

WE LOVE CONTACT, WE NEED CONTACT!

WHY TEAMS NEED THE COMPETENCE TO DEVELOP
ON-LINE AS A TEAM - AND HOW THIS CAN SUCCEED.



DIFFERENT WORLDS OF WORK EXPERIENCE

- Which future of work do you envision?
- In which team reality do you currently experience yourself?



HANS-PETER WELLKE

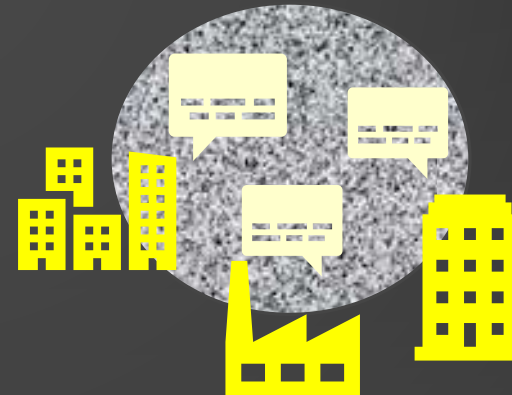
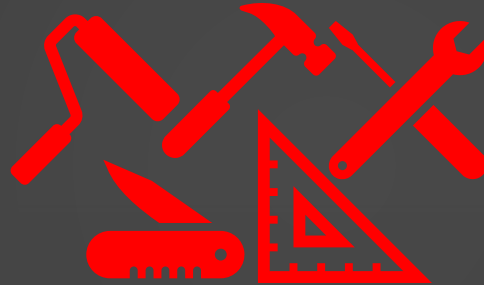


- Coach, Skills Trainer, catalyst for teams and company development, facilitator for workshops, conflict mediator
- Behavioral change, paradigm shifts, cultural change, strategy workshops, personality development
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**“IT WILL
NEVER BE
AGAIN LIKE
BEFORE”**



IT WILL NEVER BE THE SAME AGAIN



**„ALL REAL IN LIFE
IS CONTACT.“**

MARTIN BUBER (1878-1965)



RESONANCE

Encounter and resonance are the basis of joint development.

But I also have to let myself be met - I must be willing to show my resonance.

There must be a temporal space where an exchange of resonance is allowed to happen.

There must be people who are interested in the resonance of others.

→ This is how contact and collective development take place.



[HTTPS://YOUTU.BE/JSIGUBUJTCK](https://youtu.be/jsigubujtck)

ONLY THROUGH
CONNECTION &
RESONANCE CAN
EMERGE NEW
SYSTEMS OF
ORGANIZATION.



We need to meet each other.
We need to be grounded &
connected in our teams. From
heart to heart. Only when we
enter into relationship
emotionally AND thematically
can something new emerge.

We need to get into empathy
and trust, like we have learned
in TCF.

