



Connected Teamwork.

Helping your team
to thrive together

OUR TEAM EVENTS OFFER

**GROWTH
LEADERS**
— NETWORK —





Having worked with hundreds of teams over the years, we noticed one component that helps great teams succeed and last – it is their connectedness with their authentic selves and each other. It goes beyond IQ and EQ.

We call it:
**Connectedness
Quotient**



Connectedness Quotient



In today's hybrid world, developing connectedness has become easier and harder at the same time:

Easier

We can connect to each other any time, anywhere

Harder

High workload, stress, societal polarization and hybrid



We now offer

**Game-supported
events**

&

**Team Development
Journeys**

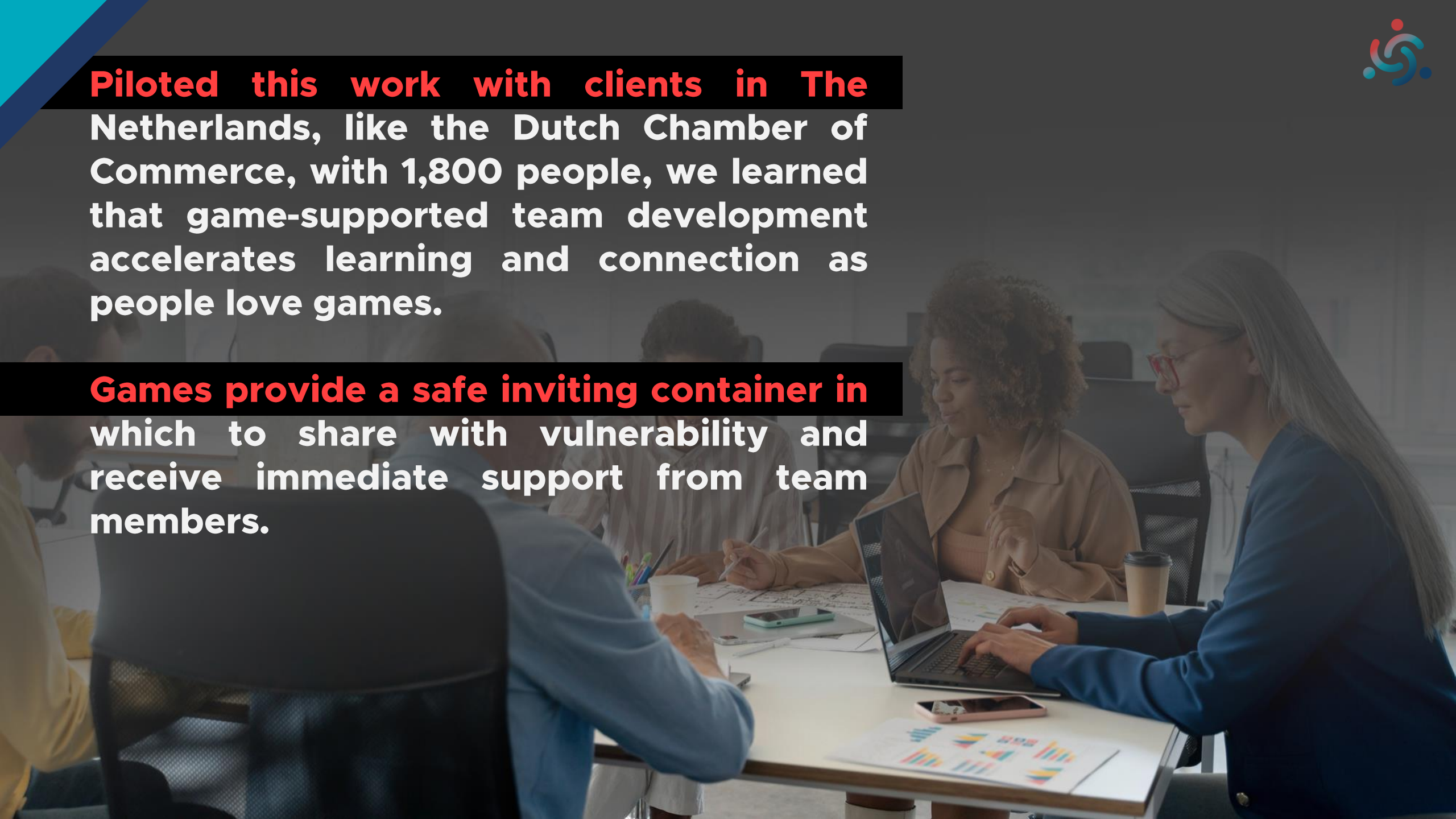
as part of our team coaching offerings to help people and teams develop deeper connection to their authentic selves, each other and their purpose in a rapid way, that lends itself to be done in-person, online and hybrid.





