

Enjoying Work Collaborative

Learning Set 2
8th September 2021

Q1

Change ideas shared by
participants during the session



What are you planning to test next?

Emotional intelligence training

Virtual quiz

Reflective practice

Staff step challenge

Maybe the step challenge and some thinking around managing email overload

Regular work updates so all the team understand the wider picture of the team's work.

Walking meetings

Team Quiz

appreciation box or praise pot

Fun wellbeing ideas

Manager's asking about Wellbeing and Enjoyment at work during 1:1 catch ups

Virtual quiz

PDSA cycle for team communication whatsapp group

Acknowledging the 'small wins' for ourselves and others

encourage suggestions from team, pushing 'team, fun, camaraderie' angles

We are going to be going to formally implement our first change idea which is a plaudit section at the end of our monthly Team meeting. Due to leave and staff changes this has been difficult to implement so far but feel this will improve.

Thought about making our weekly catch up sessions (which are currently just a chit chat) a little more structured and include an activity e.g. book club. Hopefully this could increase attendance.

9-day fortnight

Team appreciation so team to offer positive feedback on what the team as a whole has done well in a week

Flexible working to allow for exercise at the start or end of staff's days

Team building, team meetings with walks, teams chat rooms for colleagues, virtual coffee breaks to join, team picnic

Reflective space

Plaudits from the weekly patient community meeting to be emailed to individual staff members

Reflective sessions

Duvet day

Time for wellbeing

5 - 10 minutes away from the computer
Appreciating each other more, I will have a chat with coms as we work remotely (my team)

Flexible working

Anonymous team appreciation online box

Wellbeing buddy

encouraging celebration successes - little wins!

meals together

team lunch

Writing thank you messages for the people you work

Admin protected day

Short protected time for reflection at the end of each day.

Shared activity/teaching a skill we have to team

Consider having the down time earlier in the weekend so people can catch up on what they did over the weekend. Use the already scheduled coffee break - which is virtual for staff to do the praise pot

Best things about each other & thank you board to give positive feedback to colleagues about the work they do.

Eating together has team to build and create effective relationships

Team lunches

Meal and drinks!

3 Good Things

Reflective space

Friday Fun 30 min sessions

time for reflective thinking

Book club, goggle box, sharing something fun

Providing recognition and reward

Fitness goal and daily spending time outside away from screens

open discussion around barriers to completing questionnaires.

Encourage wellbeing - meditation, walks, mindfulness

Leaving work in work

-'time out' _ 10 mins (like the idea for our break)- add 'improve well' to the planner as a prompt- offer time to people to support re IW-Bake off

weekly hour for wellbeing sounds great

managing our working time more effectively, by leaving time between meeting to reflect on the last and prep for the next one. No more back to back meetings.