



Agile ORLANDO JULY 24-28 2023

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Sustainable Team Energy - Our Future Depends On It

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PRESENTS

Agile ORLANDO
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KICK-OFF & CHECK-IN



**“UN” SUSTAINABLE
TEAM ENERGY**

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TABLE ACTIVITY:

**WHAT HAS BECOME
UNSUSTAINABLE FOR YOU AND
YOUR TEAMS?**



WHAT IS “UN”SUSTAINABLE TEAM ENERGY?

IF “SUSTAINABLE” TEAM ENERGY IS SO IMPORTANT.....THEN WHAT IS “UN”SUSTAINABLE TEAM ENERGY?

In this context, "unsustainable" means that the team's energy levels are not durable, and they may be at risk of burning out or experiencing a decline in performance.

Unsustainable team energy refers to a state where a team's vigor, motivation, and productivity are not maintained over time, leading to negative consequences for both the team members and the organization.

“UN”SUSTAINABLE TEAM ENERGY

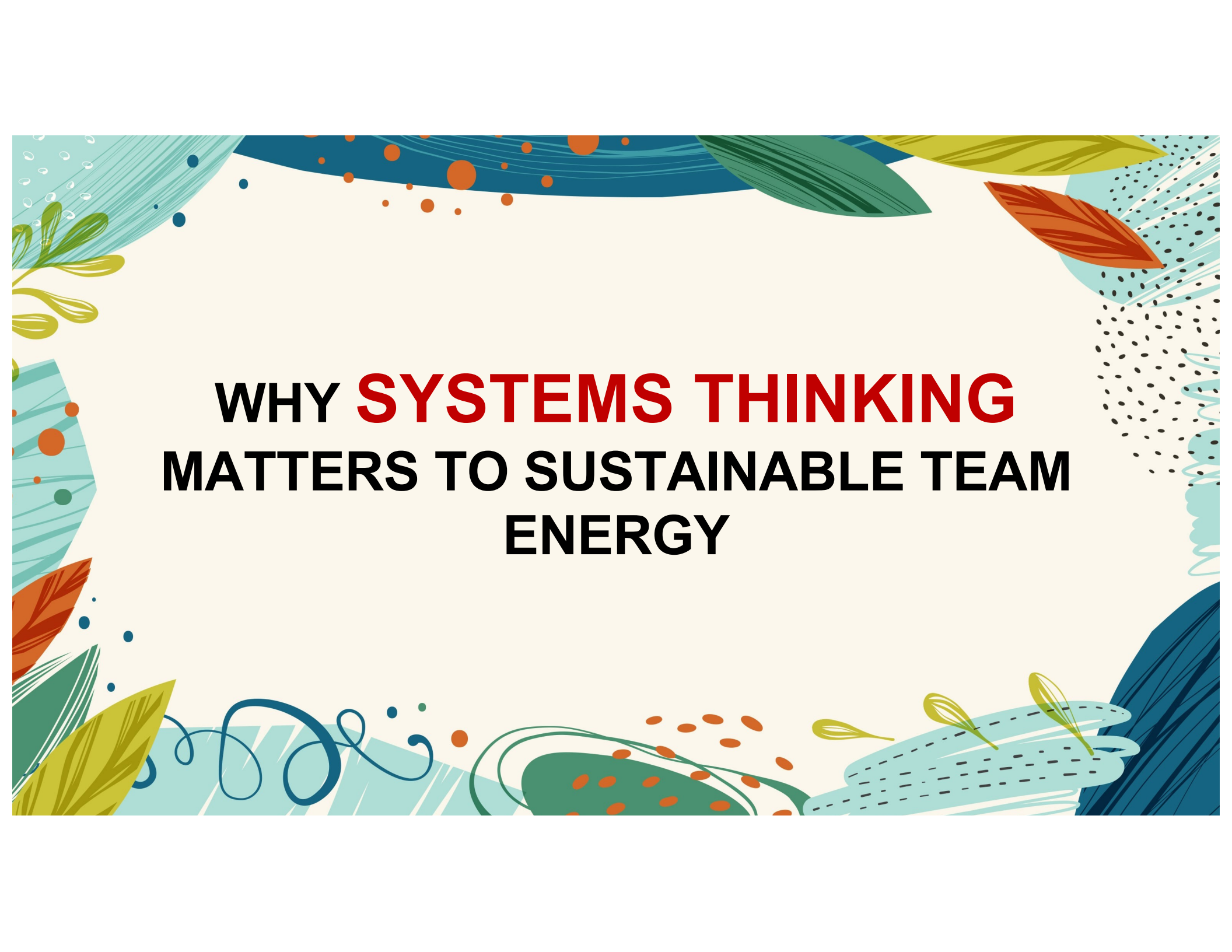
WHAT UNSUSTAINABLE TEAM ENERGY MIGHT LOOK LIKE IN YOUR ORGANIZATION

- **Burnout and exhaustion:** Team members may show signs of burnout, including chronic fatigue, reduced enthusiasm for their work, and increased cynicism. They might feel overwhelmed by the workload and struggle to cope with the demands placed on them.
- **Poor communication:** In an unsustainable team, communication may suffer, leading to misunderstandings, conflicts, and reduced productivity. Team members might feel reluctant to express their opinions or concerns.
- **Absenteeism and presenteeism:** Team members may frequently be absent from work due to illness or stress-related issues. Conversely, they might show up physically but lack the focus or mental energy to be productive (presenteeism).
- **Ineffective leadership:** Leadership that does not prioritize the well-being of the team can contribute to unsustainable energy. Poor leadership practices, such as micromanagement or lack of support, can lead to decreased motivation and performance.
- **Resistance to change:** A team with unsustainable energy may be resistant to change or unwilling to embrace new ideas or strategies. This resistance can hinder progress and adaptation to evolving circumstances.

OTHERS:

- Reduced productivity
- Lack of innovation
- High turnover
- Low morale
- Lack of motivation



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**WHY SYSTEMS THINKING
MATTERS TO SUSTAINABLE TEAM
