

Exercise: Conversations Build Trust and Respect

Instructions

How can you create more opportunities for conversations and relationship-building in your organization?

Set a timer for 5 minutes.

Brainstorm as many ideas as you can, then pick your top 3 ideas and put them into action

Example:

How can I create more opportunities for conversations and relationship building?

- *Invite one of my team to meet for a walk once a week for ½ hour. Rotate people for equal time.*
- *Schedule a coffee with each board member every 6 months.*
- *Remember to ask people how they – as people – are doing – before launching into whatever my agenda is...*
- *Reach out to my counterpart at one potential partner organization every 2 weeks to meet for coffee or a walk.*
- *Start having a monthly employee potluck.*
- *Ask my team to give suggestions for running online meetings that feel personal and authentic. Research it.*
- *Start my staff meeting with an “icebreaker” question that we all answer. Need to keep it simple though.*
- *Schedule an annual board retreat and invite the staff for part of it.*

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How can I create more opportunities for conversations and relationship building?

A large empty rectangular box with a thin blue border, intended for writing answers to the question above.