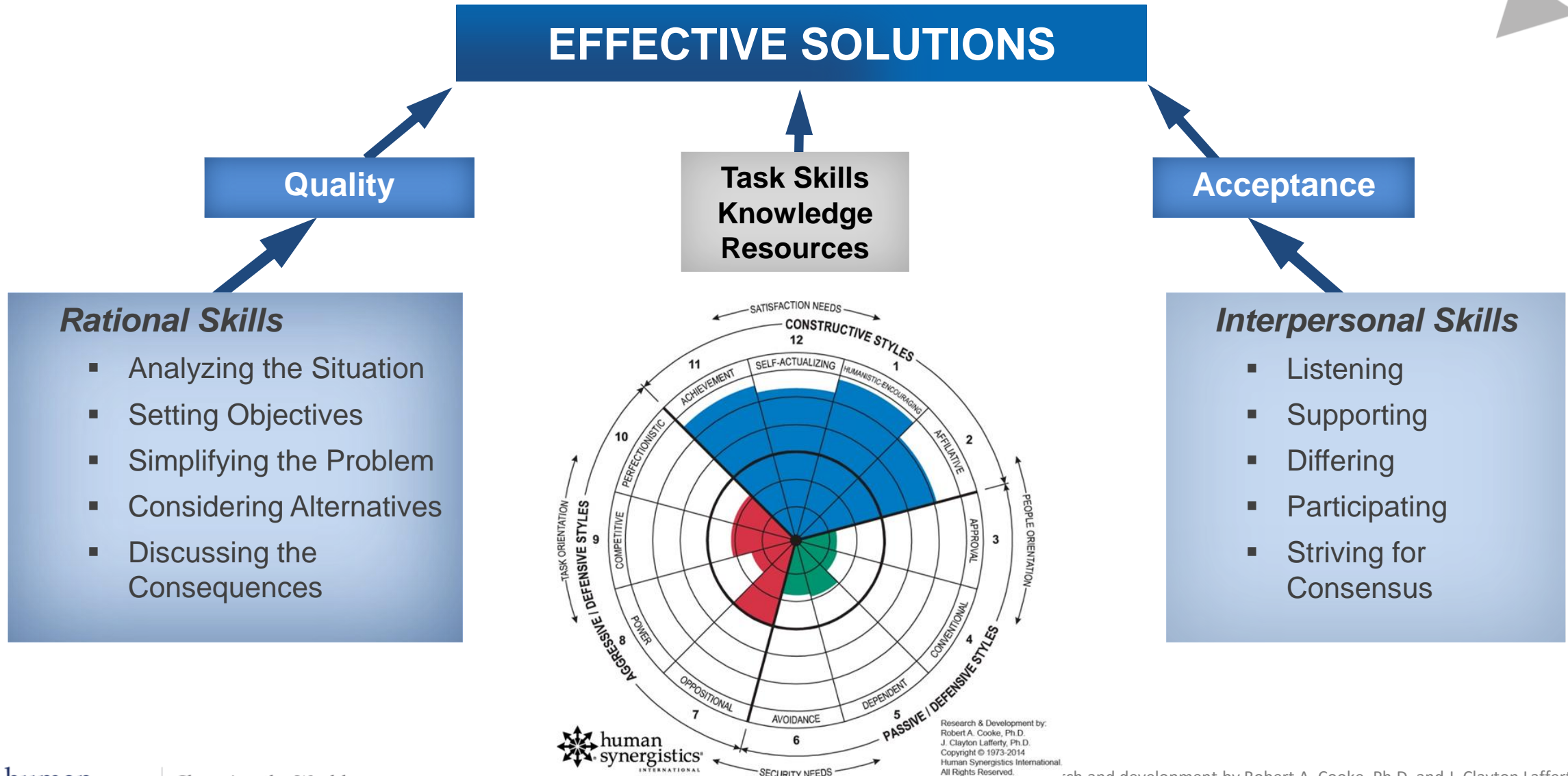
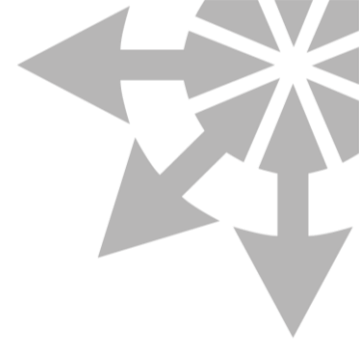




SYNERGY

When the interactive efforts of two or more people have a greater impact than the sum of their independent efforts.

