

Room:Main Squeeze | 2:20pm

Topic Title: Keeping Team Morale / Holding Better Space

Remote and the times we currently live in / How can we make it better by holding better space?

Initiator: Megan Karch / Mark Kilby

SUMMARY HIGHLIGHTS:

'Keeping team morale' is a more focussed topic within 'Holding better space'.

Holding Better Space is more about how you might apply open space concepts to any space to improve it. I'll say more about it as we go through the session

Appreciate
Appreciation boosts morale. It has the largest effect on trust when it occurs immediately after a goal has been met.

Have you recently appreciated a co-worker or your employee at work?

Brainstorming:
Being remote or distributed doesn't mean we can't all be on the same page...literally.

There are plenty of tools to continue brainstorming, and collaboration.

Tools shown: Jamboard, Zoom, Slack, Google Docs, Microsoft Whiteboard.

Celebrate :
Sending team gifts, while still recognizing everyone as an individual

Gifts shown: Party Favor Box, gift.com, Nitro, Pizza (ORDER PIZZA!)

Drinks/Dine:
Seeing Team outside of typical meetings. Making up for the typical water cooler chats.

Tools shown: Slack, Zoom, WebEx, Google Meet.

Team Virtual Happy Hours or Team Lunch
Try to skip shop talk, keep it human

Central graphic: MORALE gears and 'Easy as... ABC' text.

Celebrate was the most popular! Buy a few of their favorite beverages. Small things done to celebrate go a long way(pizza).

Other ideas?

Pizza making night! Someone leads folks through the process of making pizza.

Get the kids together over lunch, go to back yard and did the diet coke and mentos experiment.

Paint project together. Provide supplies

What can you do for \$10

Halloween scavenger hunt.

Virtual ice cream social. Buy your favorite ice cream and toppings. Did as part of a retrospective. Talked about the sprint and the weekend and it was a great experience.

3:30 Party time - Rule number 1 - No work. The whole team gets together in a virtual room to talk.

Built a game for everyone to play online together. Been fun for me to do and helps introduce some new technology.

Jack Games

- Drawful
- You Don't Know Jack

Psych (app)

- All logged into same game
- E.g., If Jessica went to jail, it would be for _____ (every puts a guess)
- You vote on the answers to see who wins

Appreciations - any unique ways

- Mailed out a packages of little gifts
- Sometimes keep it seasonal
- Set up a team space kudos
- Teams calling out someone directly
- Specific formula for appreciation - Name them, and explicitly state what you appreciate and why.
- Virtual tacos - Who got the most tacos in slack? Now taco emoji is a symbol of thanks.
- Widely distributed team - find out what they celebrate and how they do it?
 - Learn so much and they feel recognized

Brainstorming

- Celebrate with confetti in Mural
- Chat storming - Having to wait helps people not influence each other.

Have to do things that are short when they are widely distributed and have very little time together

Do we celebrate asynchronously?

- On the spot celebrations
- People are more engaged
- Chats work, but face to face (on camera) works better

www.kahoot.com

Holding Better Space - Stress can be good, challenging, but it is how we support each other is important.

What affects morale?



Antifragility - How stress helps us improve.

The principles and the law of mobility apply in multiple spaces outside of Open Space.
In business - If you are neither learning nor contributing, do you go somewhere else?

How might the open space ideas help you hold a better space for morale?

IF you are no longer needed as a Scrum Master, look for another team that needs help. It helped both the morale of the scrum master and the new team.

Reconsider who to invite to a meeting. Ensure meeting has a clear purpose

Allow people the 'Law of Mobility'

Open Space Principles & Roles

Principles

- Whoever comes are the right people
- Whenever it starts is the right time
- Whatever happens is the only thing that could have
- When it's over, it's over
- Wherever it happens is the right place

Prepare to be surprised

the Law of Zoom Mobility

If at any time you find yourself neither learning nor contributing, use your mouse to leave the Session and go someplace else.

Roles

Session Host

- Offers a question / idea
- Lists it in the Marketplace
- Facilitates the Session
- Brings back "pieces of gold" for the rest of the group

Bumblebee

- May choose more than one session in the same time block
- Cross-pollinate ideas

Participant

- Joins a Session that interests them
- Participates in the discussion
- May change to Bumblebee or Butterfly
- Observes the Law of Mobility

Butterfly

- May take some time out for reflection
- May never attend a session; they hang out in the main room or lobby
- A small chat with a Butterfly might impact your thinking and the large group

AGILE OPEN Florida

How do we use Bumblebees on a daily basis?

- See Heidi Helfand's book on Dynamic Reteaming

Scrum of Scrums also helps

Developer channel to see what others are discussing

Community of Practice

Open Space is about personal responsibility?

How can you help yourself to keep your own morale going?

Challenging as a Scrummaster - if your morale goes down, the team's

Go hiking in the woods (forest bathing)

- Sense of smell
- All your senses are engaged

Reminder that the team feeds off the environment

Sticky notes that remind me of certain things.

Be intentional. Be prepared.

Picture of places I've enjoyed in the past

Start the day doing something for myself.

Unsplash.com - search for "nature"

If you are very social, reach out to 5 people each day. If they want to talk more, they will.