

HAPPIER WORKING LIVES TEAM BUILDING DAY

CREATING HAPPIER, HEALTHIER AND MORE
PRODUCTIVE TEAMS ACROSS THE NHS



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OVERVIEW

A team building day for the whole team, designed to foster a sense of collaboration, improve communication skills, and enhance overall team effectiveness.

Through a combination of team building challenges, creative tasks, and communication exercises, team members will have the opportunity to learn about each other, work together, and have fun, while building stronger bonds.

OUTCOMES

The session will help you to:

- Foster a sense of camaraderie and collaboration among team members
- Improve communication across the group
- Encourage staff to work together and support each other
- Explore what the future could look like
- Boost morale and motivation among team members
- Provide an opportunity for staff to learn about each other's strengths, weaknesses, and work styles
- Enhance overall team effectiveness and productivity
- Have fun and enjoy a change of pace from the regular work routine



APPROACH

This workshop uses a variety of approaches to ensure all staff remain engaged throughout the day.

The morning will provide the opportunity for reflection on what people enjoy about work. This will take an appreciative enquire approach (ie what are we good at) and will allow attendees to reflect and explore why their roles are important and what they enjoy.

We will then use Lego Serious Play to create a shared vision. Using Lego taps into team members' creative sides in a fun and accessible way. Through a series of exercises delegates will learn to use Lego to express concepts and approaches before building a vision for what the future team should look like.

After lunch we will use the Merrill and Reid approach to explore work styles and reflect on the values of different approaches. This session will also examine how different styles can sometimes lead to tensions.

The day will finish with attendees feeding back to each other on what they value about their colleagues before enjoying a fun and interactive quiz complete with prizes.

FIND OUT MORE

If you would like to find out more about our Happier Working Lives team-building session, please email robin@nhselect.org.uk.



TYPICAL AGENDA

Time	Subject	What we'll cover
10.00	Welcome and introductions	Introducing ourselves and each other, as well as the aims for the day. Using Top Trumps to highlight the similarities and differences between the colleagues in the room.
10.15	What makes for a good day?	Using an appreciative enquiry approach to explore what people value and enjoy about their roles, as well as what matters to them at work.
11.00	Break	An all important pit stop to help keep energy high.
11.15	Creating a shared vision	Using Lego Serious play to build a shared vision of what good looks like within the team in a fun and interactive way that helps people think more creatively.
12.15	Lunch	A deliberately long lunch break to give people space and time to connect in a less structured environment.
13.15	Exploring working preferences	Using Merrill and Reid to explore working preferences. An interactive session to improve teamworking, communication and effectiveness.
14.15	Working as a team	Building on the learning from earlier in the day to complete a fun (and competitive) task that enables attendees to explore their team dynamics even further,
14.45	Break	A chance to unwind after a face-paced afternoon so far.
15.00	Learned optimism	Exploring the importance of optimism and sharing a range of impactful techniques that the team will try out there and then.
15.30	Great big quiz of the day	Reenforcing the team's learning through our very own version of Who Wants To Be A Millionaire, with prizes and laughter guaranteed.
15.55	Final thoughts	A summary of the day alongside plenty of words of encouragement for the future.



ABOUT HAPPIER WORKING LIVES

Over the past three years, healthcare professionals have been pushed to their limits and we face an epidemic of burnout amongst staff.

To help reverse this worrying trend, NHS Elect has worked with over 100 teams across the NHS to develop solutions that will help staff thrive, not just survive. The Happier Working Lives programme builds on the Institute for Healthcare Improvement's Joy at Work framework and reflects the challenges we all now face.

Whilst some people may believe that focusing on happiness in healthcare is unrealistic given the pressures staff continue to face, this focus is important for many reasons:

- Staff who enjoy work give more empathetic and effective care. A focus on what lights them up rather than what they don't have enables the improvement process to be more positive and effective.
- Staff have a regular opportunity to impact profoundly on the lives of others, and a focus on joy allows staff to reconnect with the meaning and purpose of their role.
- Being part of a supportive and happy team means staff are more likely to stay. It also helps improve team resilience and allows staff to achieve a better work-life balance.

JOIN OUR NATIONAL PROGRAMME

We also run a national Happier Working Lives programme, bringing together teams from across the country to increase happiness together. Please email info@nhselect.org.uk to find out more.