Synergistic Problem-Solving Model



Strengthen development across the organization



Team Development

Leadership Development

Organizational Culture
Change

Digital Subarctic Platform – What's Included

An easy-to-use digital platform enables virtual facilitation when used with a video conferencing app to help teams optimize the knowledge and skills of all team members

Online facilitator materials

- Situation Video
- Prep Guide
- Facilitator Script
- Video with experts' rank and rationale
- Team Debriefing PowerPoint Deck



Subarctic Survival Situation™
Digital Bundle of 50 Participant

Digital Subarctic Platform – Integrated Platform

Drag & Drop Ranking

Individual Ranking

Review the list of available items. Without discussing them with your team members, drag and drop the items in the order of their importance to your team’s survival, from most to least important. You may refer back to the Situation at any time.

Magnetic Compass

Gallon (3.8 Liter) Can of Maple Syrup

1 Sleeping Bag per Person (arctic type, down-filled with liner)

Bottle of Water Purification Tablets

20' x 20' (6 m x 6 m) Piece of Heavy Duty Tarp

Automatic Scoring – Team Scores

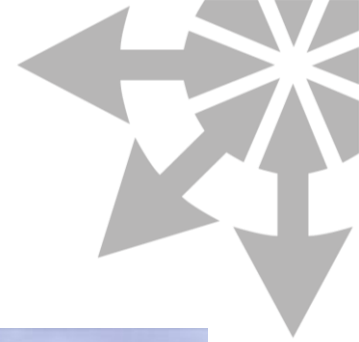
Team Metrics

Scores		Gain (Loss)		
	Team Score	Average Individual Score ?	Best Individual Score ?	Num Better Than Group ?
Team 1	2	27	14	0
Team 2	32	37	14	1
Team 3	60	27	14	2
AVERAGE	31.33	30.33	14.00	1.00

Team Metrics

Scores		Gain (Loss)		
	Team Score	Difference/Gain (Loss) between team score and:		
		Average Individual Score (Percent Gain) ?	Best Member Score ?	Synergy ?
Team 1	2	25 (93 %)	12	Achieved
Team 2	32	5 (14 %)	-18	Not Achieved
Team 3	60	-33 (--)	-46	Not Achieved
AVERAGE	31.33	-1.00	-17.33	-

Digital Subarctic – The Basic Process



Activity	Time
Introduce the simulation and organize virtual teams	10 minutes
Step 1: Complete individual rank online	15 minutes
Step 2: Teams discuss and complete team rank	40 minutes
Step 3: Review facts and provide experts' rank and rationale	20 minutes
Steps 4-11: Review individual and group scores	15 minutes
Debrief: Discuss scores and initiate or explore development opportunities	20 minutes
Total	2 hours