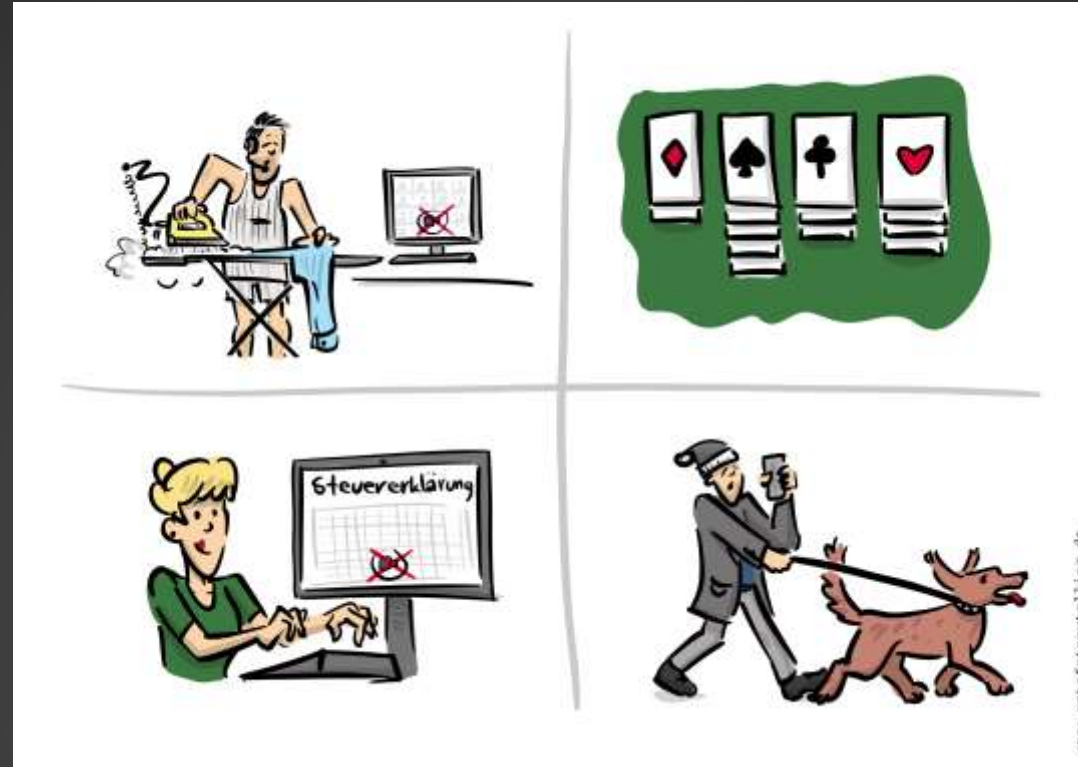
RESONANCE





THE RISK OF DISTRACTION DURING MEETINGS IS HIGH





**AS SOON AS THE CAMERA IS OFF,
WE START TO GET BUSY WITH OTHER THINGS**



WE THINK IN TERMS OF SPACES





temporal

Organize spaces where
you can more easily
connect to each other.

