

VALUED ACTS

Supercharging the way we work together

Stand-ups Are A Professional Development Powerhouse



- Coaching
- Deadline Setting
- Real Time Feedback
- Share the Stress
- Share the Success

"Stand-ups allow us to test, refine, implement and test again."

- Rose Bromka, Managing Director
NationSwell Council

Stand-Ups Build Leadership Skills

 Active Listening

 Creativity

 Risk taking

 Problem Solving

 Negotiating

"Stand-ups helped the team get clearer on why the timelines matter. That is one of the things I was hoping to solve for."

- Leslie Leggett, Vice President,
Community NationSwell

COMMUNICATING WITH INTENTION YOUR 15 MINUTE ROADMAP

STAND-UPS IN THE VALUED ACTS APPROACH

At its core, a stand-up is an agreement to get together and briefly, but intentionally, discuss what's going on that day. Stand-ups are not a rundown of everything happening. As powered by Valued Acts, they are focused conversations to align team members and give them an understanding of how they depend on each other.

The Valued Acts approach helps you identify and make visible what's most important to do next. Because everyone's work is transparent, we avoid confusion. Confusion is the archenemy of progress -- it's disempowering and it wastes precious time and effort.

GUIDING PRINCIPLES OF A VALUED ACTS STAND-UP

- **Focus:** Efforts are timely and relevant to current, shared goals
- **Openness:** Communication flows freely and frequently
- **Commitment:** Team members show up because they agree this work is important
- **Courage:** Teams agree to tackle complex work in new ways together
- **Respect:** All members of the team feel comfortable and supported

"Stand-ups are an absolutely necessary part of the process. By opening up the communication process we bring things into light so we can deal with them collectively."

- Bill Hinz, Chief Strategy Officer, Hinz Consulting

THE SCENARIO

Your organization agrees that project X is really important. There are meetings and the big boss is called in. Everyone is feeling the pressure. However, project X continues to struggle and no one really knows why. The team is stressed and not communicating. Either the deadline is getting closer and anxiety is building OR you're dealing with the same problems over and over and the team is getting deflated. Even though everyone says they're committed, things just aren't working.

THE VALUED ACTS STAND-UP TOOLKIT

- **Iteration:** We communicate and work together to identify actionable steps that can be achieved in smaller time frames
- **Flexibility:** As we work, we will observe, learn from and adapt our processes in real time
- **Transparency:** Work and coordination center around dependencies that are clearly stated and objectively defined so an outside third party could understand them.
- **Support:** Dedicated external convening experts support your team

Give us 6-weeks and we'll get your team on track.

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