



How to Engage Your Virtual Workforce

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How to Engage Your Virtual Workforce

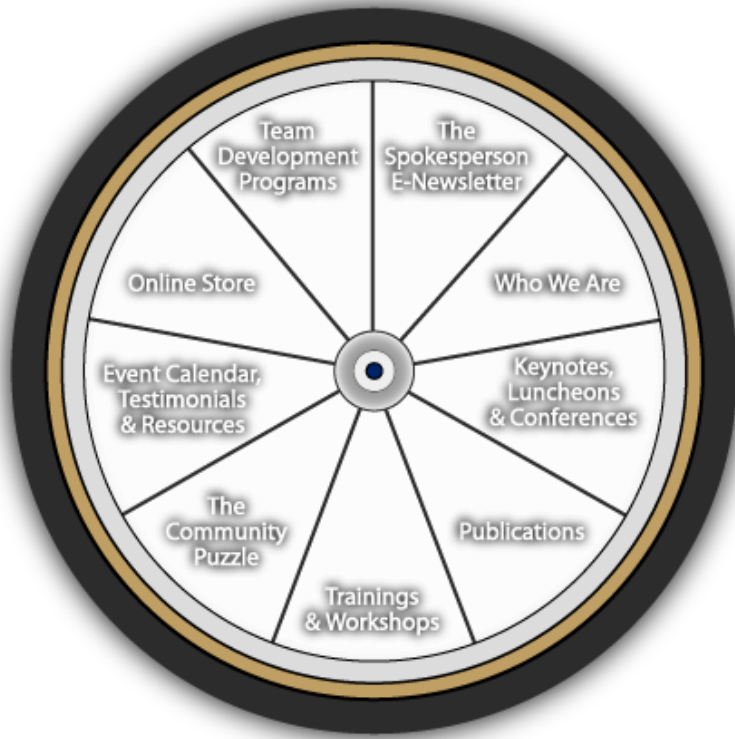
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WHAT IS TRAINING WHEELS?



- Experiential Team Building and Team Development Programs
- Online Store for Experiential Activities, Kits & books
- Playnote & Conference Presenter
- Author of 7 Team Building Books
- Author of The Spokesperson newsletter that reaches 23,000 people in over 100 countries

WHAT IS PERSONIFY LEADERSHIP?



- Leadership Development Program
- Personify Leadership is an engaging two-day, highly interactive program that provides comprehensive development for leaders.
- 8 competencies of effective leadership
- Train the Trainer Certification to deliver program internally
- Currently have certified facilitators in 23 countries around the globe.



PERSONIFY LEADERSHIP, WWW.PERSONIFYLEADERSHIP.COM

Today's Learning Outcomes

- ✱ Connection Before Content
- ✱ Essential virtual facilitation skills, creative tips to make your virtual meetings more engaging (less death by power point.)
- ✱ Multiple ready-to-use activities that attendees can utilize in their own meetings.



Why Aren't Virtual Meetings More Engaging?

- * Don't Have Time
- * Trainers try to facilitate the same way they do at the front of a classroom
- * Change is Hard...
 - Clasped Hands
 - Crossed Arms

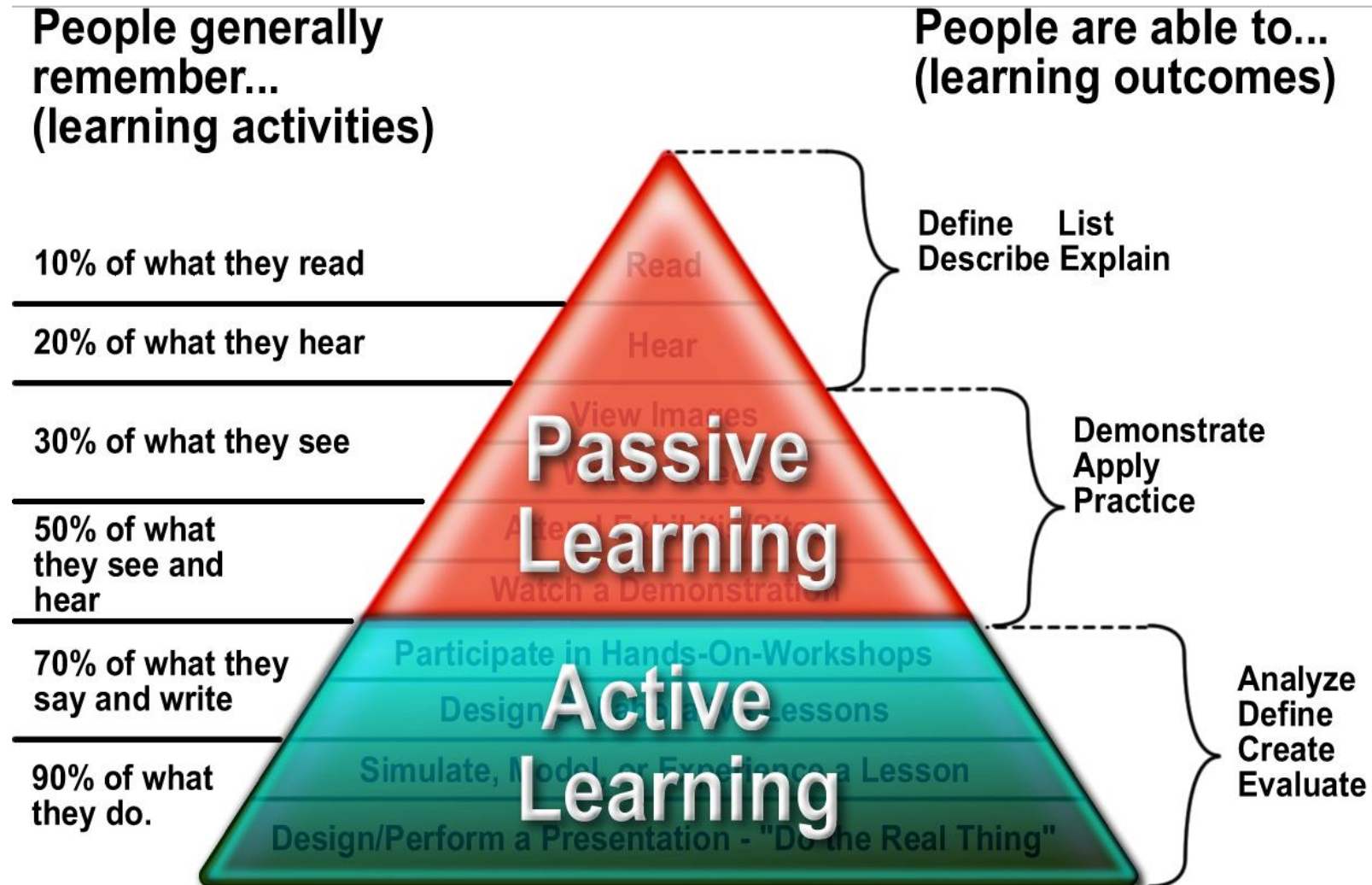


CLASPED HANDS

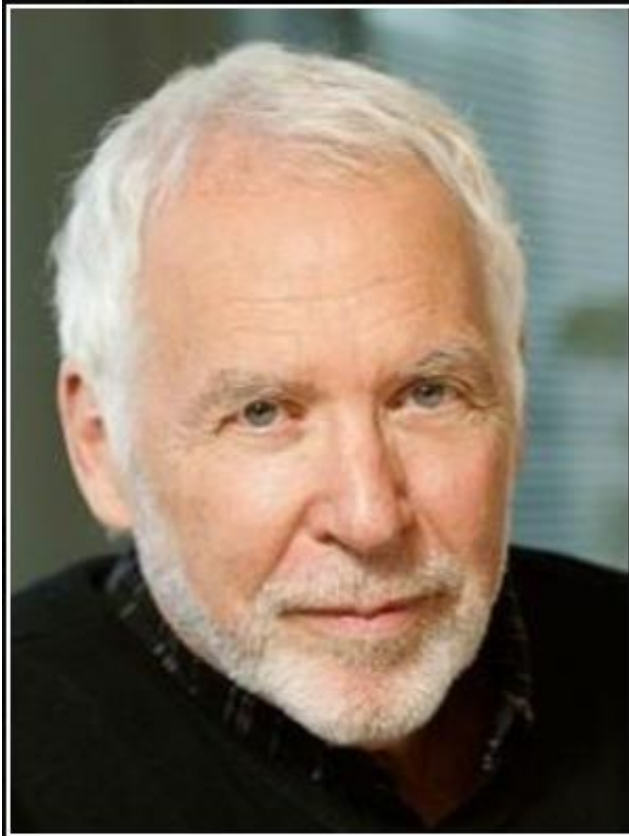
- ✱ Clasp Your Hands In Front of You
- ✱ Which Thumb is on Top?
- ✱ Interlace Your Fingers with your Opposite Thumb on Top
- ✱ Behavior Change is Hard
- ✱ Cross Your Arms



A Case for Engaging Virtual Meetings - Learning Pyramid



CONNECTION BEFORE CONTENT



We must establish a personal
connection with each other.
Connection before content. Without
relatedness, no work can occur.

