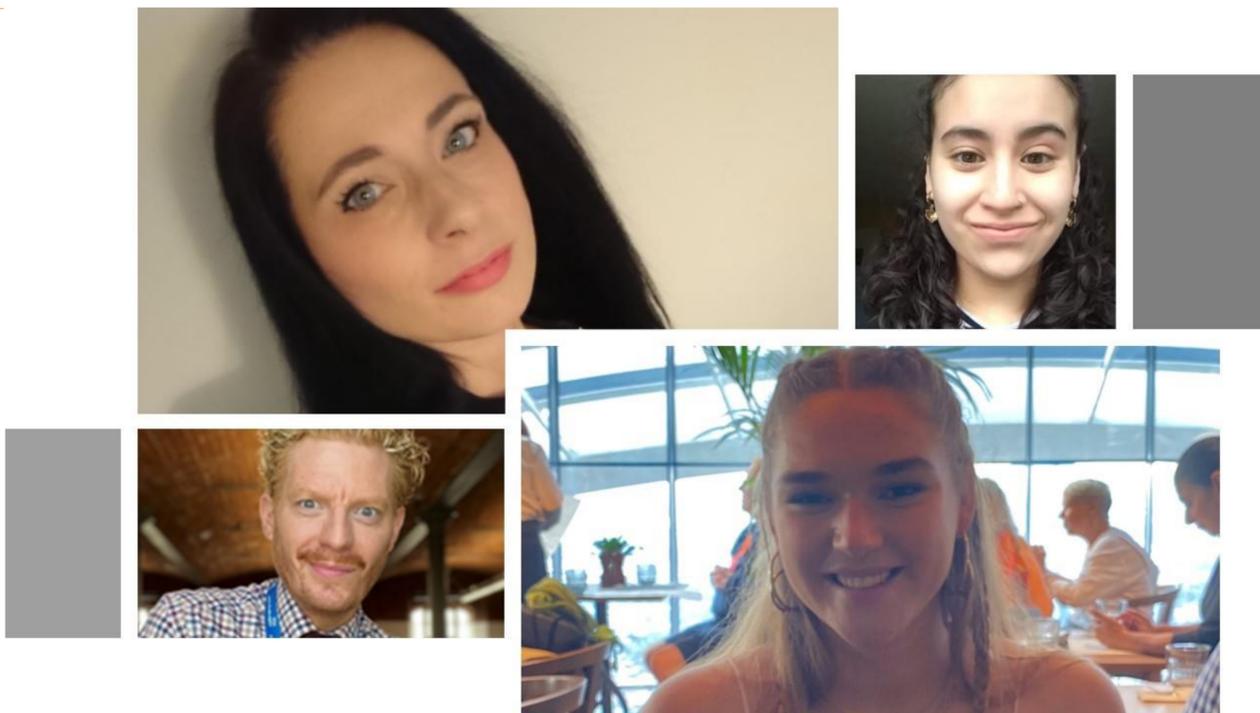


## Enjoying Work Collaborative

## Reflecting on our project



### Change ideas we have tested and what we thought

- **Meeting agendas:** We trialled using question based agendas to help us be more productive and stay on task. We found this a great way of ensuring we didn't get side-tracked.
- **Reflection hour:** Everyone was encouraged to use a reflection hour – at any point in their week – which they could use for some desktop study, watching a webinar, catching up on training or just allowing a little buffer between meetings. Not everyone managed to do this every week, but it was a handy option to use as required.
- **One primary communications method:** We tried out using MS Teams instead of email as our primary channel for communicating. We discovered this did not work for everyone in the team and we now employ a mixed approach.
- **Fast 15 catch ups:** Our Internal Communications team has adopted a daily 15 min call, which is a mixture of work and wellbeing focused sessions.
- **Shorter meetings:** We've trialled, and pretty much adopted, 20 or 50 minute meetings (instead of 30/60 mins) to allow for comfort breaks and cups of tea on those really busy days.
- **Themed dress days:** We trialled having our last full team meeting of the month as a themed dress event.
- **Future ideas:** We've got a list of future things to test out which we asked everyone to vote on, ranging from walking meetings to support barometers for those in need of a bit of TLC.

### Our reflections on taking part in the project

One of the great things about this project has been us as a team focusing on our needs, rather than how we are supporting the rest of the organisation.

We've talked more together and individually, we've shared ideas, we've spoken candidly about our issues, we've had the support of managers...we are in a really good position (and have a list to work from!) to carry on making those small changes to help us all enjoy work that little bit more.

### Some of our challenges

We've learnt that we all work a bit differently within our sub-teams and that one size won't always fit all. We are now a bit more mindful that not everyone will be able, or want, to try out ideas.

One of our biggest challenges was balancing how busy we are with devoting time to this project.

### Looking to the future

We've embedded some of our ideas into how we work now, found others were nice to try but didn't really work for everyone, and have a list of further ideas to work through.

We all feel confident that anyone, at any time, can say "hey, how about we try doing this?" and just give it a go. It's been a great start to what we all hope will continue to be us making the effort to make small changes to help us enjoy work a bit more. Thank you for letting us be involved.