ENERGY**



SYSTEMS THINKING & SUSTAINABLE TEAM ENERGY

Systems thinking and sustainable team energy are closely interconnected, as both concepts involve understanding the interrelationships and dynamics within a larger system.

Systems thinking provides a valuable framework for understanding and addressing the factors that influence team energy levels in a holistic and sustainable manner.



SYSTEMS THINKING & SUSTAINABLE TEAM ENERGY

1. Holistic View:

- Systems thinking encourages a holistic view of the organization and its teams. It emphasizes understanding how various components and factors within the system interact and influence each other.
- When applied to team energy, systems thinking helps recognize that team dynamics, communication, leadership, and individual well-being are all interconnected and impact the overall team energy levels.

2. Identifying Feedback Loops:

- Systems thinking helps identify feedback loops within the team environment.
- Positive feedback loops can sustain and boost team energy levels, while negative feedback loops can lead to energy depletion and burnout. By understanding these loops, teams can take corrective actions to maintain sustainable energy levels.

3. Addressing Root Causes:

- Instead of treating team energy issues as isolated incidents, systems thinking encourages teams to look for underlying root causes.
- Sustainable team energy involves addressing not only the symptoms but also the systemic issues that contribute to energy fluctuations.

4. Balancing Resources:

- Systems thinking prompts teams to balance resources effectively.
- This means distributing workload, managing time, and considering individual capacities to avoid overburdening team members and ensure sustained energy levels.

SYSTEMS THINKING & SUSTAINABLE TEAM ENERGY

5. Considering the External Environment:

- Systems thinking goes beyond just the team itself and takes into account the external environment that affects team energy.
- Factors like organizational culture, leadership support, and workload from other departments can impact team energy levels. Addressing these external factors can help create a more conducive environment for sustainable team energy.

6. Feedback and Continuous Improvement:

- Systems thinking encourages teams to gather feedback and data on team energy levels regularly.
- By analyzing this information, teams can identify patterns, strengths, and areas for improvement, leading to continuous learning and growth.