— *Peter Block* —

PLAY WITH PURPOSE - INTENTIONAL LEARNING

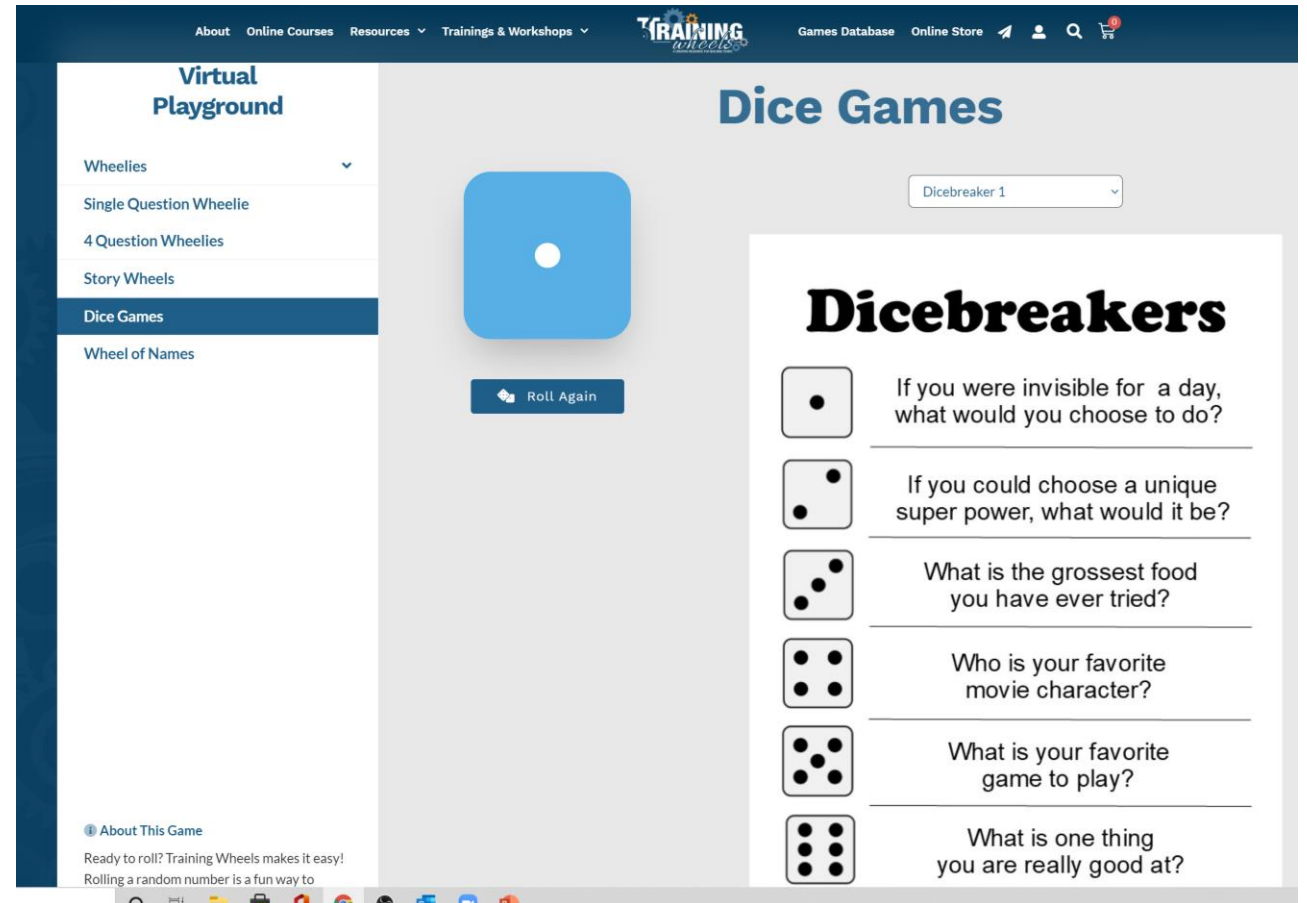


- Experiential Education: Learning by Doing
- “I can learn more about a person in an hour of play than a lifetime of conversation.” ~Plato



VIRTUAL PLAYGROUND – FREE CONNECTION ACTIVITIES

- ✳ New feature on our website: [Virtual Playground](#)
- ✳ Free Connection Activities:
 - ✳ [Dicebreakers](#)
- ✳ Invite participants to take turns answering the icebreaker questions.
- ✳ For large groups, send them into breakout rooms for 3-5 minutes.



Dice Debrief



Name one new thing you learned today.



Acknowledge someone for a job well done.



Describe a good idea you heard.



Describe a feeling you experienced.



Describe something that pushed you outside your comfort zone.

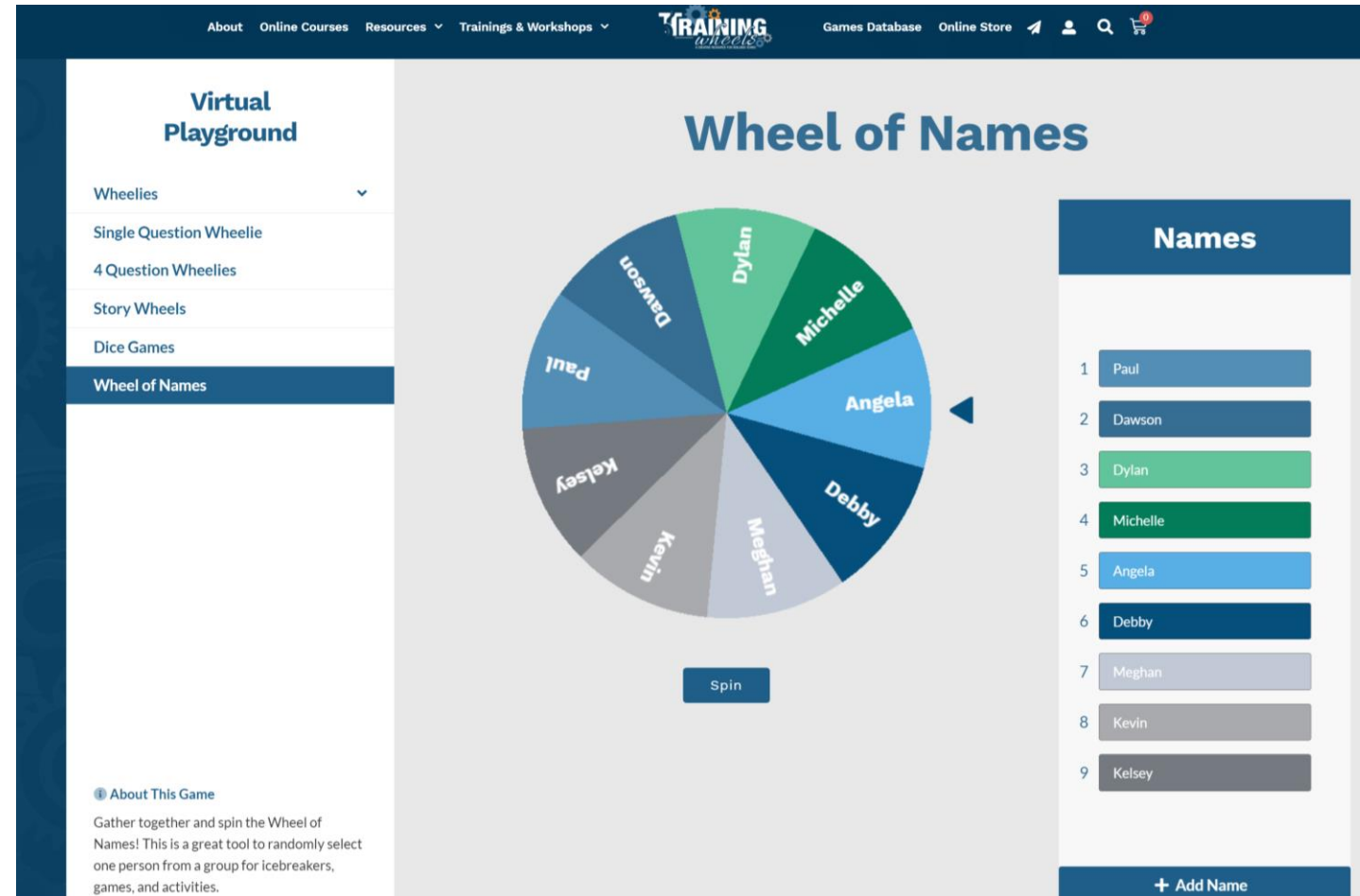


How will you apply what you learned today?

- Remember, most icebreaker activities can also be debriefing activities.
- Instructions are the same as the Dicebreaker activity.

