



Cultural Boost

Things you can do with
your team that don't
need more than 15
minutes

Cultural Boost

If every team in Airbus focuses on the same cultural dimensions then the whole company should get a boost towards our cultural ambition. The idea of this pack is to give teams a set of short activities that can be done in team meetings, awaydays or in the coffee break. Most activities take between 10 and 15 minutes, can be done without a facilitator and done without preparation ... except to choose the activity.

Each activity starts with a BIG QUESTION, followed by a single activity and ends with one learning point to take away.

Don't worry if some activities are 'thought starters' rather than finalising action points. If the activities get you thinking and talking then that's good too.

Airbus Ambition

(To evolve & materialize our Airbus culture ambition)

Cultural Ambition ...
to be replaced by new visual

Re-engage employees through value-based leadership

- Provide meaning to daily work and connect employees with the Airbus Purpose
- Re-energise and rebuild trust in a post-pandemic future
- Develop Emotional Intelligence (EQ) in leaders to inspire others
- Instill trust-based leadership
- Embrace inclusiveness; Encourage Empowerment; Live Our Values

Build organisational resilience through a learning culture

- Invest in people development to address the major shifts and gaps of competencies.
- Reward team successes and encourage a 'fail fast' culture (learning from failures)
- Foster peer-to-peer development
- Boost the sharing of knowledge and leverage the collective intelligence

Boost intrapreneurship to shape the Future

- Simplify decision making and drive accountability
- Foster a pioneering spirit, enabling creative and disruptive thinking
- Enhance and leverage digital collaboration
- Embed effective hybrid working models
- Encourage employees to be actors of change

Activity 1

BIG QUESTION: how does this team contribute to Airbus' purpose?

ACTIVITY: take one activity that you do regularly as a team. Choose that now. Now give this activity a score out of 10 for sustainability. 1 means it is super low on sustainability and 10 means it is at max for sustainability. Do this individually and share scores. Ask people to explain their scores.

Decide on one single action or idea that the team could put in place to boost the sustainability score up the scale.

TAKE AWAY: Agree on one action and in the process explore what sustainability means for you

15 mins max

Activity 2

BIG QUESTION: how does this team generate trust?

ACTIVITY: Ask the team to think of one recent example when trust has been at a high level. If one person has an example that's enough. Ask them to explain the example in detail: what was the situation? Who was involved? What did they do and say?

Ask the team what would need to happen for these sort of examples to happen more often. Write down the idea so you don't forget it!

TAKE AWAY: Agree on one or two behaviours that can generate trustful moments

15 mins max

Activity 3

BIG QUESTION: how well does this team know each other so you can best support each other?

ACTIVITY: Ask each member of the team to talk to a partner and answer the following questions together:

What is the moment at work when you were most motivated in the past few weeks? What created that motivation?

After 5 mins of chat, STOP!

TAKE AWAY: An understanding of what sort of situations may best motivate others in the team. Next time you can use the same questions but with new partners.

6 mins max

Activity 4

BIG QUESTION: how does this team make decisions?

ACTIVITY: Ask the team who is the decider in the team. You should get one or more names. Ask for an example of when that person or people have made a decision recently. For that decision ask those people who were not involved whether they had a point of view on that topic.

Ask this question:

Do we rely on some people too much for making decisions, or is the balance right?

After 5 mins of chat, STOP!

TAKE AWAY: A first awareness of how people in the team may be included in the decision making process.

6 mins max

Activity 5

BIG QUESTION: how does this team recognise achievements?

ACTIVITY: Ask the team to raise a hand and after a count of 1, 2, 3 to point to the person in the team who deserves a THANK YOU! This week.

(If you prefer not to point, just call out the name of the person)

For everyone who gets a vote in the pointing ask people to Thank them for whatever they have achieved or tried.

TAKE AWAY: A few positive boosts

8 mins max

Activity 6

BIG QUESTION: how does this team have effective meetings?

ACTIVITY: Next time you have a meeting use these hand gestures instead of words to make the meeting flow

AGREE



Shows agreement without taking time to talk. Allows the speaker to move on as no need to spend time convincing others.

WRAP IT UP



Show someone that they are 'rambling' and the meeting needs to move on.

BLOCK



Shows immediate and strong opposition to an idea or proposal. Gets the blocking points onto the table fast.

TAKE AWAY: A more fluid and inclusive type of meeting

Try for one meeting and see if you want to keep it

Activity 7

BIG QUESTION: how does this team create an inclusive meeting environment?

ACTIVITY: Many people Airbus now start meetings with a 'check in' - a moment for each person to say in what sort of state they have arrived in the meeting.

Try to make your 'check ins' varied and different each time to avoid 'check in' fatigue. How about asking each team member what sort of drink they feel they are today.

Red Bull - energetic, full of power

Tea - warm and comfortable

Iced water - a bit cold and plain

Empty glass - need an energy refill

Make up your own check ins!

TAKE AWAY: An inclusive start to a meeting

5 mins max

Activity 8

BIG QUESTION: how does this team constantly seek improvements?

ACTIVITY: Ask everyone in the team meeting to rate the quality of collaboration in the team in the past week (or since the previous meeting). Use a simple rating like RED, AMBER, GREEN written on post its or cards.

Ask people to look around at the ratings of others. Ask for one volunteer to propose one thing that the team (or some of the team) could collaborate on in the coming days.

TAKE AWAY: One collaborative action to be reviewed next time

5 mins max

Activity 9

BIG QUESTION: how does this team celebrate?

ACTIVITY: Start every team meeting with a win by getting people to share recent achievements. Beginning a meeting by announcing some recent accomplishment or giving recognition for a good performance, sets the tone for the rest of the meeting. When a meeting kicks off with a forward-thinking, positive narrative, people will immediately feel more positive about the meeting itself and more motivated to participate.

The win itself can be big or small.

TAKE AWAY: A positive mood

5 mins max

Activity 10

BIG QUESTION: how does this team contribute to Airbus' purpose?

ACTIVITY: take one activity that you do regularly as a team. Choose that now. Now give this activity a score out of 10 for safety. 1 means it is super low on safety and 10 means it is at max for safety. Do this individually and share scores. Ask people to explain their scores.

Decide on one single action or idea that the team could put in place to boost the safety score up the scale.

TAKE AWAY: Agree on one action and in the process explore what safety means for you

15 mins max

Activity 11

BIG QUESTION: how does this team connect with the Airbus purpose??

ACTIVITY: Step 1: can you remember the Airbus purpose statement?
Ask the team to say out loud the Airbus purpose statement

As a team can you remember it?

Write it on a board for clarity. Here goes: **We PIONEER SUSTAINABLE aerospace for a SAFE and UNITED world**

TAKE AWAY: An inclusive start to a meeting

5 mins max