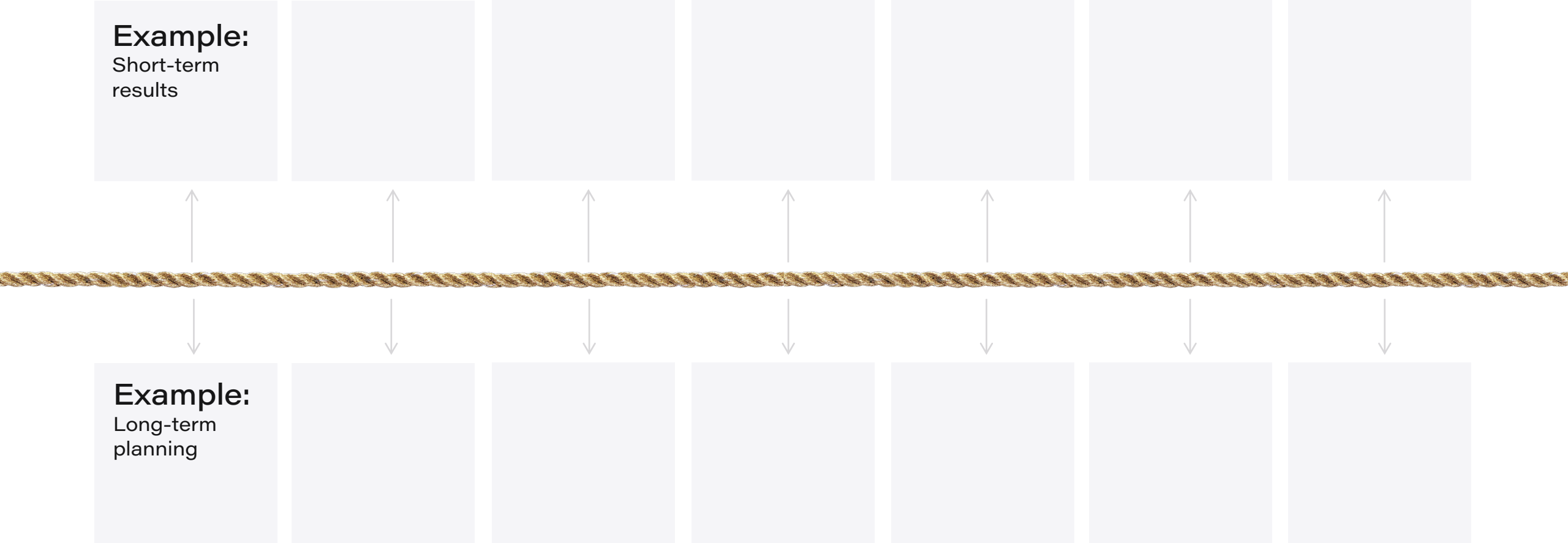


# Team Tightrope



# Instructions

## PURPOSE:

Identify and balance tensions faced by the team.

## DELIVER:

Virtual, hybrid or face-to-face.

## TIME NEEDED:

40 minutes.

## STEP-BY-STEP:

1. Introduce how the team will face tensions everyday. These tensions are inevitable and we need to learn how to balance them. Share examples such as:
  - Short-term deliverables vs. long-term planning.
  - Benefitting our people vs. benefitting our business.
  - Following processes vs. being efficient.
2. Explain how we can think of ourselves as walking on a tightrope, with tensions either side of us. If we consistently lean towards one side of the tension, we risk falling off.
3. Show the Team Tightrope and ask people to share the team's biggest tensions. Write these in the boxes above and below the tightrope.
4. Hold a team conversation using questions such as:
  - "Which of these tensions do we struggle most with?"
  - "What can we do to better balance this tension?"
5. Note and summarise actions. Share them after the meeting and check in on progress after a month.