

Embracing a Collaborative Mindset: unlocking team potential



Goals / Connections / Community

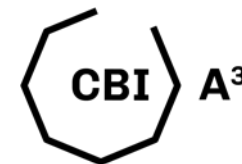
Individual Goals

Team Goals

Hopes & Fears & Expectations

Happy Snaps + Facewall Creation

Community Dinner & Pechakucha over Pizza





Reset the space

Randomized working stations each day

1 table per team + seats for team members



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MELBOURNE

WHAT MAKES A GOOD TEAM?



What would you consider the top 3 qualities/elements of a good individual in a team?



The Power of Team Dynamics

Team dynamics has a huge influence on the outcome of your project



**If it was your task to built the most powerful team,
what would you do?**



Predictors of Success/Smartness

- General intelligence
 - IQ
 - predicts the performance of individuals on a variety of tasks
- What about groups?
 - WeQ ??



IQ (Group) = ? SUM(IQ(Individual))

Research Shows

- The average intelligence of individual group members is only moderately correlated with group intelligence
- Strong predictors are
 - Social perceptiveness of group members
 - Reading the mind in the eyes (RME Test)
 - (Empathy)
 - Women
 - Diversity

(Collective Intelligence and Group Performance; A. Woolley, I. Aggarwal, T.Malone, 2015)

A photograph of two young girls sitting on a gravel path outdoors. The girl on the left has long brown hair in a ponytail, is wearing a teal t-shirt and blue jeans, and is holding a bouquet of white daisies. The girl on the right has long blonde hair in a ponytail, is wearing a white t-shirt with a zebra-print bag graphic and dark jeans, and is holding a small green plant. A blue double-headed arrow points from a white text box between them towards both girls. Another white text box is at the bottom of the image.

Empathy helps to understand each other

Diversity makes Empathy more difficult



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“The diverse group almost always outperforms the group of the best by a substantial margin.”

“Scientists believe at their core that different representations, different perspectives are incredibly useful for solving problems.”

**Create space for you to
share, communicate and
empathise with each other**

EXERCISE: HOPES & FEARS

Get to understand each other and increase empathy

Encourage open communication in the team

Share your aspirations and concerns

Respect and understand different perspectives and ways of working

Creates a shared starting point for going forward



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EXERCISE: HOPES & FEARS

Individually write down **your hopes** for the whole program + 2 week Intensive Jam

These could be about project, team work, team mates, personal goals, 2 week here at CERN, collaboration and interaction with other cultures

5 min





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EXERCISE: HOPES & FEARS

Individually write down **your fears** for the whole program + 2 week Intensive Jam

Consider the project, team work, team mates, personal goals, 2 week here at CERN, collaboration and interaction with other cultures

5 min





EXERCISE: HOPES & FEARS

Share **hopes** one by one - explain and discuss similarities

Think how to help the team realize these hopes

7 min





EXERCISE: HOPES & FEARS

Share ***fears*** one by one - explain and discuss similarities

Think how to make the fears fade away

7 min



EXERCISE: HOPES & FEARS



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Keep these Hopes & Fears in mind as you embark on your journey

Highlight hopes that have realized

Remove fears that fade away

If some fears don't fade away with time, they should be directly addressed (ask your TTeam for help if needed)

The Journey....



Individual Goals

A silhouette of a person standing on a rock, looking up at a vast, starry night sky. The stars are concentrated in a vertical band, resembling the Milky Way, with colors ranging from purple to orange. The foreground is dark, showing the silhouette of the person and the rock they are standing on.

What do you as an individual hope to achieve?

How are you going to make that happen?

Write your goals on post-its

5 min

Team Goals

The background of the slide features a silhouette of a team of about ten people on a hilltop at sunset. The sun is low on the horizon, creating a bright orange and yellow glow. Some team members are standing with their arms raised in celebration, while others are using tripods, suggesting they might be photographers or videographers. The overall mood is one of achievement and teamwork.

What are your team goals ?

How are you going to make that happen?

Start from the end of the 2 weeks and work backwards

What does success look like?