Case Study #1: Creating an Inclusive Culture



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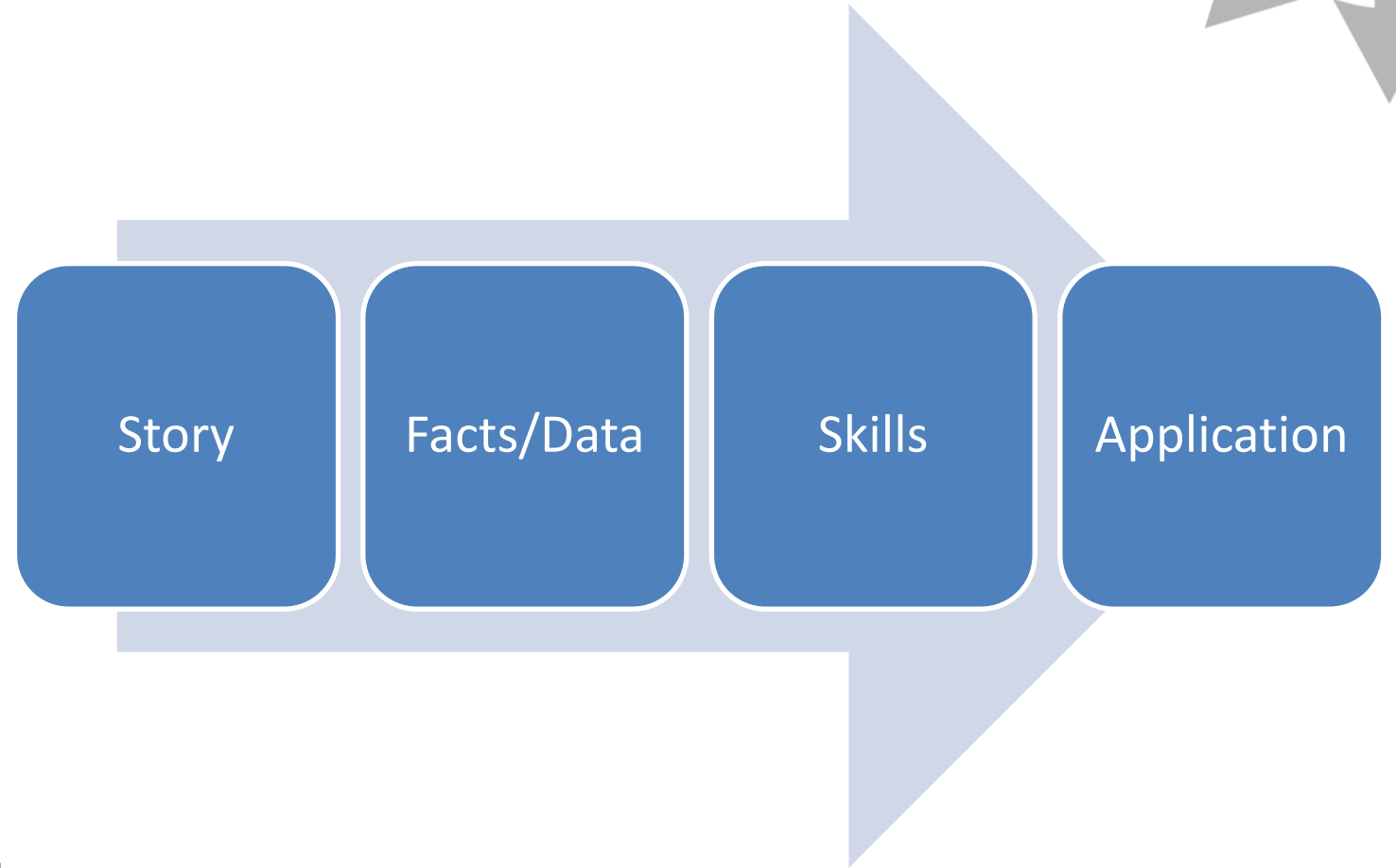
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Mark Richards, Founder of The Crucible Group

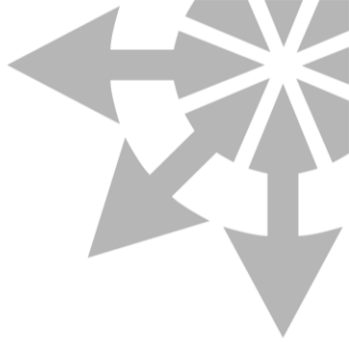


Tie to Topics

- Discuss client needs/issues
- Communication skills
- Listening
- Team Building
- Problem Solving
- Culture/Engagement
- Used for application of skills



Case Study: Creating an Inclusive Culture



Purpose/Goal

- Following culture survey results
- How do we “create an inclusive culture?”
- How do we build “psychological safety?”

