

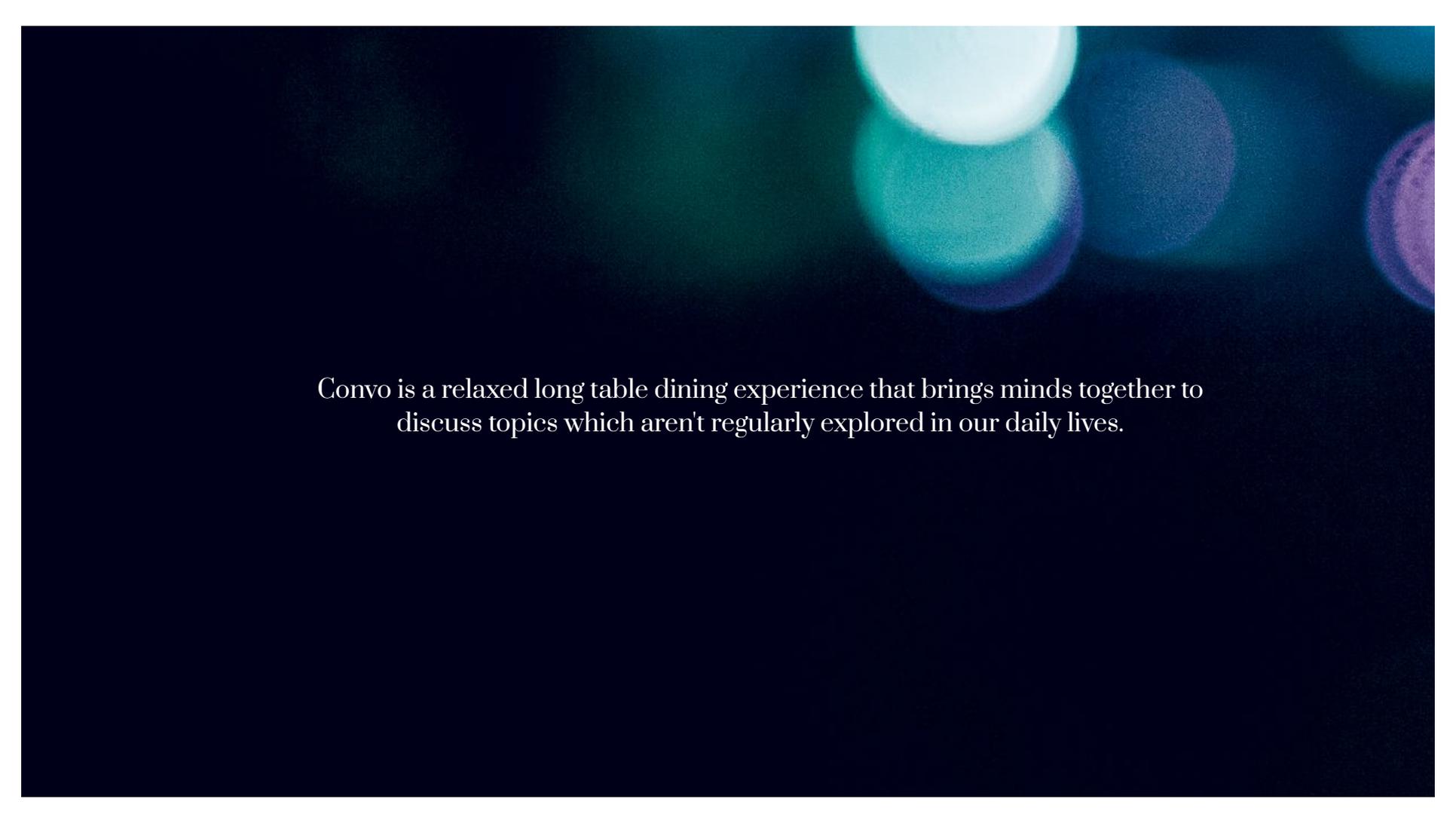
The background of the image features a dark, deep blue gradient. In the upper right quadrant, there are several out-of-focus, circular light spots in shades of light blue, teal, and purple, creating a bokeh effect.

