

THE SECRET SAUCE FOR

**POWERFUL  
& IMPRESSIVE  
TEAMWORK**



## INTRODUCTIONS

**&Beyond** uses improv and evidence-based methods to provide a variety of culture enhancement and culture consultation services to help clients attract, retain and engage fantastic employees as they grow.

I partner with companies who are passionate about the employee experience to take their communication, collaboration and group dynamic to the next level. The goal is less friction today and sustainable growth for tomorrow... *and beyond!*

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## THE KNITTY GRITTY

Group dynamics and personality traits can often make collaboration feel more like The Bulldozer Olympics or the Let's All Sit Quietly So We Don't Step On Each Other Olympics.

You can't get powerful and impressive results with ho-hum ideas! If you want results that stand out, you need ideas that stand out.

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**HERE'S WHERE THE SECRET SAUCE COMES IN: YOU MUST PROACTIVELY CREATE AN ENVIRONMENT THAT IS SAFE FOR BOLD IDEAS.**

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Maybe you won't pick the wildest idea every time, but creating a space where bold ideas can be pitched and taken seriously will help create forward momentum in your organization. This shift will push all other ideas to be just a little bit BIGGER.

There are immediate benefits to a company culture where employees can think outside the box:

**MORE GOOD IDEAS**

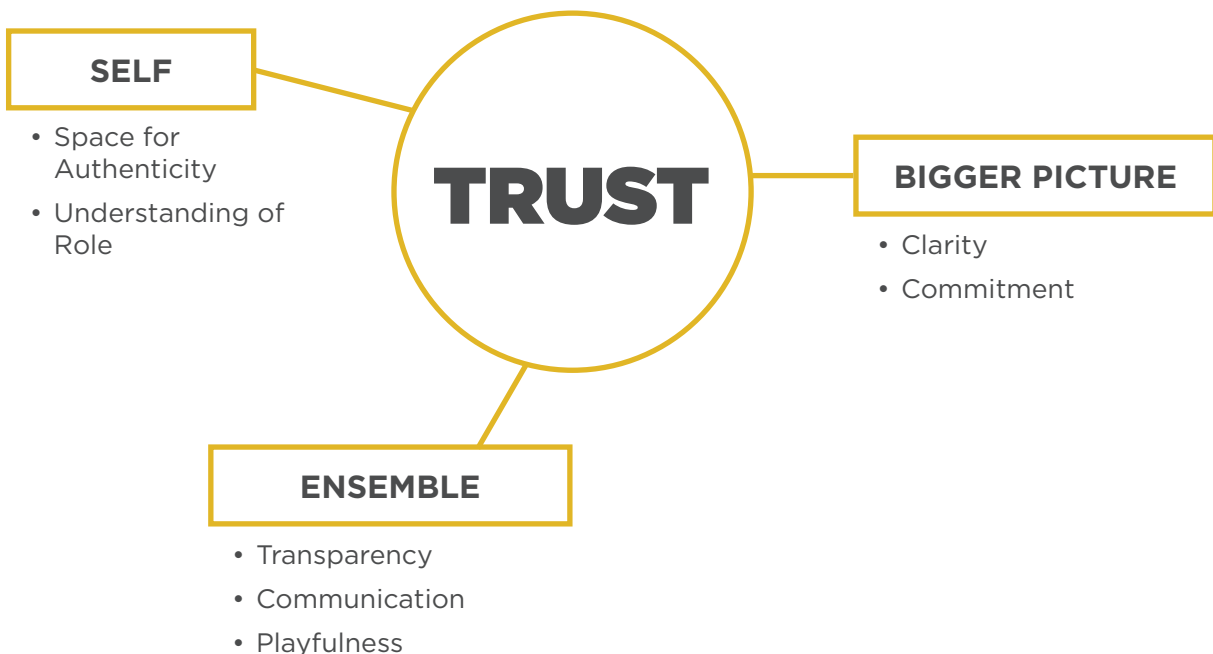
**BETTER RESULTS**

**HIGHER LEVELS OF EMPLOYEE ENGAGEMENT**

Creating this kind of culture may seem daunting, but the good news is that there are some very practical strategies you can employ right away to get started!

