



Re-imagining Team

From 6.00pm on Thursday 6th May until 3.30pm on Friday 7th

Now is a unique time to take permission to free ourselves from old notions of organisational functioning – to radically change how we connect, bound, focus and communicate in our patterns of collaboration in the workplace. Do we even need the notion of 'team' at all? Is it simply about smart, energetic collaboration.

Simply having VC calls with people in their own homes has changed the nature of connection we have with each other. It has also made us more conscious of when we need to meet, why and where, as well as when and how we need breadth or depth in communication. But beyond this, the need for rapid adaptation and prototyping in conditions of emergent change has made the notion of old-style team structures almost redundant. In these conditions 'Teams' need to be able to form and re-form rapidly around emerging needs across formerly rigid organisational barriers.

The increased acceptance of digital relating has opened up immense possibilities in this area. Is it possible also that the old obstacle of hierarchy is also changing – that, if we need to harness a coalition of the willing around a project or initiative, we assume the right to connect with whoever we need, irrespective of role and status. Also, if we are likely to be members of several teams and sometimes only for a short while, how do we build the necessary cohesion and identity, purpose and belonging? Also, for those in senior leadership roles, how do we sustain accountability and 'control'?

In this Conversation we will share, explore and develop our own experience of 'teams without boundaries'. In particular, we will look at what we have learned about building common purpose and trusting relationships across some of the familiar structural and political schisms of organisational life. We will also look at the increasing spread of informal small, nested teams, (quads or triads) as a powerful force in mobilising organisational change and rapid adaptation.