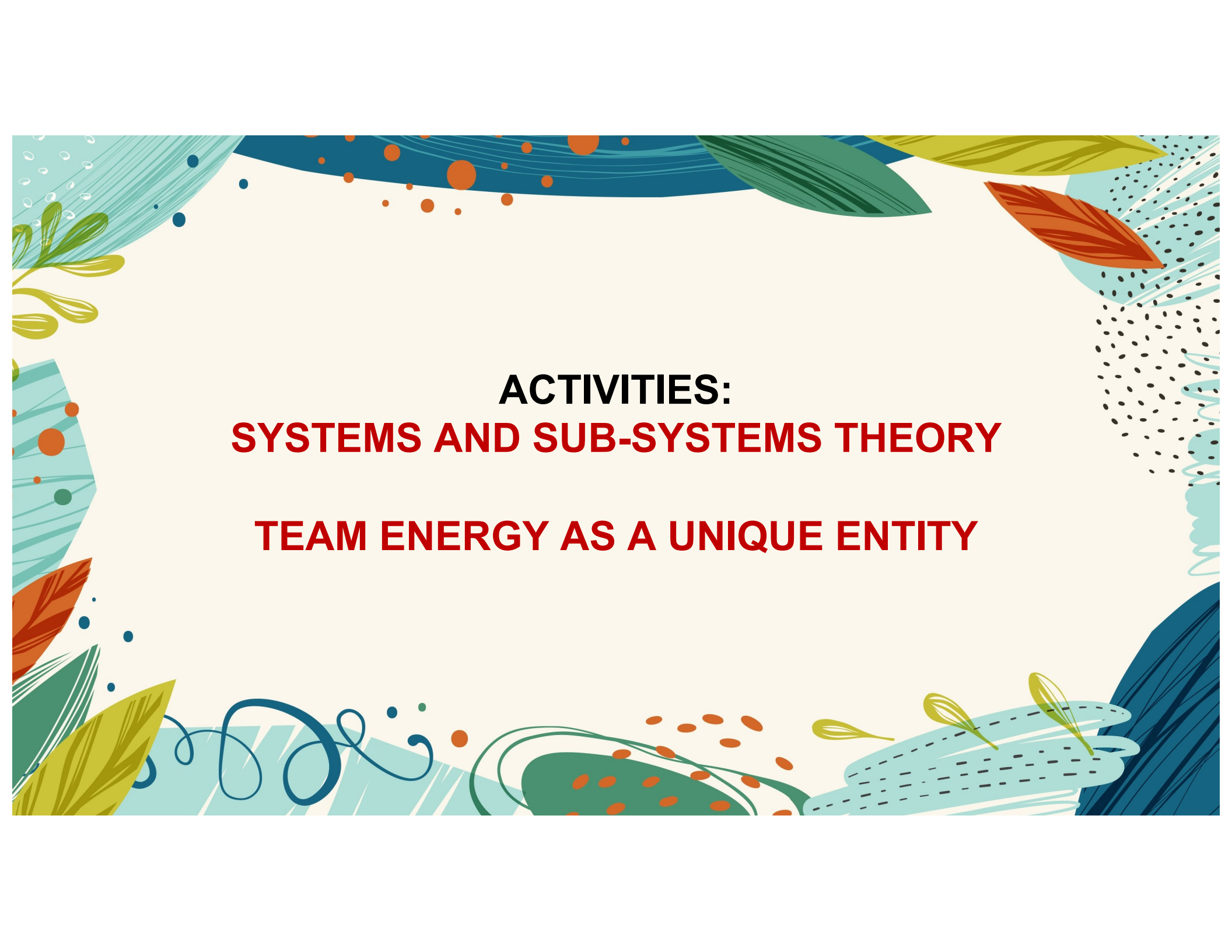
7. Adaptability and Resilience:

- Sustainable team energy involves adaptability and resilience. Systems thinking helps teams identify potential challenges and develop strategies to bounce back from setbacks and maintain energy levels during uncertain times.