'CONVO'

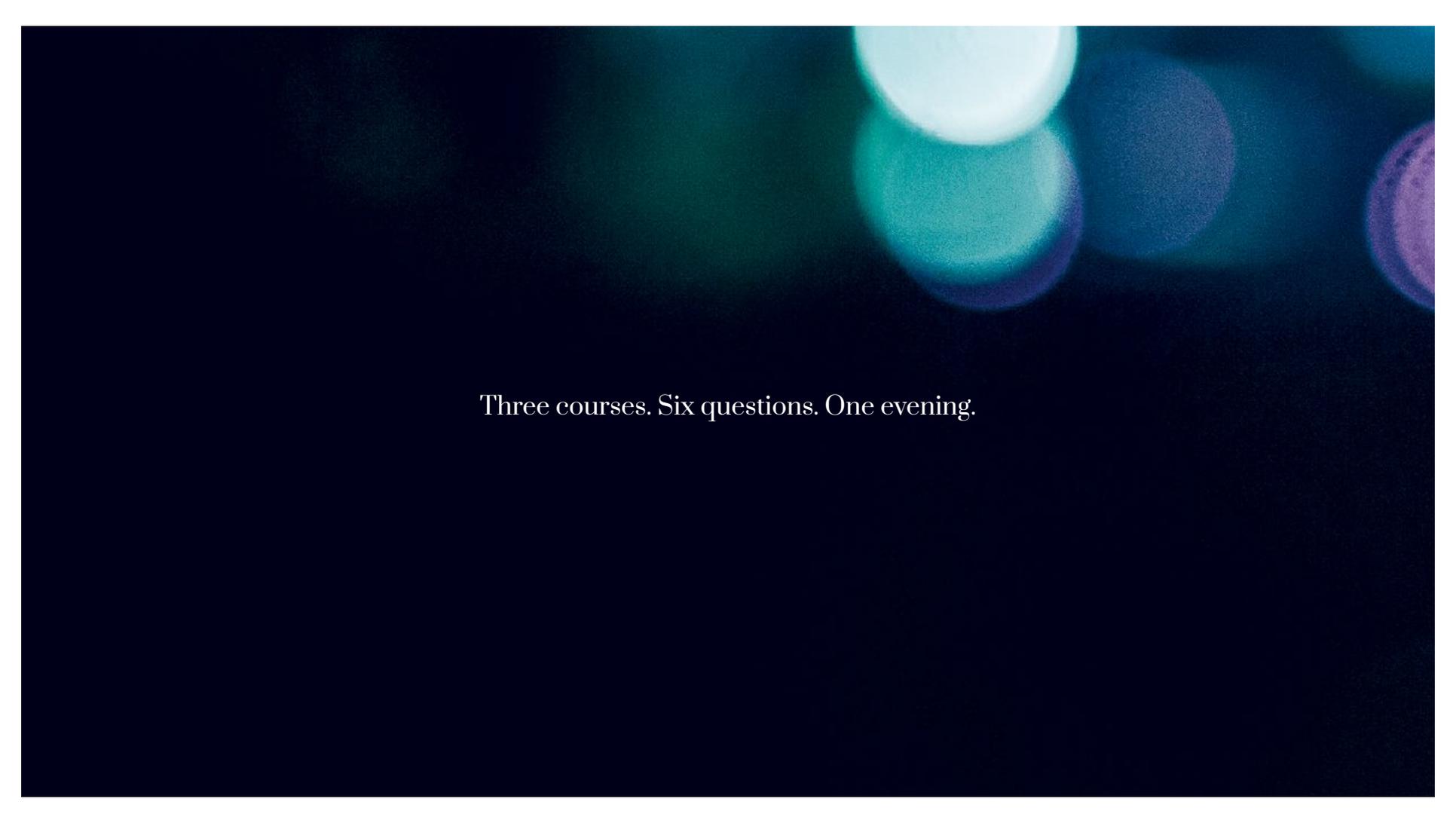
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Executive Team Building
Convo Consulting and Conversational Kits



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Convo is a relaxed long table dining experience that brings minds together to discuss topics which aren't regularly explored in our daily lives.

