Creating a Culture of Communication & Collaboration

Culture is what keeps people coming to work every day with a positive attitude, willing to put in their best effort, energized to take on bigger challenges, knowing they're surrounded by a team that will support them along the way.

This might be a great option if:

- You've gone one through a merger.
- You've had a change in leadership or another major organizational shift.
- You've observed the following behaviors: miscommunication, distrust, friction between "newbies" and "veterans," or people working in silos.
- You have a great team and want to build on the skills they already possess!

This program aims to address these challenges and improve company culture by bringing people from different teams together, to learn the skills and behaviors necessary to cultivate a culture of communication and collaboration.

Approach

As a certified leadership coach and trained actor, I pull from both worlds to create a program that is interactive and impactful.
All of our work is built on the basic principles of improvisation:

- We always say, **"Yes, and"** and, listening to and building on each other's ideas.
- Our main goal is to **"Make each other look good."**

Using this as a foundation for our work together throughout the program, participants immediately begin interacting in a more collaborative, open and positive way.

*"***But Terri in engineering would never do… IMPROV!"**
I understand varying learning and communication styles of participants and skillfully create a learning environment that allows for a diverse group of participants to step out of their comfort zone. Workshops are engaging; we laugh a lot, and also walk away with solid lessons and skills that are directly applied to the workplace.

This program consists of six 90-minute workshops over Zoom.

Module One: Moving From "No, But" to "Yes, and."

Participants will:

- Explore the basic principles of improvisation.
- Learn to communicate in a more positive manner, by beginning with "Yes," instead of instantly saying, "No" and reasoning why an unconventional or unexpected idea will not work.
- Become aware of and experience the benefits of focusing on ways to support one another and leveraging each other's skills, rather than working in silos.

Module Two: Communication Styles

Using the DISC Assessment, Participants will:

- Gain self-awareness around how they communicate and how they prefer to be communicated with.
- Learn about the preferred communication styles of those they work with.
- Practice adapting their communication style to better communicate with others.

Module Three: Presence & Body Language

Participants will:

- Experience different ways to warm up their bodies and voices so that both can be used more effectively, especially in high-pressure situations.
- Become aware of their own body language as well as the body language of others.
- Explore the ways that body language impacts how we communicate and connect with others.

Module Four: Conflict Resolution

Participants will:

- Learn tools to have more productive and direct conversations with self-awareness and empathy.
- Role-play and implement what they've learned to this point, using scenarios that participants may have experienced in the past or could experience in the future.
- Review the DISC and dive deeper into each style's associated conflict style, gaining awareness of how they and their colleagues respond to difficult conversations.

Module FIve: Teamwork

Participants will:

- Discuss what great teamwork looks like and what it requires of them as a team member.
- Explore ways that they can support one another, cross functionally.
- Practice skills learned throughout the program through interactive team-based problem-solving exercises and role play activities.

Module Six: Feedback

Participants will:

- Learn how to ask for, receive and give feedback in a more effective manner.
- Practice giving and receiving feedback with fellow participants.
- Reflect on the program as a whole, identifying ways that they, as a group, will keep the learning going and keep one another accountable as they continue to move through their own learning process after the completion of the program.

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Each organization is different and starts from a unique place.
This outline gives an idea of what is possible. Inspire Improv and Coaching Inc. works in partnership with each organization to customize the program to your specific needs.

For optimal results:

Include members of the leadership team. This encourages buy-in, shows support, and takes advantage of the even playing field that improvisation creates.

Value to your organization:

- With this shared experience, and enhanced self-awareness, trust is built, and new cultural rules are written and carried out with accountability and support across departments.
- Change is constant, building a culture on communication and collaboration allows organizations to thrive in the face of change.
- When your team feels positive about coming to work, it comes across to clients and customers. By investing in your people, you're also investing in your organization's relationship with the outside world.

Additional topics available:

Exploring Core values
We all have our own set of "rules" that we play by. This module gives participants an opportunity to gain additional self-awareness by identifying their own core values and learning about the core values of their teammates.
Participants will:
- Work through an exercise to identify their own core values.
- Discuss their core values with their teammates, noticing where there may be overlap or differences.
- Gain further understanding of themselves and the way they make decisions, as well as an appreciation and understanding for their teammates.

Facilitation and Coaching Skills
Participants will:
- Learn how to take on the role of facilitator within team conversations.
- Learn and practice the basics of having coaching conversations with their teammates.