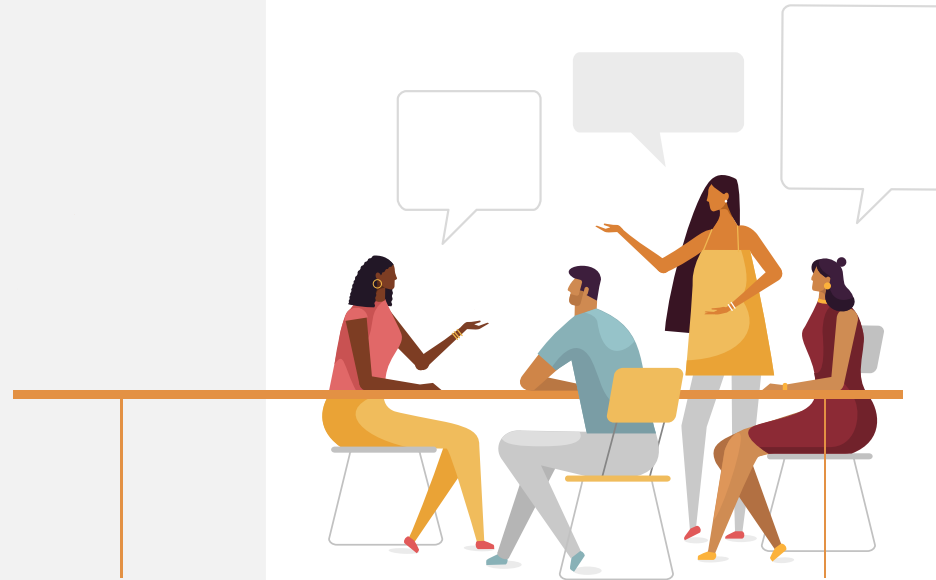


Getting teams started with &frankly

Engagement and wellbeing is a question for everyone. Here you are given advice on how to involve managers and trigger the usage of &frankly in the teams.



Local pulse surveys

To drive the everyday engagement it is good if managers and teams can work with pulse surveys and results on local level. Take one step at a time when you accelerate the usage of &frankly internally, build trust and inspire by setting a good example. Here are 4 steps to begin with:

4 steps to support managers with local pulse surveys

- **Clarity:** Get back to why &frankly is being used and how you can work with the tool in the organization
- **Expectations:** Communicate any expectations there is on managers and employees
- **Lower the bar:** Advice managers on how &frankly can be used. Give example of ready made surveys to begin with
- **Success cases:** Bring &frankly on the agenda in manager forums! Highlight how &frankly has already been used by managers and teams to inspire



How to get started

A workshop can help the team to reach the next level with pulse surveys. How does the team want to work? At your right you can read an example of a workshop the managers can bring up with the team to get started with local pulse surveys.



EXAMPLE

The manager's workshop with the team

- ❑ **Clarify:** Talk around how &frankly can be used in the team
- ❑ **Workshop:** How does the team want to work with results?
 - How do we want to follow up on results, in which forums?
 - What do we think is important when discussing results and actions?

TIPS

Decide together on some ground rules for the discussions (example "we see feedback as a gift", we talk for ourselves and not for others", "we are solution oriented")

- ❑ **Next pulse survey:** Collect input on what surveys the team think are relevant right now