

## Interview guide

“Enhancing our Connectivity”

**resources**  
**Appreciative**  
**Interview**  
**diversity**  
**connectivity**  
**Enhancing global**

## Enhancing

Enhancing implies building on something already there, in order to make it even better. We have established good connectivity already, due to longstanding international team collaboration. However, we are in a period of great change in regards to sites, working models, and cultures (both corporate and country). There is now a need to go further in our connectivity, a key element in our strategy for success.

## Connectivity

1. The quality or condition of being connected or connective. Connectivity - the property of being connected or the degree to which something has connections.
2. The ability to make and maintain a connection between two or more points in a telecommunications system: a phone company that offers excellent Internet connectivity.

## Today as a team we need to :

- radically adapt our resourcing model, due to changes in staff and industry trends, with a pressing need in parallel to ensure business continuity and group successes,
- be visible, show expertise in internal and external contexts,
- lead and/or influence innovative approaches to document management ,
- strategically adapt the skillsets, mindsets, and roles in the group to the above.

We are going to inquire into this theme through paired interviews, in order to explore the **resources** and **best practices** existing in the team and to lay down the **foundations** for discussion and decisions.

## Instructions

**Choose a partner.** Look for someone you would like to get to know better.

**Interview each other.** You have 60 minutes (2x30) to interview each other, using Q 1 to 4 for 25 minutes and sharing your reactions for 5 minutes. No more no less. Manage your time so that each of you can answer fully. It's best to cover all questions with one partner, then switch roles. It is not a conversation, it is an inquiry about a great moment in life, a high point experience on the topic you want to develop. Please make yourselves comfortable anywhere in this area to do your interviews.

**Take notes in the spaces provided.** You are responsible for your partner's answers. Take careful notes, using the back of the page if necessary.

Ask clarifying questions if you want more information from them to bring back. Help them supply more detail, if necessary, with these kinds of questions:

- Why was that important to you?
- How did that affect you?
- How did that come about?

**Help the person focus on what is giving energy and pride.** What worked well in this experience, what are the resources, the skills, the talents ...

**Keep track of any themes that emerge.** Pay attention to what affects you about your partner's reflections and be prepared to share that with your partner and with the group.

Look at your notes and see if there is a story there. Did you capture what you wanted to from the conversation?

## Questions

### 1. Discovering resources

Creating and maintaining connections between people can be challenging. Sustained connectivity through distance and/or cultural differences can be even more of a challenge and mystery. Reflect on those times where you developed connectivity with people from a different culture living in a different place. Choose one of these experiences, one that stands out for you as a high point in connecting with others through distance and culture. Describe the experience.

- a) What was the context ? Who was involved ?
- b) What did you contribute?
- c) What kept you involved and focused?
- d) What was the result ?
- e) What were you proud of ?

### 2. Identifying skills and talents

- a) What skill or talent did you demonstrate in this experience ?
- b) What do you value most about your ability to create and maintain connectivity through distance and cultural difference ?

### 3. Expanding on best practices

- a) What practices or ways of connecting one to another stand out as essential? Be specific.
- b) What themes are emerging from this story ?

4. Wishes for the future

- a) What three wishes do you have for making your connecting with others more fruitful, at the individual or the team level ?

**Your reactions :**

**Take a few minutes to write down your reactions to this story and to share these reactions with your partner. This is not meant to be a summary but rather a feedback about what you found interesting, striking, amazing, beautiful in the story you've heard. What did you learn in this story ?**

**When we reconvene you will report out your partner's story, skills, themes and wishes (Q 1 to 4).**