Focus in February:

Questions to reflect, reset, reassess

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Event #MHMB2021

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Questions and activities to help people to *connect* and *move forward*

- **Reflect** to c*onnect* and l*earn*

- **Reset** to g*et ready*

- **Reassess** to *move forward together*

Reflection

Help people 'think through' their experiences, find both the challenges and great things.

Create understanding and deeper connections in 'shared' experience

Collect learnings

Feel ready and resolved for the future

Questions for Reflection

Then

What did I learn?

What was I proud of?

What would I do differently?

What strategies helped me?

Who and what was important to me?

What did I appreciate about this team?

Now/Future

What do I want to take forward?

What do I want to leave behind?

What help do I need from others?

Activity: Grateful Reflection

Think of a person you value.

Reflect:

- What is it about what they do that brings value to you?

- Why is it important to you?

Share:

Tell that person (in public or private) why you are grateful for them

Reset

Feel prepared for 'what's on the radar'

Manage the pace

Focus on 3-6 months

Help people 'own' the team goals, and their purpose

Plan the work

Plan the celebrations

Framing the year ahead: Identifying what's 'on the radar'

In the next 3-6 months:

- What do we need to deliver?

- What does success look like?

- Why does it matter?

- What should we delay, or stop doing?

Building a Sense of Ownership, and Readiness

- When we think about this piece of work, what makes us -
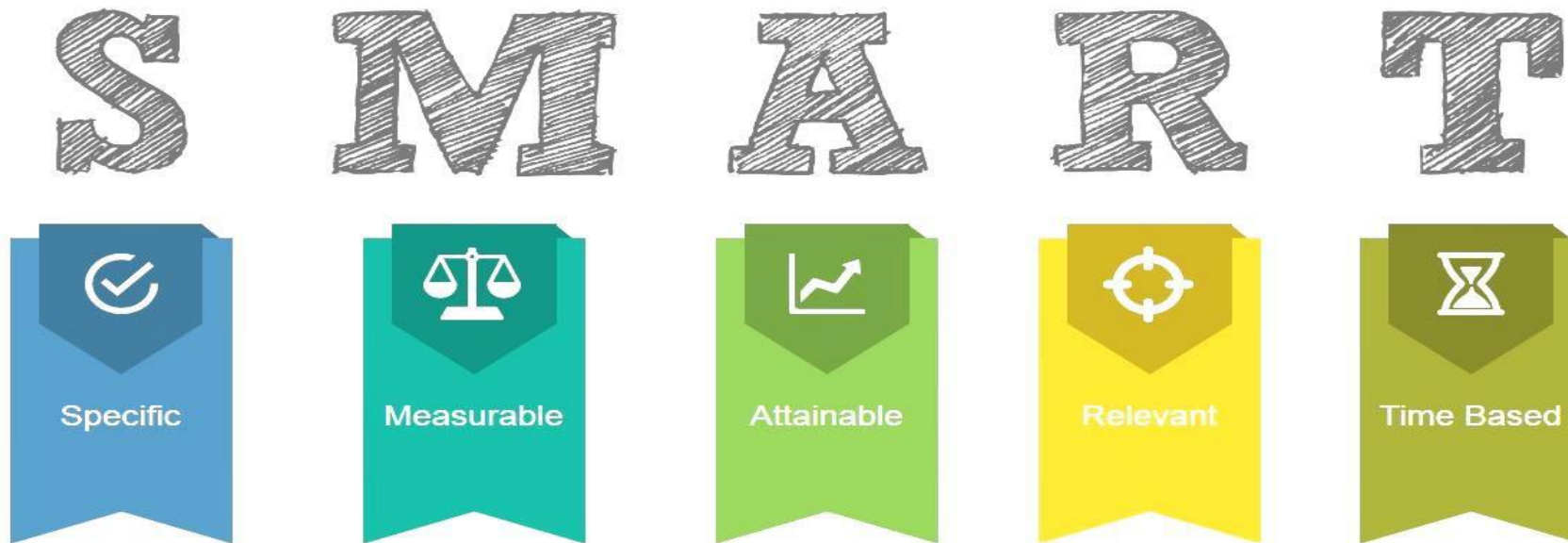
- Excited

- Worried

- Unsure

- What questions do we have?
- How can we manage these questions?

