

Team Renewal: A Leaders' Conversation Guide

A conversation guide to help your team reflect, reset, refuel, and recommit to delivering on what 2021 will most require of you. Find your way to staying on purpose, delivering magic, and avoiding the noise that 2021 will surely bring.

Note to leaders

The following provides you with a recommended flow and sequencing of key topics and questions. How you facilitate the discussion with your team is your choice to make. When we facilitate this discussion with clients, we use some of the following practices – but you make this your own!

- ⇒ Begin with your own vision for the discussion. Because inspiration!
- ⇒ Kick off with an ice breaker. Because always!
- ⇒ Set aside 90 – 120 minutes. Because dialog and connection.
- ⇒ Use breakouts and whiteboards. Because engagement.
- ⇒ Play with engaging exercises. Because fun and resonance.
- ⇒ Summarize, document, and share a written set of outcomes. Because it's an artifact that supports accountability. Let it become your North Star and operating manual.

The discussion

However you choose to structure, facilitate, or run interactive exercises, our Team Renewal sessions are built on a foundation of four components – each with an objective and a handful of guiding discussion questions you'll find below.

Component	Objective	Discussion Questions	Outputs	Facilitation Ideas
Celebrate the past	Honor and learn from all we achieved and overcame in 2020	<ul style="list-style-type: none"> ○ What are we (individually and collectively) most proud of having... <ul style="list-style-type: none"> ○ Survived? ○ Achieved? ○ Learned? ○ What served us in 2020 but shouldn't stay with us going forward? ○ What victories do we want to keep building upon? 	A set of wins to honor; clarity on what to continue to build upon; and early enthusiasm!	Here we blend a bit of individual reflection with group discussion, and of course a bit of voting.
Define our secret sauce	Align on what must command our attention and focus in 2021	<p>Imagining we're at the end of a spectacular 2021. We've done amazing work.</p> <ul style="list-style-type: none"> ○ What have been our most critical achievements? ○ How have those impacted our business and our customers? ○ What would have been the cost of our not delivering these outcomes? 	A clear sense of what we must focus on – even and especially at the cost of what we must <i>not</i> focus on	Here we lean into breakout groups. We do a "Top headlines of 2021" exercise to tap into creativity...and big ideas!

		<ul style="list-style-type: none"> ○ What actions and behaviors fueled our success? ○ How did we support each other in demonstrating these consistently? 		
Identify detractors	Label what threatens to pull us away from our purpose	<ul style="list-style-type: none"> ○ How do we collectively assess the value of a particular project or task? ○ What tends to pull us away from focusing on our most essential work? ○ How do these tend to show up? ○ What would happen if we deprioritized them? 	Clarity on what to watch out for, and thoughts on how to mitigate the impact of distractions	Here we like an interactive whiteboard to generate – and group – lots of ideas
Commit to habits and practices	Define the habits and practices that will keep us aligned and on purpose	<ul style="list-style-type: none"> ○ What specific actions, habits, and practices are most likely to keep us on our purpose? ○ How can we commit to supporting each other in demonstrating those? ○ How will we flag challenges or problems? ○ How will we continue to evaluate and evolve as a team? 	Alignment, commitment, and accountability	Here we do some round-robin open discussion, and, some individual commitment-making, and some ever-essential team action planning!

The follow up

We highly recommend you package up a set of outcomes and commitments that emerged from the session. It's something tangible for everyone to hold onto, refer back to, and celebrate having achieved early in 2021!

And if you'd like to explore the possibility of our delivering this experience for and with you – please [reach out](#) today. We can't wait to help you renew and reset with your team!