8. Long-Term Perspective:

- Systems thinking promotes a long-term perspective, considering the consequences of decisions and actions over time. Sustainable team energy requires ongoing attention and efforts to ensure that the team remains energized and motivated throughout various projects and challenges.

Incorporating systems thinking into the approach to team energy can lead to a more comprehensive understanding of the factors influencing energy levels and enable teams to make informed decisions and interventions for sustaining high levels of motivation, productivity, and well-being.



ACTIVITIES:
SYSTEMS AND SUB-SYSTEMS THEORY
TEAM ENERGY AS A UNIQUE ENTITY

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WHAT **CAPABILITIES** COULD BE
ASSESSED RELATING TO SUSTAINABLE
TEAM ENERGY?



CAPABILITIES TO ASSESS

To assess the factors that impact team energy levels, you can focus on measuring the following top five capabilities:

1. **Collaboration and Teamwork:** Measure the team's ability to work together cohesively, communicate effectively, and support one another. Assess how well team members collaborate on tasks and projects.
2. **Communication and Feedback:** Evaluate the quality and frequency of communication within the team. Measure how openly team members share ideas, provide feedback, and engage in discussions.
3. **Leadership and Empowerment:** Assess the effectiveness of team leadership in motivating and empowering team members. Measure how well leaders foster a positive and inclusive work environment.
4. **Adaptability and Resilience:** Measure the team's ability to adapt to changes, overcome challenges, and bounce back from setbacks. Assess how well the team handles stress and uncertainty.
5. **Innovation and Creativity:** Evaluate the team's capacity to generate innovative ideas and solutions. Measure how well team members embrace creativity and explore new possibilities.

By measuring these capabilities, you can identify areas that may need improvement and implement strategies to enhance team energy levels and overall performance.

Keep in mind that these capabilities are interconnected and strengthening one may positively influence others. Regular assessment and continuous improvement efforts are essential for maintaining high team energy and productivity.





DETAILED CATEGORIES TO ASSESS

Measuring and assessing team energy levels can be a valuable way to understand the dynamics and productivity of a group. There are several categories and indicators you can use to gauge team energy levels. Here are some common ones:

1. **Engagement:** Measure the level of active participation and emotional involvement of team members during meetings, discussions, and collaborative activities.
2. **Communication:** Assess the frequency and quality of communication among team members. High-energy teams often have open and effective channels of communication.
3. **Interactions:** Observe the interactions and social dynamics within the team. High-energy teams typically have positive and constructive interactions.
4. **Decision-making:** Efficient decision-making processes and team members' involvement in decisions can contribute to positive energy.



DETAILED CATEGORIES TO ASSESS

- 5. Creativity and Innovation:** Evaluate the team's ability to generate new ideas and solutions. Teams with high energy levels often demonstrate more creativity and innovation.
- 6. Proactivity:** Assess the team's willingness to take the initiative and be proactive in tackling challenges and identifying opportunities.
- 7. Problem-Solving:** Measure the team's ability to address and overcome obstacles. High-energy teams tend to be more resilient and effective problem solvers.
- 8. Enthusiasm and Attitude:** Observe the general enthusiasm and attitude of team members. Positive and enthusiastic attitudes are often indicative of higher energy levels.
- 9. Meeting Dynamics:** Analyze how team meetings are conducted and how engaged participants are during these gatherings.
- 10. Feedback and Recognition:** Examine how team members provide feedback and recognition to each other. Positive reinforcement can contribute to higher energy levels.



DETAILED CATEGORIES TO ASSESS

- 11. Workload Balance:** Assess whether the workload is distributed evenly among team members. Imbalanced workloads can lead to burnout and lower energy levels.
- 12. Sense of Purpose:** Evaluate the team's understanding of its goals and overall purpose. A strong sense of purpose can drive higher energy and motivation.
- 13. Collaboration:** Measure the level of collaboration and teamwork within the group. High-energy teams often work well together and support each other.
- 14. Respect and Trust:** Observe the level of respect and trust among team members. Teams with high energy tend to foster an environment of mutual respect and trust.
- 15. Body Language:** Pay attention to non-verbal cues and body language during team interactions. Positive body language can indicate higher energy levels.

