

Welcome to "How to Live our Values in this Coronavirus World" Webinar

The webinar will start shortly -

- ⦿ Both your video and microphones will be turned off
- ⦿ This webinar is being recorded and will be emailed to you afterwards

How to Live our Values in this Coronavirus World...and why we should be doing it...



The Benefits of Living our Values in Lockdown...



- Helping to create a positive working environment
- Ensuring behaviour remains respectful – even when we are all working with new challenges
- Helping to ensure we are not making assumptions
- Supporting an inclusive working environment

The Benefits of Discussing our Values Now...

- Reinvigorating existing values
- Embedding newly launched ones
- Supporting “living” the values in a meaningful way – decoding

And...

- Right now to look at our new working world through the lens of our Values ...to bring new insights and practical actions to support remote team working



How to do it....

- ① Run a virtual session with a group of managers or a whole team
- ① Ask them to each take one value and identify
- ① one example of where they have demonstrated that value in the last month
- ① one example of where a team member /colleague has demonstrated that value in the last month
- ① what they could be doing differently to demonstrate that value in the coming weeks



How to do it....

Take each value and pose questions under each for the group to answer. For example.....

● Respect

What does respecting each other look like in the context of home working?

What does it look like for our interactions on video conferencing or instant messaging channels?

Where are the parameters with our behaviour – is it Ok for Facebook rants and jokey memes posted in the evening to then be shared on work channels like Slack or WhatsApp?

● Collaboration

How will managers facilitate collaboration when everyone is working remotely?

How could your managers create peer support for each other?

How do you ensure involvement from everyone, remembering that the technology may be very new to some and your quieter introverts may not want to “battle for airtime” on an extended team call?

● Leadership

What does good leadership look like for your current set up?

What touchpoints should you put in place?

How will you ensure the balance between cascading information and giving space to listen to your people and their concerns?

Other Ideas...



- Start each virtual team meeting with someone sharing one example of a value they have demonstrated – or where they have seen someone else demonstrate it
- Build values into feedback conversations and one to ones
- Make sure values are still visible even though you are not in the office.. Screen savers?

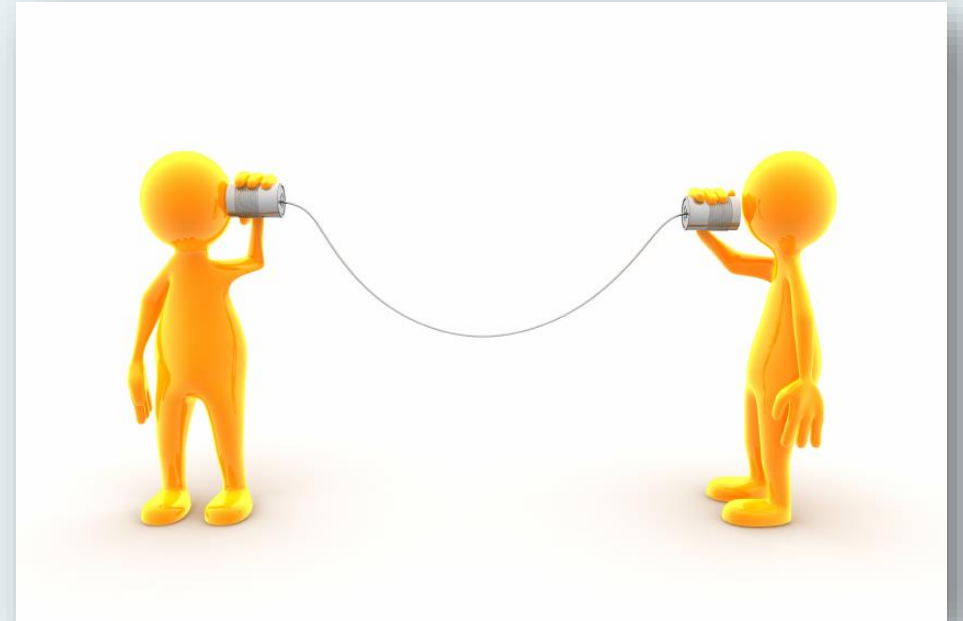
EY “Belonging Barometer” study 2018

Some key findings:

- 56% of respondents feel they belong most at work when they feel trusted and respected
 - 39% of respondents feel they belong most at work when they have the ability to speak freely and voice their opinion
 - 34% feel they belong most at work when their unique contributions are valued
- Social exclusion at work makes people feel ignored, stressed and sad
 - More than half of all respondents feel exclusion is a form of bullying

This Starts Right Now...

- One way you will demonstrate a value this week...
- One way you will help your colleagues see how your organisation's values can be used to guide behaviour...
- Good luck...



If you have any questions or would like any further help or advice, please contact us on:

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And to keep up to date with the latest research, opinion and resources in managing behaviour and creating inclusive workplaces...

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