Tools of Accountability for Worker Co-operators Collective Wellbeing

Aka (work on transparency and collective responsibility to nurture trust and wellbeing)
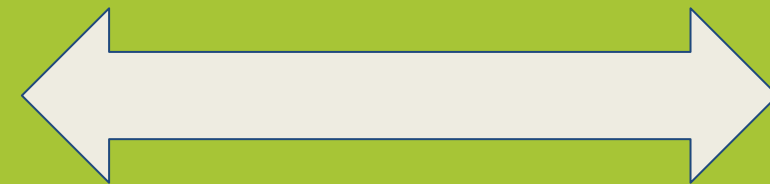
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Agenda

- Agenda
- Self-care to Collective Wellbeing/ Self-Management to Collective and Participatory Management
- From collective leadership to collective responsibility
- Nurturing trust
- Rest
- Tools and Systems

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Ice-breaker

If you had the opportunity to change your life for someone else's for 24 hours. Who would you choose and why?
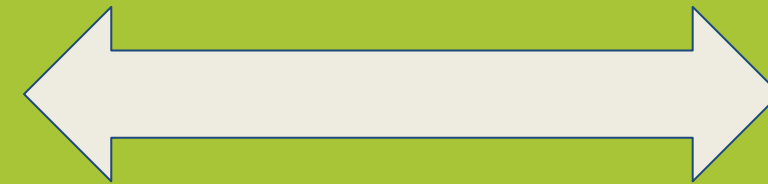
Self-care is a Revolutionary Act!

Self-care and management to cultivate collective responsibility & wellbeing

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From collective leadership to collective responsibility

- **What is collective leadership?**

- **What is collective responsibility?**

To start this process…

- Define roles
- Define expectations
- Define dates and clear deliverables

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Nurturing Trust

- **Build trust**

- **Define community agreements, values**

- **Practicing collective responsibility (to repair and rebuild broken trust)**

- **Effective Communication & Active Listening**

- **Practice giving and receiving feedback**

- **Practice skills that nurture the quality of relationships**

- **Practice vulnerability**

- **Practice giving a good apology and offering a change**
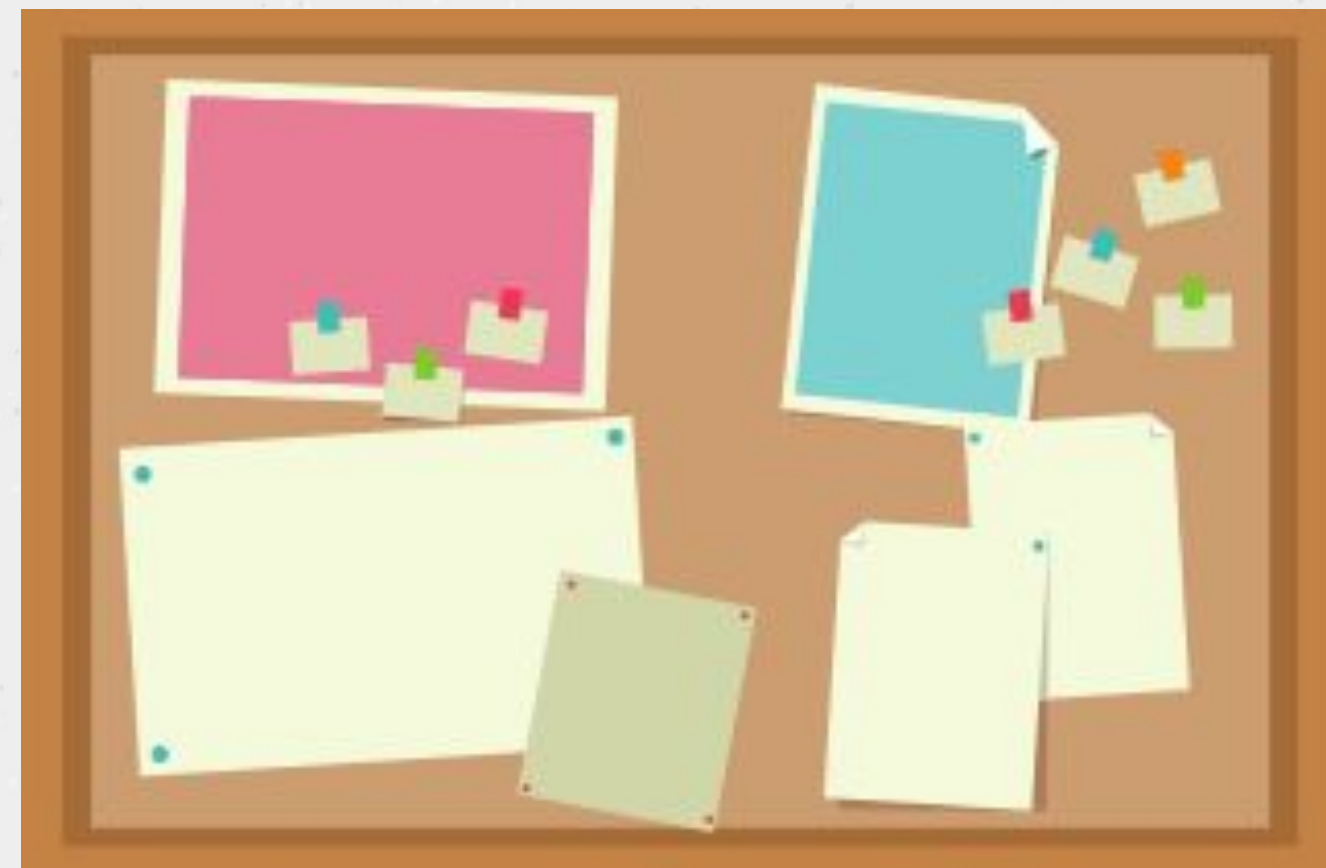
- **Generative conflict**