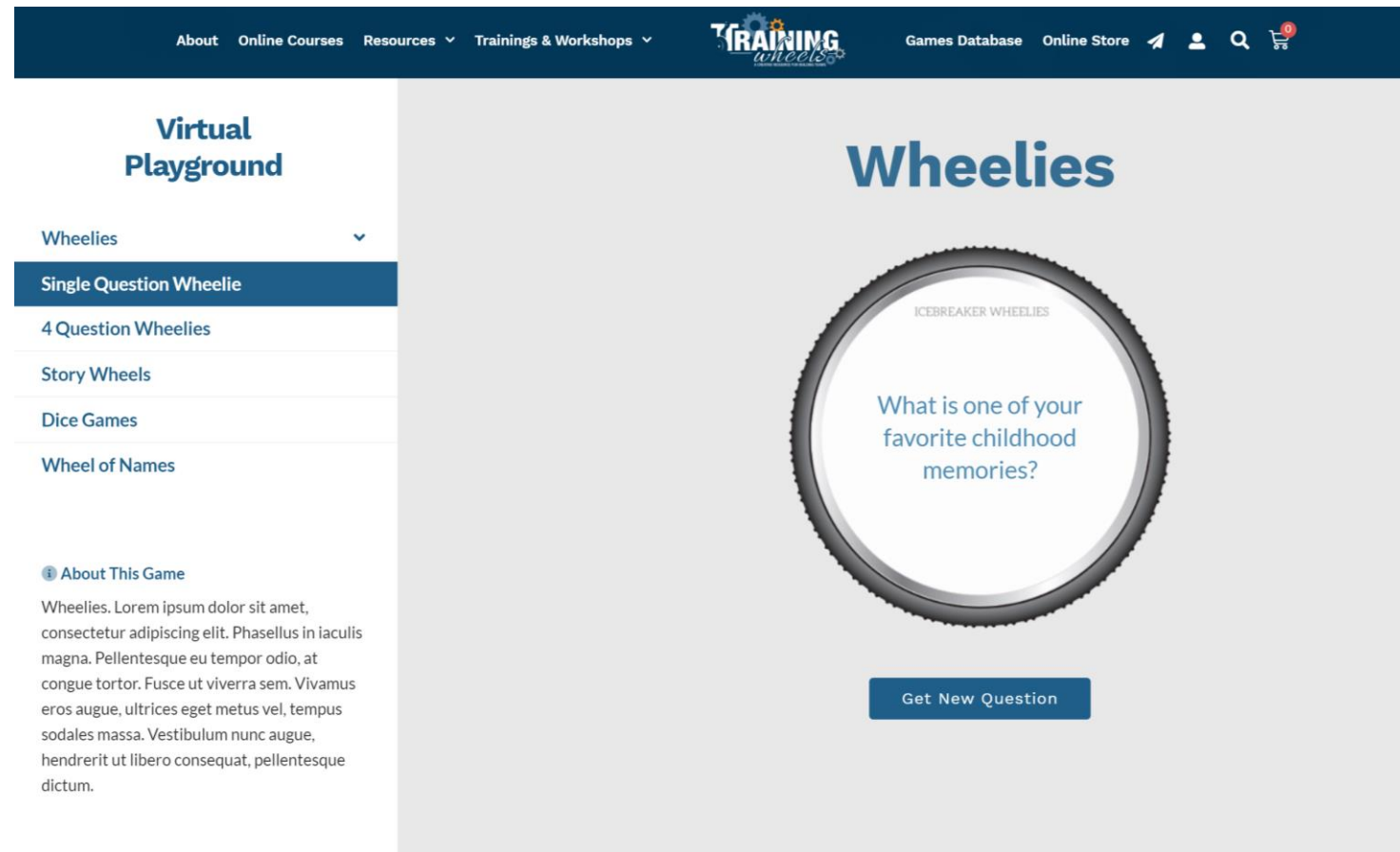
VIRTUAL PLAYGROUND – FREE CONNECTION ACTIVITIES

- * Wheel of Names
- * Easily input names of participants
- * Spin the wheel to see who answers the next question
- * Use during your content trainings
- * Can 'remove' a person to ensure more equity on screen



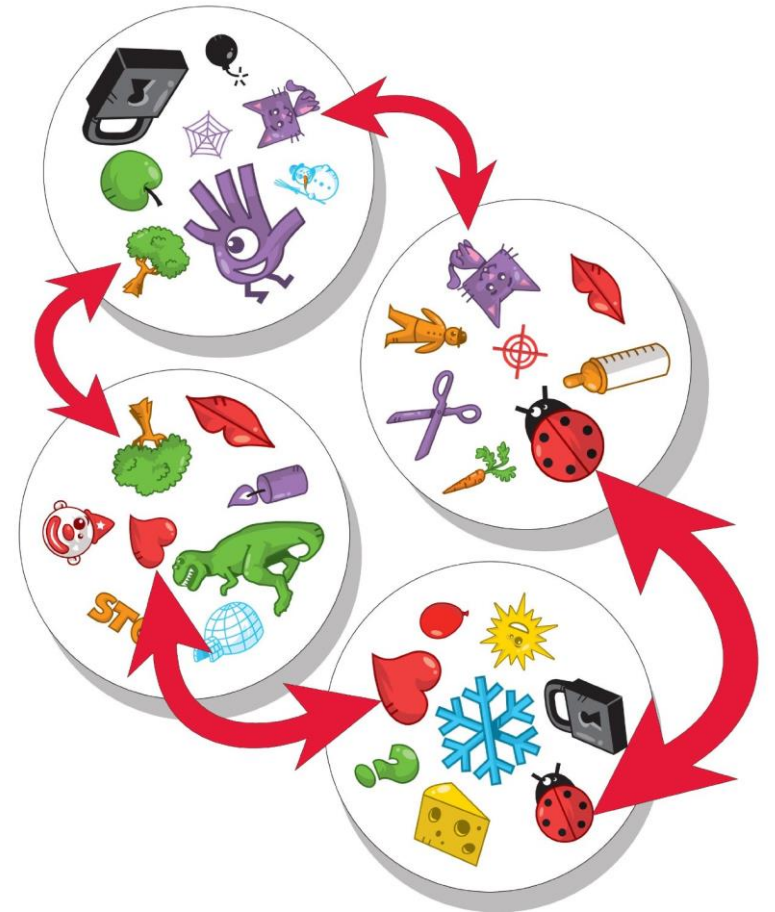
VIRTUAL PLAYGROUND – FREE CONNECTION ACTIVITIES

- * Icebreaker Questions
- * Invite participants to take turns answering the icebreaker questions.
- * For large groups, put a link the chatbox and send them into breakout rooms for 3-5 minutes.



USE FIRST FIVE MINUTES OF EVERY MEETING FOR CONNECTION

- * Use Icebreaker Activities to Create Connection
- * Spot It – Always One Connection

















USE FIRST FIVE MINUTES OF EVERY MEETING FOR CONNECTION

* Word Around Cards















USE FIRST FIVE MINUTES OF EVERY MEETING FOR CONNECTION

✱ Rebus Puzzles

- ✱ A REBUS is a picture representation of a name, work, or phrase. Each 'rebus' puzzle portrays a common word or phrase.
- ✱ Can you guess what is it?



HEAD
HEELS

Head Over Heels

NEW PUZZLES

VA DERS

Space Invaders

ECONOMY

Growing Economy

NEW PUZZLES

Give	Get
Give	Get
Give	Get
Give	Get

Forgive and Forget

LE
VEL

Split Level

✳️ [Rebus Puzzles](https://www.rebuspuzzles.com) website for more ideas

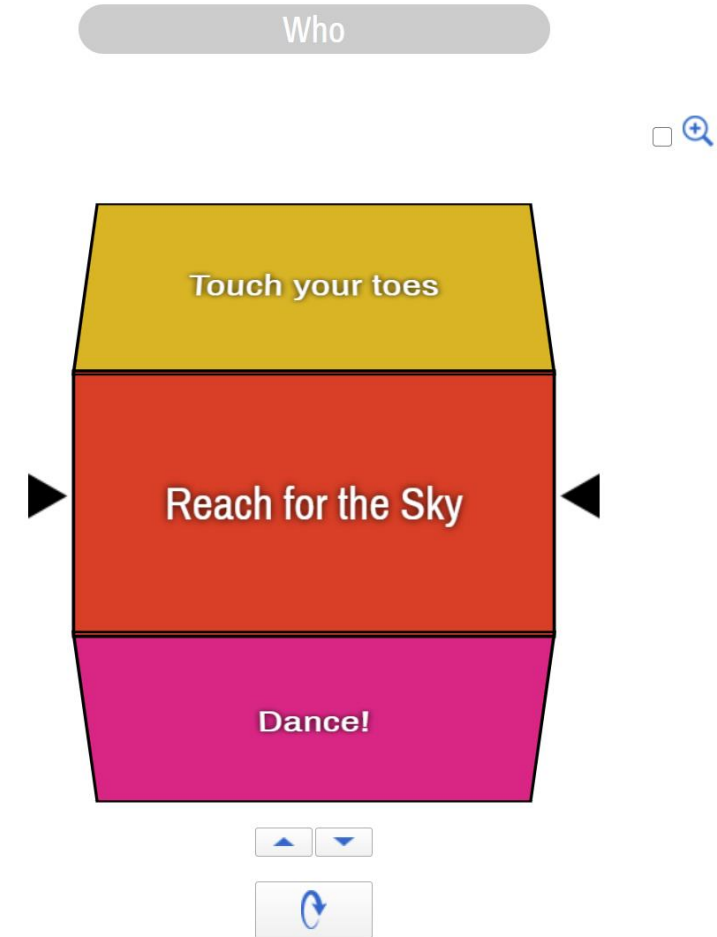
INCLUDE MOVEMENT

- Virtual High Fives!