The background of the slide is a dark, almost black, field with several out-of-focus light sources. These lights appear as soft, glowing circles in shades of teal, light blue, and purple, creating a bokeh effect. The lights are concentrated in the upper right quadrant of the image.

Three courses. Six questions. One evening.

Convo is based on **Google's High Performing Teams** study that uncovered **psychological safety** is the leading factor for innovation, productivity, and results.

Further studies have also shown that employees who feel safe are:

76% More engaged

50% more productive

50% more likely to stay

Summary from The New York Times

What Google Learned From Its Quest To Build The Perfect Team

What Project Aristotle (Google High Performing Teams Study) has taught people within Google is that no one wants to put on a “work face” when they get to the office. No one wants to leave part of their personality and inner life at home. But to be fully present at work, to feel “psychologically safe,” **we must know that we can be free enough, sometimes, to share the things that scare us without fear of recriminations.**

We can't be focused just on efficiency. Rather, when we start the morning by collaborating with a team of engineers and then send emails to our marketing colleagues and then jump on a conference call, **we want to know that those people really hear us.**

Full article here: <https://www.nytimes.com/2016/02/28/magazine/what-google-learned-from-its-quest-to-build-the-perfect-team.html>

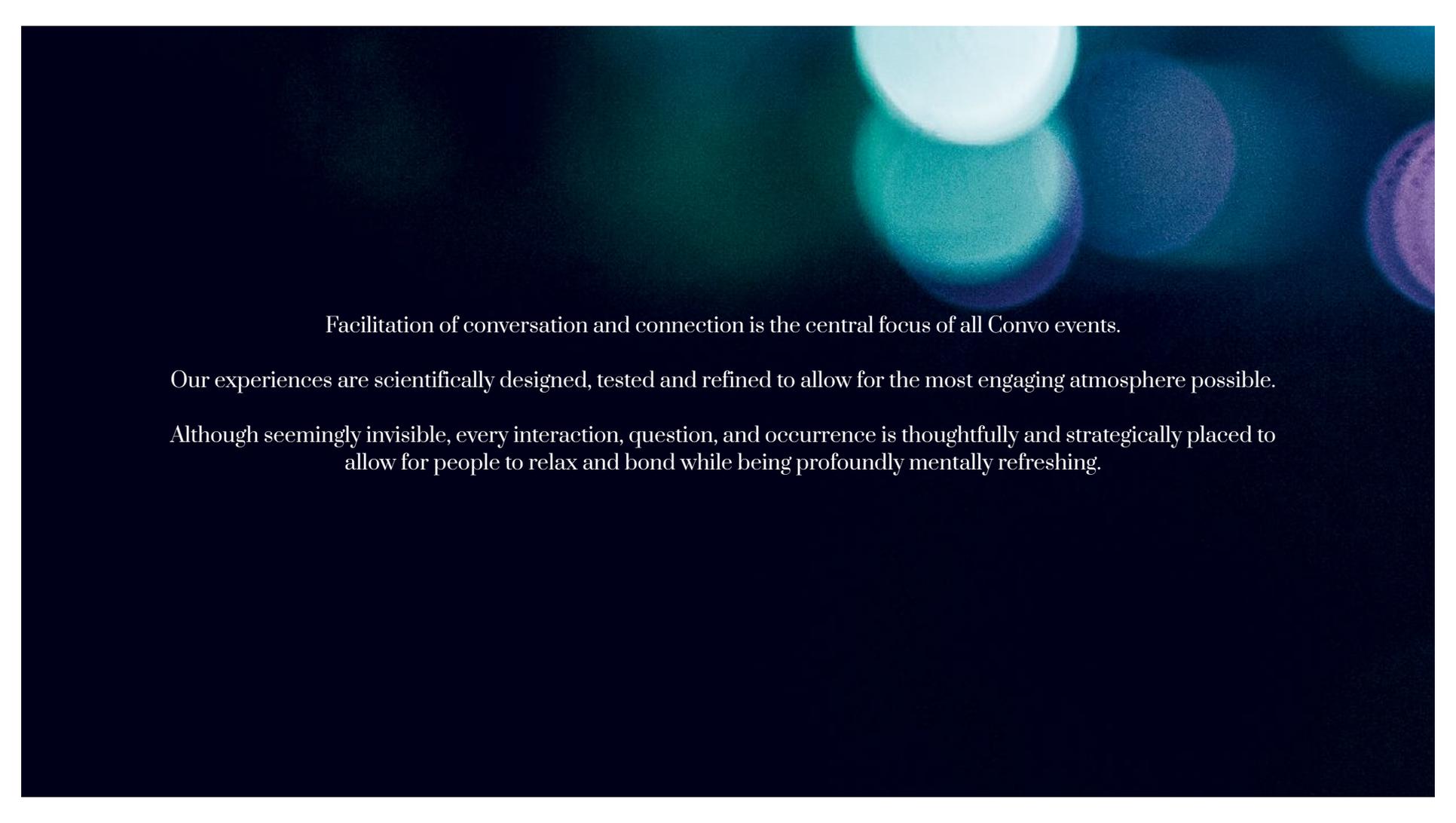
How is psychological safety created?

