





Restructuring & Redundancy: A Quick Guide For NZ Managers

Resetting Your Team After A Significant Change

You and your team have just experienced a significant change which has forced a new way of thinking and working for a period of time.

The following four questions will help the team speak up about their experience and will help to define a way forward together. Work with your team to arrive at a consensus of these points.

<p>1. What did we change?</p> 	<p>2. What changes went well?</p> 
<p>3. What changes should we keep?</p> 	<p>4. What should we revert back to?</p> 

Our Ways of Working Canvas

Use this worksheet to facilitate a conversation with your team around how you want to work and what you expect from one another.

Fill it out together using words and images or print large scale and populate with sticky notes. As you complete each section be sure to combine your results into a key statement or bulleted list that you all agree on.

1. Why does our team exist? What value do we create for our company?	2. How will we behave based on our Purpose. Explore the categories below.		
	Our Team Rituals What things can we do habitually to drive a cool team culture?	Demonstrate our Why to others How will others know the value that our team contributes to the company?	Collaborate How will we work together on ideas? How can add value with other teams?
3. What commitment will we make to each other based on this canvas?	Prioritise Work What has our absolute focus? Who is accountable and responsible for our work?	Make Decisions How will we make decisions when we have conflicting priorities? How will decisions be communicated	Measure our Work What does success look like? How will we know when we've achieved?
	Recognise Each Other What can we do to recognise the great stuff that we each do?	Provide Feedback How can we share feedback with each other to ensure we are each valued and contributing?	Communicate How can we share our stories with ourselves and other teams?