

Teams that think together learn more and perform better.

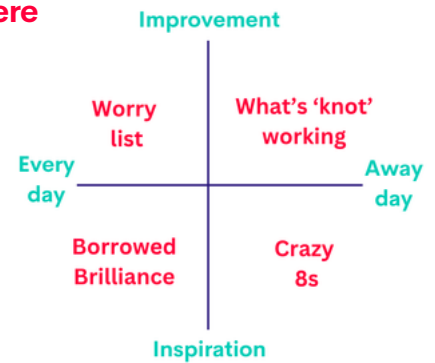
When teams create time, use tools and develop techniques for thinking together, they increase connection, creativity and collective curiosity.

The skill is the match 'what' your team needs to think about with 'where' the thinking will happen.

What to think about and where

To start, identify:

- 👉 **What** your team needs to think about right now (ideas for improvement or creative inspiration).
- 👉 **Where** the thinking will happen (in an everyday meeting or at an away day).



Ideas for action



1. Worry list (everyday + improvement)

A quick exercise which can help clear mental clutter, create clarity and often shifts worry to action:

- 👉 Spend 2 minutes writing down your worries.
- 👉 Share with a partner who listens without interrupting.
- 👉 They ask: "What would help now?" "What support do you need?"

2. What's 'Knot' Working (away day + improvement)

Tackle the tricky 'knotty moments' holding the team back. It uncovers hidden blockers, builds shared ownership, and sparks action:

- 👉 Gather 'knotty' issues in advance.
- 👉 In the session, cluster into themes & prioritise by impact.
- 👉 Explore what to do differently in small groups.

3. Borrowed Brilliance (everyday + inspiration)

It brings fresh ideas, encourages curiosity, and creates space for creative thinking:

- 👉 Ask the team to bring and share 1 thing that's sparked their interest (allow 5-10 minutes per person).
- 👉 Notice what ideas or connections it sparks.

4. Crazy 8s (away day + inspiration)

Quick idea generator that breaks habits, sparks new thinking, and gives everyone a voice:

- 👉 Give each person a sheet divided into 8 boxes.
- 👉 Focus on a creative challenge and generate 8 ideas in 8 minutes (could be sketches or words)
- 👉 Everyone shares their top 1-2 ideas. Look for patterns or ideas to build on.

Coach yourself questions

Who is my go-to thinking partner?



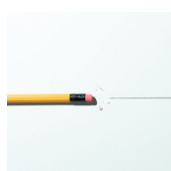
What challenges do my team need to think about?



Recommended resources



Download the CIPDs report on high performing teams. It's packed with evidence-based findings & recommendations.



How to Help Your Team Learn in the Flow of Work.
HBR article by Sarah and Helen



Sarah and Helen share 15 different ideas for team ice-breakers for your meetings in episode **#337** of the podcast.