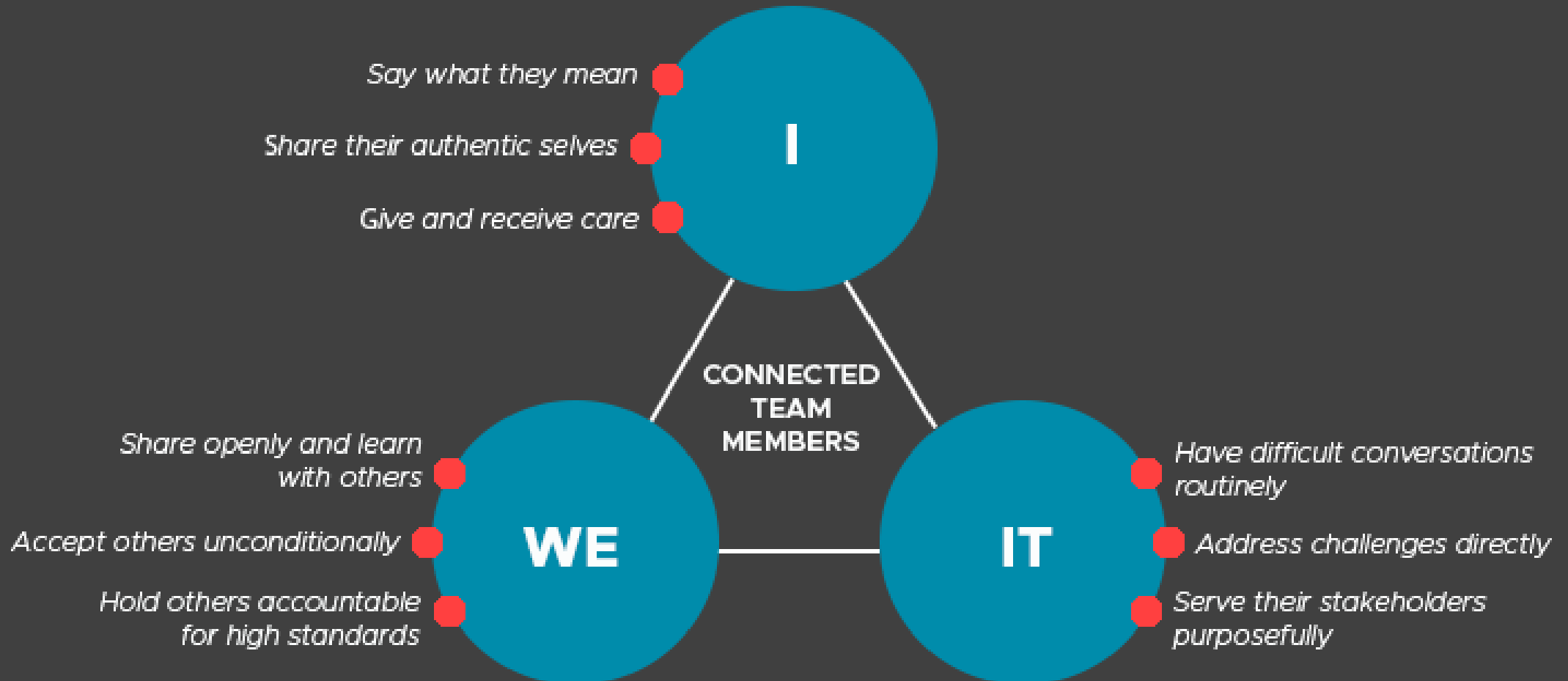
Piloted this work with clients in The Netherlands, like the Dutch Chamber of Commerce, with 1,800 people, we learned that game-supported team development accelerates learning and connection as people love games.

Games provide a safe inviting container in which to share with vulnerability and receive immediate support from team members.





