Why do we need to talk about this?

How communication will affect the outcome.



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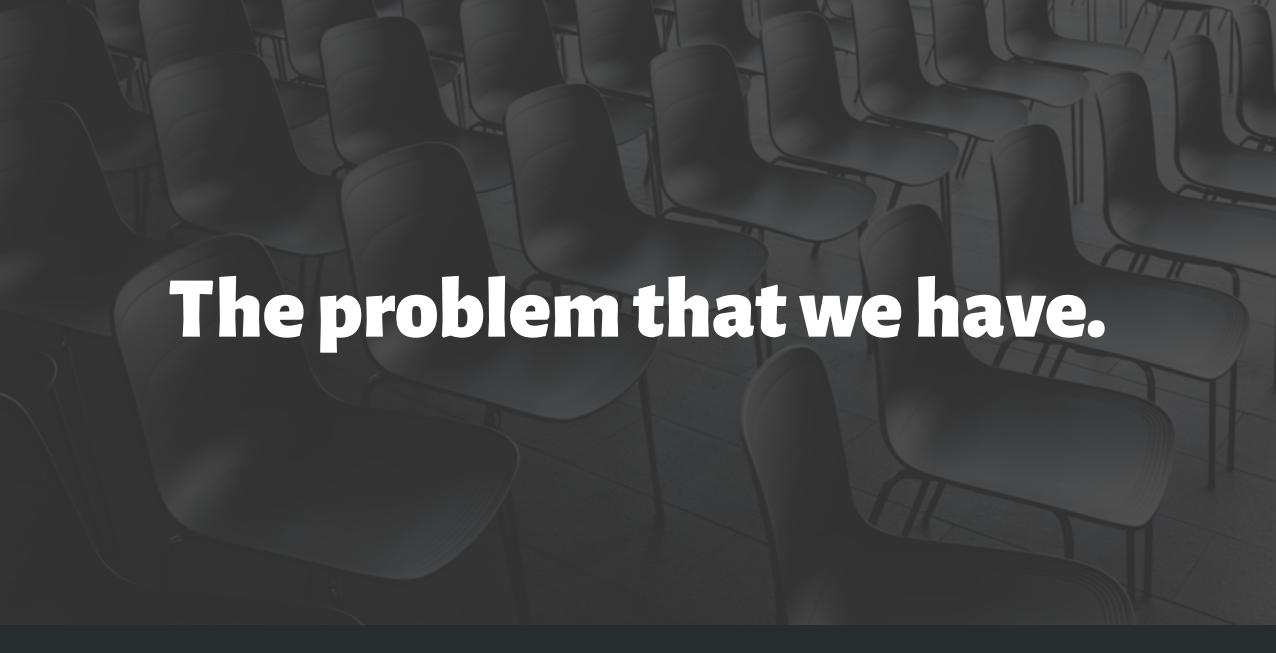
- CEO / Creative / Copywriter
- Coaching developers
- Keywords: team building, communication, interaction
- ▶ Rooms, Civilization and (yes, admittedly) Clash of Clans
- Humour black, coffee with milk