INCLUDE MOVEMENT

- Move Your Body
- Have Everyone Stand and complete the prompt at the same time
- Link to [Randomizer Wheel](#)
- Link to [Flippity.net](#)



MANAGING PARTICIPANT BEHAVIORS ONLINE

- *Manage Distractions
- *Hold Up Signs
- *Reproducible Signs!



**You're
On
Mute**



**Please
Turn On
Your
Video**



**Please
Mute
Your
Mic**



Awesome!

CONNECTION BEFORE CONTENT

■ Creative Challenges: Zoom Zelfphies!

Proceed to the slide associated with your assigned Breakout Room number.



Directions:

- Create a Team Name
- Find a unique item on your desk or near you that you like.
- Hold the item up so the rest of your team can see the item.
- Take turns letting each person describe their item.
- Elect a photographer on your team.
- The photographer must use their phone to take a creative photo of your team holding their items next to their face so it can be captured in gallery view.
- Photographer must add the photo to this slide.



Michael Monaghan (SDF)



Michelle Cummings



Kirsty Dixon



Lorraine



Louise Shepherd



Steph Cowell



Lorraine Smith



Amanda Evans



Clare Trembleau



Vilma Rupeikaite



Nathalie Thorne



Chloe Coles



Albina Shashyna



Lucy Wright



Jordi Knight



David Wallace



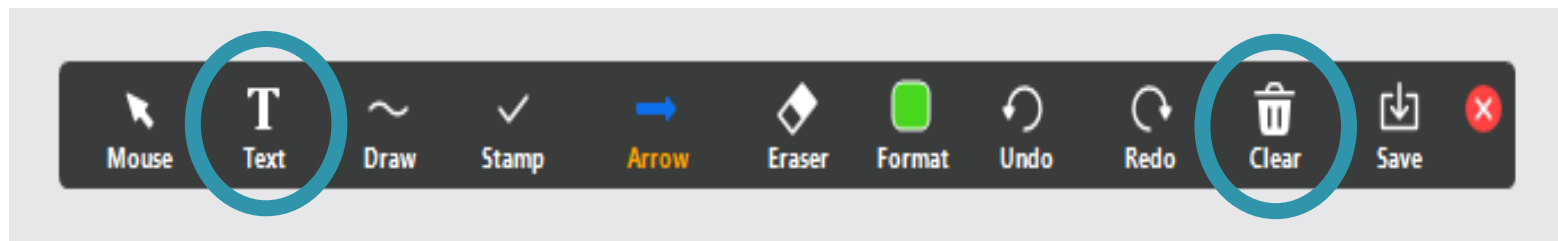
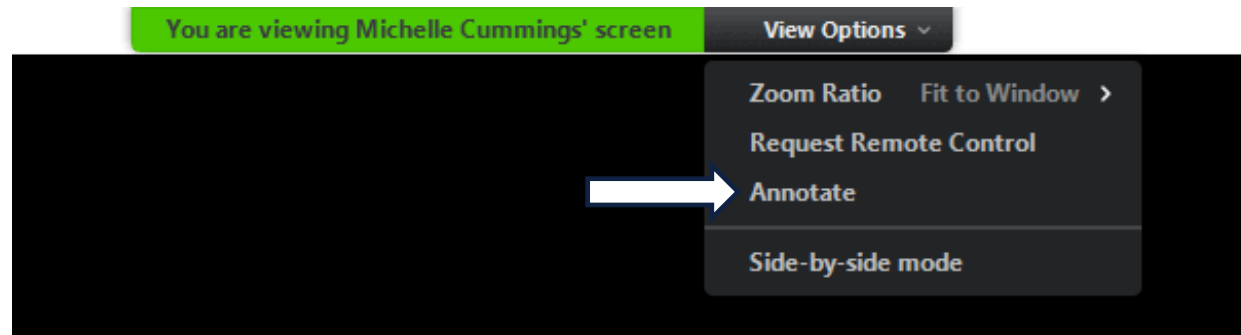
Mariyana Bushara



Janet Marshall

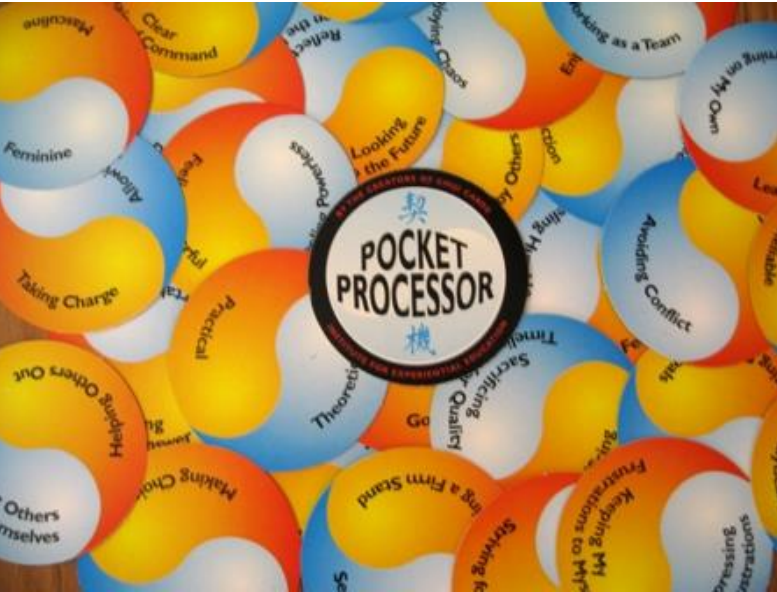
Quick Annotation Button Orientation

- Locate your Zoom navigation bar now. We will use the Annotate section during the presentation.



- ▶ Know how to 'Clear' your drawings/annotations.

UNDERSTANDING BEHAVIOR PREFERENCES



- Human Continuum Activity – [Pocket Processor](#)
- Favorite Activity for Understanding Behavior Preferences
- Works well with behavioral assessments like DiSC, Myers-Briggs, True Colors, Four Lenses, etc.
- Staff Training
- Use the 'Text' box in the Annotate section for participants to add their name on the continuum.

(Instruct participants to use their 'Text' box in their Annotate section to place their name on the continuum.)

I'M A CAREFUL PLANNER

I'M MORE SPONTANEOUS

3

2

1

1

2

3

(Instruct participants to use their 'Text' box in their Annotate section to place their name on the continuum.)

I'M A SELF-MOTIVATED PERSON

I'M MOTIVATED BY OTHERS

3

2

1

1

2

3

(Instruct participants to use their 'Text' box in their Annotate section to place their name on the continuum.)

I WANT NO SURPRISES

I WELCOME THE UNEXPECTED

3

2

1

1

2

3

(Instruct participants to use their 'Text' box in their Annotate section to place their name on the continuum.)

I EXPRESS MY FRUSTRATIONS

I KEEP MY FRUSTRATIONS
TO MYSELF

3

2

1

1

2

3

(Instruct participants to use their 'Text' box in their Annotate section to place their name on the continuum.)