Individually write individual team goals on post-its

5 min

Combine your goals

Cluster your post-its

Look for similarities & themes

Create **shared** goals

7 min

Capture and record these on 1 large flipchart

YOUR team's ways of working

What are the ground rules that you want to agree on?

How are you going to communicate?

Consider how you might work towards a positive team culture

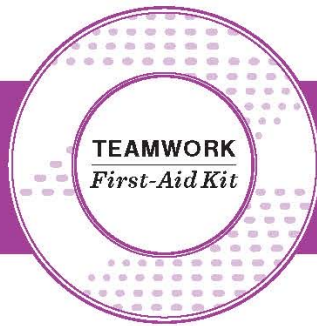
Consider how you might support each others growth journey

5 min

Capture and record these on 1 large flipchart

TEAMWORK
First-Aid Kit

CHECK LIST
*for unlocking
the potential of a team*



CHECKLIST *for unlocking the potential of a team*

- 1** *Be aware of the capabilities of the team and utilize them*
- 2** *Make your skills and knowledge explicit in the early phase of the project*
- 3** *Create common ways of working and team culture at the beginning of the project*
- 4** *Make sure that the atmosphere is appreciative, encouraging and supportive*
- 5** *Be open to everyone's crazy, funny and impossible ideas without judging them immediately*
- 6** *Remember to give positive and constructive feedback to your team members*
- 7** *Organize informal gatherings with your team*

SOURCE:

Rekonen, S. (2017). *Unlocking the potential of interdisciplinary teams*.
In Björklund, T.A., Laakso M., Kirjavainen, S. & Ekman, K. (eds.) (2017).
Passion-based co-creation. Aalto University, Helsinki. ISBN978-952-60-3740-0, pp. 90-101.



CHECKLIST *for unlocking the potential of a team*

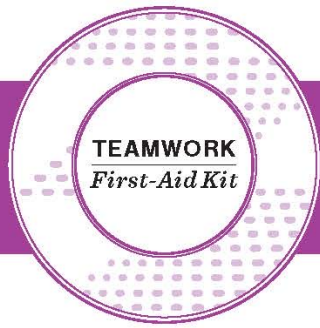
1 *Be aware of the capabilities of the team and utilize them.*

WHY?

The value of a diverse team is in its heightened ability to solve complex tasks through the broad array of expertise, skills and knowledge but only when it is being properly utilized. The skills that others can bring to the project may not only be related to the educational backgrounds but also to the life experiences, passions and hobbies people have.

SOURCE:

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CHECKLIST *for unlocking the potential of a team*

2

Make your skills and knowledge explicit in the early phase of the project.

WHY?

Only this way the team is able to utilize the expertise and knowledge.

The further the project proceeds, the more difficult it is likely to get to change the perception others have and promote your skills to others.

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3

Create common ways of working and team culture at the very beginning of the project.

WHY?

Practices built early on stick and serve throughout the project and help in solving things out.

However, these mutually agreed practices need to be cultivated along the project.

SOURCE:

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CHECKLIST *for unlocking the potential of a team*

4

Make sure that the atmosphere is appreciative, encouraging and supportive.

WHY?

Without feedback people don't know whether they are doing things right or the right things.

Positive feedback also increases confidence and strengthens the motivation of individuals.

SOURCE:

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CHECKLIST *for unlocking the potential of a team*

5

Be open to everyone's crazy, funny and impossible ideas without judging them immediately.

WHY?

The level of participation on the divergent and convergent phases depends on how freely people can share their unique knowledge and bring up their own perspectives within the team.

SOURCE:

Rekonen, S. (2017). *Unlocking the potential of interdisciplinary teams*. In Björklund, T.A., Laakso M., Kirjavainen, S. & Ekman, K. (eds.) (2017). *Passion-based co-creation*. Aalto University, Helsinki. ISBN978-952-60-3740-0, pp. 90-101.

6

Remember to give positive and constructive feedback to your team members.