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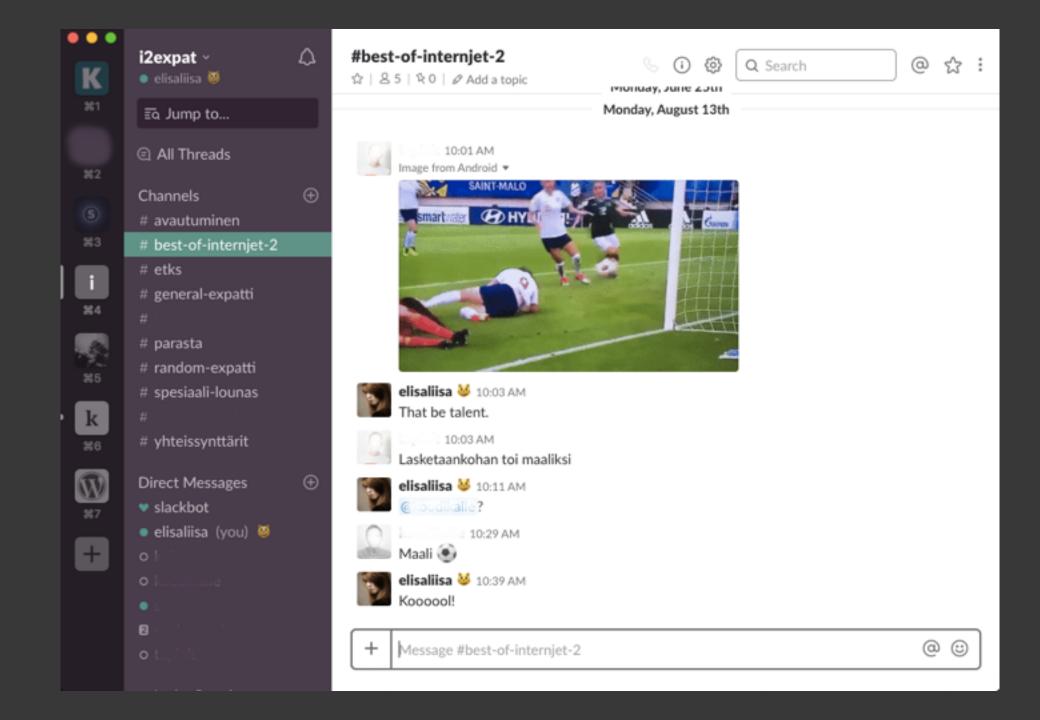
Accenture, Ambientia, Aucor, Bananas, BLC, CGI, Ceon, Dude, Elisa, Fourkind, Frozenbyte, Fujitsu, Futurice, Geniem, Giosg, Innofactor, NordCloud, Onsight, Pixels, Reaktor, Siili, Sininen Meteoriitti, Silverskin, Seravo, Sofigate, Solita, Tieto, Unfair, Unity, UnSeen, Valu, Vincit, Zeeland

