The Texturalists

Sample Session: Helping teams navigate through crisis

Type:	Workshop
Style:	onsite
Duration:	2.5 days
No. of participants:	6-12
	(for one coherent team with very good foundations of trust and psychological safety)

Agenda includes:

Check-ins

Rules of Engagement

Walk & Talk

Five Habits when Navigating through Crisis

Picture Challenge

Cardboard Boat Challenge incl. The Beauty of Constraints

Building a Team Manual

Recap & Transfer

Check-outs

Participants will receive a PDF package with any relevant material & photos as documentation.

The following pages show the more detailed session plan.

Two quotes to remember:
One, 'A plan that cannot be changed is bad.' ~ Publilius Syrus
Two, 'Plans are nothing, planning is everything.' ~ Dwight D. Eisenhower

The Texturalists
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Sample Session - Helping teams navigate through crisis

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2.5 days offsite

F2F

one continous team with solid foundations.

Sample Session - Helping teams navigate through crisis - **Day 1**

TIME	NAME	DESCRIPTION	ADDITIONAL INFO
00:00 0	**Pre-Work / Come prepared to our session!**	What was a crisis that you experienced as a company, as a team, as a person? Reflect on when you last experienced a crisis. What was it? How did it make you feel? What was different afterwards compared to before? Bring your thoughts and notes to our session.	Please note: This sample session does not include details on length & time for the individual parts. Also, any reference to the client or specific team has been deleted. The examples given below do not belong to the client but are examples to showcase. Objective: Participants already receive information upfront about the workshop. They start preparing and reflecting on the topic. Creating curiosity.
00:00 0	**Welcome & Agenda for Day 1 (half day)**	Welcome by Manager Agenda for the Day (Susanne): Overview & Breaks, Safety Instructions, How to navigate the space Clarify on offsite being an offsite meaning: outside a lot. Be prepared with clothes etc.	Objective: Feeling of an appreciated and warm Welcome Clarity on how best to manoeuvre through space & time. Material for workshop: • Sticky notes • Sharpies • Flipchart paper • Whiteboards • Emotional Culture Deck • Paper, Glue, Cardboard etc. for challenge
00:00 0	**Check-in**	What was remarkable on your way to the offsite and this place? What did you notice on the journey?	Objective: Everyone's voice is in the room. We are deepending our connection. We create the caring space that we are used to. We tap into the emotional brain (elephant) and not only the rational brain (rider).
00:00 0	**Trios on Crisis / Pre-work / Going Outside**	Make use of the space around us. In trios: go for a walk and share experiences on crisis and what you have taken down as notes from your pre-work. When back in plenary: Share out loud anything that is worth sharing from your conversations.	Objective: Link from Pre-work into workshop. Sharing their thoughts and ideas on crisis and how they have experienced it > vulnerability in the group. Open up room for conversation. Use the space right away as we are offsite to take them to the outside.
00:00 0	**Break**		
00:00 0	**Internal or external speaker**	incl. Q&A	Objective: Reive examples from others navigating through crisis. Get food for thought for their own challenges.
00:00	**Debrief after Speaker**	Worth to remember...	Objectibve:

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0		I wonder/I ask myself...	Reflect as a group on the things that are noteworthy.
		Individually reflect / Think & Write	Agree on important topics from the talk for further consideration.
		Collect and share.	Shared understanding
00:00 0	**Check-out Day 1**	This already gave me energy today....	Objective:
		This will help me stay focused tomorrow...	Create a bridge for Day 2
			Get feedback on how they liked Day 1 in case we need and want to pivot. Create clarity on what to focus on and improve next.
00:00 0	**Evening Activities**	Dinner	Objective:
		CozyJuicyReal	Make use of the offsite to spend time with each other, to have fun and to create memorable moments together.
		Beat That	
		Lego Challenges	
		etc.	