I AVOID CONFLICT

I CONFRONT CONFLICT

3

2

1

1

2

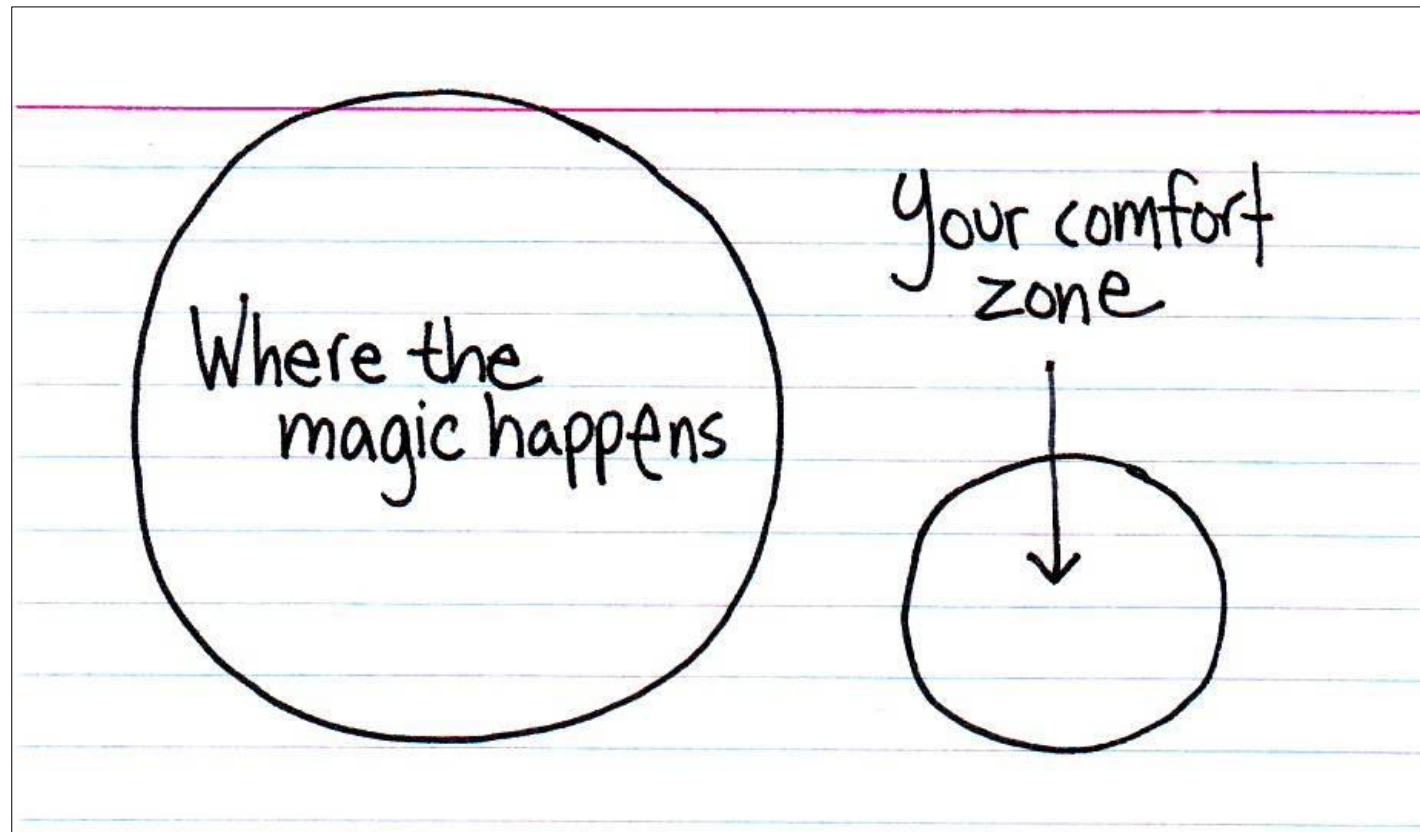
3

ROLE MODELING ~ ACTIONS SPEAK LOUDER THAN WORDS

- * People will follow what you do rather than what you say.
- * How many of you followed what I did rather than what I said?



LEADERSHIP REQUIRES YOU TO STEP OUTSIDE YOUR COMFORT ZONE





EXPLORING COMFORT ZONES

Creating a Safe Environment

- ✱ Optimal Learning Environment
- ✱ Physically Safe
- ✱ Emotionally Safe
 - Driven by Curiosity
 - Leads to Exploration
 - Willingness to Take Risks

CREATING A SAFE ENVIRONMENT ~ COMFORT ZONE BULLSEYE

The Three Zones

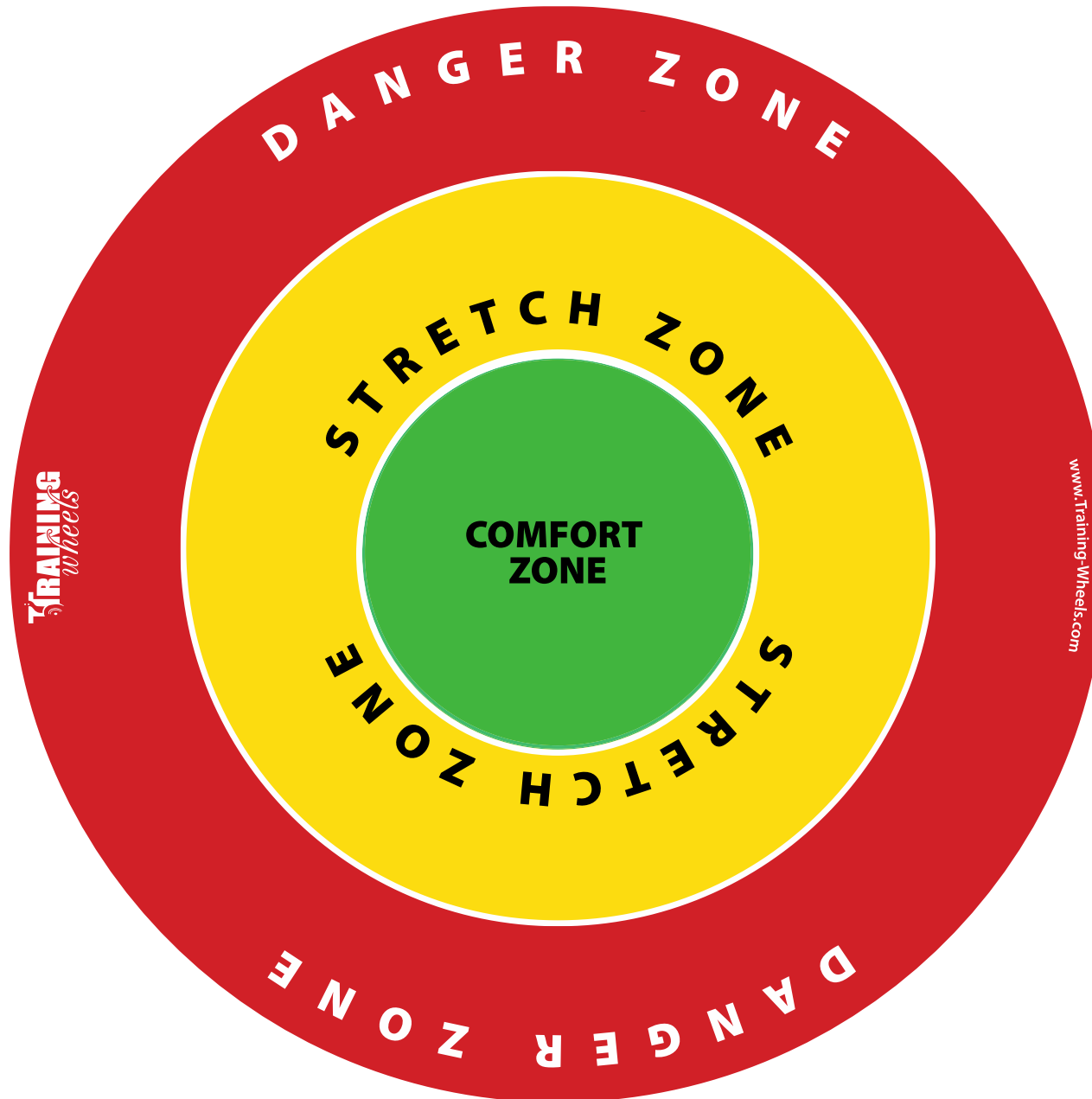
Comfort Zone: Where you are comfortable and feel 'safe'. Routines are easy, I possess skills that enable me to perform tasks well.

Stretch Zone: Where you are doing something new, allowing yourself to learn, you feel energized and engaged. You are willing to take risks.

Danger Zone: (or Panic Zone) Where you are paralyzed by fear, cannot think straight and are completely and utterly challenged to use your resources.

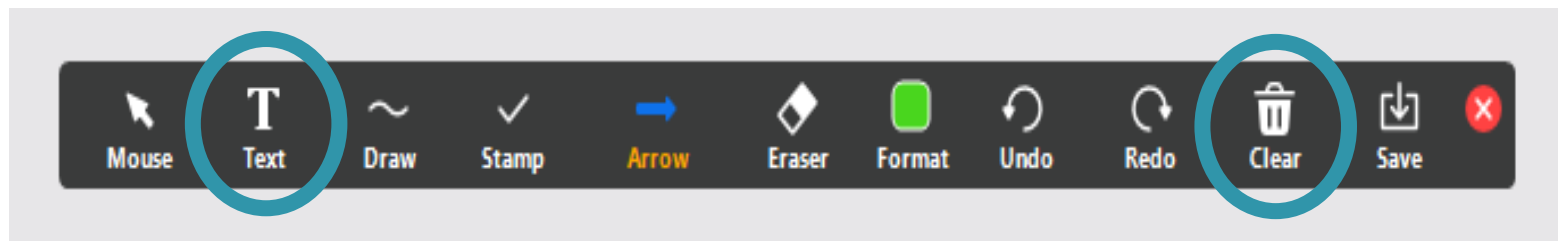
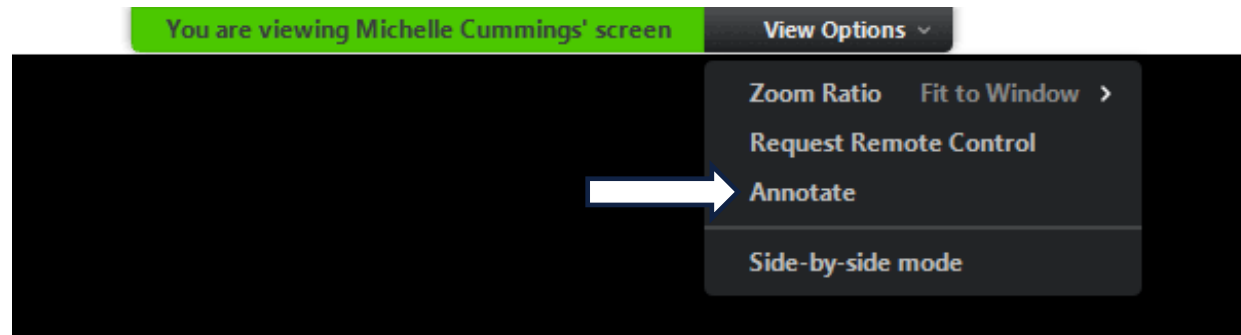


