



# TEAM TIME

We quickly realized that it was important to us to have an **exchange format** that wasn't purely about work. Think of these interactions as a snack between meals.

## Our team starts the day with a joint video check-in:

- ✓ It lasts a maximum of fifteen minutes and is based on the **Check-In** to Meetings. The goal is to establish how everyone feels personally. Video creates the best possible personal proximity.
- ✓ Time and virtual location are always the same and marked in all calendars.
- ✓ The call is voluntary. No obligations, no expectations – it exists for everyone who wants to join and has the time.

## As a manager, I could set up regular times for us (e. g. 1h daily),

- 📺 in which the **virtual door** is open and I can be reached via video call;
- 🕒 in which the **time** and virtual location are known to my team members;
- 🗨️ in which there is **room for everything** that people have on their mind.

How does Daniel in Cologne know how Lars is doing in Berlin? And how does Lars know how Nele is organizing her everyday life on the other side of town?

How can we stay in **CONTACT** in a remote or hybrid working world? And how can I, as a manager, make this possible with my employees? How can we translate conversations in the team kitchen to a virtual space?



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