00:00

TOTAL LENGTH: **0m**

TIME	NAME	DESCRIPTION	ADDITIONAL INFO
00:00 0	**Good morning & Agenda**	Share agenda for the day Refocus on our tasks and day ahead	Objective: Create focus for Day ahead.
00:00 0	**Check-in**	What do you notice about yourself, this team or this space right now? Think & Write, bring into the room.	Objective: Everyone's voice is in the room. We tap into our emotional brain (elephant) instead of our rational brain (rider). Focus on being present and on senses.
00:00 0	**Perspectives on Crisis**	What is the opposite of a crisis? How do we feel during a crisis? Write down associations. Collect as sunrays around the center (labelled: Crisis)	Objective: Understanding that a crisis is a matter of perspective and our response to it.
00:00 0	**Habit 1: Voice frustration, express needs (incl. outside**	Use white cards from Emotional Culture Deck. Work in pairs. What frustrated you when you think of the past few "crisis" weeks? How do you not want to feel in a crisis but might from time to time? Pick cards with emotions and share with your partner. To manage or cope with these undesired feelings you will... (personal behavior) and you need ... (external behavior).	Objective: Understanding emotions as inner compass and having coping mechanisms is key - especially when you will dive into the next crisis soon enough. Venting frustration & Voicing needs will be crucial Also: Understanding from each other what might frustrate you and where you can offer support
00:00 0	**Picture Challenge (Going Outside)**	Material: Smartphone With your partner, walk outside and find pictures that correspond to how you do not want to feel but might from time to time & and what your coping mechanisms are in response to these undesired feelings. Bring back and send PPT to Susanne to share Share in plenary: why these pictures? thoughts? ideas?	Objective: Turn thoughts & words into pictures Get creative Make use of the outside for the offsite
00:00 0	**Break**		
00:00 0	**Habit 2: Celebrate successes & failures**	What worked well over the past few weeks? • Leader of the team • Yourself • Team What would you like to carry on? (in relation to meetings, transparency, decisions, four eye principle in order to avoid mistakes etc.) What did not go well over the past few weeks, and how can you turn this into a learning? What would you like to leave behind? Work in Trios Share back, cluster	Objective: Never let a crisis go to waste. Create learnings Make use of the past for learnings in the future "Success bowl" on a virtual platform: • keep a dedicated area somewhere to add shout outs & appreciation for something someone has done well • Celebrate yourself as well in a "proud me" section
00:00 0	**Lunch**		
00:00 0	**Brief Energizer**		Objective: Bring energies back up. Refocus
00:00 0	**Habit 3: Remember the person behind the function**	We are not just navigating through crisis in our roles but we are human beings/people behind our roles. How can you embed the "human side" when stress is high?	Objective: We have our roles but there are also many other considerations beyond the crisis: family, our own wellbeing

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		What can you as a team do? Even if time is absolutely crucial and at a minimum?	We can change perspectives by walking in others' shoes
			We create empathy for the other team members.
		We will go for a walk. Take the time to speak to various members on the team.	
		You may wish to reflect on:	
		• personal needs & friends, family support system, current topics or issues • what you need from the team during a crisis or what you need them to know • how you are willing to support others during tough times • or on anything else....	
00:00 0	**Cardboard boat building (outside)**	Material: cardboard and tape > 3-4 players per team (2-3 teams total) > teams judge the others > time limitation: X minutes. > include extra constraints or challenges - the need to pivot and adjust Reward & Celebrate Debrief: • How did we work together? • What was our communication & stress-level? • How did we cope with the extra challenges/constraints? • What would we like to do differently next time?	Objective: Have fun and create something together. Compete against other members of the team. Learn about the beauty of constraints. Make use of the space around us in the offsite.
00:00 0	**Break**		
00:00 0	**Habit 4: Force breaks**	Microbreaks - what will you do? example: walks.... take your mind off the work at hand. Collect some ideas for 5, 10 or 15 minute breaks. Work in small groups. Bring back to plenary.	Objective: Learning to embed breaks (even micro-breaks) to recharge batteries and to help us solving problems better. Share ideas for breaks to extend our own toolbox. Know how to support the other team members during their breaks or reminding them of their favorite ways to spend breaks. Maybe use the Wellbeing Deck for ideas.
00:00 0	**Check-out Day 2**	Body reflection: • Head: What skills, knowledge and experience did I acquire today? • Heart: What is important to me? What is close to my heart? • Hands: What do I do next? Where is my next action? • Stomach: What is still heavy in my stomach? What do I chew on? • Feet: What do I want to leave behind or get away from? Individually reflect and write on stickies. One after one add to the body and speak up.	Objective: Create a bridge from Day 2 to Day 3 Get feedback on how they liked Day 2 in case we need and want to pivot. Create clarity on what to focus on and improve next.
00:00 0	**Break until Dinner**		
00:00 0	**Dinner**		
00:00 0	**Habit 5: Allow for humour (after dinner)**	One-minute-challenges Challenges that teams must complete within 1 minute. Team in small groups of 3/4. Explain exercise Run exercise Reward Repeat	Objective: Humour is a catalyst for motivation, engagement, and ownership. Laughter connects. All are key resources in crisis.
00:00			