It's important to remember that team energy levels are dynamic and can be influenced by various factors. Regular assessment and open communication with team members are essential to identify areas for improvement and maintain a positive team environment.

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WHO IS **RESPONSIBLE** TO MANAGE
SUSTAINABLE TEAM ENERGY?

WHO IS RESPONSIBLE FOR MANAGING TEAM ENERGY LEVELS?

Managing team energy levels is a shared responsibility that involves both team members and team leaders. Here's a breakdown of the responsibilities:

➤ Team Members:

Each individual team member plays a role in managing their own energy levels. They are responsible for:

- Monitoring and recognizing their energy levels: Team members should be self-aware and identify when their energy is high and when they may be experiencing fatigue or burnout.
- Taking care of their well-being: This includes getting enough rest, maintaining a healthy work-life balance, and engaging in activities that help recharge their energy.
- Communicating their needs: If team members feel overwhelmed or notice that the team's energy is declining, they should feel comfortable communicating their concerns to the team leader or other team members.

WHO IS RESPONSIBLE FOR MANAGING TEAM ENERGY LEVELS?

Managing team energy levels is a shared responsibility that involves both team members and team leaders. Here's a breakdown of the responsibilities:

➤ Team Leaders:

Team leaders also have an important role in managing team energy levels. They are responsible for:

- Creating a positive work environment: Leaders should foster a supportive and inclusive culture that values employee well-being and promotes a positive atmosphere.
- Setting realistic expectations: Leaders should ensure that the team's workload is manageable and that deadlines are reasonable to prevent excessive stress.
- Monitoring team dynamics: Leaders should be attentive to the team's interactions and address any conflicts or issues that may affect energy levels.
- Encouraging open communication: Leaders should encourage team members to voice their concerns and provide feedback on energy levels and work-related challenges.
- Providing resources and support: Leaders should ensure that the team has the necessary resources and support to perform their tasks effectively.

WHO IS RESPONSIBLE FOR MANAGING TEAM ENERGY LEVELS?


Managing team energy levels is a shared responsibility that involves both team members and team leaders. Here's a breakdown of the responsibilities:

➤ **Organizational Support:**

The organization as a whole can also contribute to managing team energy levels by:

- Offering wellness programs: Providing resources such as wellness workshops, counseling services, or fitness facilities can support employees' physical and mental well-being.
- Recognizing and rewarding accomplishments: Acknowledging team and individual achievements can boost morale and motivation.
- Promoting work-life balance: Encouraging flexible work arrangements and promoting a healthy work-life balance can help prevent burnout.





In summary, managing team energy levels is a collaborative effort that involves individual team members, team leaders, and the organization as a whole. When everyone takes responsibility for maintaining and promoting a positive and energizing work environment, the team's performance and overall well-being can significantly improve.

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WHEN IS THIS IMPORTANT?



WHEN TO MANAGE TEAM ENERGY LEVELS

Managing team energy levels is important at various stages and situations throughout the life of a team. Here are some specific instances when it's crucial to pay attention to and manage team energy levels:

1. **During Intense Projects or Deadlines:** When the team is working on demanding projects or facing tight deadlines, it's essential to manage energy levels to prevent burnout and maintain productivity.
2. **During Times of Change or Uncertainty:** During periods of organizational change, such as restructuring or leadership transitions, managing team energy can help alleviate stress and maintain focus.
3. **After Major Accomplishments or Setbacks:** After achieving significant milestones or experiencing setbacks, team energy levels may fluctuate. Proper management can keep the team motivated and focused on new goals.
4. **When Team Dynamics Are Strained:** In case of conflicts or strained relationships within the team, addressing and managing energy levels can help improve collaboration and communication.
5. **During Long-Term Projects:** For projects that extend over an extended period, it's crucial to manage energy levels to sustain motivation and prevent burnout.

