LEARNING AND CONNECTION
BEYOND MEETINGS

SOCIAL NOW
planned

deliberate

intentional

structured
Tool: Shared text document

Process: Whenever someone in the team learns something new about what’s happening in the organisation, they make a note in a word document. Others can ask questions/comments/etc.

Behaviour: Look out for when you, as manager, are the main person posting. Are team members disconnected from the org? Lead by example.
**Tool:** Channel in a collaboration platform named “COMMIT TO 3”.

**Process:** Every morning/week, post the three things you’d like to achieve during your day. They don’t all have to be work related.

**Behaviour:** Lead by example. Look out for anywhere you think you can help.

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**Featured:**
Acceleration Partners

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Robert Glazer
Tool: a channel in a collaboration platform or shared notebook

Process: Share regularly what’s been going on at your end.

Decision you made
Insight you had
Result you achieved
Emotion you had
Contact you made
Trouble you had
Thank someone in the team

Behaviour: Lead by example.

Credit: Jochen Lillich
**Tool:** A channel in collaboration platform, shared online text document, or notebook.

**Process:** At the end of the week, share “what interesting thing you’ve learned over the last week”.

**Behaviour:** Lead by example. Keep an eye out for unexpected answers which can show hidden interests and talents. Maybe work can be adjusted to nurture them.

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**Featured:**

DOIST

Gonçalo Silva
Tool: Audio creation and easily shared.

Process: Bring together a small team (not only comms!) and set up an ecosystem so that everyone can be involved.

Behaviour: Stay involved!
planned

deliberate

intentional

structured
When designing for your team, ask yourself:

• What affects how you show up at work?

• What do you need to know about one another and your environment?

• What does your team need right now, for alignment, productivity, and/or connection?

• What matters to team members, that’s not a core part of their work?
When introducing these practices to others, ask yourself (or them!):

• How are these conversations already taking place? Is there anything we can build on?

• What do we need to stop doing, to make space for new practices?

• How can we reward sharing in this way?

• What kind of “street team” can I build to help role-model and advocate?
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