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00:00 0	**Good morning & Agenda**	Share agenda for the day Refocus on our tasks and day ahead	Objective: Create focus for Day ahead.
00:00 0	**Check-in & Link back**	What did you smile at or laugh about last night? What needs to be addressed from yesterday?	Objective: Everyone's voice is in the room. We tap into our emotional brain (elephant) instead of our rational brain (rider). We create a positive mindset and pay attention to things still hanging in the air.
00:00 0	**Build our Team Manual (Navigating through Crisis)**	All Parts pulled together: Compass: Voice frustration, raise needs The barrel of rum: Celebrate successes & failures The sailor: Remember the person behind the function/role The windstill: Force breaks The parrot: Allow for humour The captain: How can we support our leader? What does our leader need from us? (Stand-in? official nomination....) The steering wheel: How can we take decisions, when or how do we need to involve our manager/our team mates? The headwind: what/who slows us down? The tailwind: What/who accelerates & energizes us? Add to the pieces and reflect: 1-2-4-All Individually, in pairs, in fours, all	Objective: Learn that everything is a resource. The team is the biggest resource. Principle: What I have is all I need. Pull the various parts from Day 1 and 2 together. Create a manual that will span beyond this offsite.
00:00 0	**Break**		
00:00 0	**Build our Team Manual (Navigating through Crisis) - Part 2**	All Parts pulled together: Compass: Voice frustration, raise needs The barrel of rum: Celebrate successes & failures The sailor: Remember the person behind the function/role The windstill: Force breaks The parrot: Allow for humour The captain: How can we support our leader? What does our leader need from us? (Stand-in? official nomination....) The steering wheel: How can we take decisions, when or how do we need to involve our manager/our team mates? The headwind: what/who slows us down? The tailwind: What/who accelerates & energizes us? Add to the pieces and reflect: 1-2-4-All Individually, in pairs, in fours, all	Objective: Learn that everything is a resource. The team is the biggest resource. Principle: What I have is all I need. Pull the various parts from Day 1 and 2 together. Create a manual that will span beyond this offsite.
00:00 0	**Check-out**	PIT Stop P = positive (What did you like, what did you find positive) I = Interesting (What sparked your curiosity, what would you like to explore more?) T = tangible (What can you take away that is specific and actionable?)	Objective: Create sense of closure. Get insights again on the emotional part of the brain (elephant) versus the rational (rider). Get feedback on how they liked the session and what to focus on and improve next.Shared

TIME	NAME	DESCRIPTION	ADDITIONAL INFO
			understanding of how they will make use of their learnings for themselves, and for their teams.
00:00 0	**Post-Work / Bridge to next session**	Send documentation to participants. Align on debriefing call with leader. Depending on next steps and time for next session: Follow-up with exercise, article, postcast, video	Objective: Alignment with leader on next steps and any other needs. Bridge to next session so that this is not a stand-alone. Create clarity on accountability for team and each member.

00:00

TOTAL LENGTH: 0m