THREE ZONES



Quick Annotation Button Orientation

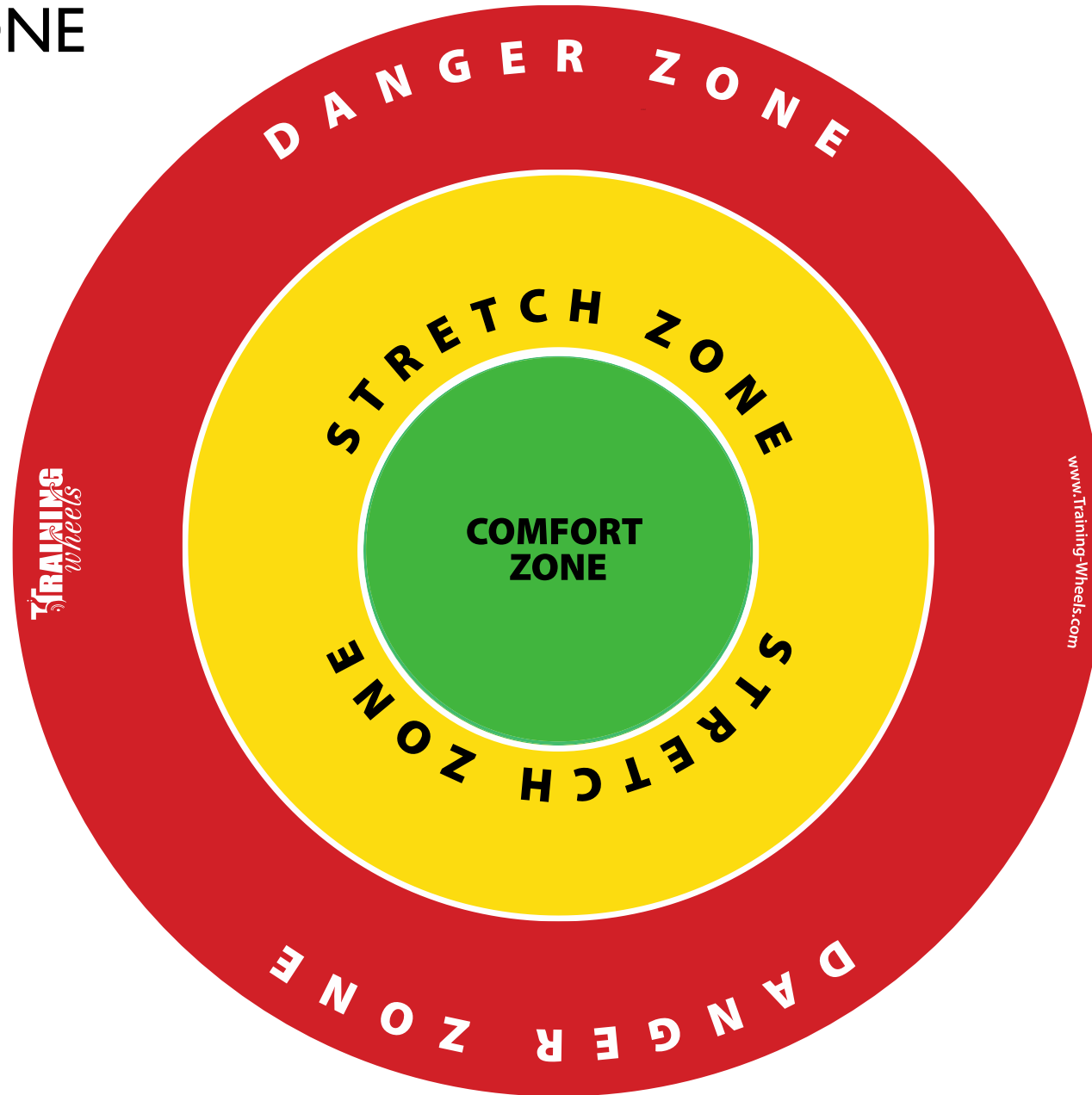
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- ▶ Know how to 'Clear' your drawings/annotations.

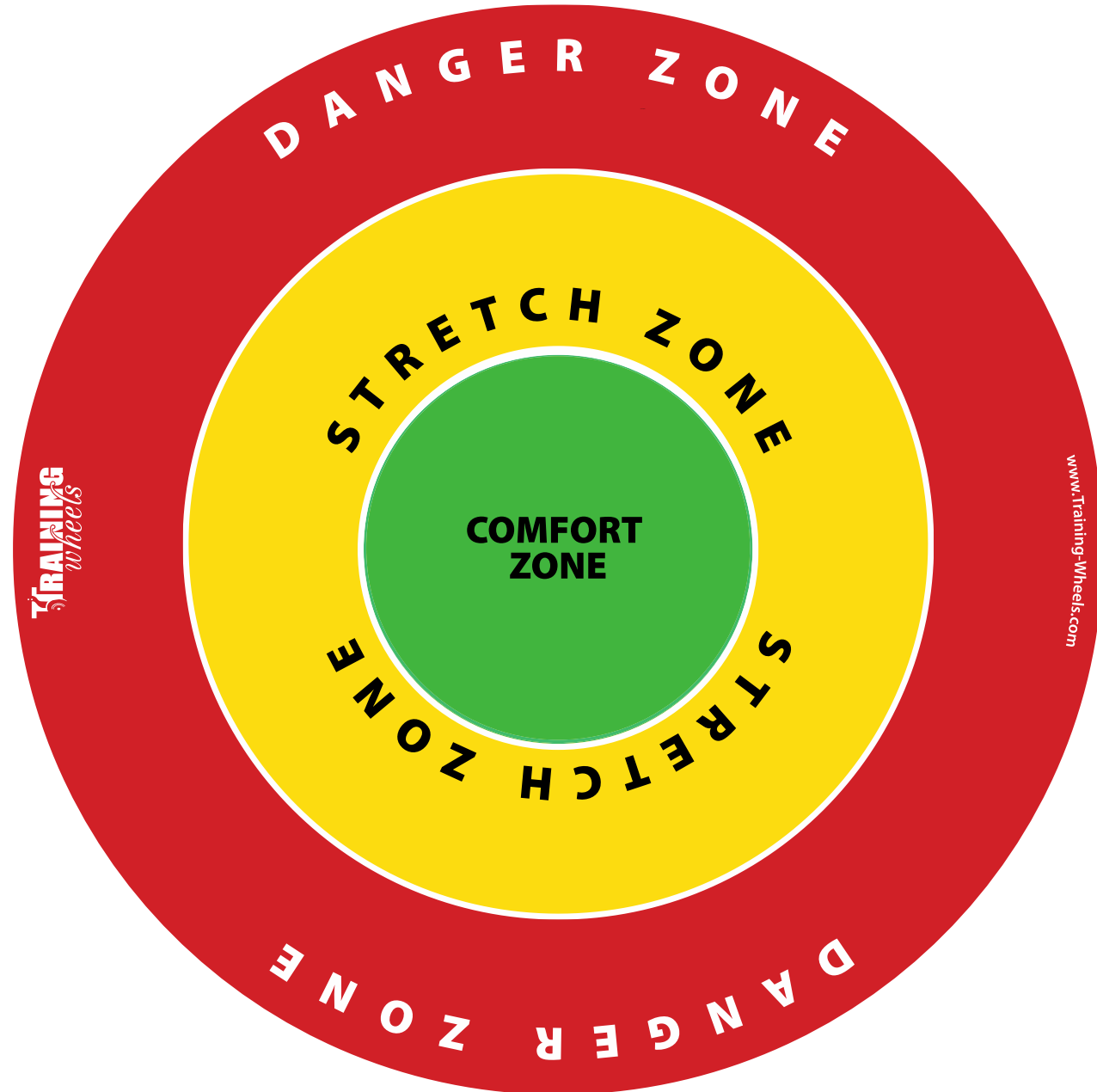
COMFORT ZONE ACTIVITY

- Hover over the menu and click on the Annotation button.
- Click on the Text button to add your name.
- Click on the Bullseye where you would place yourself for the different scenarios.