It's a long term process, but the first step is by **sharing anecdotes, seeing beyond the work persona, and forming secure workplace bonds**. Except most team building experiences don't put discussion, connection, and bonding at their core - Convo does.

“In a world where we 'connect' rather than talk and the word 'sharing' is now all about pictures and status updates, Convo doesn't just feel like a nice thing to do, it feels like a necessity.”

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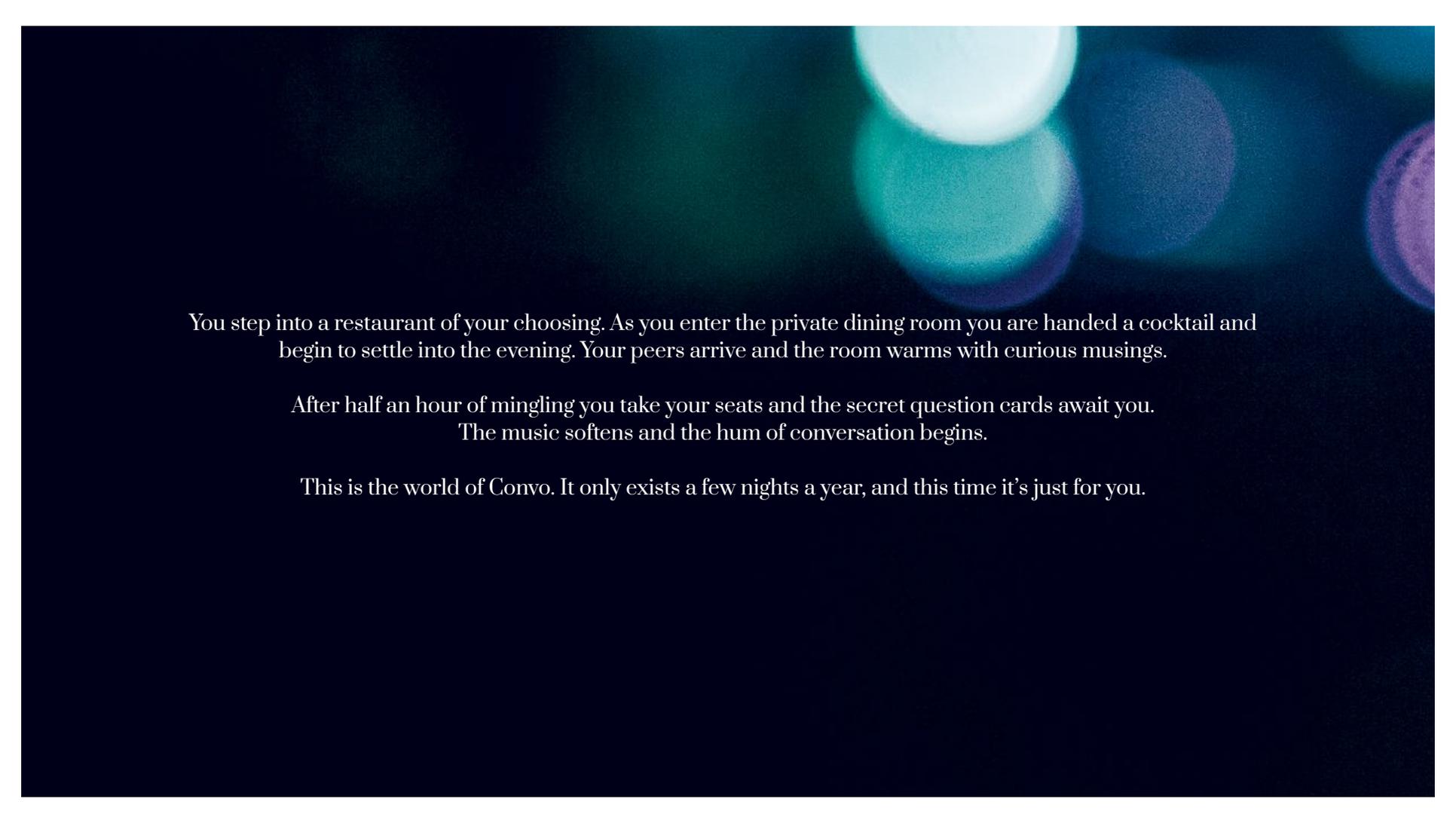
The Convo Experience

