

## Task description for the TeamZyt on 26 January 2023



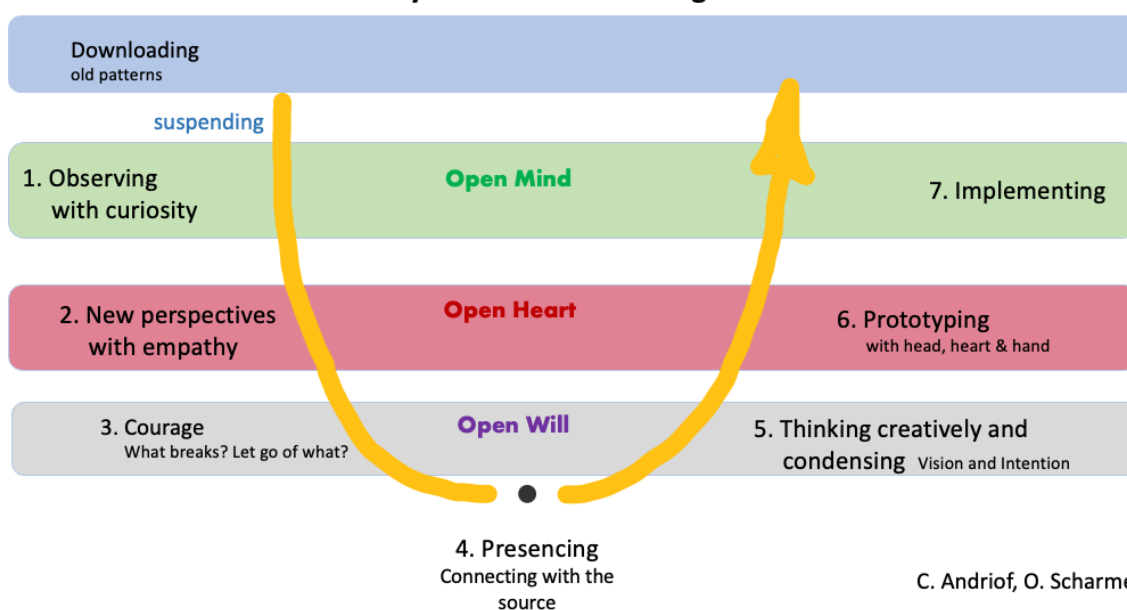
You have decided on a topic that you would like to work on for the whole team.

Carry out the following steps in the given order.

Decide together which times have to be kept so that two steps (out of a total of six) together take up one third of the time available. Someone takes on the role of the "timekeeper".

In the bag you will find a booklet for your process and moderation cards for step 6.

### Theory U for Effective Change



### 1. Actual state

#### U-process 1. step: Observing with curiosity

You choose now a picture with which you can describe the situation in the team regarding this topic to the others. Only certain aspects may appear in the picture; you can freely add more aspects. If your picture was taken by someone else, choose another one or get the original from Steffi.

One person takes notes of your contributions or make an audio recording with your mobile phone so that you still have these inputs back in the office.

Using the picture describe the current situation in the team regarding your topic. Listen instead of already thinking in your head what you want to say (factual or empathic listening). Talk spontaneously, there is no right and wrong.

## **2. The situation as seen by others**

### **U-process 2. step: New perspectives with empathy**

Put yourself in the shoes of another person in the team. How does this person see the situation? Don't think about it too much, just start talking.

Distribute the following people among yourselves. At least one person from each point must explain the view.

- Corinne Berger
- customer A, B ...
- team member A, B ... (someone who has completely different attitudes from you)

Someone is making notes of it again in key words.

## **3. What is holding back development? What am I letting go of?**

### **U-process 3. step: Courage**

Before you solve two tasks individually, decide when and where you will meet again. Take a photo of this task or see the document by the QR-Code.

Go alone into nature and feel what is holding back development and what you have to or can let go of so that there is room for something new.

## **4. Presencing**

### **U-process 4. Step**

You are still alone in nature.

Empty all your thoughts for a moment.

The following activities can help you. Choose if necessary.

- Walk a certain distance backwards.
- Walk a certain distance (without dangerous obstacles) with your eyes closed.
- Walk a certain distance by placing one foot in front of the other so that the heel of one shoe touches the toe of the other.
- Take a branched twig in your hand and look closely at all the ramifications.
- Look at the trees all around and observe where there are still leaves on the branches.

Now go back in your mind to your topic.

Take seven steps forward, into your future. Imagine that the situation is already optimal. Notice how it feels.

What exactly would be different? What would have changed and how?

What do you do? What is your attitude and what are your actions?

## 5. Sharing

You meet again in the group and share what insights and feelings you had on your own. Share what feels right for you.

## 6. Collect ideas

### U-process 5. step: Thinking creatively and condensing

#### Brainstorming (15-20 minutes)

Brainstorm ideas for steps towards the ideal state.

Write your idea accurately on a moderation card in as few words as possible, lay it out for everyone to read and read it out.

Rules for brainstorming

- There is no right and no wrong. Even crazy ideas are welcome and stimulate others.
- Ideas are not commented on.
- There is a predefined time limit.

## 7. back to the team place

At **16.20** you will now return to the team place. A mulled wine or a hot drink and a small "Apero" are waiting for you.

While walking back to the Gurtenbahn, you will give an insight into your process and insights already gained in your topic group, without aiming for completeness.

## 7. Next steps at «home»

Steps 6 and 7 (Prototyping and implementation) in the U process will you do back in the office. The host of the group is responsible for these steps.

#### Prototyping

Your group will write down three possible ideas for implementation (prototypes) in a common document. Corinne will create the document and make it available to everyone. She will announce the deadline by which the ideas have to be entered.

#### Implementing

At a team meeting, the implementation ideas of all groups are discussed and it is determined what will be followed up. An action plan is then drawn up that answers the aspects: What? Who? Until when? Type of controlling. Next steps.

We wish you a good journey through the U.  
Get in touch if you have any questions.