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Tools and Systems to Practice Collective Responsibility for the Collective Wellbeing

Task Management

How will I keep track of tasks?

- **Name the project**

- **Define tasks and subtasks**

- **Block necessary times**

- **Define deliverables**

- **Define roles**

- **Define delivery date**

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Task Management

How can tracking tasks help me?

- **Understand why the task was not completed**

- **Measure your progress**

- **Adjust expectations**

- **Realistic dates**

- **Celebrate achievements**

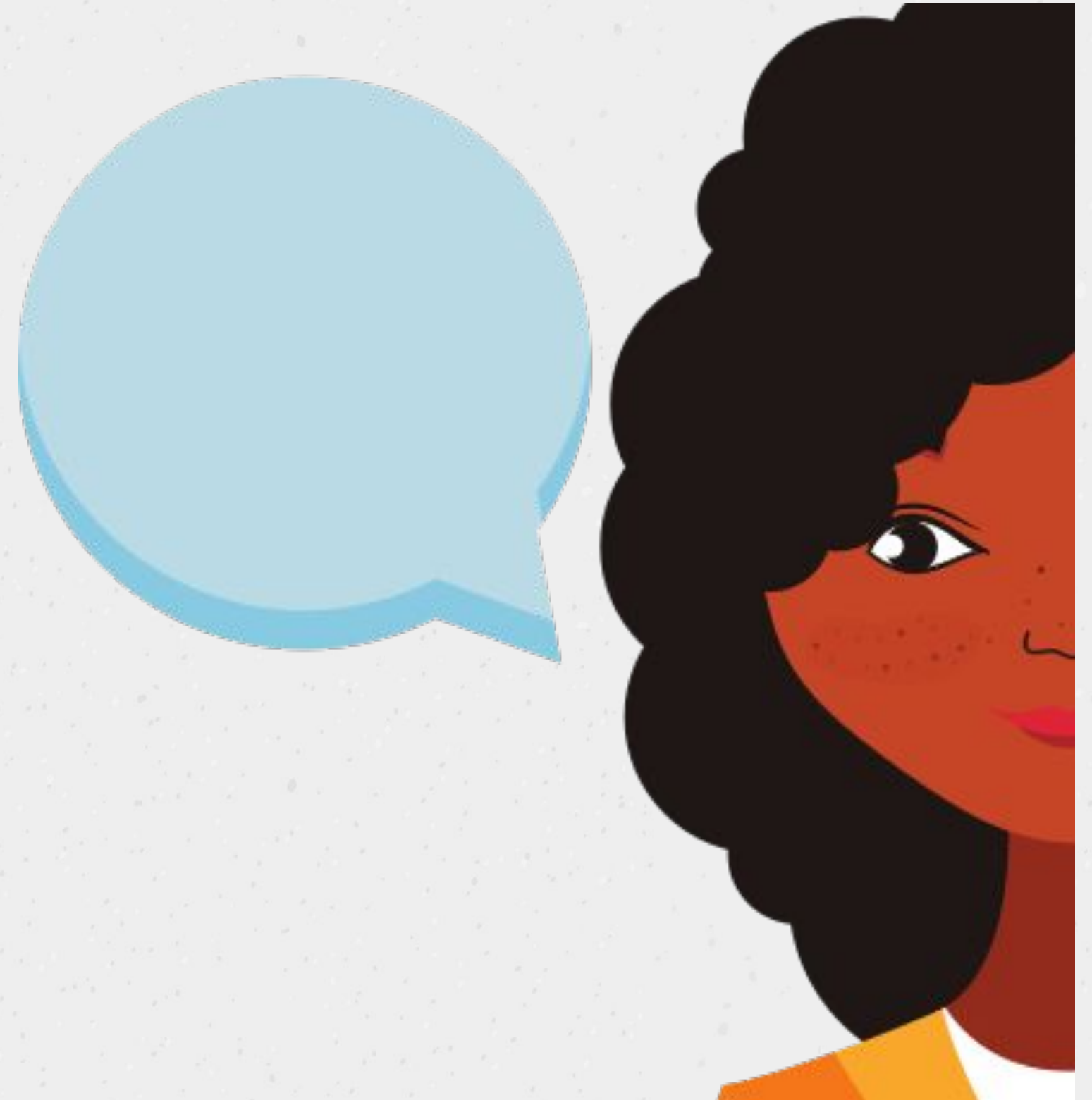# Work Plans

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Work Plan

How do I plan for the short and long term?

