

Why do we need to talk about this?

How communication will affect the outcome.



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- ▶ CEO / Creative / Copywriter
- ▶ Coaching developers
- ▶ Keywords: team building, communication, interaction
- ▶ Rooms, Civilization and (yes, admittedly) Clash of Clans
- ▶ Humour black, coffee with milk



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Accenture, Ambientia, Aucor, Bananas, BLC, CGI, Ceon, Dude, Elisa, Fourkind, Frozenbyte, Fujitsu, Futurice, Geniem, Giosg, Innofactor, NordCloud, Onsight, Pixels, Reaktor, Siili, Sininen Meteoriiitti, Silverskin, Seravo, Sofigate, Solita, Tieto, Unfair, Unity, UnSeen, Valu, Vincit, Zeeland



The problem that we have.

We run into problems when

- ▶ I am not heard, my opinion is not noted.
- ▶ I did not know about this, I was left out (of the conversation).
- ▶ My work is not appreciated, I don't feel valuable.
- ▶ I don't know what I'm doing, I don't get feedback to pivot and grow.
- ▶ My job (or your job) is irrelevant for the outcome, we don't have a clear goal.
- ▶ I'm all alone in this.

The tools of the titans

i2expat ▼ 🔔

elisasiisa 🐱

Jump to...

All Threads

Channels +

- # avautuminen
- # best-of-internjet-2**
- # etks
- # general-expatti
- #
- # parasta
- # random-expatti
- # spesiaali-lounas
- #
- # yhteissynttarit

Direct Messages +

- ♥ slackbot
- elisasiisa (you) 🐱
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#best-of-internjet-2

☆ | 👤 5 | 🗨️ 0 | ➕ Add a topic





Monday, June 23rd

Monday, August 13th



10:01 AM

Image from Android ▼



elisasiisa 🐱 10:03 AM

That be talent.



10:03 AM

Lasketaankohan toi maaliksi



elisasiisa 🐱 10:11 AM

@koodikalie?



10:29 AM

Maali 🏆



elisasiisa 🐱 10:39 AM

Kooooool!





Koodarikuiskaaja

Personal Private

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Internettiin ny

- Kommentoinnin evästeiltsan disablointi
 - "Nämäkin ovat aikasi arvoiset"-elementin sivutus
 - Koimas teema (madskillz)
 - Quiet-nosto, kun luettu (madskillz)
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Muut ku internetti

- Käyntsäri
 - Tarra!
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 - LinkedIn-kuvaus
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Elisan blogiartikkelilista

- "En ole tästä nyt aivan varma, mutta"
 - Täytyykö pyytää anteeksi
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Teossa

- FBI
 - Presepohja
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Tehty

- Slack-ikoni
 - Slack-väriteema
 - Tietosuojaseloste
 - Hampurilaispalaute from hell
 - Supla-nosto (vaikeat)
 - Leadership and self-deception (madskillz/vaikeat)
 - Quiet ch 1 23:00
 - Useamman aihepiirin esittäminen etusivulla
- + Add another card



Pikahaku



14929



Yleiset 7

Tänään 4

Seuraavat 7 päivää 13

Projektit +

> Henkilökohtainen 8

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Kipinät ja tulenlieskat 8

∨ EHOY

EHOY myynti ja markkinointi

Hallinnolliset asiat 1

∨ Koodarikuiskaaja 48

koodarikuiskaaja.fi 1

Laurea AMK 1

+ Lisää projekti

Tänään ke 5 Syys

Luo luennon kalvot Laurea AMK

Slide keynoteen

Haastattele Tommi

Kysele taustamatskut

+ Lisää tehtävä



Drive

Hae Drivesta



G Suite



Uusi



Oma Drive



Jaettu minun kanssani



Viimeisimmät



Tähdellä merkitty



Roskakori



Tallennustila

Käytössä 54,2 Mt / 30 Gt

[LISÄÄ TALLENNUSTILAA](#)

Oma Drive

Pikakäyttö

2018 H2 markkinointi
Muokkasit tällä viikolla

Koodarikuiskaajan sisältöpankki

Sisältöpankki
Muokkasit tällä viikolla

Osaamisen pelimerkit
Laurea AMK

Osaamisen pelimerkit
Avasit eilen

markkinointisuunnitelma
Latasit tällä viikolla

Kansiot

Nimi ↑



Tiedostot

Puheenvuoro johtajille

Osaamisen pelimerkit
Laurea AMK

Koodarikuiskaajan sisältöpankki

Freedom comes with a side dish of responsibility.

The clearer the rules the easier the project.

All the boring adult stuff..

- ▶ Timetables, deadlines, mid-deadlines and tracking.
- ▶ Document management, formats, delivery and commenting.
- ▶ Decision making process in case of emergency.
- ▶ Feedback, feedback and then some feedback.
- ▶ And as said: the clear communication channel infrastructure.

The mothafuckin' feelings.

And I swear to God almighty I don't have ANY.