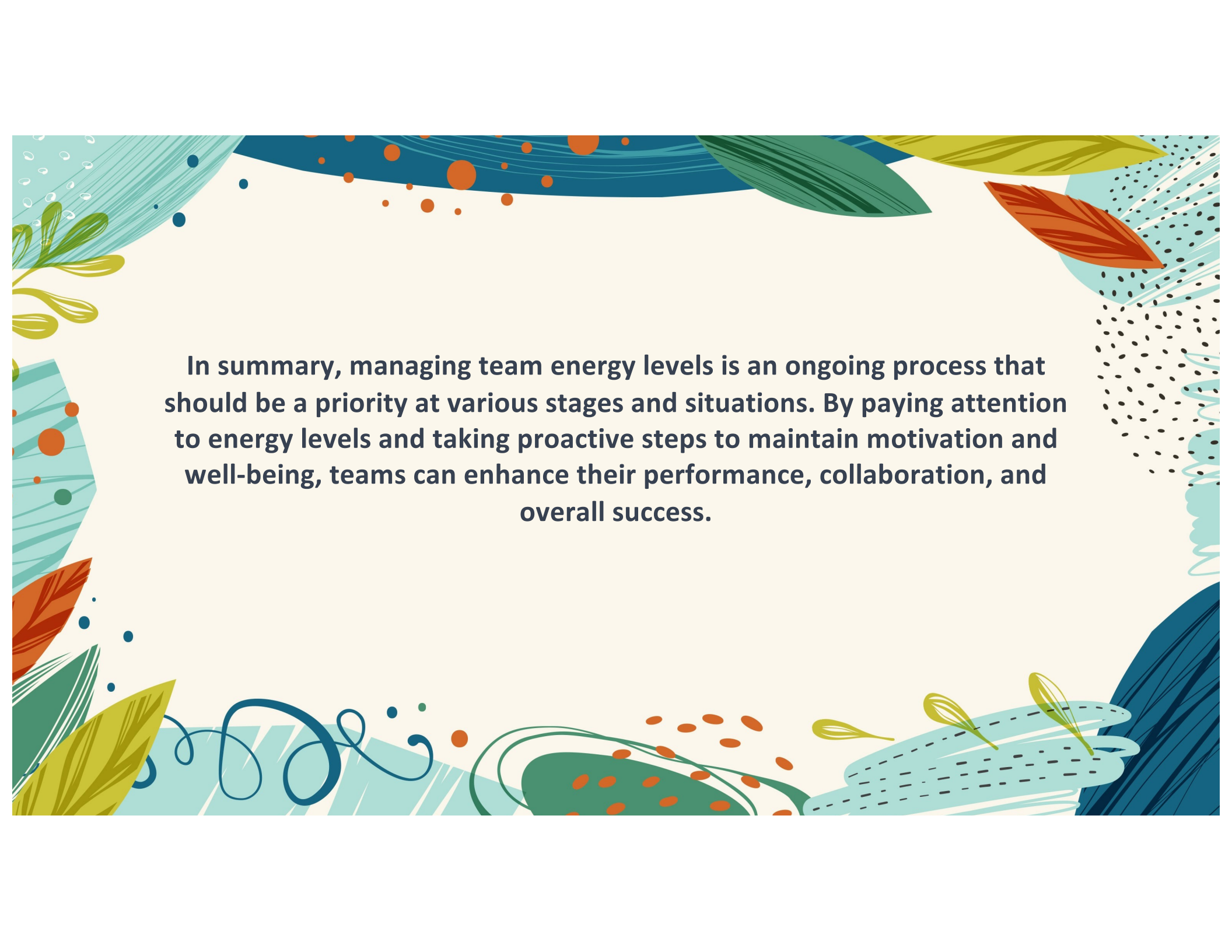


WHEN TO MANAGE TEAM ENERGY LEVELS


Managing team energy levels is important at various stages and situations throughout the life of a team.

