

Framework for On-line Seminars based upon Spiral Dynamics Part I

Community Seminar
Friday, 8 May, 2020

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WHY?

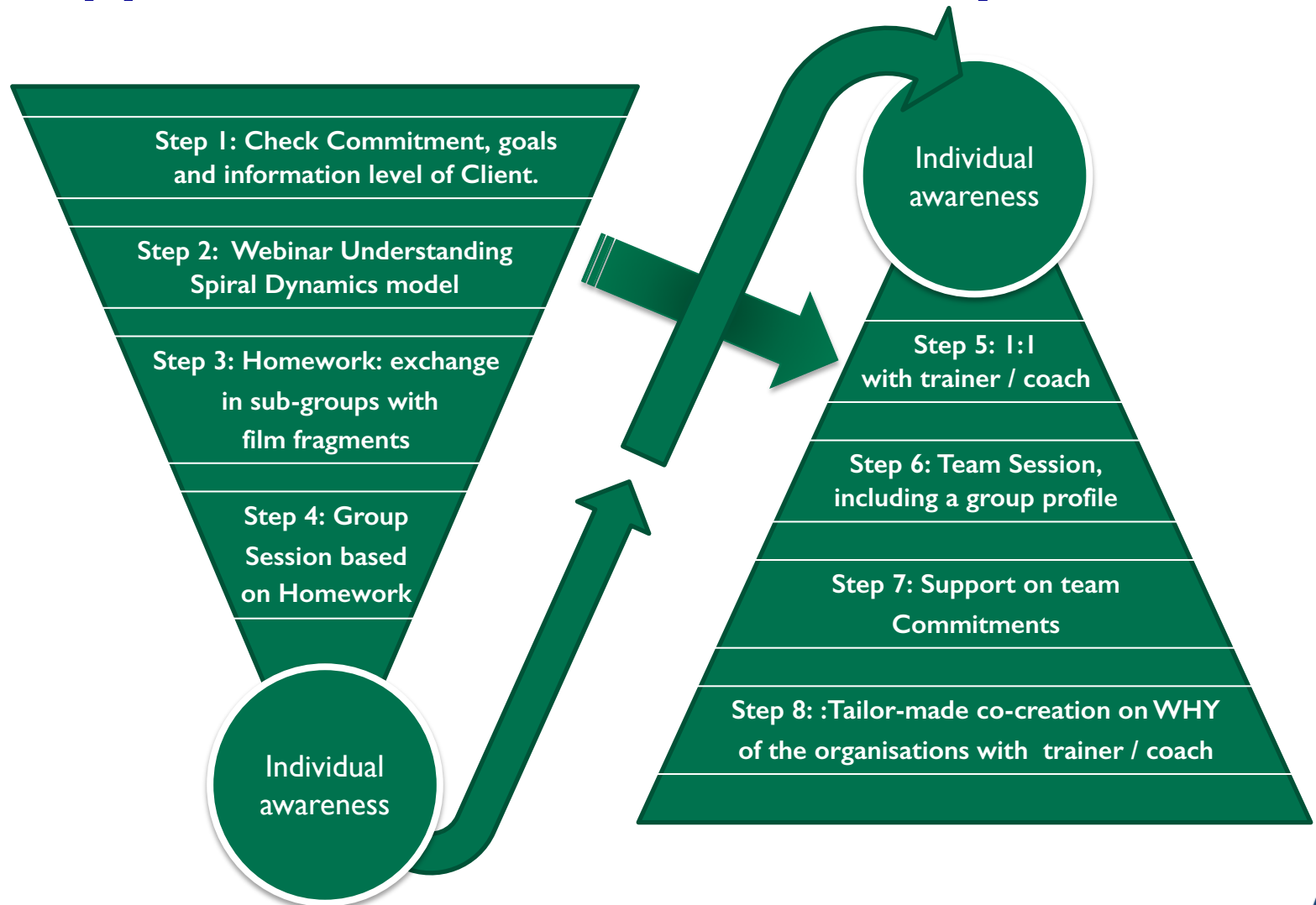
Framework for a good on-line seminar Based upon Spiral Dynamics

Context: Client request, different countries

**Works for different sizes of groups,
for example:**

- **Full organisation of 50 persons**
- **International team of 10 persons**
- **Management Team of 5 persons**