The background of the slide features a dark, almost black, field with several out-of-focus light sources. These lights appear as soft, glowing circles in shades of teal, light blue, and a hint of purple, creating a bokeh effect. The overall aesthetic is clean and modern, with a focus on light and color against a dark backdrop.

Facilitation of conversation and connection is the central focus of all Convo events.

Our experiences are scientifically designed, tested and refined to allow for the most engaging atmosphere possible.

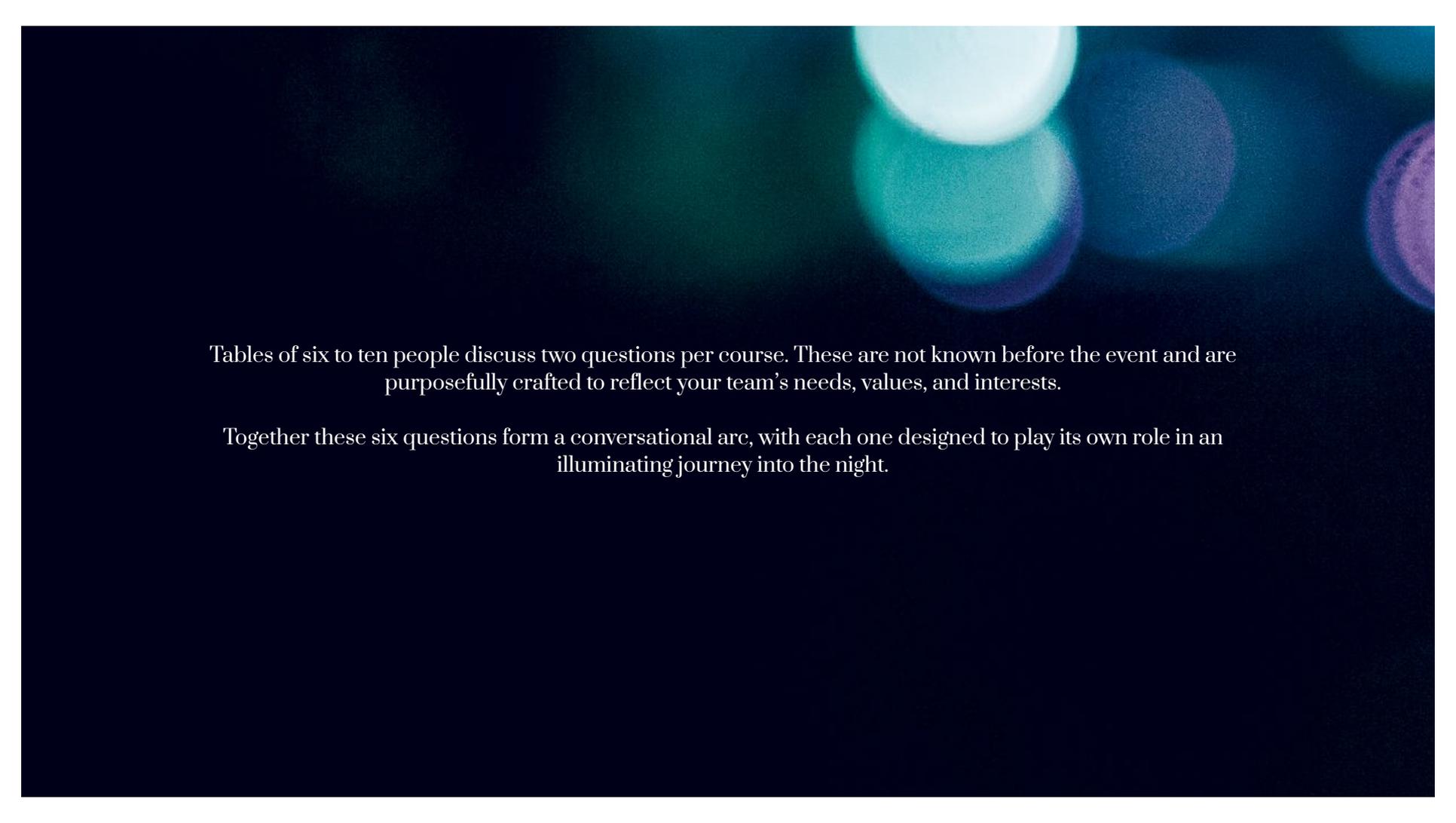
Although seemingly invisible, every interaction, question, and occurrence is thoughtfully and strategically placed to allow for people to relax and bond while being profoundly mentally refreshing.

A dark background with out-of-focus bokeh lights in shades of teal, blue, and purple, creating a soft, atmospheric glow.

You step into a restaurant of your choosing. As you enter the private dining room you are handed a cocktail and begin to settle into the evening. Your peers arrive and the room warms with curious musings.

After half an hour of mingling you take your seats and the secret question cards await you.
The music softens and the hum of conversation begins.

This is the world of Convo. It only exists a few nights a year, and this time it's just for you.

The background of the slide is a dark, almost black, field with several out-of-focus, glowing circles of light. The colors of these bokeh lights range from a bright, pale teal to a deep, dark purple, creating a soft, ethereal atmosphere. The lights are scattered across the upper right portion of the frame, with the largest and brightest one near the top center.

Tables of six to ten people discuss two questions per course. These are not known before the event and are purposefully crafted to reflect your team's needs, values, and interests.

Together these six questions form a conversational arc, with each one designed to play its own role in an illuminating journey into the night.

“Great things happen when you show up, and Convo is such an event. A lot of us might find the idea challenging. Yet it was immensely rewarding - you leave the event wondering where the time went, reeling from the excitement that only fresh perspectives can bring.”



Executive Team Building

Convo consulting and conversational kit inclusions

Our executive team building package includes:

Discovery meeting with manager to learn the team dynamics

Survey of staff attending to discover interests

Recommendations of restaurant and what to look for when booking

Team and venue briefing - how the evening is best run and what to expect

Curated and sealed question cards

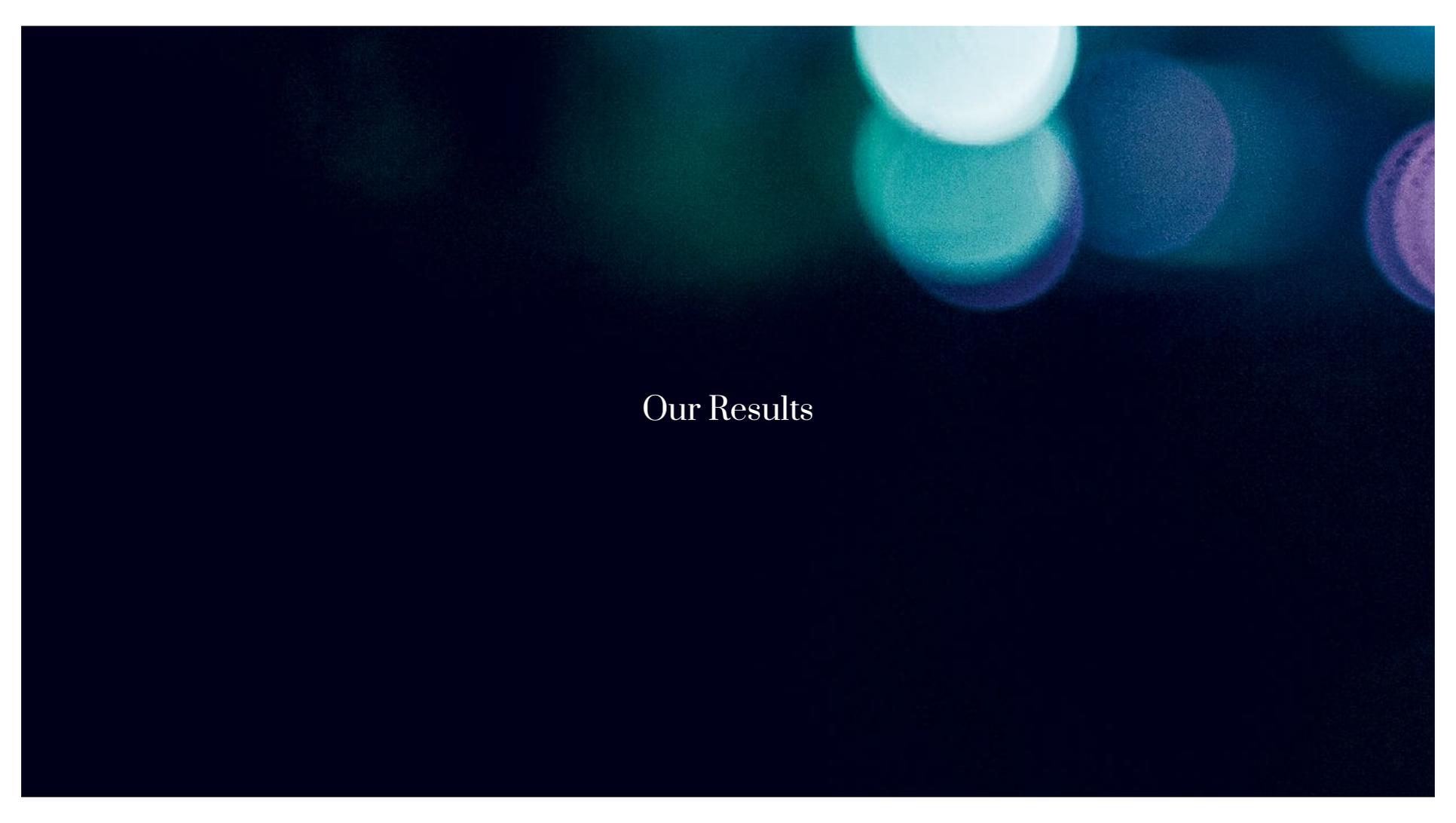
Convo goodie bag for each person

One copy of The Fearless Organisation: Creating Psychological Safety in the Workplace