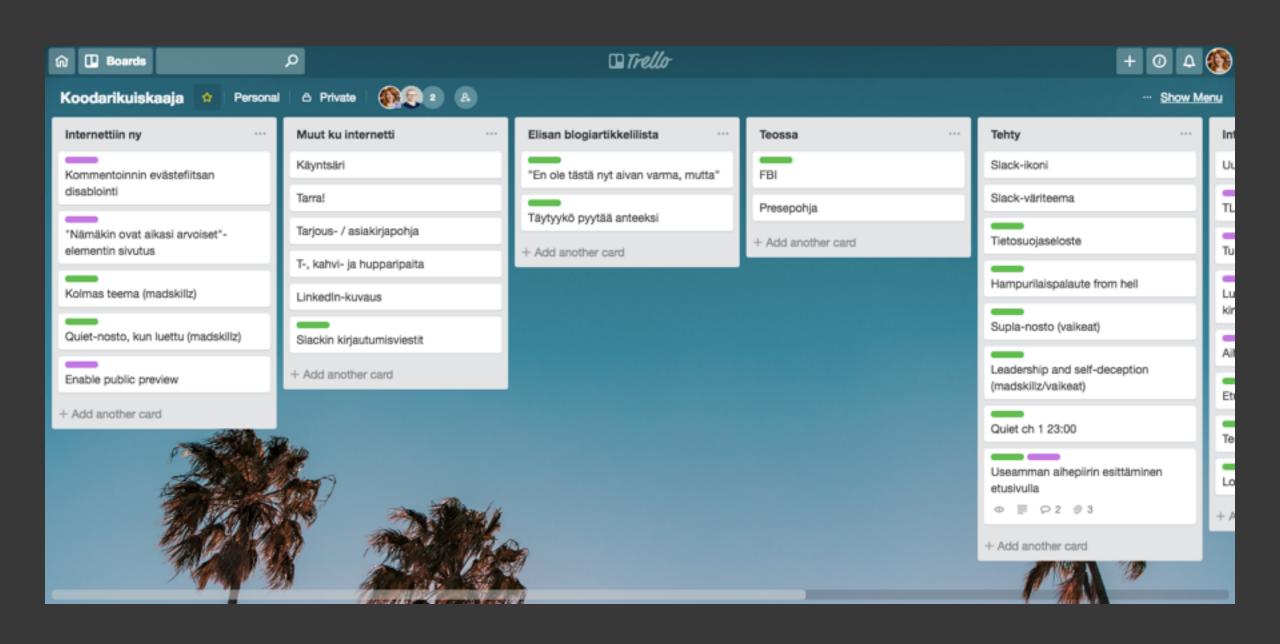


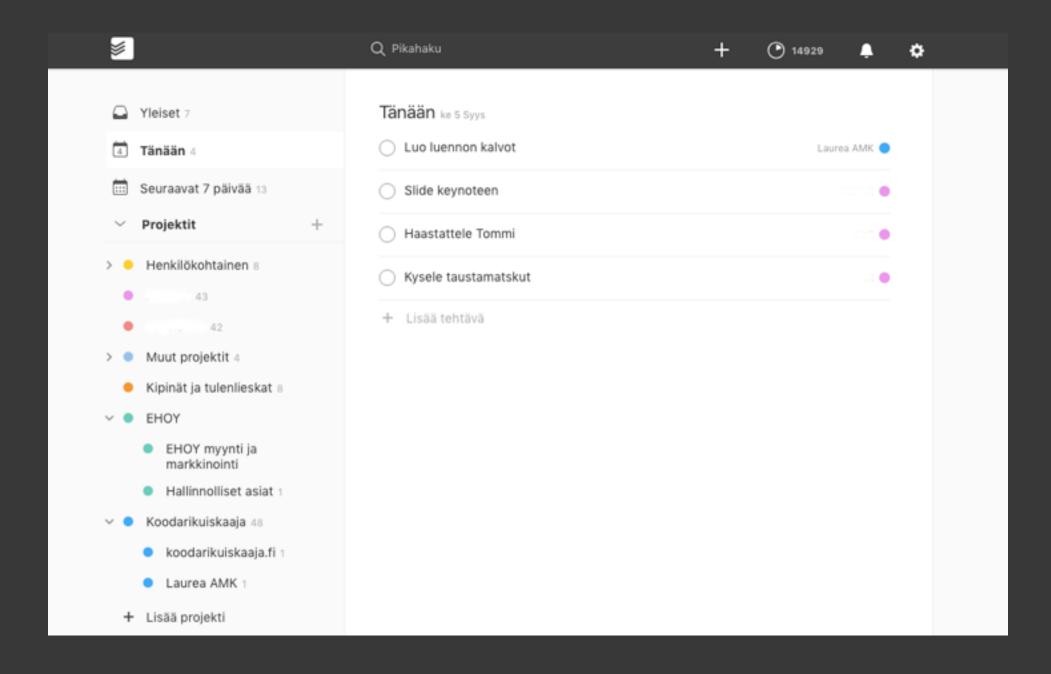
We run into problems when

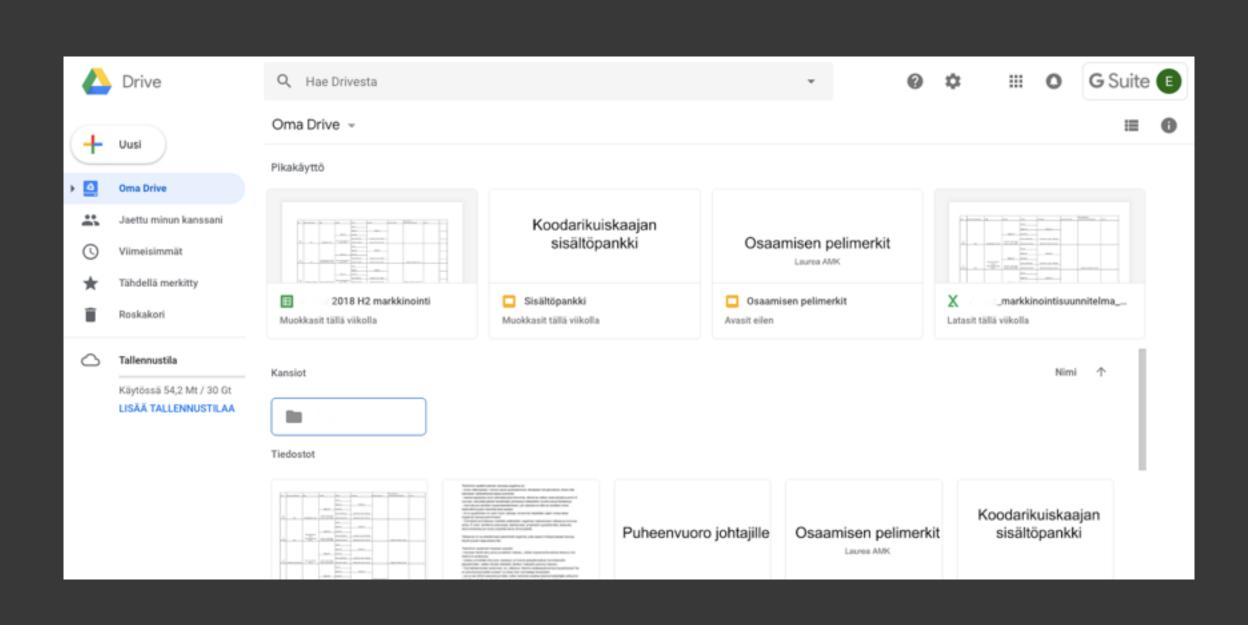
- ▶ I am not heard, my opinion is not noted.
- ▶ I did not know about this, I was left out (of the conversation).
- My work is not appreciated, I don't feel valuable.
- ▶ I don't know what I'm doing, I don't get feedback to pivot and grow.
- My job (or your job) is irrelevant for the outcome, we don't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

