

Transforming your online meeting culture

Meeting fatigue, caused by too many ineffective meetings, is a huge problem in many organisations. In addition, this phenomenon costs a fortune that could be spent on transforming your virtual meeting culture to make it sustainable, healthy and inclusive.

Target group:

- To be defined: Team, department or the organisation as a whole
As meetings cannot be reduced to one team or department, we recommend working with the organisation as a whole. It might make sense to start with a specifically motivated team, department or group of people to then inspire others to follow
- Crucial: Leadership needs to push this initiative and model desired behaviours

Exemplary process:

1. Orientation phase
2. Co-creation and development of a common virtual meeting approach to best meet current and future stakeholder expectations
3. Exploration of (formal) organisational conditions to foster desired behaviours
4. Design of transformation architecture and interventions
5. Implementation / test and transfer phase
6. Continuous learning and reflection loops and adaption of process

Interventions and methods we use:

- “Eight step approach” to conduct interactive and effective virtual meetings
- Short impulse workshops to raise awareness and inspire passion for a new interactive meeting approach
- Shadowing team meetings or workshops (often revealing important patterns) and providing facilitators with appreciative and constructive feedback
- “Ambassador community” to coach leaders and peers and to model desired meeting behaviours (interactive meeting ambassadors ...)
- Train-the-multiplier programmes to inspire, connect and develop internal multipliers to share their knowledge in an innovative and interactive way with their peers
- Social online community to share best practices, to network, support each other, inspire, co-create, build and manage knowledge

- Reverse mentoring: digital natives role model new meeting behaviours and share their expertise with curious and motivated less digitally savvy colleagues
- And many more...

Benefits:

You will...

- reduce the number of meetings
- immediately improve the results of your online meetings
- improve employee health and stop meeting fatigue
- prevent your event participants from multi-tasking which is bad for their health and also leads to a slower working pace
- save a huge amount of money that unproductive online events cost the organisation
- harmonise meeting standards due to easy to follow “Eight step approach”
- raise awareness of what works well and what can be improved
- build a psychologically safe learning culture where people support each other and “failing forward” is an essential way of learning
- reduce your CO2 footprint and travel expenses
- easily combine employee engagement and participation with busy working days (brief interventions, no travel time and no further expenses due to virtual formats)

We will be happy to provide you with further details!

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