Approach – Read Client Reality



Blended Learning Concept

E-mail to every participant What is coming up?	Webinar Max 1,5 hours	Virtual meeting Team session Step 1 Max 1,5 hours	Virtual meeting Team session Step 2 Max 1,5 hours	Virtual meeting Team session Max 2 hours
All participants will be informed about the concept, the goals, the upcoming meetings, homework, ... and rules!	Presenting and understanding Spiral Dynamics model	<u>Morning:</u> Presenting team homework 1st topic Findings out of films	<u>Afternoon:</u> Presenting team homework 2nd topic Findings out of films	Presenting team homework Team Profile



Questionnaire

- All participants have done their questionnaire
- Evaluation are available for the trainer /coach

Team - Homework

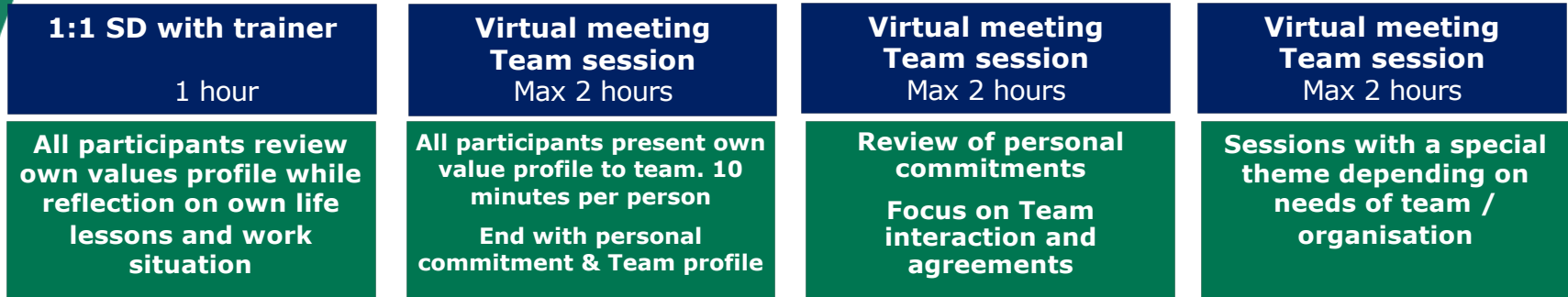
- Check levels and understanding with films
- What is needed for the actual situation out of our understanding

Team - Homework

- Depends on theme
- Sensing: What are our inner needs, of our group, team, ... concerning the findings
- How ... ?



Blended Learning Concept



Personal Profile

- All participants get their profile
- Check and go in inner reflection

Homework

- Prepare 10 minutes presentations of own value profile
- Prepare Commitment

Homework

- Prepare evaluation of own Commitment
- Prepare examples of Team Challenges & Best Practices

Homework

- Depends on theme
- Reflection on own situation and improved team interaction



Tips & Awareness

- Timeframe between the steps depends on workload of the participants
- Write a storyboard, every minute should be planned
- Virtual meetings must be diversified in methods and topics switching between listening and interaction.
- Use digital support, for example by using digital flip-overs or post-it applications
- Keep the sessions short. Our experience is 2 hours max.
- Plan in buffers, for technical switches and technical problems, also for questions
- Beware that preparation is the most important point for you as Trainer and for your participants too
- Keep in touch: Try to use nuggets and small spots in between (a short telephone call, <20 min video conference, email,)
- Permanent support is indispensable

Tailor-made approach based upon Organizational Awareness & Co-creation

- **Examples of goals of client**
 - Survival during crisis: are people feeling basic safety?
 - Crisis, e.g. picking up business during Covid-19 and/or having to lay-off people?
 - Continuous Improvement, solid processes
 - Efficiency and High Performing teams
 - Feedback culture and making Diversity work
 - Integral cross-sector cooperation and co-creation
- **Approach and working methods are chosen to fit the dominant value system of the client, the goals of the training and the business challenge**

Part 2: Digital Elegance by Ole Vilstrup

- How to use Zoom to facilitate working in sub-groups?
 - Practice within the Community group for people who are interested
- *This will be the theme of Part 2 during the Community Seminar on Friday, May 22*