- **Is there intentional time to create goals in the year?**

- **How are long-term goals distributed?**

- **Do different areas and programs have their work plans?**

- **Do I have my own work plan that allows me to measure my progress?**

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Check-ins

Check-ins

Is there intentional time to communicate how we are doing?

- **It helps us communicate to know how our work is going, what is working and what needs to change**
- **It allows us to communicate how we are on a personal level**
- **Allows you to create a container for complex situations**
- **Practice to prevent conflict**

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Peer Coaching

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Peer Coaching

How can we collectively support each other to fulfill our tasks?

- **Coordinate work couples for mutual support**

- **Analyze priorities**

- **Communicate our needs**

- **We are part of a gear**

- **Establish periodic check-ins with your work partner to readjust goals and needs, evaluate times and involve the work team, if necessary, to support goal achievement**

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360 Appraisal

360 Appraisal
One for all and all for one!

- **Everyone participates: multiple sources, people with different responsibilities, including self-assessment**

- **More objective: the different competencies are evaluated in different ways.**

- **Encourage teamwork**

- **The roles of each key team member in the process are identified.**

- **It allows to evaluate what the position needs and what are the strengths and areas of growth of the person**

- **Collective Feedback Process: Promotes horizontal communication and involves everyone**

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# Consequences and Termination

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Consequences and Termination

Why is it important to have a Consequences and Termination process?

When you establish a consequence process, you will be able to establish collectively:

- **What limits are important**
- **How bad habits and/or lack of responsibility affect the rest of the team and the proper functioning of the business**
- **When the bond of trust is broken:**
  - **is it repairable?**
  - **It is not repairable?**
- **What aspects put the business at legal risk and destabilize the whole team**
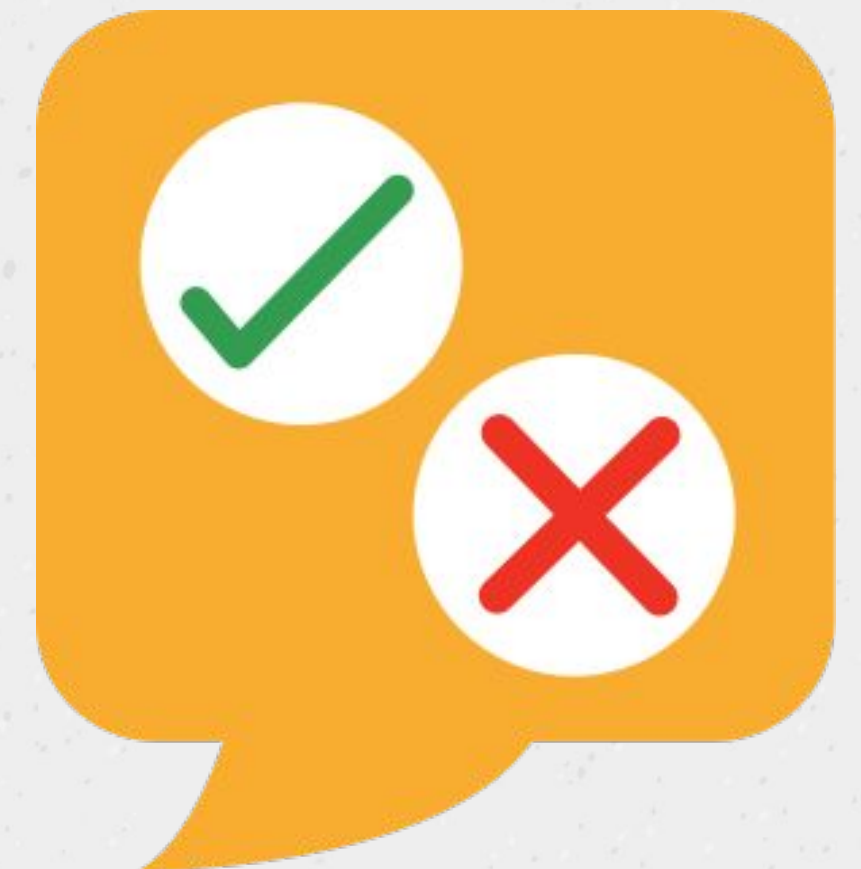
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Gracias!

Sources:
- [GEO](#)
- [Co-operantics](#)