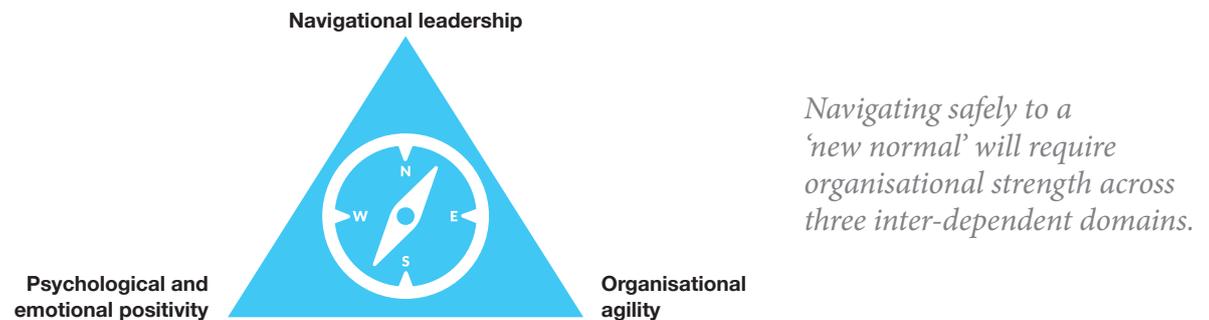




## Building psychological and emotional positivity in teams

It is almost impossible to overstate the likely *psychological* and *emotional* impact of the recent coronavirus pandemic. The level of *change*, *uncertainty* and *personal risk* combined with a lengthy period of *social isolation* will affect people in different ways and the consequences may not be fully realised for some time. As well as strong navigational leadership, people will need *time*, *space* and *support* to reconcile their individual and collective experiences, make sense of how the world has changed, reconnect with each other and redefine their own direction and expectations.



Our *team coaching programme* provides teams with a psychologically and emotionally positive foundation, helping them move purposefully into this new era of opportunity. Using principles of positive psychology, systemic coaching and Nancy Kline's '*Thinking Environment*', participants will:

- Take time to reflect on what can be learned from recent experiences and to focus on the positives.
- Within the boundaries of a psychologically safe environment, share thoughts, feelings and experiences associated with the coronavirus pandemic.
- Communicate with each other in a way that raises morale and personal connection.
- Create a strengthened culture of support and inclusion.
- Re-evaluate individual and collective values and purpose.

FORMAT:

Four sessions for teams of up to 20, run virtually so participants can join from anywhere.



### 1. Set-up

- Establishing programme and personal objectives and outcomes.
- Agreeing ground rules for creating a psychologically safe environment.



### 2. Me

- Building psychological safety and trust by sharing personal experience from before and during the crisis.
- Understanding how people we know well may have changed through their own experiences.



### 3. Us

- Understanding what shaped personal relationships before and during the first few months of the crisis.
- Considering how personal relationships might be strengthened as we navigate towards a new normal.



### 4. Our team

- Reflecting on what worked well for our team, before and during the first few months of the crisis.
- Establishing new behaviours and practices based on what we've learned.