



Sure, we may have some more practice with our remote work and hopping on Zoom calls here and there. But, we all know something is missing. What about those office pizza parties, or birthday cake shared with a co-worker? The body language we see in our team members that tell us when our ideas are genius or a total flop? This month's articles are all about getting creative to create that community, camaraderie, and generate feedback from our friends and colleagues, online.

Kristin

IN THIS MONTH'S **ISSUE**

- ◆ [Create Community with Virtual "Foodie" Team Building Activities](#)
- ◆ [10 Stimulating Variations to Taking an Online Poll](#)
- ◆ [From the Bookshelf: Who Comes Next? Leadership Succession Planning Made Easy](#)
- ◆ [Contact Kristin](#)

CREATE COMMUNITY WITH VIRTUAL "FOODIE" TEAM BUILDING ACTIVITIES

Food has always served as a binder to create connections and community within teams (pun intended). Think of all the pizza parties, potlucks, and lunches you have been to – informal gatherings to celebrate and get to know each other better.

Since many of us have transitioned to the virtual world, there are fewer opportunities for these informal connections. Yes, many teams do "happy hours" and text message/[Slack](#) each other, but it's not quite the same as breaking bread with your brethren! Especially during a pandemic, I'm thinking more people are eating at home, so you can get a little creative!

Here are some ideas to create some virtual "foodie" team building activities:

1. First, **think of your foodie theme**. It could be:
 - Your favorite food/recipe
 - The most surprising food/recipe you've made during this pandemic
 - The easiest recipe to make
 - A recipe that only has five ingredients
2. **Determine the activity:**
 - It could be something as simple as asking a question with all the team members responding. For example, what's your favorite food, and why?
 - Encourage engagement by asking the team to actually *make* the recipe by a certain date – and share your experience making it and eating it!
 - As a team, agree on the time/date to make a simple dish with ingredients that

- are simple to get and make and eat it together via Zoom! (you have to give people enough time to get the ingredients).
 - Send “it” to them to be shared at the same time. “It” can be a packaged snack, a prepared meal ([Freshly](#)), or a do-it-yourself meal ([Hello Fresh](#)).
3. **Have fun** creating camaraderie!

10 STIMULATING VARIATIONS TO TAKING AN ONLINE POLL

Polling the audience is a great way to engage the audience at the onset of your panel, during the discussion and even at the end. But if you keep using the same method, this technique can get rather stale and boring.

Mix it up with these ten variations to taking an online poll:

1. Use the polling app within the digital platform
2. Use a [polling app](#) external to the digital platform
3. Share your answers in the chatbox
4. Raise your “hand” within the digital platform
5. Show the answer using a colored object (the color signifies the answer)
6. Do a “roll call” to solicit each persons’ answer
7. Raise both hands with your camera on
8. Place a card or other solid object in front of the camera to disagree
9. Turn your camera off for five seconds to disagree
10. Annotate your choice on the shared screen

What are your favorite ways to take a poll during a virtual panel discussion?



For more information about how to moderate a lively & informative panel discussion, Contact us at www.PowerfulPanels.com



FROM THE BOOKSHELF: WHO COMES NEXT? LEADERSHIP SUCCESSION PLANNING MADE EASY

Coming from the military, succession planning was a mindset. Because we transferred every 2-4 years, you always had the “Mack Truck” mindset – that any day, you might get transferred (or mowed over by a Mack Truck) and someone else would come in after you. As a result, you created and **upgraded systems** and processes to make it easier for your successor.

Not so much in the corporate world. Surprisingly very little thought is given to succession planning. It “involves much more than simply jotting down a list of potential candidates to replace the person at the top of the org. chart.”

This became quite evident when I was serving on a national board and we asked the CEO to develop a succession plan for himself and his direct reports. A month later, he came back with a list of names, but not a plan.

I wish I had Mary C. Kelly and Meridith E. Powell’s book, “[*Who Comes Next?: Leadership Succession Planning Made Easy*](#).” Chock full of templates and worksheets, Kelly and Powell define succession planning and describe the process to use. It’s “an ongoing process rather than a one-time task...involving finding the right people, hiring them and training them, rewarding them, keeping them, and preparing them for pivotal leadership roles.”

What I really like about this book is that it describes all the facets needed for a robust succession plan. While many of my clients identify succession planning somewhere in their strategy, few know what they need to do! So from now on, I am going to give them this book. By using the comprehensive action plan, they can determine their initial readiness state (or baseline), identify the gaps, and create a plan to close those gaps. Voila! Leadership Succession Planning Made Easy!