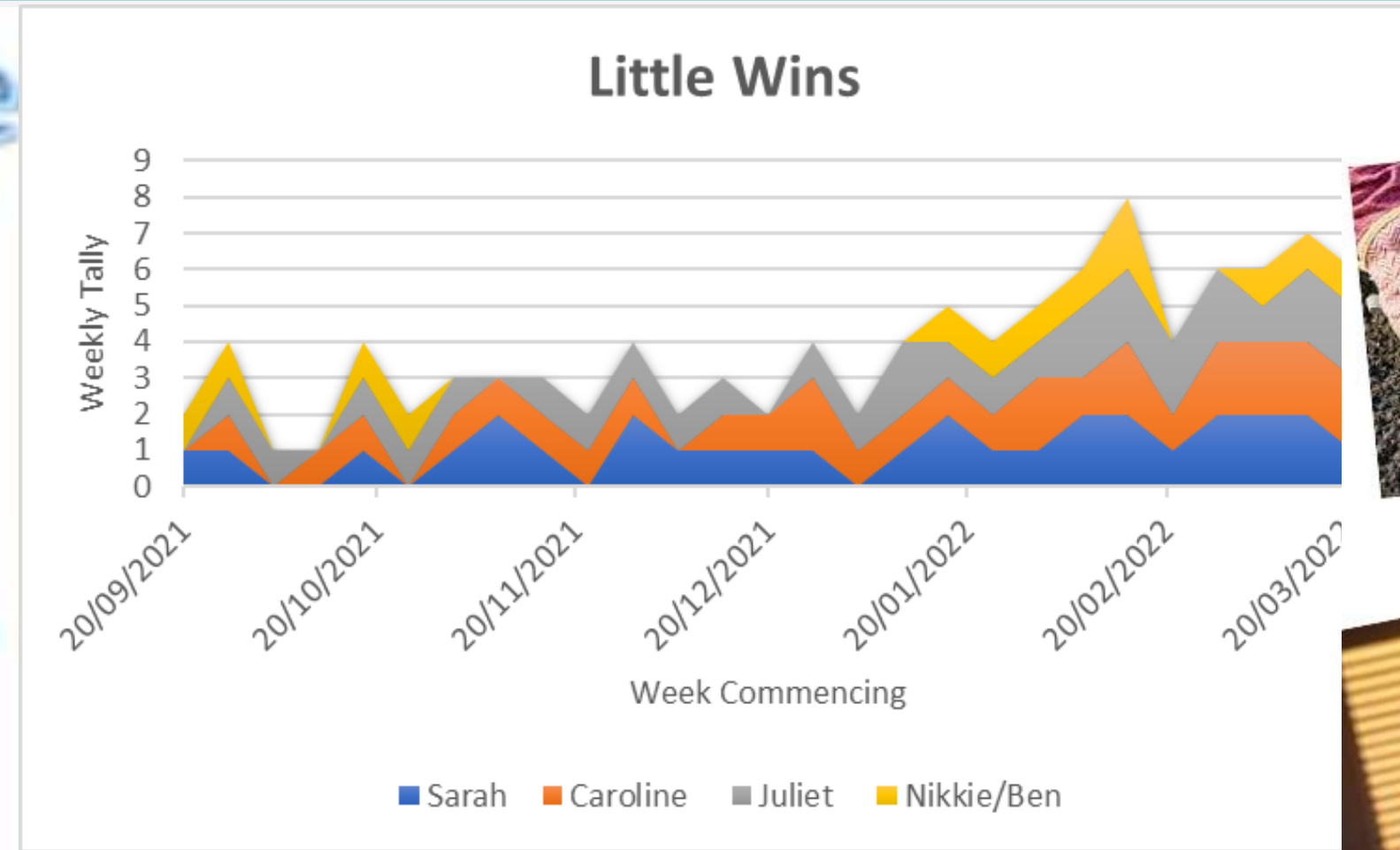


Enjoying Work Collaborative

Reflecting on our project

Monday Huddle



Fab Five Minutes!



This project has encouraged us to reconnect with what brings us joy, meaning and purpose in our work, and not focus entirely on productivity.

Change ideas we have tested

Reflection – we have found it challenging to put reflection in place. Supervising a student on placement prompted some reflection, but we also explored individual reflection, which can't be timetabled. Monday huddles prompt reflection, we also naturally think about the week at the end of the week. Regular touchpoints together are important. If one person wants to discuss something, we can ask each other, when it's needed. We scheduled time together after updates on HEE Transition, and will continue to do this; it will become more useful as more information becomes available.

Team meeting huddle – quadrant for meeting has been helpful, focus and visual prompt without an agenda. Discussing Little Wins has been positive, helps us notice the small positives that might not have been noticed previously.

Fab five minutes – setting meetings automatically for 25 mins instead of half an hour, and using the 5 minutes in between productively. Activities included DIY, talking to the dog, doing the washing, standing up, dancing, looking out of the window (good for our eyes)... MS Teams reminding us when there's 5 mins remaining really helps, and now it sets all meetings scheduled to allow the breaks.

Changes we have seen in the team

The increased awareness of jobs well done and improved recognition via the little wins quadrant from our Monday huddle and during Thursday team lunches has helped create a positive and more contented work environment.

Our reflections on taking part in the project

It's been useful, often too busy to think about the team's wellbeing, there's no lull in the year anymore. Welcomed the chance to think about how we work, rather than focus on the content. Interesting to compare the differences with other organisations. Other HEE teams have been interested in the Huddle quadrants, and the team Thursday lunches.

“We are human beings, not human doings” – we don't do joy, we be joyful. This project has encouraged us to reconnect with what brings us joy, meaning and purpose in our work, and not focus entirely on productivity.

“Being happy in life isn't having what you want, it's wanting what you have.”

Some of our challenges

It's been challenging to make time for the project when the team are stretched and short of a person.

The structure of the academic year, holiday times, family commitments, challenges of working from home as working mothers (which has positives too) – the productivity can't be sacrificed, but focusing on our joy in work has sometimes had to be sacrificed.

The biggest challenge has been keeping momentum – perseverance is key.

Looking to the future

We want to continue the Monday Huddle, and might revisit the quadrants in future as part of continues improvement.

We want to continue the Fab Five minutes, and IT is set up to continue this. In the Summer we can go outside for 5 minutes!