Here are some specific instances when it's crucial to pay attention to and manage team energy levels:

6. **At the Onset of Team Formation:** Paying attention to energy levels at the beginning of a team's formation can help set a positive tone and foster a strong foundation for collaboration.
7. **During Team-Building Activities:** When engaging in team-building exercises, managing energy levels can ensure that the activities are effective in building trust and camaraderie.
8. **In High-Stress Environments:** In industries or roles that involve high-pressure situations, managing team energy becomes vital to prevent stress-related issues.
9. **When Introducing New Initiatives:** When introducing new processes, technologies, or approaches, managing team energy can facilitate the transition and adaptation.
10. **During Periods of Low Morale:** When team morale is low, actively managing energy levels can help boost motivation and improve overall team satisfaction.
11. **In High-Performance Teams:** Even in high-performing teams, energy management is essential to sustain peak performance and prevent burnout.
12. **During Long Meetings or Training Sessions:** For extended meetings or training sessions, managing energy levels ensures participants remain engaged and attentive.

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In summary, managing team energy levels is an ongoing process that should be a priority at various stages and situations. By paying attention to energy levels and taking proactive steps to maintain motivation and well-being, teams can enhance their performance, collaboration, and overall success.



**DESCRIBE WHAT
SUSTAINABLE TEAM ENERGY
LOOKS LIKE**

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WHAT DOES SUSTAINABLE TEAM ENERGY LOOK LIKE?


"Sustainable team energy" refers to the collective and enduring vigor, motivation, and productivity of a team that is built on principles of sustainability. In this context, "sustainability" refers to the team's ability to maintain and renew its energy levels over time, promoting resilience, adaptability, and long-term success. Sustainable team energy is crucial for consistently achieving goals, maintaining a positive work environment, and fostering a strong team spirit.

WHAT DOES SUSTAINABLE TEAM ENERGY LOOK LIKE?

1. **Clear and meaningful purpose:** The team is aligned with a shared vision and purpose, understanding the significance of their work and how it contributes to larger organizational or societal goals. A clear sense of purpose provides intrinsic motivation and helps the team stay energized even during challenging times.
2. **Positive and inclusive culture:** A supportive and inclusive team culture encourages collaboration, open communication, and mutual respect among team members. Trust and psychological safety are fostered, allowing team members to freely express ideas and take calculated risks without fear of judgment or retribution.
3. **Work-life balance:** Encouraging work-life balance ensures that team members have time to rest, recharge, and engage in activities outside of work. Sustainable team energy requires recognizing that burnout and overworking can be counterproductive in the long run.
4. **Empowerment and autonomy:** Teams that have the freedom to make decisions and take ownership of their projects tend to be more engaged and energized. Empowered team members feel valued and are more likely to be proactive in problem-solving and innovation.
5. **Skill development and learning opportunities:** Providing opportunities for skill development and learning not only enhances team members' capabilities but also keeps them motivated and engaged in their work. Continuous growth and development are essential for sustaining team energy.

WHAT DOES SUSTAINABLE TEAM ENERGY LOOK LIKE?

- 6. Celebrating achievements:** Recognizing and celebrating team achievements, both big and small, reinforces positive behavior and boosts team morale. Acknowledgment of efforts and accomplishments contributes to a sense of fulfillment and motivates team members to keep up their good work.
- 7. Regular feedback and communication:** Open and constructive feedback channels help identify and address potential issues early on, fostering a culture of continuous improvement. Transparent communication ensures that team members are well-informed and have a voice in decision-making processes.
- 8. Flexibility and adaptability:** Teams that can adapt to changing circumstances and embrace flexibility are more likely to overcome challenges and maintain their energy levels. Agile teams can adjust their strategies as needed without losing motivation or focus.
- 9. Health and well-being support:** Employers who prioritize their team members' health and well-being create an environment where individuals feel cared for and supported. This includes promoting physical health, mental well-being, and work arrangements that accommodate individual needs.

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By cultivating sustainable team energy, organizations can create a positive and thriving work environment that maximizes productivity, creativity, and job satisfaction while reducing turnover and burnout.