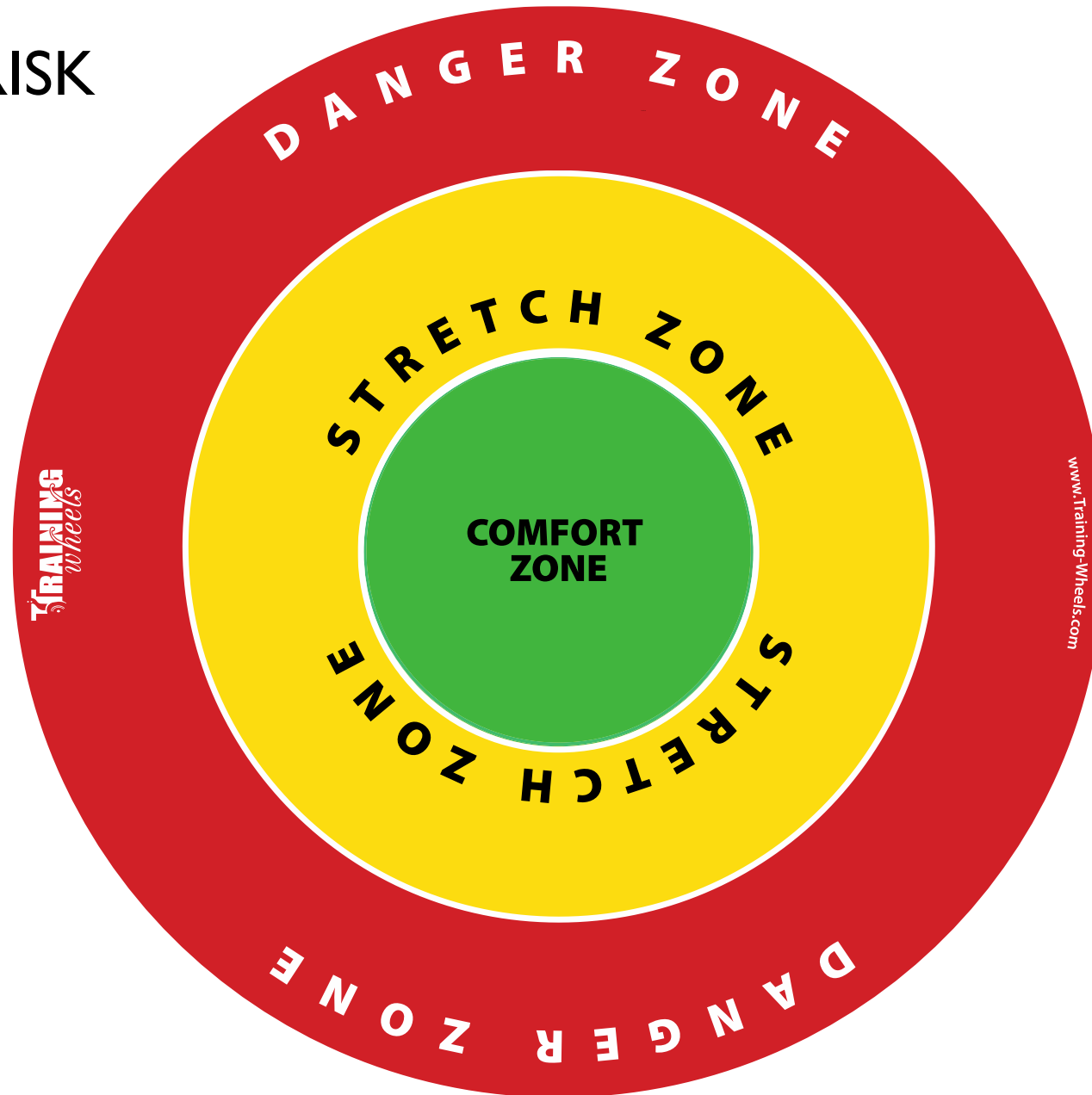
PHYSICAL RISK

- Riding in a car without your seatbelt on.
- Walking along the edge of a cliff.
- Going to a doctor's appt knowing there are a confirmed covid-19 cases in your area.



EMOTIONAL RISK

- Singing a solo in front of a group of people.
- Sharing stories about your family.
- Facilitating virtual meetings



CREATING A SAFE ENVIRONMENT ~ COMFORT ZONE BULLSEYE



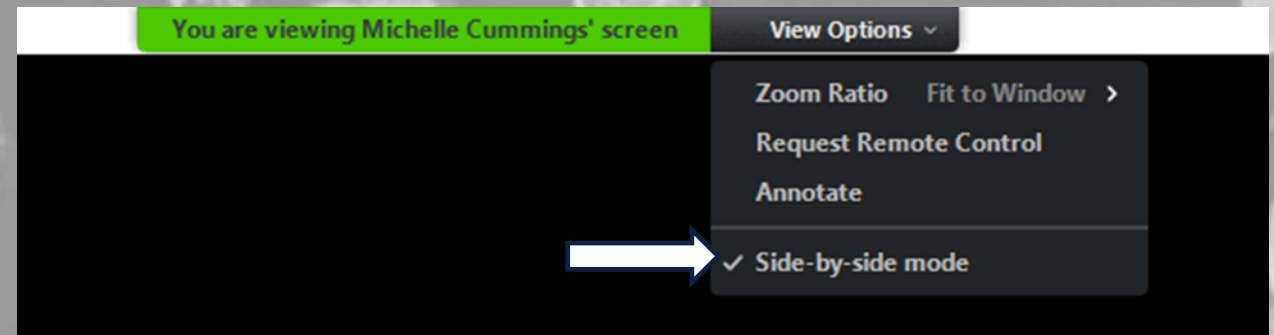
Bullseye drawn on a Flip Chart



Rope Circles on the Floor

COMFORT ZONE ACTIVITY

- Include Movement!
- Have You Ever?
- Various Levels of Risk
- Choose to Stand if they apply to you
- Stand for 3 seconds, then sit back down
- View Presentation in 'Side by Side' mode





CARABINERS ARE MOST VULNERABLE WHEN THEY ARE OPEN

(Coincidentally, so
are people.)

I EAT SUSHI





**I HAVE CLIMBED
A MOUNTAIN**



I LOVE SOMEONE



I ENJOY DIFFUSING CONFLICTS

I AM AFRAID OF SPIDERS



I ENJOY
CONNECTING
WITH OTHERS



I LOVE ROUTINE



I HAVE EXPERIENCED BURNOUT

CARING ADULTS INFLUENCED ME AS A CHILD



**I HAVE LIVED
OUT OF MY CAR**



I LIKE CHOCOLATE



I WOULD CRY IF I
LOST MY PHONE



I'M A HUGGER

I'M NOT A
HUGGER

**I AM AFRAID OF
NOT HAVING
WORK BECAUSE
OF COVID**



I HAVE LIED

(get up)



I ENJOY POLITICS

I LOVE TACOS
MORE THAN I
SHOULD

I HAVE IGNORED
THOSE CLOSEST
TO ME BECAUSE
OF WORK

**I HAVE WEPT AT
A LOVED ONE'S
FUNERAL**

I HAVE LED VIRTUAL
MEETINGS IN MY
PAJAMA PANTS



**I HAVE ENJOYED
LEARNING ABOUT
ENGAGING
VIRTUAL MEETINGS**



Music credits: Kolars “One More Thrill”

BUILD CONSENSUS

On Board



Meh ~ I'm
OK with it



Not on
Board



REFLECTION DISCUSSION ACTIVITY



- **Head/Brain:** What is something you learned today?



- **Heart:** Describe a feeling you experienced. What did you take to heart?
- **Hands:** How can what you learned here today 'lend a hand' to your team? -or- Give a hand to someone for a job well done.



- **Health/Lungs:** How was this experience a breath of fresh air?



- **Health/Foot:** Identify a step in a new direction for yourself. How can be a good leader in your organization?



TRAINING WHEELS E-NEWSLETTER ~ THE SPOKESPERSON

- Sign up for our Free Weekly E-Newsletter
- Facilitator Tips & Tricks
- New Activities
- Free e-book

The Spokesperson E-Newsletter

The Spokesperson e-newsletter is a **free service** that subscribers receive every Wednesday. The content is packed full of **great facilitator tips and tools**, as well as team-building activity write-ups and videos. You will receive **fresh ideas and innovative activities** to enhance your facilitation skills and practice. Each person who signs up is entitled to a copy of the free e-book, *Playing With a Full Deck*. It has 9 sample activities from Michelle Cummings' book, *Playing With a Full Deck*, 52 Team Activities Using a Deck of Cards. The link for this book will be emailed to you when you subscribe to the newsletter.



Privacy is important to us. We will not sell, rent, or give your name or address to anyone. At any point, you can select the link at the bottom of every email to unsubscribe or receive less or more information.

TRAINING WHEELS FREE RESOURCES AND HANDOUTS

- Multiple Free Handouts
- Templates for Virtual Team Building Activities
- Recorded Virtual Team Building Sessions



TRAINING WHEELS, WWW.TRAINING-WHEELS.COM

A screenshot of the Training Wheels website. The header features the logo and navigation links: HOME, TRAINING & WORKSHOPS, RESOURCES, ONLINE GAMES DATABASE, BLOG, and ONLINE STORE. A large orange banner reads "FREE RESOURCES & HANDOUTS" with the instruction "(Scroll down to find the handout you came here looking for!)". Below this, there's a section for "VIRTUAL TEAM BUILDING GAMES" with the subheading "30 Experiential Activities for a Virtual Audience". A paragraph describes a free e-book by Michelle Cummings, listing various activities like icebreakers, brain breaks, and problem-solving. At the bottom, there's a form to download the e-book, asking for a name and email.