The tools of the titans









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.

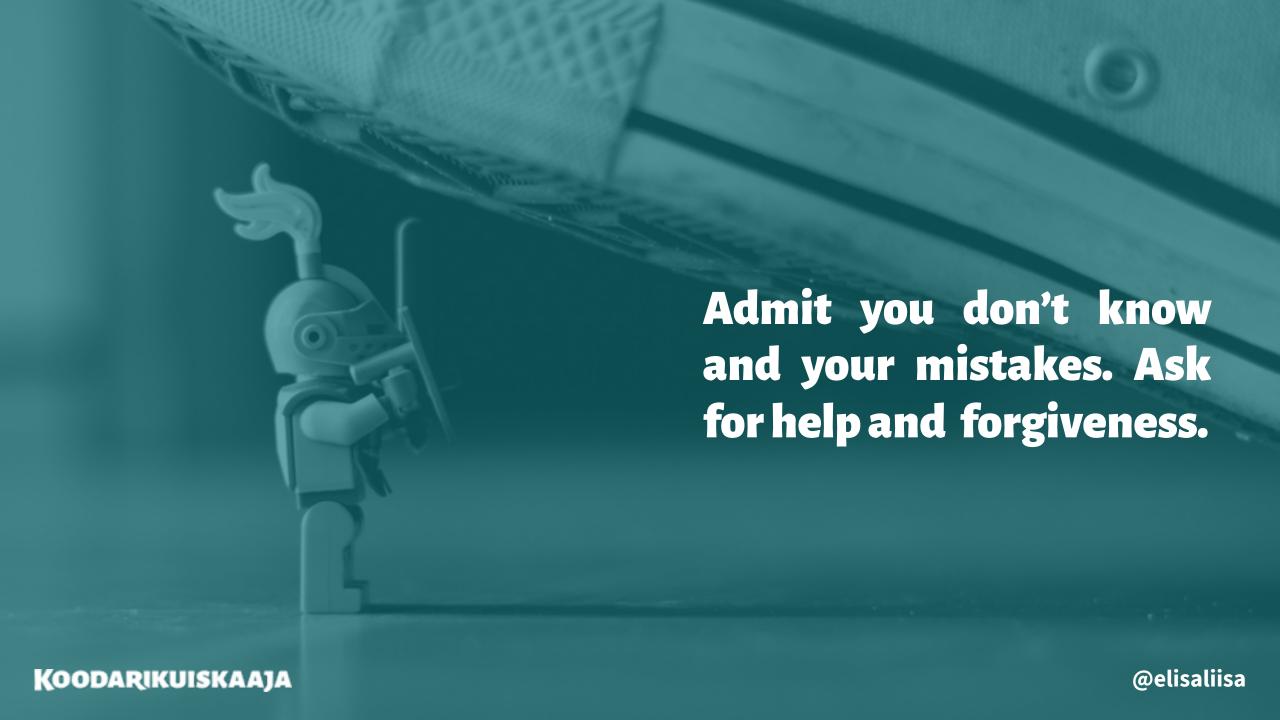
The mothafuckin' feelings.

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

Pride, joy and will to deliver. Insecurity, doubt and fear of failure. KOODARIKUISKAAJA @elisaliisa

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.





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.



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?

Workshopl

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?

- 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?

- 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.

WorkshopII

How and where do we communicate as a team?

KOODARIKUISKAAJA

@elisaliisa

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?

- 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?

- 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.

WorkshopIII How and how much do we give feedback? KOODARIKUISKAAJA @elisaliisa

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?

- 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?

- 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.

