PIXEL LEADERSHIP GROUP

MANAGER'S CHEAT SHEET

Team Connect to Purpose Meetings

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LEADERSHIP GROUP

Pixel Leadership Group, LLC is a leadership and organization development consulting firm composed of psychologists, business leaders, and social scientists who enjoy applying their collective expertise to help maximize leaders' potential, create inspired and innovative teams, and build people-centric organizational cultures. We use our deep understanding of behavioral and assessment science to develop customized solutions to help our clients achieve their unique goals.

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OVERVIEW

The Team Connect to Purpose Meetings are a tool for managers to foster connection, purpose, and recognition. They are structured yet flexible monthly gatherings designed to help teams connect to their purpose, celebrate their accomplishments, and build a sense of community. These meetings provide a dedicated space to reflect on the meaningful impact the team has had on the business and customers, while offering an opportunity to express gratitude, recognition, and appreciation for one another's contributions.

Through guided discussions, teams can explore their achievements, acknowledge individual efforts, and align their work with the organization's broader mission and strategic objectives. This process not only strengthens morale but also cultivates an environment where team members feel valued, engaged, and motivated to continue driving meaningful results.

By regularly holding these meetings, managers can:

- Reinforce a sense of purpose and alignment with organizational goals
- Foster a culture of recognition and appreciation
- Encourage open reflection and feedback
- Build stronger team cohesion and trust
- Ensure a clear focus on impact and strategic priorities

How it works:

- **Frequency:** Monthly (60-minute minimum; 30-minute minimum if needed)
- **Key Focus Areas:** Impact, recognition, purpose, gratitude, and alignment with strategic objectives
- **Preparation:** Team members come prepared to discuss specific questions related to their achievements, recognition, and reflections on how their work contributes to the organization's success

The Team Connect to Purpose Meetings are a powerful tool to foster a culture of appreciation, purpose, and continuous growth within your team.

TEAM CONNECT TO PURPOSE MEETINGS

TIME	60-Minutes (if possible) // 30-Minute Minimum
PURPOSE	• To focus on impact, meaning, and priorities. • To provide recognition and express appreciation. • To create a sense of connection, community, and belonging.
MANAGER PREP	*Reflect on and prepare to discuss the following:* • What did your team accomplish this month that you are proud of? • What have the individuals on the team done this month that you appreciate? • In what ways did your team impact the organization and achieving its mission? • How is the team's work contributing to senior leaders' or the organization's strategic objectives? • What's going on in the broader organization that is meaningful that your team would benefit from knowing about? • If you've received kudos for the team's work from others, tell them about it.
TEAM PREP	*Send out agenda in advance, let them know that you expect to hear from everyone, and tell them to come prepared with answers to these questions:* • Whose life did you make a little easier this month because of your work? • Whose work made your life a little easier this past month? Why? • What accomplishment are you most proud of from the past 4 weeks? • Who on the team would you like to express gratitude or recognition for? • Is there something that you spent your time on this month that is not impactful / meaningful that we should consider saying no to? • What would make your daily life easier / more fulfilling if you did more of it? If you did less of it?
DURING THE MEETING	• Start by sharing what you are proud of and grateful for • Have each team member share their reflections on the past month • Encourage them to express appreciation / gratitude towards each other • Then focus on what would have made life better / ways the team can make the next month more meaningful
CONSIDERATIONS	• Pick a time that everyone can be there – be thoughtful about time zones. If your team is dispersed across many time zones requiring one or more team members to join outside of work hours, rotate the meeting time so that everyone takes a turn joining after hours. • If you have some very talkative and some quiet team members, consider setting a timer for each person to share. • Give it some time! If this is a new process, it will take your team some time to get comfortable with this. Role model. Don't let them off the hook push them to share something. Stick with it and express appreciation when they contribute. This process is so powerful once it becomes a part of your team's regular process.

BONUS

- Add in a brief team connection exercise to strengthen team bonds (ideas included in the section below). Giving your team opportunities to get to know each other and have fun together increases team trust and community.

EXAMPLE AGENDA (60-MINUTES)	EXAMPLE AGENDA (30-MINUTES)
• 5 Minutes – Team Connection Activity • 10 Minutes – Manager • 25 Minutes – Team Members • 15 Minutes – Increasing Impact • 5 Minutes – Review Actions + Wrap-up	• 5 Minutes – Team Connection Activity • 5 Minutes – Manager • 15 Minutes – Team Members • 5 Minutes – Increasing Impact

Want to be a better manager? Want a high-performing team? Want thriving employees?
We can help!

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