MISCHIEF & HUMANITY IN THE WORLD OF WORK
Cablinc x Emily Hinks
HI, BONJOUR, HEJ, HALLO, HOLA…
EMILY HINKS
(she/her)

English living in Amsterdam

Love a good bad joke

Delightfully dyslexic & ADHD

Founder of Mischief Makers & Routes In
Tell me one thing that would absolutely make or break this company?
How can we bring in that mischief & humanity into Cabline, to improve the ways we’re working
Facilitation
Facilitation

Onboarding

Meetings: efficient, productive & inclusive

Shared goals & work agreements

Improved collaboration & communication

Team building
IF YOU THINK SERIOUS (LY AWESOME) RESULTS REQUIRES SERIOUS BEHAVIOUR.

DON’T HIRE US
NEVER HAVE I EVER
NEVER HAVE I EVER...

Scrolled through social media during a meeting or presentation
NEVER HAVE I EVER...

Talked to much for too long, or interrupted someone mid sentence
NEVER HAVE I EVER...

Never have I ever pretended to have a poor internet connection to avoid participating in a virtual meeting or event
NEVER HAVE I EVER...

Never have I ever smiled through a video call while silently battling overwhelmed or stress on the inside.
NEVER HAVE I EVER...

Noticed something that might be a problem, but hoped someone else would catch and flag it instead
HUMAN GLASSES
MICRO SOCIAL INTERACTIONS
MICRO SOCIAL INTERACTIONS

DRINKING IN THE CULTURE
MISSING THESE HUMAN CONNECTION MOMENTS
Increase in sick days
Quiet quitting
Avoidable mistakes
Lack of knowledge transfer
FACILITATE CULTURE
REFUEL MOMENTS

Invest in intentional, quality time together
Meet less but we meet better
OFFSITES:
OFFSITES:

How much money behind the bar?
OFFSITES:

How much money behind...
creating human connection
CO-CREATION

MINDTHE MARKET

TEAM DATING PROFILE

TEAM ACCOUNT MGMT

TEAM CHART PARTNER

2018 as the core team.
Takes the stage

Takes the stage
Increase in sick days
Improved mental health

Quiet quitting
Actively engagement

Avoidable mistakes
Openness & trust

Lack of knowledge transfer
Proactive relationships
We have some convincing to do...
OFF THE WALLS
INTO THE HALLS
**Social Contract**

1. Assume good intentions
2. Showing up willing to be open
3. Being present
4. Accountability
5. Having fun + appreciating each other
MISCHIEF MISSIONS: COACHING & CONSULTING
Advice and consult on specific needs to support the integration process and Mischief Missions desired outcomes.

INTEGRATION
Application of learnings and strategies into the business.

COMPANY GATHERINGS
Peak experiences to bring togetherness and build momentum.

FACILITATIVE LEADERSHIP
Upskill and empower your team by giving them the right tools and shared language to confidently lead the way forth.

Mischief Missions definition
Leadership offsite
TBD “singing from the same sheet” session
Integration
Boomtown festival
Team offsite
Facilitative Leadership
Integration
PETER NAILED IT
Guide to hosting meetings: Mischief Makers x WeTransfer

This is a digital space created to fuel impactful and enjoyable meetings.

This living resource is packed full of techniques to support you in hosting inclusive conversations, and engaging sessions with productive collaboration. A little attention to how you meet can make a big difference.

Each chapter focuses on a different aspect to level up your future meetings; from preparation through to refining your hosting style.

This guide is a spin-off from our ‘Meeting Hosting’ training; made with love by @Tom Coulouze, @Jennyfer Missamou, and the Mischief Makers Team.
Should our meeting be offline-online-hybrid... or not a meeting at all #async

A short meeting, 30-min to 2 hours

Great - what type of meeting is it?

A team session quality time together smaller team development

Yes → No →

A working session

Yes →

Call in the proof

Bringing people together for this length of time is a big investment, so you want to make sure it's time well spent. You will need someone with the skills to design the agenda, with energy and proactivity in mind - ensuring it's continual engaging and inclusive. For instance - you can directly result out to Tom, WeTransfer's internal facilitator too.

It's an update meeting

Where we're up to in a project, what needs to be done, sharing, important info etc

Yes →

No →

A working session; We'll be co-creating, problem solving, coming up with ideas, working on something together

It's a one-to-one

My team

Yes →

No →

The whole company

Do you have good tech in your office (big screens, a monitor, and 360 camera?)

Top tip: WeTransfer OKES - check out the workshop space here

Yes, we're killed out - Do you have people with facilitation skills in your team, who can help prep and host this meeting?

Not really... →

Yes →

No →

Some folks here are added at hosting group conversations

Are you in the same city / location?

Yes →

No →

Will be meeting with external people (partners, clients, users etc)

Have you seen them in person recently?

Yes →

No →

Is travel time more than half an hour on a

Online/Offline

Weight up time saving and convenience vs building up human connection and having a presence from the screen. You could opt for the closest to the test of both-worlds version we've found and have a weekly 20% OKES.

Hybrid

It's super nice to have everyone together in-person, but in this day and age the challenge is having everyone in the office all the time. Hosting a hybrid full company meeting gives people the option to spend time in person in the office for those who want it - while offering an accessible option for people who need to remain on the team and engage.

Make it a-sync

Let's face it, we all have enough meetings in our lives. And collaboration tools like Slack and Google Docs make it easier than some conversations... building up less human connection and having made a presence from the screen. You could opt for the closest to the test of both-worlds version we've found and have a weekly 20% OKES.

A long meeting, either a half or full day

Great - and what type of session are you looking to run?

A team session quality time together smaller team development

Are you in the same location?

Yes →

No →

A training

Yes →

No →

Well, what timeframes are we talking about?

Fabulous... will they go together at work

I need to bring people together at work
Creating human moments of connection is something you can already start tomorrow.
CHECK IN  CONNECTION EXERCISE  CHECK OUT

Share your favourite word (in any language)

SHUFFLE
Compounding benefits of the human workplace

Cumulative impact of workplace features on psychological safety rating (1-5 scale)

- Workhuman® The Evolution Of Work Report 2023
How can we bring in that mischief & humanity into Cablinc, to improve the ways we’re working
Building connection and putting humans first

- Team members connect and form relationships.
- Improved relationships equal better communication.
- Better comms create better collaboration.
- Collaboration flow leads to better business results.
A giant thank you to everyone!
GO MAKE MISCHIEF

www.mischiefmakers.co
@mischiefmakers.co
Mischief Makers BV