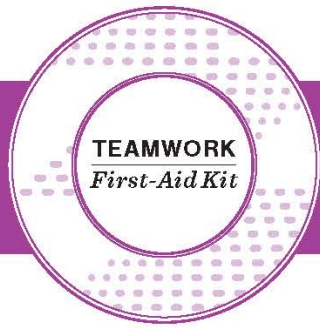
WHY?

People feel more confident in opening up and freely sharing their thoughts.

Establishing this kind of an atmosphere comes from small things: small words of encouragement and appreciation and acts of help.

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CHECKLIST *for unlocking the potential of a team*

7

Organize informal gatherings with your team.

WHY?

The teams that spent more (leisure) time at the beginning of the project to get to know the team members and to have fun with the team were less affected with the setbacks that occurred in the later phases of the project. Organizing informal gatherings with your team might help to keep the feel of togetherness even through tougher times.

SOURCE:

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Tomorrow



9:00am – Morning Booster by **Palu.Disa**

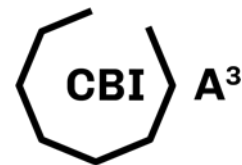
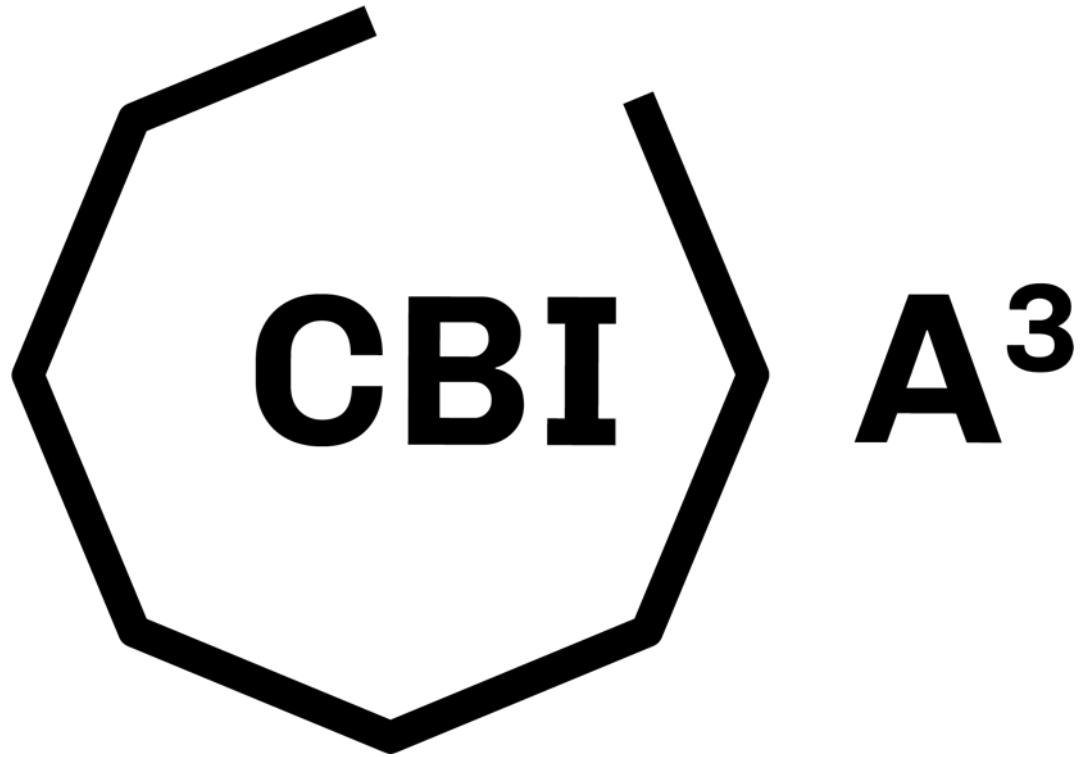
Starting to explore problem space

Markus – why are we here?

