

MODOTO

HELPING YOU LEAD BY EXAMPLE

Case Study

VOSCUR – Board & Staff Awayday
Rose Green Centre, 65 Gordon Road
Whitehall
Bristol
BS5 7DR 13 July 2016

VOSCUR is the leading membership organisation representing the Voluntary and Community sector in the Bristol area. Their aim is to address poverty and urban decline both by supporting and developing the sector, and increasing active participation in tackling the problems.

This staff awayday was called to lift the team's spirits, effectiveness and resilience in the face of austerity measures and unprecedented uncertainty. Assuming the need to collaborate and do more work with less resources, VOSCUR sought to increase organisational strengths in teamwork and leadership. There were 18 participants.

Our remit was to:

- Help establish clear and achievable purposes
- Include elements to focus attention on team-building and leadership in the space
- Design for maximum participative engagement and output in limited time, including some personal space for everyone
- Ensure all staff felt energised, positive, listened to and included
- Ensure all staff felt coherent as a team which can play to its strengths

The Event

Once the scene had been set by the client, we began with a 'soul mining' exercise, each person labelling themselves with two characteristics they'd seek in a best friend. This was shared to paint a heartening picture of the nature of the group as a whole. We then exposed team-working preferences, giving instant insight into group dynamics for participants and facilitator alike.

The Open Space format of the event was introduced, with a minor adaptation to allow people to propose sessions about sensitive issues anonymously. This gave the group confidence they could freely address any concerns which might otherwise have been avoided.

Conveners feedback forms encouraged clear and simple note-taking with a strong focus on solutions and specific actions. A concluding plenary session gave all participants a chance to share AHA! Moments or highlights. We encouraged thinking about how to keep up the momentum of the day on return to work.

At the end, we handed over a celebratory 'Wall of Greatness' laid on foundations of group characteristics from the start of the day. This was accompanied by an invitation to continue lines of Appreciative Inquiry and encouragement to physically mark up contributions and successes in the office.

Feedback

“Today was a big success – hurrah, goody, we liked it.
Mike looked amazing and was quite tall.”

V Satisfied, management team

“We made significant strides and learned things. The organisation is definitely groovy and we're excited etc. etc.”

I.M. In, Head of inclusion

“I've always wanted to offer feedback
this positive – it was ace.”

K.P.R O'Files, administrative support

“This is a quote about a specific detail
that made a practical difference.
Very useful indeed.”

D. Tailer, Planning Officer