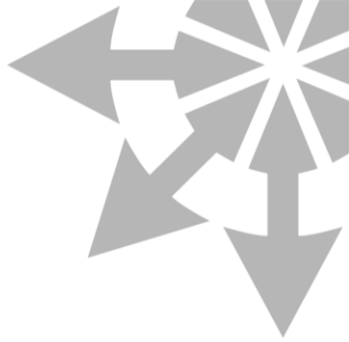
Audience

- Formal leadership team of 20 leaders

Structure

- Reviewed key culture survey areas to focus on
- Shared listening and questioning skills
- Connected key behaviors to results

Interpersonal skills are critical to effective group problem solving



Listening

Seek first to understand

Supporting

Don't shut down an idea

Differing

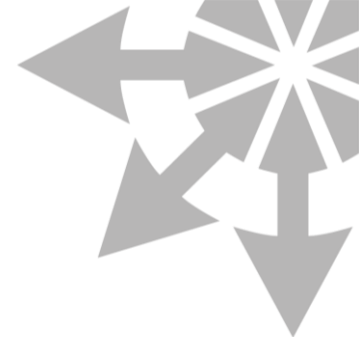
Ask questions, disagree...respectfully

Participating

Include everyone

Consensus

Avoid groupthink



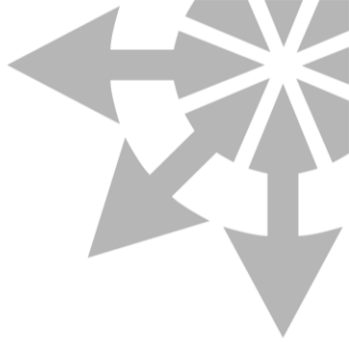
Ask Good Questions

- Can you help me understand why you think that's the best option?
- What do you think we should do?
- What are the priorities we established?
- How will that help?

Avoid...

- Judgment questions
- Thinking you're the smartest
- Thinking someone else is the smartest
- Judging mindset

Results/Key Takeaways/Learnings



- What inclusion looks and sounds like
- Better aware of what they need to do
- How to take an interest to genuinely understand others
- Didn't feel like a lecture on culture
- Engaging and interactive
- Opportunity to learn more about teammates

Some Helpful Ideas

- Get an extra credit for you to login as a participant and see what they see
- Client pre-determines who should be in what groups
- Allocate 2 hours – 15 min to open, 90 min for content, 15 min to close
- Play the video for the scoring only if time permits
- Find out from client what is a problem or issue they're working on – make a connection to what they're working on.



Q & A with Mark



Case Study #2: Building a Cohesive Leadership Team



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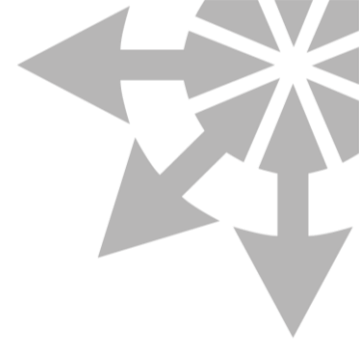
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Gale Mote, CPTD, MBA, Gale Mote Associates



- Team Coach, Trainer and Consultant, Gale Mote Associates (30 Years)
- Adjunct Lecturer – Tippie College of Business MBA Program, University of Iowa (20 Years) – “Maximizing Team Performance”
- 2014 President and Provost Award for Teaching Excellence, University of Iowa
- Accredited Facilitator for the Five Behaviors of a Cohesive Team™
- Human Synergistics Experienced Practitioner – Team Simulations, GSI

Case Study: Building a Cohesive Leadership Team



Objective:

- Examine practical techniques to engage in healthy conflict and create clarity and commitment for decisions

Audience:

- 22 Participants
- Entrepreneurs, Executives, Middle Managers, High Potential Contributors
- Non-Profit, Government, Corporate