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WHAT **ACTIONS** CAN I TAKE?

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ACTIONS TO TAKE:

To make team energy more sustainable over time, it is essential to focus on strategies that promote well-being, motivation, and productivity. Here are some actions that can help achieve sustainable team energy



Agile 2023 Workshop Activity

FLASH CARD CHALLENGE:

Discuss the ways you could use the flash cards on your tables with your current teams

- Anxiety Awareness Flash Cards
- Social Anxiety Coping Flash Cards
- Uplifting Motivational Flash Cards
- Self Care Flash Cards
- Mindfulness Flash Cards



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DIFFICULT CONVERSATIONS WORKBOOK

DOWNLOADABLE GIFT FOR AGILE 2023 ATTENDEES:

Tools and Techniques for those difficult conversations that impact Team & Individual Energy

- Center you on your purpose
 - Give you words to use
 - Questions to ask
 - Appropriate responses
-
- Send me an email at BSCHUTTPELZ@GMAIL.COM and I'll send you the link for the workbook so you can download it





ACTIONS TO TAKE

1. **Promote work-life balance:** Encourage team members to prioritize their well-being and personal lives. Set reasonable working hours, discourage overtime, and provide flexibility when possible. Respect personal boundaries and avoid constant demands outside regular working hours.
2. **Create a positive team culture:** Foster a culture of trust, respect, and open communication. Encourage collaboration and teamwork, and ensure that all team members feel valued and appreciated for their contributions.
3. **Set clear goals and expectations:** Establish clear and achievable goals for the team. Ensure that every team member understands their role and responsibilities in achieving these objectives. Regularly communicate progress and celebrate milestones together.
4. **Provide opportunities for growth:** Offer opportunities for skill development, training, and learning. This can include workshops, seminars, or access to online courses to help team members enhance their expertise and stay motivated.
5. **Encourage autonomy and empowerment:** Trust team members to make decisions related to their work. Empower them to take ownership of their projects, which fosters a sense of responsibility and motivation.

ACTIONS TO TAKE

6. **Recognize and celebrate achievements:** Acknowledge the team's efforts and accomplishments regularly. Celebrate both individual and collective successes, fostering a positive atmosphere and reinforcing desired behaviors.
7. **Promote health and well-being:** Offer wellness programs or initiatives that focus on physical and mental health. Encourage regular breaks, exercise, and stress-reduction techniques to support overall well-being.
8. **Provide constructive feedback:** Offer regular feedback to team members, focusing on both positive reinforcement and areas for improvement. Encourage a growth mindset and create a safe space for feedback exchanges.
9. **Support work diversity and inclusion:** Embrace diversity within the team and promote an inclusive environment. Ensure that all team members feel respected and heard, regardless of their backgrounds or perspectives.
10. **Address conflicts and challenges promptly:** Address any conflicts or issues within the team in a timely and constructive manner. Unresolved conflicts can lead to a toxic work environment and impact team energy negatively.



ACTIONS TO TAKE

- 11. Encourage breaks and time off:** Encourage team members to take vacations and use their allotted time off. Encouraging breaks helps prevent burnout and supports a sustainable work pace.
- 12. Lead by example:** Team leaders should demonstrate sustainable work practices themselves. Show that you value work-life balance, well-being, and personal growth, setting the tone for the entire team.
- 13. Continuously adapt and improve:** Regularly assess team dynamics, processes, and goals. Use feedback to make necessary adjustments and improvements, fostering a culture of continuous improvement.

By implementing these actions, teams can enhance their overall energy levels, well-being, and performance, leading to a more sustainable and thriving work environment.



ACTIONS TO TAKE

Remember that sustainable team energy is an ongoing effort that requires consistent attention and support from team leaders and members alike.



DIFFICULT CONVERSATIONS WORKBOOK

DOWNLOADABLE GIFT

Tools and Techniques for those difficult conversations that impact Team & Individual Energy

- Center you on your purpose
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