Define Next Steps

- How can we tackle this as a team?

- What are the milestones along the way?

- What do we have to help us? What do we need?

- When do we celebrate?

Reassess

Check in that the processes still suit the way we work now.

Give people a voice about how the team manages itself

Help people think of ways to fix the underlying causes of things that annoy them

Experiment and learn together

Questions for Working from Home (WFH)

- How does 'WFH' affect what you need from each other?
- How does 'WFH' affect what you need from your manager?

- What are the things that are:
  - Easier to do at home?
  - Easier on site?
  - Better to do face to face?

- How do you stay connected to the team's broader work?
- How do you stay connected to Monash's broader business?
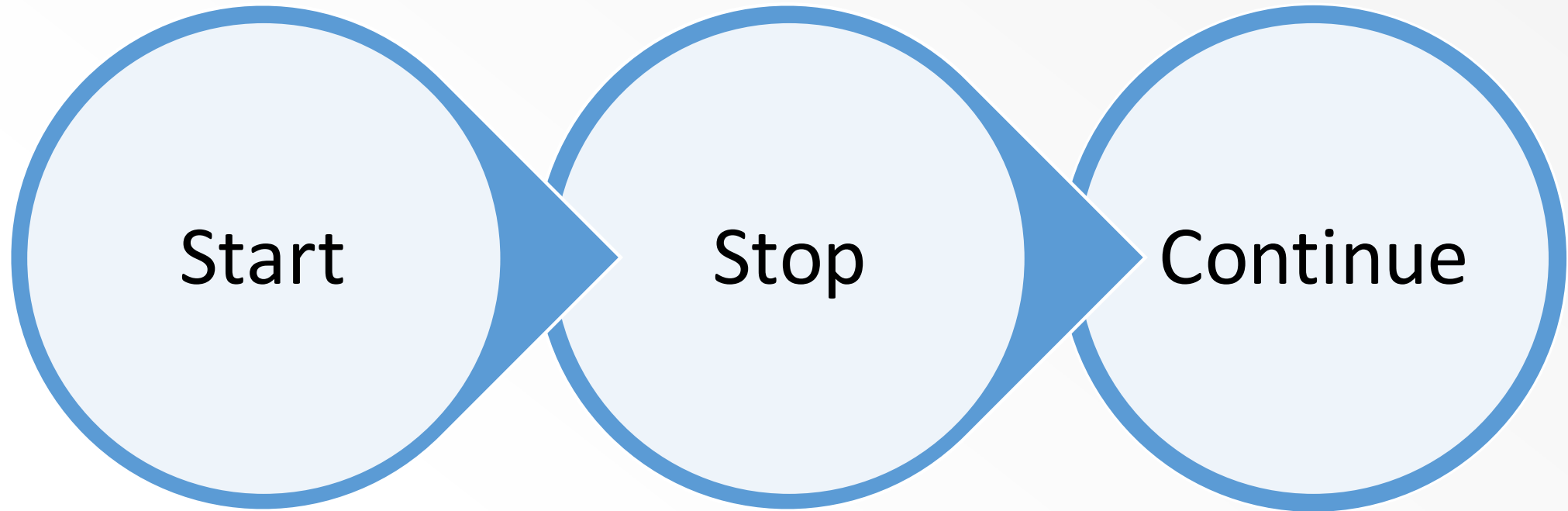- How do you stay connected to each other? / connection w stakeholders

