

## **Staff Conference Output**

***What one thing can YOU commit to doing in the next 3 months, which will help us all maintain a sense of community and connection in our new working agile environment?***

- Take time to call a member or members of the team for an informal chat/ find out how they are.(+22)
- Learn more about the work other depts do/ Invite reps from other departments to attend our monthly meetings to talk about their work/ call people in other depts. (+18)
- Arrange more team socials/ virtual coffees/ Pod get together and attend these. (+14)
- Meet more often in person (for various reason). (+10)
- Go into the office more with another team member(s). (+6)
- Join catch up team calls each week/ Join Pod catch ups regularly. (+6)
- Phone all new staff/ take time to get to know new colleagues (not just at the beginning but also 3-6 months in for example). (+6)
- Develop relationships with people I don't know as well. (+5)
- Keep connected with colleagues I used to work with i.e. virtual coffee. (+5)
- Turn cameras on for Teams calls and actively engage. (+4)
- Be or stay positive/ be proactive. (+4)
- Take time to listen (and get to know people personally). (+3)
- Walking meetings/ meet up with local colleagues. (+3)
- Complement a colleague/ say thank you on their work more often. (+3)
- Saying hello and asking how people are at the start of each meeting. (+2)
- Get involved more in team meetings and contribute in discussions. (+2)
- Get to know my team better. (+1)
- Ask more questions. (+1)
- Have a team playlist/ song of the week. (+1)
- Learn from others and attend peer support groups/ team coaching (+1)
- Encourage use of open Team chat/ calls like an office environment. (+1)
- Make more suggestions for change. (+1)
- Work hard but make sure I look after myself. (+1)
- In office team days
- Send a personal message to each team member each week
- Open Door Policy
- Complete a 'Day in the Life' bulletin
- Commit to connecting weekly with the team
- Invite people in the wider team to social events
- Arrange an online quiz for a Friday/ play a more active role in organising social engagements. I
- Arrange fun summer activity for staff and their families in a park
- Motivate my colleagues to come up with ideas, don't always be the organiser
- More funny gifts- lighten the load
- Remember to smile when talking on the phone
- Establish a department newsletter that can be shared with others across the organisation.

- Chat to seniors more often.
- Recognise birthdays/ retirement
- Re-start weekly broadcasts
- Do VIP nominations
- Try to call and talk more often not just email.
- Offer to drive and meet colleagues who don't live in Dundee and nearer to their home
- Ask the team what they want / need to retain a sense of community and connection
- Make sure everyone has the chance to have their views heard
- Join peer support group
- Work more collaboratively with colleagues
- Reading group
- Every day work planning with teams
- Organise a charity event
- Pay day drinks!
- Make more of an effort to tell people what I'm doing
- Be better dressed for team meetings