



Bonding Now *In Times of* ***Social Distance***

Intensify Collegial Bonding in Virtual Times

The Power of NOW



„What do you say at your next virtual team meeting?“

„Nothing. Let the audience connect!“



These are demanding times, sad, a discomfort of personal loss or grief of losing your personal freedom to decide what to do next.

Of course do we have a wonderful perspective of appreciating the joy of seeing wonderful people in person and smell the sea.



But for now let's fully feel the **moment of now**, at home, thinking, working, videoconferencing, parenting, exercising, eating slowly.

The Importance of Bonding in times of Social Distance

Create different perspectives about each other in times of distress



LESS TIME SPENT AT THE COFFEE MACHINE AND NORMAL HYGIENIC GOSSIP BUT DIFFERENT OR INCREASED WORK INTENSITY

NOT WORKING AT ALL AND MISSING COLLEGIAL CONVERSATIONS & EXCHANGE

Sharing fears and anxieties about the personal and work situation

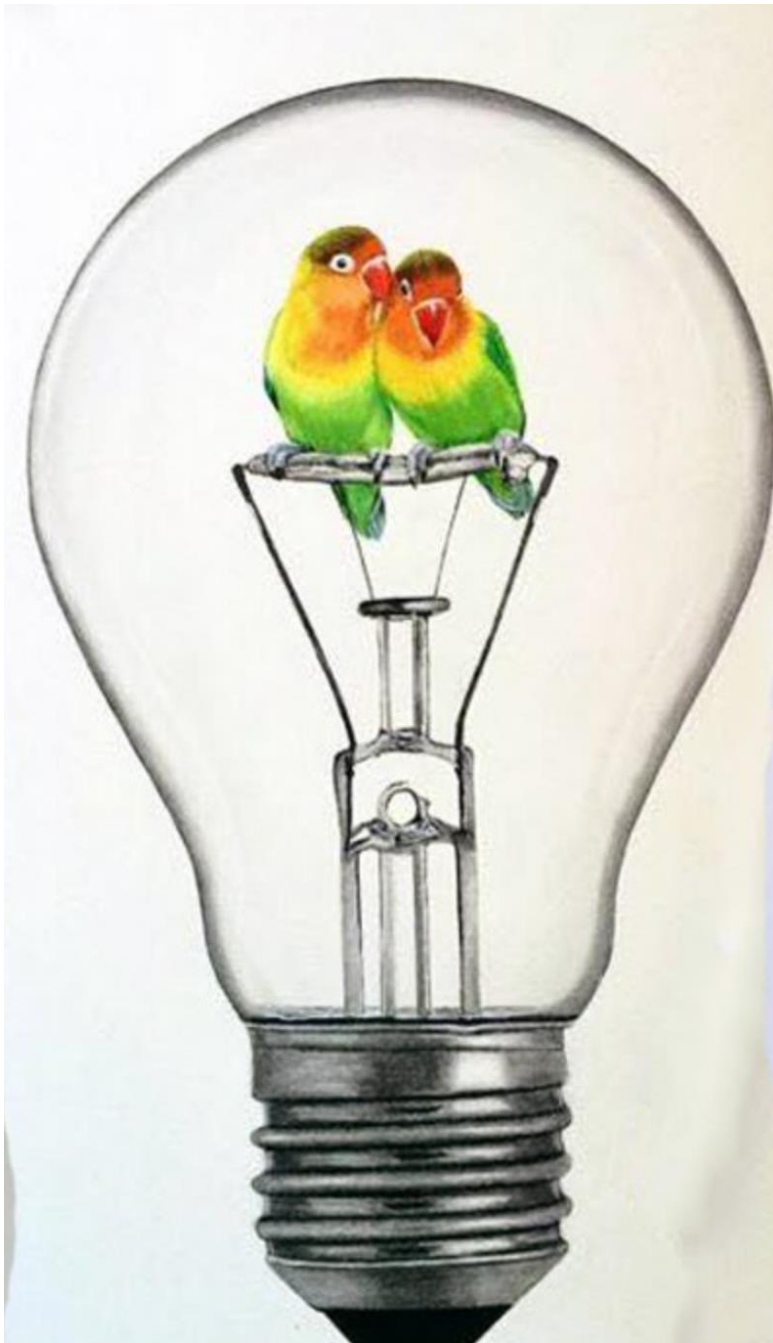


I AM NOT ALONE WITH MY WORRIES, EASING THE PERSONAL BURDEN THROUGH SHARING

Developing ideas, concepts about applying insights from the time of being grounded



WHAT I HAVE LEARNED ABOUT BEING CONFINED TO MY PRIVATE SPACE. DECELERATION BECOMING MORE SENSITIVE ABOUT DETAILS, APPRECIATING WHAT I HAVE.

