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Leading Teams Virtually
Civil Service Live Online
14 and 15 July 2020

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Permanent Secretary,
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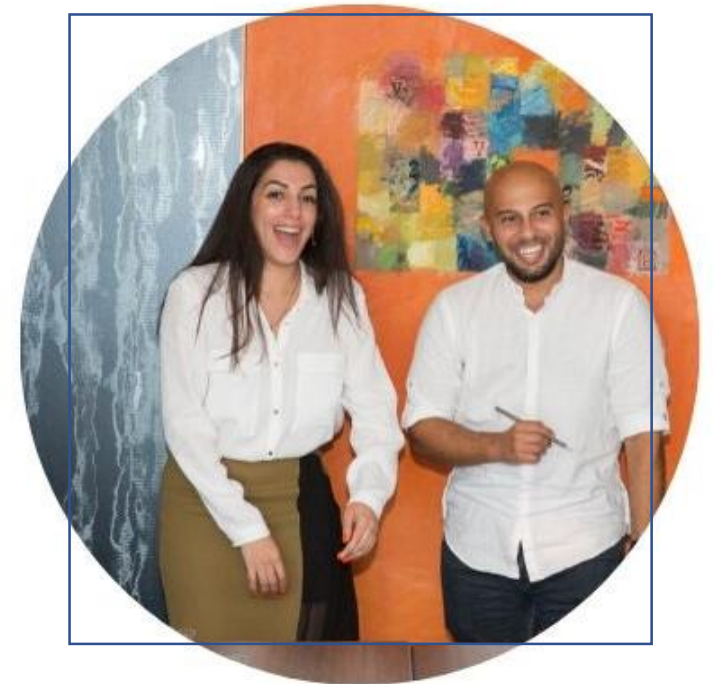
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Outcomes

- Knowing ways we can be inclusive, empowering leaders while working virtually.
- Understanding the CS Teaming model as a framework to support team thriving.
- Having techniques that help us build positive, trusted relationships within teams.



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Leading Virtually in Challenging Times

Matthew Rycroft

Permanent Secretary for the Home Office

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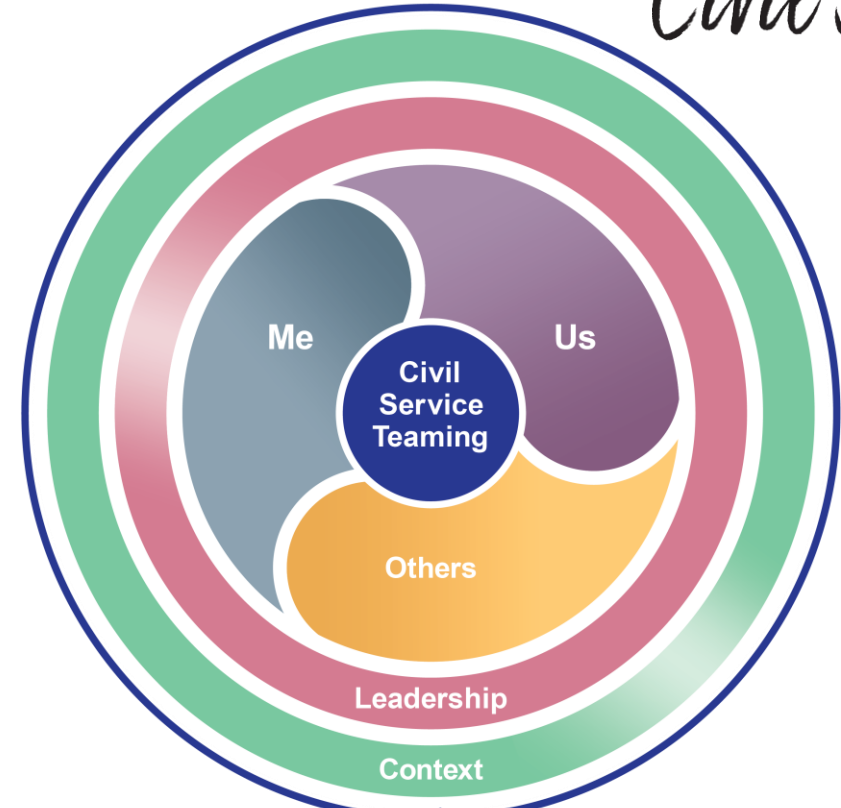
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What is Civil Service Teaming?

Teaming means coming together as a team and working towards a common goal.

Effective teaming strengthens relationships and supports our performance and wellbeing.



- PERMA+R Model
- Positive emotions
 - Engagement
 - Relationships
 - Meaning
 - Accomplishment
 - + Resilience

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CS Teaming Poll



Me: I am at my best in this team



Us: We are a team



Others: We work well with others



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Civil Service Inclusion Model

Authenticity

Belonging

Voice

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CS Inclusion Poll

- I feel I **belong** in this team
- I can be myself **authentically** in this team
- I have a **voice** in this team



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**What will I do differently to
build positive connections
virtually?**

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Building Positive Connections Virtually

- Be open and vulnerable about our own challenges working virtually. **(authenticity)**
- Create regular positive platforms for people to connect and work together for a common goal. **(belonging)**
- Plan meetings to give a diverse opportunities for input and inviting the team's ideas for keeping the team connections strong while working virtually. **(voice)**



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Sign up for Micro-Actions

- A sequence of emails with one discussion question to use in teams, pairs or individually.
- You could use these questions to start off your day, or just when checking in with your team.



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How does this work contribute to helping us become A Brilliant Civil Service?

- Ways to be inclusive, empowering leaders while working virtually.
- Frameworks to support team thriving.
- Techniques to build positive, trusted relationships within teams.

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What could we do following this session?

- Continue personal reflections around authenticity, voice, model of wellbeing.
- Use question set provided and harness the platforms available to us for virtual teaming conversations.
- Complete actions committed to during the session to build positive connections.



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