## **TRUST IS AT THE CENTER**

For employees to have the courage to dream up bold solutions and pitch ideas before they are fully formed, the workplace dynamic must be infused with trust in three key areas:



Without equal trust in these three areas, the best and boldest ideas are likely to go un-pitched. The courage to think outside the box is the only way for collaboration to be effective: without it we cannot consider someone else's idea, and we definitely cannot come up with bold ideas ourselves!

## **KEY AREAS OF TRUST**

### **BIGGER PICTURE**

If the team is unclear on the ultimate WHY of the work they're being asked to do, the input they offer will be hesitant and vague. People are more likely to stay in their safety zones if the mission of the company is not a driving force of the daily work. Conversely, when their creative energy is passionately aligned behind the mission/larger vision of the company, employees will naturally invest more time into dreaming up bolder ideas.

### **ENSEMBLE**

Do team members trust one another enough to be playful and be themselves? Bold ideas come from a place of authenticity and play. Where there is unresolved tension, or a general lack of mutual respect and camaraderie, groups are much less likely to offer up their best ideas. Groups that trust each other are much more likely to imagine and offer amazing, innovative solutions.

### **SELF**

Are individual teammates supported, encouraged and given the right tools to have confidence in their ideas? Are they totally clear on their function within the company? People go and stay where they feel appreciated and understood. Making space for people to be their authentic selves is key in fostering their most creative selves.

# A CULTURE OF BOLD IDEA GENERATION

## CLARITY OF VISION

Is the team clear on the WHY of the company's existence? Is the WHY a part of day to day life in the company? The more opportunities you can create for the team to rally around the underlying purpose of their work, the more trust they will have in the company's vision. When leadership demonstrates a commitment to daily operating procedures and decision making that is in line with the vision, the team can build trust naturally (both in the leadership AND their vision for the organization.)

## VALUE THE VISION by hiring (and firing) accordingly

If it's clear that people who don't value or understand the vision of the company are still brought on board or kept on board because of their talent or connections, the team won't believe that the vision matters. If the WHY doesn't matter, the team will be stuck with ho-hum ideas until the WHY can propel it forward again. Leadership has to pay more than lip service to the purpose and vision of the organization in order for the team to trust the bigger picture.

## PLAYFUL ENVIRONMENT

No one likes "forced fun." Planned play only happens effectively when an environment of play is already in existence. When the key areas of trust are in alignment, planned play becomes reinforced fun instead! The type of industry doesn't matter. If you rely on creativity and collaboration for meaningful growth, it is entirely possible and entirely necessary to create a productively playful work environment.

## INDIVIDUAL SUPPORT

Remember that each employee is a whole person; she/he is more than how they do any one thing. Be proactive in making sure the team knows each other as whole people beyond the scope of their jobs. Look for ways to encourage, serve and uplift the team. Beyond removing obstacles for the efficient completion of their daily work, look for ways to support the healthy functioning of their lives!

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## **NOT SURE WHERE TO START?**

### **TRY THIS...**

Re-evaluate your employee handbook. Do you have trust-based rules that are conducive for creativity?

Provide plenty of opportunities for communication. Beyond regularly scheduled one-on-ones, what tools does the team have for voicing concerns or getting help for interoffice conflict?

Management boundaries. Make sure every person with direct reports has training in how to maintain healthy boundaries between accountability and creativity-stifling micromanagement.

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## **THE TASK OF SHIFTING A CULTURE IS NO SMALL THING.**

If developing this type of group dynamic - one that consistently produces powerful and impressive work through collaboration - is desirable to your company, but feels daunting & overwhelming: **let's talk!**

My work is regularly cited by participants as the most “meaningful and impactful” training offered by their employer. Participants reach out to me weeks or even months after a training to tell me about specific confrontations they diffused or changes they’ve implemented directly as a result from the methods I teach.

## **THIS WORK CAN MAKE A DIFFERENCE AT YOUR OFFICE TOO!**

Contact me for any desired support in establishing or fortifying your own culture of bold idea generation! It will be a joy to work with you.



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