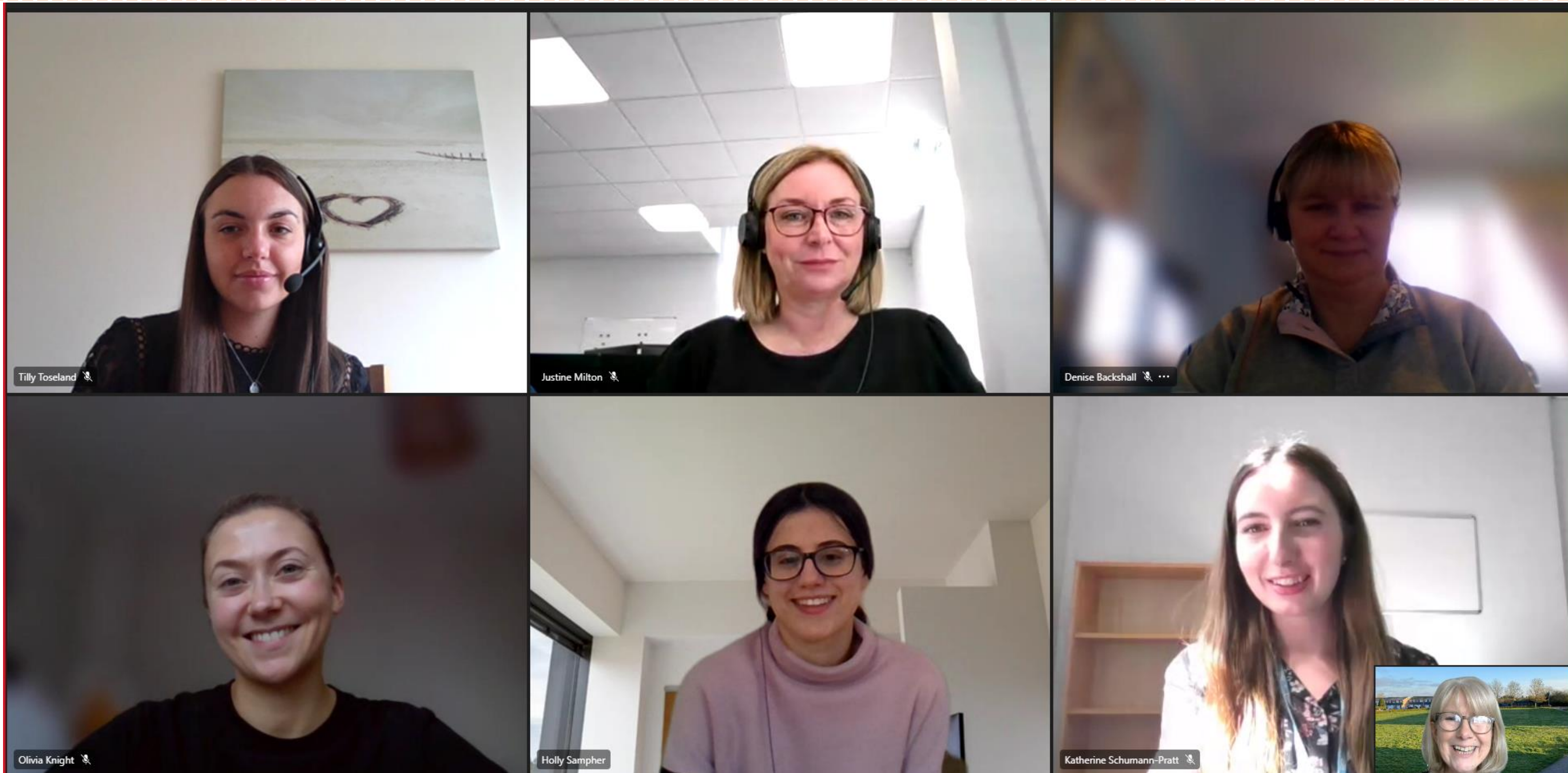


Enjoying Work Collaborative

Reflecting on our project



Change ideas we have tested

Improved team cohesion through various approaches, including: walk and talks, team development day, social Thursday check in, business weekly brief, priorities and support, team purpose, protected time (no email time on Thursdays), regular collaborative working days in person, daily good practice wellbeing (utilising via reminders).

Learning: Monday team briefing helps us learn from each other and support anyone who needs it. Good balance between formal and informal, structured and ad hoc is good for people. Learnt a lot about each other and as a team so we can support each other and know what works for each other, motivates each other, respect each other as individuals.

Changes we have seen in the team

As a team it feels that wellbeing has a refreshed importance and although we are committed to work we may also have things going on for us in personal lives.

Members feel that we are much more open with each other. We speak at check ins both on a Thursday, Monday and team meetings. Worthwhile, especially with regularity to check in and feel comfortable being honest and open. Enables everyone to feel supported and able to share if they wish to.

Taking part in the collaborative has helped us discuss wellbeing and enjoyment, and pushed us to make lots of little changes which have contributed to enjoying work more and establish a safe space in which we can be open all the time, not just in specific sessions.

Our reflections on taking part in the project

We have shared as part of the managers development programme and as part of the wellbeing conversations, some of the initiatives we have implemented.

We have shared our team approach and how we work collaboratively with another large team in the region.

Family members have noticed a difference in how we are able to share within the team and commented how great it is that we can share with one another and be honest.

Some of our challenges

We found that at one stage we weren't having fun or enjoying the EWC! It felt overly burdening to do all the paperwork. So we discussed with our leads and decided to be less formal about the documentation and get on with our ideas, and then record them, still using the PDSA approach but less formalised way of capturing. It was good to be honest to say we weren't enjoying it. Our advice would be to be honest and flexible in the approach to EWC process.

Another challenge has been to try to get us as a team to be recognised as a cohesive team, when we are a number of different functional roles. We have worked on our purpose which has helped this and we are sharing that with other teams and encouraging other teams to be able to describe their purpose.

Looking to the future

We have created space to continue to suggest ideas as part of our monthly team meeting to suggest further ideas, with a regular agenda item. Also within our weekly catch ups, everyone is ready to suggest and share. We are continuing to review existing ideas and adapting as required, and ensure it is still working. Be brave to stop something if it is no longer working. Welcome new members of the team and review and add to bring their ideas into the work.