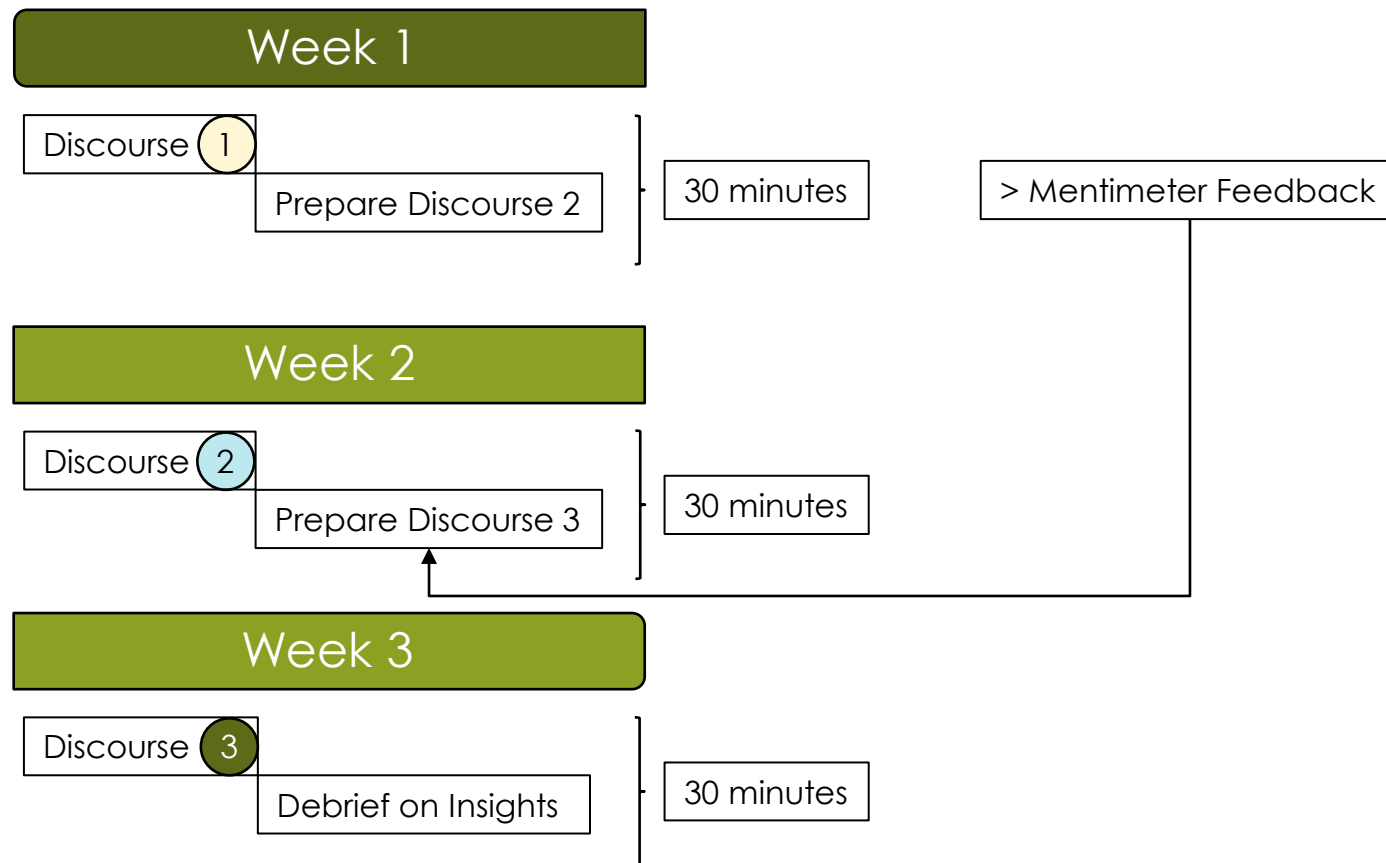


8/04/2020

The Idea of BONDING

For the emotional hygiene and as a cultural impulse let teams of any size work in groups of 4-5 in zoom break-out rooms. Work and discuss topics in a structured way **that affects themselves and their current life scenario while working from home** - not business issues.

