

# Team Building Activities – Connecting Hybrid Teams

There are a range of activities that can be used to connect hybrid teams. Some of these are useful to start a team meeting while others can be used in less structured interactions to build incidental conversations in the same way that we talk to people in the office.

## More structured activities

- Problem solving: break the team into smaller groups and allocate them into separate breakout rooms to solve an issue. This could be workplace specific or more general. On their return to the main group, they share their ideas.
- “How might we..... ?” whiteboard or shared document. A question is posed to the team with a specific time frame for completion. For example, how might we communicate more effectively about our current actions on shared processes? People add their thoughts, ideas etc and then the team gets together, discusses and reaches some decisions for action.
- Coaching questions that a manager might use within a team meeting to build shared understanding amongst the team members about the role of other team members.
  - What are your most important connection points during the next week?
  - What is getting in your way when you think about sharing information in the team?
  - What sparked your sense of achievement/accomplishment this week?
  - What do we really want to get done as a team this week?
  - What is your top time commitment this week?
  - What is your top commitment this week?
  - What do you need from the team?
  - What do we want to trial or experiment with?
  - What is your hope as we work in a hybrid team environment?
- Use a virtual version of Covey’s quadrants to provide the team with a sense of what is....
  1. Urgent and important
  2. Non urgent but important
  3. Urgent but not important
  4. Not urgent and not important

This could be done for a specific period e.g. budget preparation or for a specific resourcing issue e.g. while we bring two new staff members onboard.

### **More Informal activities**

- Schedule a regular online drop-in session where people can pop into for a chat.
- Have an emoji check-in – ask the team to send an emoji that describes how they are currently feeling.
- Use Zoom’s immersive view facility to hold a meeting in a café or participate as your favourite avatar.
- 4 ‘C’s – ask each member of the team to write down a car, a colour, a cartoon character and cuisine that best describes how they are and explain why.
- Virtual scavenger hunts – ask the team to find an item in their immediate surroundings that matches your statement.
- What’s for tea? Ask the team to share what plans they have for tea tonight.
- Have a dress-up theme social meeting

### **References and further information**

A short video and useful information for Covey’s tool can be found at

[https://www.linkedin.com/learning/search?entityType=ALL&keywords=stephen%20covey%20matrix&language=en\\_US&spellcheck=true&u=74831122](https://www.linkedin.com/learning/search?entityType=ALL&keywords=stephen%20covey%20matrix&language=en_US&spellcheck=true&u=74831122)