Neal Stone – design innovation + headlines for the future

First ideation session

End of Day Practicalities





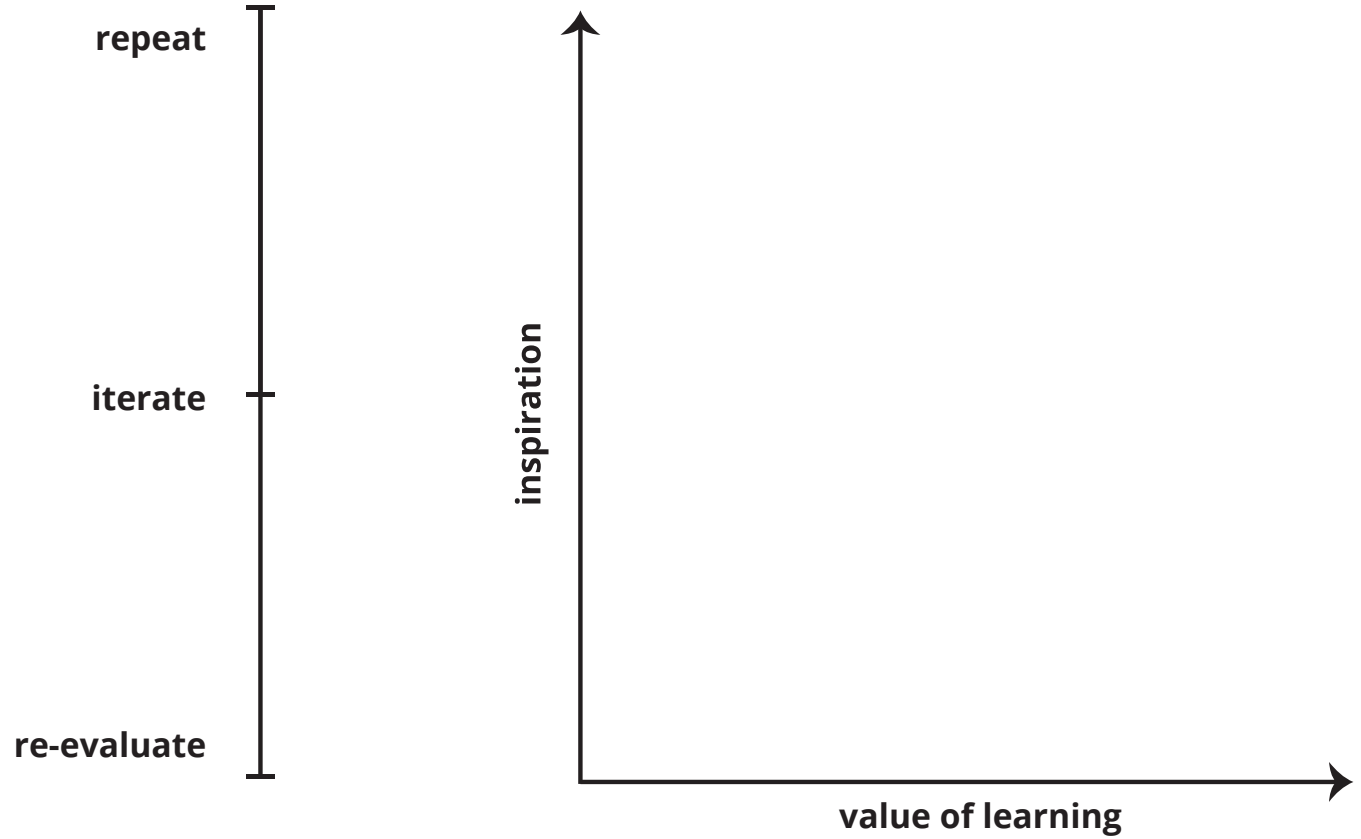
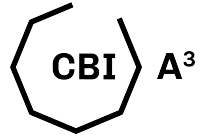
Rapid session feedback