Pride, joy and will to deliver.

VS

Insecurity, doubt and fear of failure.

**To know oneself is the most
important thing there is.**

The will to get to know yourself over and over again
is even more important.



**Admit you don't know
and your mistakes. Ask
for help and forgiveness.**

A dynamic action shot from a soccer match at night. Two players are in the foreground, competing for the ball. The player on the left is wearing a white jersey and shorts, while the player on the right is wearing a dark blue jersey and shorts. The ball is in the air between them. The background shows a blurred stadium with lights and other players in the distance. The overall lighting is dark, with bright spots from the stadium lights.

**MITÄ
KETTUA?**

Strengthen your feedback muscle.

And be okay with conflict.

Have rules ready and remember these 5

- ▶ Use FBI-formula for feedback instead of hamburger.
- ▶ Ask often (I mean always): what else this could mean?
- ▶ Humans have a need to be right and yet we are often wrong.
- ▶ There is very seldom just one truth and this is not a competition.
- ▶ Breathing solves more problems than you can imagine.



Know your team.

At least know yourself

- ▶ Thinking out loud or thinking it through?
- ▶ Lone wolf or a pack player?
- ▶ Wall of text and 100 emojis or (Y/N)?
- ▶ “I have a feeling” or “according to research”?

- 1. Ask.**
- 2. Listen.**
- 3. Breathe.**

**Does anybody have any
questions..?**

Silence.

Write down

- ▶ What did I hear?
- ▶ What does that mean for me?
- ▶ What will I do differently in the project after what I learned today?



Workshop I

How do we make decisions as a team?

Write down

- ▶ What kind of decisions we need to make and how should we make them?
- ▶ What do you want to decide for yourself?
- ▶ When is it time to ask others?
- ▶ What if others disagree in something that is your area of expertise?
- ▶ Who should solve ties, conflicts, fights and stalemates and how?

Team discussion

- ▶ Share your results (15 minutes)
 - ▶ Teams with up to 4 participants: go through the answers of each.
 - ▶ Big teams (5 and more): discuss first in pairs / groups of three.
 - ▶ What do you have in common, what is different and why?

Team discussion

- ▶ Discuss as a team:
 - ▶ What answers you have? What is common ground?
 - ▶ Go through differences and discuss them through.
 - ▶ Make decisions how you make decisions.
 - ▶ Democracy? Team leader? Research? Roles and responsibilities?
 - ▶ Also decide what to do in case of a fight.

Workshop II

How and where do we communicate as a team?

Write down

- ▶ How much/often the team should discuss together? In which channels?
- ▶ What am I like as a communicator?
- ▶ What should be reported, how often and where? (Best guess.)
- ▶ Am I ready to be open in my communication? What should be done if someone is not?
- ▶ Whose responsibility is it to take care of that everybody is informed?

Team discussion

- ▶ Share your results
 - ▶ Teams with up to 4 participants: go through the answers of each.
 - ▶ Big teams (5 and more): discuss first in pairs / groups of three.
 - ▶ What do you have in common, what is different and why?

Team discussion

- ▶ Discuss as a team:
 - ▶ What answers you have? What is common ground?
 - ▶ Go through differences and discuss them through.
- ▶ Decide how you start communicating, in which channels, how often.
- ▶ Also decide how you analyse what is working and what is not, how to develop communication mid-project.

A person is seen from behind, wearing a dark jacket and pants, holding a white plastic bag and feeding a large flock of pigeons in a public square. The pigeons are on the ground and flying in the air. A shopping cart is visible on the left side of the frame. The entire image has a teal overlay.

Workshop III

How and how much do we give feedback?

Write down

- ▶ How do I want my feedback served?
 - ▶ Channels, style, directness?
 - ▶ How often I'd like to receive feedback about my work?
- ▶ How often should we give feedback as a team, to the whole team?
- ▶ Do I get angry and frustrated when I get criticism? What do I do then?
- ▶ How do I give feedback myself? Can I handle emotions?

Team discussion

- ▶ Share your results (15 minutes)
 - ▶ Teams with up to 4 participants: go through the answers of each.
 - ▶ Big teams (5 and more): discuss first in pairs / groups of three.
 - ▶ What do you have in common, what is different and why?

Team discussion

- ▶ Discuss as a team (35 minutes):
 - ▶ What answers you have? What is common ground?
 - ▶ Go through differences and discuss them through.
- ▶ Decide how often and how you give feedback.
- ▶ Notice how you are as feedback givers and receivers.
 - ▶ It is totally ok to make notes.

A woman with long blonde hair is sitting on a grey carpeted floor, looking down at a dog. The dog is sitting upright and looking towards the left. The entire image has a teal color overlay. The text 'Thank you!' is centered in the middle of the image in a large, white, sans-serif font. Below it, the name 'Elisa Heikura / koodarikuiskaaja.fi' is written in a smaller, white, sans-serif font.

Thank you!

Elisa Heikura / koodarikuiskaaja.fi