spatial

*Take advantage of our
spatial perception, even
virtually. .*



THE VIRTUAL ROUND TABLE







Paul

Diana

Fabrizio

Todd

Sharon

Greg





Fabrizio

Todd

Paul

Sharon

Greg

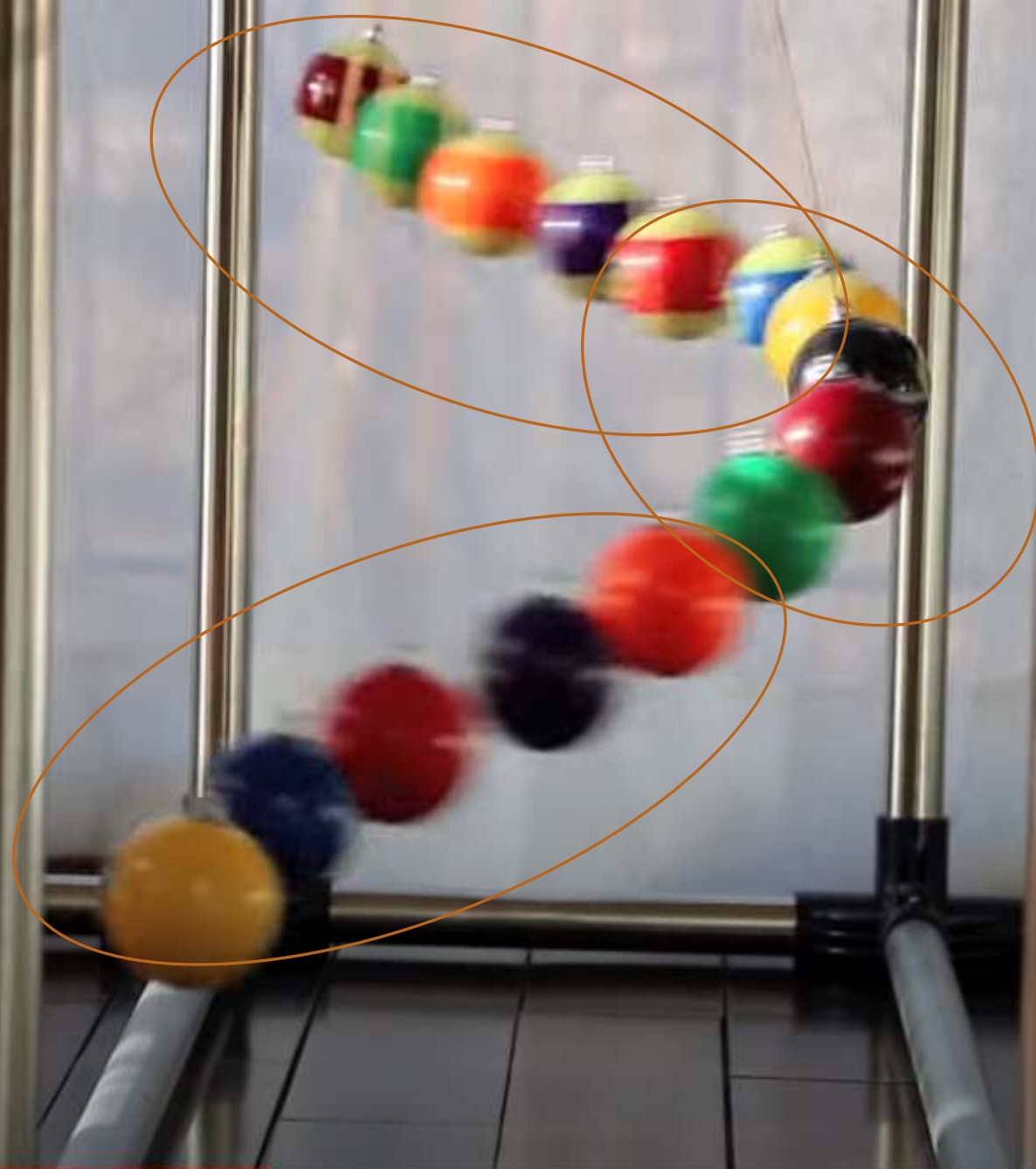
Diana



How can you take responsibility about being connected in your team and about creating an environment of resonance?

Group 1: Symbols
Group 2: Content
Group 3: Language

Think about yourself how ... and share it with us in a minute



Let us bring together the ideas

✓ Symbols

✓ Content

✓ Language

What are the things you can do to be connected and to increase resonance?



SUCCESSFUL TEAMS COMMUNICATING



SUCCESSFUL TEAMS COMMUNICATING

- Share and say how you are doing. Be attentive to how others are doing.
- Shape your team reality together:
 - Which future do you like to create?
 - How to make your team vision a reality.
 - Ask yourself in your team regularly:

„Did the meeting activities lead to the goal? Are the goals still relevant? Are the current actions and arrangements seen as leading to the goals? Does everyone still know what the goals are/were? And does everyone still agree with them? What are our next steps?“



Conclusion

SUCCESSFUL TEAMS COMMUNICATING

- Think out loud together.
- Develop and design your target reality together.



**THE RESPONSIBILITY
FOR TEAM DEVELOPMENT
IS NOT A MATTER OF YOUR BOSS.**

**THE RESPONSIBILITY
FOR TEAM DEVELOPMENT
BELONGS TO ME AS A TEAM MEMBER.**



partner für personalentwicklung
hans-peter wellke



IF YOU LIKE TO JOIN YOUR TEAM MEMBERS. JOIN THE APPROPRIATE MEDIA: SWITCH THE CAMERA ON!





**TAKE TIME FOR EACH OTHER - BEFORE
AND/OR AFTER MEETINGS.**



ESPECIALLY VIRTUALLY



HOW ARE YOU? HOW IS YOUR FAMILY? HOW IS THE PROJECT RUNNING?

Be empathetic!
Create empathy!

This is how connecting is created online :

- Interest: Asking Open Questions (W-Questions)
- Listening, asking questions – ASQ from TCF
- Looking into the camera, use speaker mode in Zoom, when individuals are asked about their feelings or opinions
- Pay attention to your own resonance, emphasize it
- Show resonance
- Openness: Allow yourself to be met
- Take time for everyone on the team



TELL US YOUR COMMENTS ABOUT THE PRESENTATION

Thank you for your comment here (the German blog is about this presentation).

We will share your comments with GPT:

- https://blog.wellke.de/teamentwicklung_online/#comments

Did you like it? Tell others about this presentation. And join us for the next MyGPT webinar.



Shape the future of your team
together
every day.

I wish you success to create your favorite future in your team.





WHAT ARE YOU DOING
NEXT
RIGHT AFTER THIS?