TRAINING wheels
A CREATIVE RESOURCE FOR BUILDING TEAMS

HOME TRAINING & WORKSHOPS RESOURCES ONLINE GAMES DATABASE BLOG ONLINE STORE

FREE RESOURCES & HANDOUTS
(Scroll down to find the handout you came here looking for!)

VIRTUAL TEAM BUILDING GAMES:
30 Experiential Activities for a Virtual Audience

This free e-book by Training Wheels founder Michelle Cummings has **30 Experiential Activities for a Virtual Audience**. As the need for online delivery intensifies, here are some tried and true activities that work in virtual platforms. There are several Icebreakers, Brain Break Activities, Problem-Solving and Communication Activities and Debriefing Activities included.

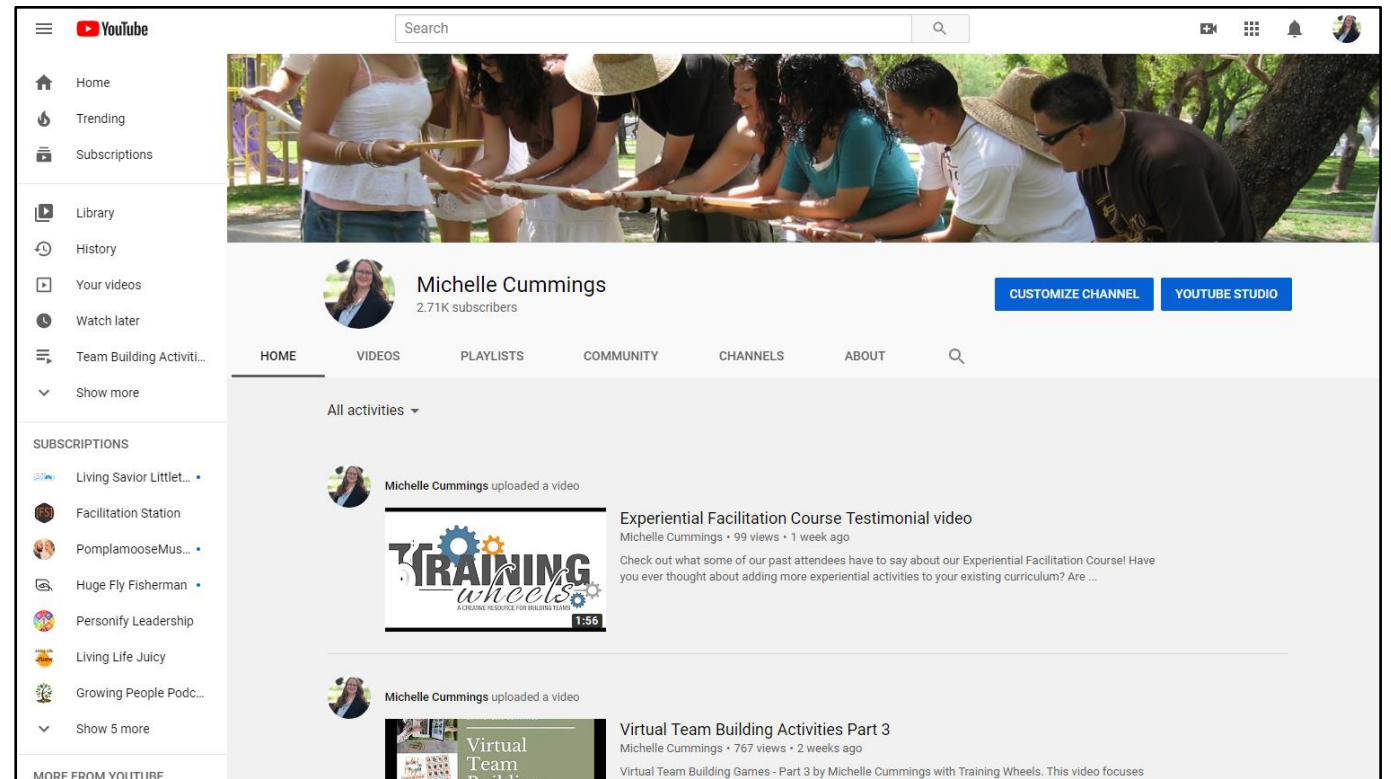
Virtual Team Building Activities

Name *

Email *

TRAINING WHEELS YOUTUBE CHANNEL

- Instructional Videos
- Examples of Keynotes/Playnotes
- Recorded Virtual Team Building Sessions



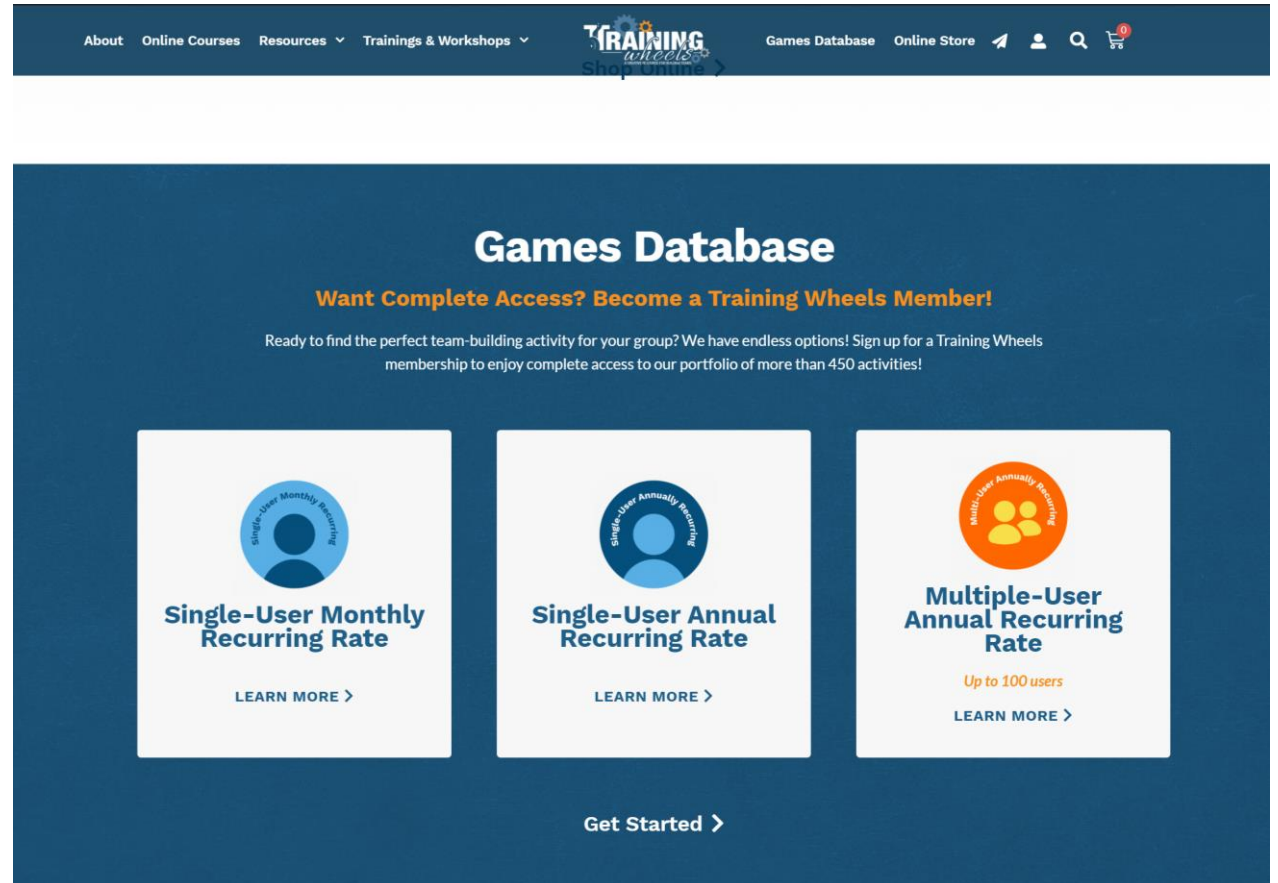
TRAINING WHEELS ONLINE STORE

- Over 350 Experiential Activities and Books
- Team Building Kits
- Experiential Facilitation Training



TRAINING WHEELS ONLINE GAMES DATABASE

- Over 500 writeups for Experiential Activities
- Both In-Person & Virtual
- Subscription-based service



The screenshot shows the Training Wheels Games Database website. The header includes navigation links: About, Online Courses, Resources, Trainings & Workshops, Games Database, and Online Store. The main content area is titled "Games Database" and features a call to action: "Want Complete Access? Become a Training Wheels Member!". Below this, there are three membership options: Single-User Monthly Recurring Rate, Single-User Annual Recurring Rate, and Multiple-User Annual Recurring Rate (Up to 100 users). Each option has a "LEARN MORE >" link. At the bottom, there is a "Get Started >" link.

Games Database

Want Complete Access? Become a Training Wheels Member!

Ready to find the perfect team-building activity for your group? We have endless options! Sign up for a Training Wheels membership to enjoy complete access to our portfolio of more than 450 activities!

Single-User Monthly Recurring Rate
LEARN MORE >

Single-User Annual Recurring Rate
LEARN MORE >

Multiple-User Annual Recurring Rate
Up to 100 users
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