Structure



The Five Behaviors of a Cohesive Team™ Model

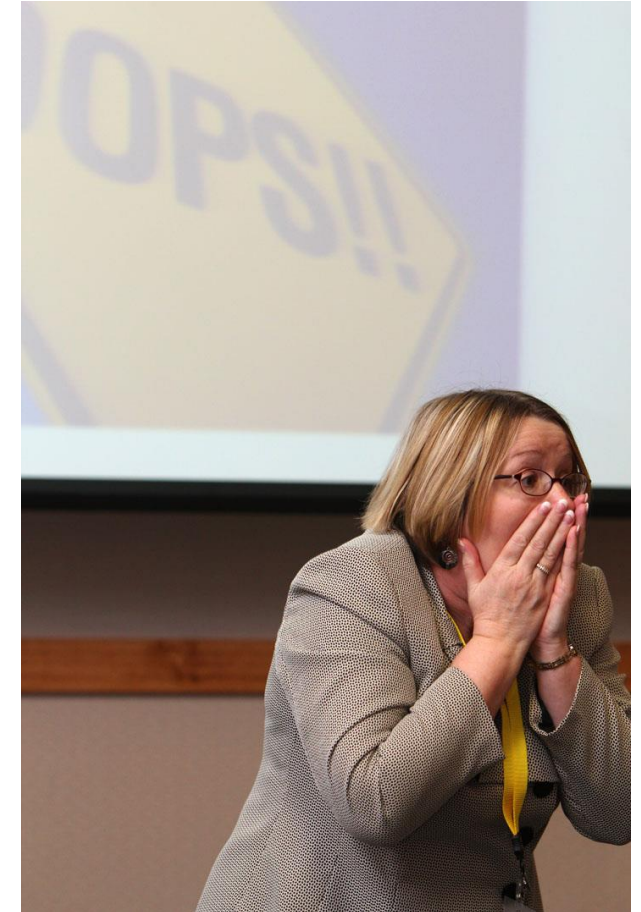


- Used 5 Behaviors Model
- Conflict Techniques
 - Abilene Paradox
- Digital Subarctic Survival Simulation™
 - Productive Conflict
 - Clarity and Commitment
 - Psychological Safety

Facilitating Digital Subarctic: Lessons Learned



- Ensure software platform has breakout room capability
- Create teams in advance
- Ask participants to log-in at least 20 minutes before you start
- Clear, simple and concise instructions
- Encourage laptops/computers vs. mobile devices
- Provide links and instructions in chat
- May provide additional coaching before team ranking
- Stay present, observe team dynamics, take notes



Debrief: Best Practices



- Allow time for teams to discuss their performance before scoring
- Ask each team to share best practices and lessons learned “Congratulations, Compliments, Condolences”
- Create conflict/decision-making norms to apply to current or future teams

Leaders now have the ability to....

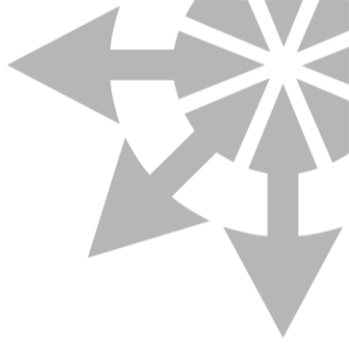
- Create and sustain a more inclusive team culture
- Make better, faster decisions
- Eliminate ambiguity, better execution of decisions
- Grow together as a team





Q & A with Gale

Developing your remote teams



Stay connected

Build skills

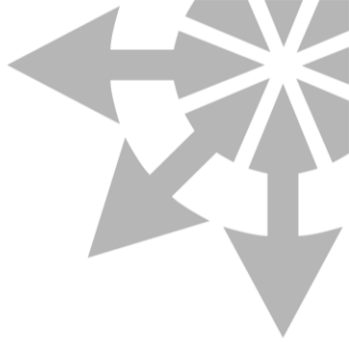
Link to priorities

Learn together

Poll #2



Webinar Drawing: Win a Digital Subarctic Kit for 10 Participants



Subarctic Survival Situation™

- Two (randomly-selected) attendees will receive a complimentary Digital Subarctic Simulation Kit
- We'll announce the winners in our follow-up email.
- Good luck!



Questions



Thank you!
Please reach out with questions:

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