

## **CommuniTea on Community Building**

### **April 28, 2022**

Select and discuss the following topics (as time permits) within your group. Please consider using the Circle Process during discussions to allow everyone an opportunity to participate.

You can use these IdeaBoardz links to provide feedback

#### **First Discussion Topic – Remote work & hybrid teams**

<https://ideaboardz.com/for/Remote%20Working/4441202>

- What are the advantages of folks working remotely?
- How do we engage with folks working remotely?
- How can managers/supervisors help?
  - What qualities/skills do they need
- As we transition to back into the office, and continue with some remote work, how do we (re)build community within our teams/groups/labs
  - How do you discuss the situation with your team?
  - How do you manage expectations?
  - What tools can be helpful?
  - How you set up accountability in your group?

#### **Second Discussion Topic – Activities to build community**

<https://ideaboardz.com/for/Community%20Building/4428733>

- Now that we are coming back in person, how do we (re)build community across the Institution – in our labs/groups, in our departments, in the Institution?
  - Activities, events we did in the before times?
  - New activities, events?
  - Is there something that WHOI could do to make work-life better?

## Circle Process for Discussions

The Circle is an ancient form of meeting that has gathered human beings into respectful conversations for thousands of years.

- Circle is a shape where everyone can see and hear each other.
- Circle is a group process that supports every voice into collaborative decision-making.
- Circle is an experience of sharing story, inviting diverse thinking, and encouraging creative problem solving.

### Key elements:

- **Leadership rotates** – allow everyone an opportunity to speak.
- **Do not interrupt** – the person speaking has the floor.
- **Speak with intention** – noting what has relevance to the conversation.
- **Listen with attention** – respectful of the learning process for all members.
- **Tend the well-being of the group** – remaining aware of the impact of our contributions.