

# Professional development: Team sport

## How to make professional development a team sport

The trick is to keep the process simple, and focus the team on sharing what they're going to work on without over-committing themselves.

### 1 Check-in and explain



- With each team member – explain that you want to get better at your job in 2019, you'd like everyone to have a go aswell (it isn't compulsory).
- Next week we're going to have a 30 minute team meeting to chat about it. And...

#### Here's the secret, BE VULNERABLE, share

- ...I'm working on X.
- What you want to work on could be a strength, or something you want to get better at.

### 2 Run the team meeting



- In the team meeting, remind everyone about the purpose, and share what you're working on.
- Ask everyone to share theirs.
- If someone is stuck, you could suggest building connections across the organisation.
- What is the first step everyone can take this month? Nothing too big, a simple first step that everyone can report back on next month.

### 3 Hold the team sessions monthly



- You will need to keep up the regularity of the sessions.
- Expect people not to have completed their step. This a new habit and may take time to stick.
- Don't be disheartened, you only need one or two people to stick to start building the momentum.

Holding a regular team meeting creates a social norm that development matters to the team and we're all going to try and work on it.

*Social norms signal appropriate behaviour and are classed as behavioural expectations or rules within a group of people.*

Dolan, P., Hallsworth, M., Halpern, D., King, D., & Vlaev, I. (2010). MINDSPACE: Influencing behaviour through public policy. London, UK: Cabinet Office.