zoom



Hopefully no new wave 2 in May

8/04/2020

The Process OVERVIEW

Groups of 4-5 are being created:

- Known team members work in a group
- Mixed teams are grouped by chance by the communication system zoom

They work in 3 sessions named Discourse 1, 2 and 3, 30 minutes each on a specific topic which affects them personally.

Example

Discourse 1

Discourse 1

- Deep Dive Conversation, Task 1, 25 Minutes
- Distribution and clarifying questions to understand
- Task 2, the topic for the discussion during Discourse 2, 5 minutes
- Mentimeter Poll after this D1 provides the input for D3

Deep Dive Conversation

- The 30 minutes are structured by 2 questions:
1. „What is the most difficult part of working from home and totally virtual collaboration?“
 2. „What is the part I enjoy most and which was a surprise for myself?“
- How did your life change?
 - Personal impact of social distancing
 - Social Distancing while being closer to your family than before
 - Personal uncertainty of the future
 - What do you do with the free time – self-development vs. slowing down, living in and enjoying the now
 - Time for self-reflection
 - Working from home – efficiency vs. procrastination

Example

Discourse 2 - Break The Routine and Sharpen your Senses

Discourse 2

Share your findings of the pre-read (which include examples) and guiding questions to prepare Discourse 2 in 30 minutes:

1. „Which Micro-Adventures have you found for the CURRENT situation we are all in that you will or have already practiced?“
2. „What are attractive Micro-Adventures for you Post Corona?“

Be Brave in Close distance from your House

- Walking 15-30 minutes in an ideal straight line in the same direction. You will be surprised of what you can see.
- Walk 1, 2, 3 km on the Way of St. James. It's closer than you might think.
- Camping in your Backyard or next Camping place. No need to get far away to enjoy a little campfire and the stars in the sky.

Get and Rediscover Adventures Inside the House

- Find a new music style in Spotify that you can enjoy and make a playlist for yourself.
- Create a CEWE photobook from the last 10 years with the 10 Best-Of per year. Mail it to your family members and friends.
- Try a recipe that you never tried before and that you find challenging. Souflé for example.
- Take out or rent a microscope and admire plants and insects under the -x10 lense



8/04/2020

The Result

- Intensified personal and collegial relationship even in established team and larger audiences
- Perception of employees that the company cares
- Great, naturally achieved insights through Mentimeter polls on what people are really concerned about and what works well
- Feeling of mutual support in times of distress is a strong emotional attractor among colleagues with long positive repercussion for later
- Appreciate the diversity of colleagues as well as sameness, sharpening the senses with what is going on around us socially and emotionally

Your Contacts at Moving Minds



Roland Gieske | Managing Partner
Mobil: +49 (0) 160 71 72 73 2
E-Mail: roland.gieske@moving-minds.de



Prof. Friedrich Bock | Managing Partner International
Phone: +49 (0) 421 20 52 91 19
E-Mail: friedrich.bock@moving-minds.de



Jan Peter Schacht | Lead Partner Change Management
Mobil: +49 (0) 172 92 09 20 1
E-Mail: janpeter.schacht@moving-minds.de

Axel Kühn | Project Lead Communications

Karsten Schütt | Director Finance

Nora Hunsche | Junior Consultant

Marcus Zabel | Junior Consultant

Pit Puppe | Junior Consultant

Iris Großmann | Administration & Assistance

Head Office:

Parkallee 229
28213 Bremen
Germany

Phone: +49 421 20 52 91 19

Fax: +49 421 20 52 91 29

info@moving-minds.de

www.moving-minds.de

Office Munich:

Giselastraße 12
80802 Munich
Germany