In our work we focus on developing team connectedness on **three dimensions** that support each other:





Our games are built on the following principles:



1. Make it short & simple



2. Learn by choice



3. Hold up a mirror



4. Keep it real



5. Be compassionate



6. Help people
Help each other



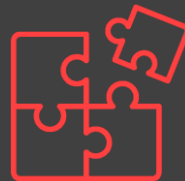
7. Find the collective
why; become together



8. Generate energy
that lasts



9. Steadily build
momentum



10. Work together



11. Be humble



12. Have fun

In our team development journeys and games we help teams become skilled at increasing their connectedness during the **12 Team Defining Moments:**



FROM

TO

<p>1. Celebration and appreciation Episodic, forced and non-specific</p>	Often, specific, authentic, with gratitude (share good mornings, thank you's)
<p>2. Getting to know each other Only my business persona</p>	Sharing my true self (human-to-human)
<p>3. Goal setting Non-specific and not aligned</p>	Inspiring, aligned and SMART
<p>4. Serving together Taking for granted, mechanical, individualistic</p>	Deeply enjoying flow and appreciating others
<p>5. Group reflection & learning Limited and only when asked</p>	Continuously looking for learning
<p>6. Making decisions Spontaneous, personality driven</p>	Aligned decision rules (I decide/I decide we discuss/we decide we discuss)
<p>7. Managing commitments Unclear and uncertain</p>	Clear follow-through. Renegotiate if necessary
<p>8. Feedback and coaching Episodic and trying to fix the other</p>	Continuous, and acknowledging intrinsic wholeness of everyone, always
<p>9. Challenge To be avoided. Get rid of it fast.</p>	Embraced as a collective growth opportunity
<p>10. Tough issues & conflict Avoid or fight each other</p>	Lean in, discover underlying interests that transcend and include diverse positions
<p>11. Hurt Denying, blaming and judging</p>	Acknowledge, process, amend and learn together
<p>12. Departures, endings Making it wrong, trying to hold on at all cost</p>	Seeing team changes as part of natural cycle

At team kick-offs, or during short team development events, we deploy a **Connected Teamwork game** that quickly breaks the ice.

GROWTH LEADERS

My truth

My strength and vitality

Compassion

Others' lives

Our purpose

Question 2 / 20

What I learned from a recent challenge about being truthful is...

Answer for someone else

Finish share

1:54 1:54

Your share helps me connect to...
Choose 2 items among 5 in orange boxes to the left and drag them here

Elise

Join a room

Start playing

Hide Full

+ New Room

1. 2 / 20 8 / 8 FULL

2. 2 / 20 7 / 8 Join Room

3. 2 / 20 1 / 8 Join Room

4. 2 / 20 2 / 8 Join Room

5. 2 / 20 1 / 8 Join Room

6. 2 / 20 1 / 8 Join Room

Our games help people connect to other human-to-human and creates **team principles** that teams continue practicing daily.



Our games help teams become more engaged



Question
A lesson thought by grandma or grandpa I still value today is...

Your share helps me connect to...

My truth	3
My strength and vitality	0
Compassion	0
Others' lives	1
Our purpose	2

Next question

What I learned from a recent challenge about being truthful is...

Celebration

	Danny	Your share helped me connect to... My truth	7
	Annabel	Your share helped me connect to... My strength and vitality	16
	Tamara	Your share helped me connect to... Compassion	5
	Isa	Your share helped me connect to... Others' lives	7

What clients are saying:



"This was different, it was very different. It was sort of a movement, something you felt in your heart, and you could see it in the way people were acting and speaking. They were using it, the skills, they were speaking it and using the language. Operating despite their fears... Our culture was thriving, like for the first time we were acting as a global team."

Terri Kingstone,

*Former Senior Business Manager,
Microsoft Consumer Customer Support*



"...you always say, there's a no pedestal thing in your work with us. I think that is important we didn't want to have pedestals. We wanted people to feel when they come into a team meeting, they weren't being reviewed, they were actually bringing ideas forward. It was a discussion amongst peers it wasn't a formal review meeting. That's the tone that our leaders had, and I think it resonated."

Marc Stolte,

*Chief of Staff, Microsoft, EPG, Culture &
Strategy Transformation Journey*



"...goes well beyond simple moderation and team building. Hylke's research interviews and disciplined process ensures that you will get results."

Chris Anderson,

*CEO, 3DR; former Editor-in-Chief, WIRED
Magazine*



"This work has produced a level of transparency and trust we had never before seen on the team."

John Rex,

Former CFO Microsoft North America



Specifically, provide the following support before, during and after team events:

- Online pre-event Connected Teamwork Survey to assess the key enablers and blockers of team connectedness;
- Preparatory discussions with team leader and event leaders to prepare the event
- Ensure compatibility of game with client environment
- Conduct the event and deploy the game (90'-3 hours)
- Debrief with team leader and event leader

Professional fees for one event typically run between \$6 and \$25K, depending on length and number of participants