Team Processes Drive Behaviour

- How do our processes help us get the best out of our team?
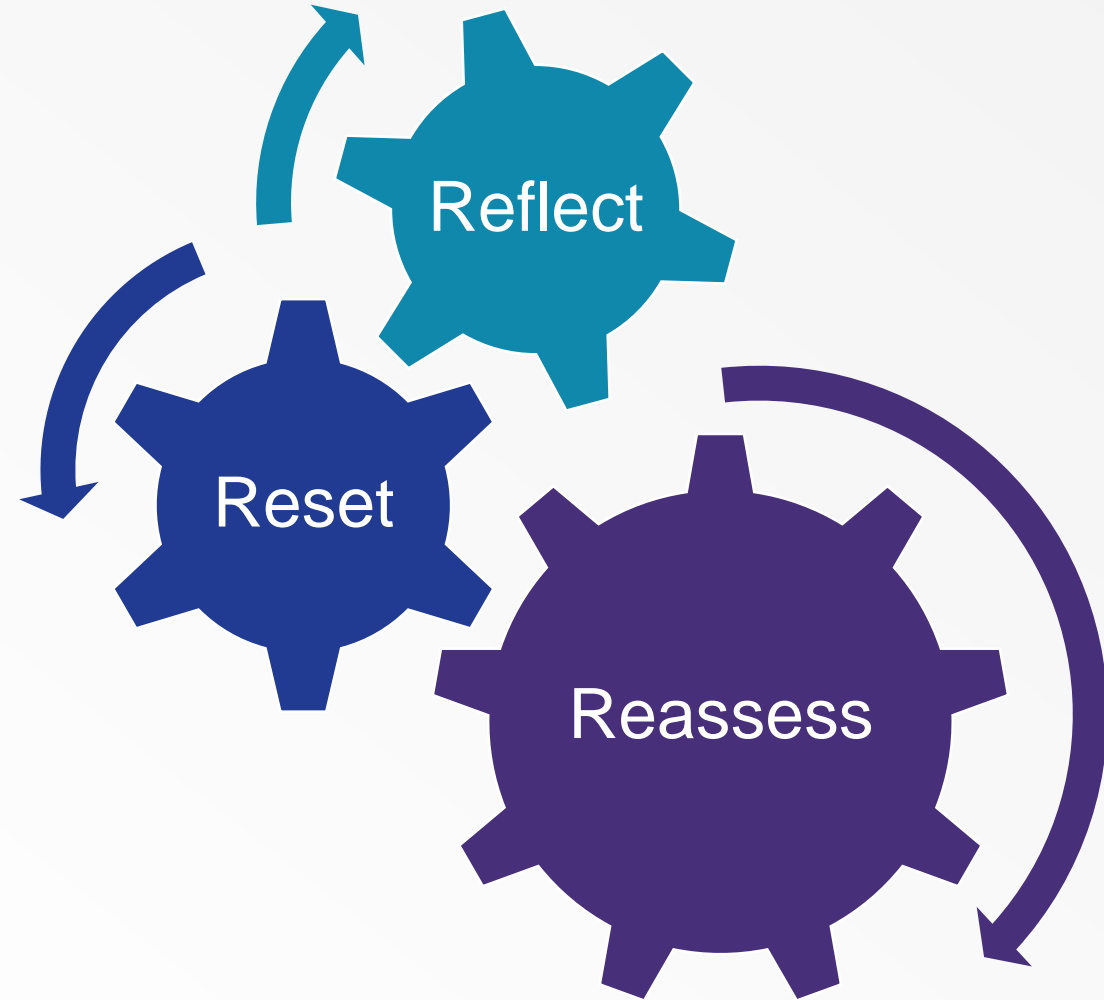
- How do these help us achieve our goals?

Activity: Start, Stop, Continue

Start

Stop

Continue

Actively Managing Uncertainty

- Revisit goals when necessary

- Engage the team in 'reporting progress'

- 'Close out the work' deliberately

- Find the 'Wins', Celebrate often.

Reflect

Reset

Reassess

Ready to Try It?

- Think about the **needs**
- Pick an **question** / activity
- Set aside enough **time**
- Give people some **notice**
- Explain your **purpose**
- Run it
- Seek **feedback**

- Chat through your thinking with us, at any time: professionaldevelopment@monashhealth.org

Thank you!