

idenk Ltd



An inspiration for staff days?

## Engaging whole staff days

An idenk whole staff day applies the 100 day method of question, breakthrough and follow-through (Annex A) in a way that is tailored for maximum engagement and progress. It is designed and delivered with the particular dynamics of a large whole staff group in mind. For example, we are aware of the need to enthuse and entertain all staff - not just those at the top. We know that if the mood is fragile a large event can be crucial in 'flipping the switch' to a more positive and pro-active state.

We agree the style of an event and the particular blend of methods with our client and design group. A few of the components that we draw on as options to provide a unique programme and positive event include:

### A Fantastic First 30 Minutes - no messing about in getting going:

- Starting a learning log
- Forming a reflection trio
- Competing in a quiz
- Reviving a 70s TV show
- Watching a blockbuster film
- Choosing a chime
- Oh...and go over the purpose, style and agenda of the meeting

All in less than half an hour



### Enjoyable activities to emphasise and embed knowledge sharing:

- ❖ The simplest T shift folding
- ❖ Learning a magic trick
- ❖ Team Sports

### Dragons Den meets monopoly:

- This follows our 'fast forward to the future' set of activities
- The key themes are identified - themes that, if addressed, will mean the overall event question is answered
- Groups produce proposals that are rapidly scoped, presented and prioritised in this engaging whole group exercise
- The top scoring proposals are worked up further into 5-30-90 day actions.

Choosing where to invest...



### Activities to sum up the day:

- ❖ Write a song
- ❖ Design a poster
- ❖ Make a sculpture
- ❖ Design a T shirt
- ❖ Film of the day

### Mini-inputs to inspire within the theme of the day:

- √ The power of positive thought
- √ Fresh thinking for life
- √ Getting other people to do things, learning from salespeople



All of these are blended with a choice of interventions from the variety of proven large group tools and methods that increase the 'voice' and ownership of participants such as:

- voting technologies (from the simple to the technological),
- vox pop and soapbox sessions
- various café, marketplace and open space working formats for topic, mixed and 'home' groups
- video record of the day for sharing or posting on intranet, youtube?

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