5 mins. End of each day

Rate each session on an inspiration / learning axis

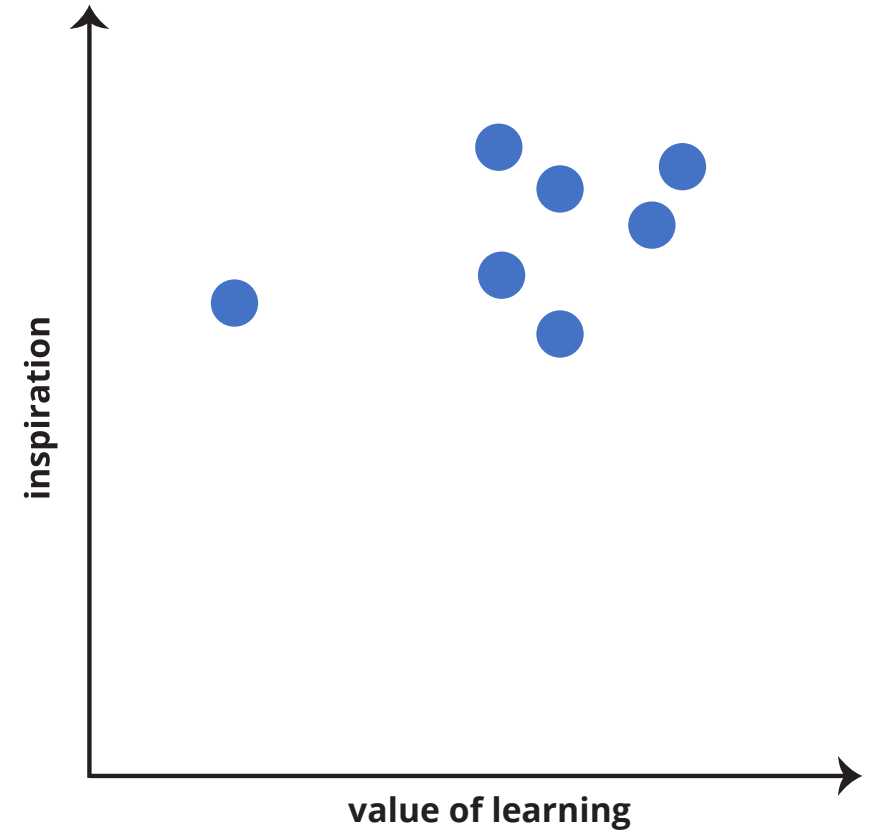
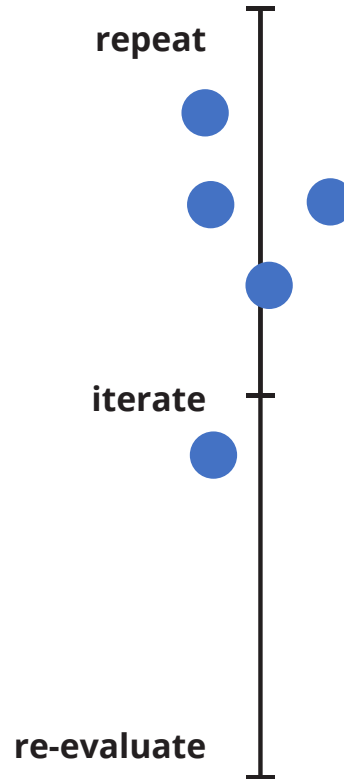
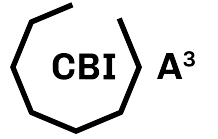
Rapid session feedback

DAY: _____ SESSION: _____



Rapid session feedback

DAY: Mon 31/10/2022 SESSION: Growth Mindset



A person wearing a dark hoodie and a cap is sitting on a large rock in the middle of a body of water. They are looking out towards a cloudy sky. The water is calm, and there are other rocks scattered around. The overall mood is contemplative and serene.

Reflection

Guided learning reflection. 10 mins, end of each day.

Individually write on post-its. 1 post-it for each category

I was inspired by because.....

I found challenging/uncomfortable because.....

I am curious to learn more about because.....

Halloween Happy Snaps

Time now to get making!

Build a Facewall of our CBI A³ community

Prototype some Halloween accessories

Come up with your Halloween 'alter ego'

WE WOULD LIKE TO TAKE **TWO** PICTURES:

1) A Normal Picture....with a smile

2) A Halloween-ieprototype your accessories

Come to Aaron in the container at any point to take your pictures



PechaKucha



Connect over food

Everyone to introduce themselves using their mini-Pechakucha