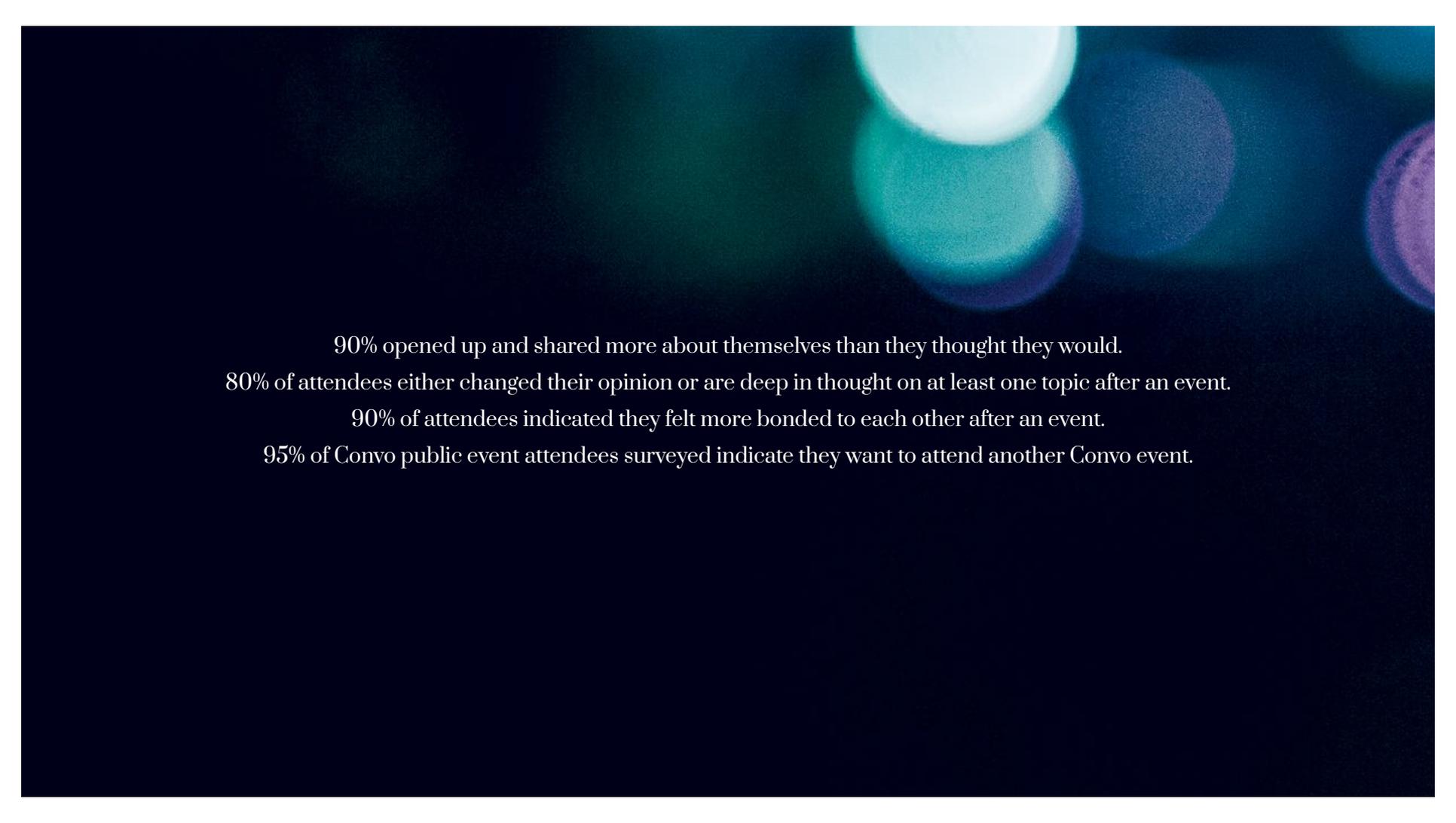
Post-event team survey and results

Event debrief via Zoom with manager

\$100 voucher for next Convo - for the same team, exp. 6 months. Recommended to do at least two Convos a year.

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Our Results



90% opened up and shared more about themselves than they thought they would.

80% of attendees either changed their opinion or are deep in thought on at least one topic after an event.

90% of attendees indicated they felt more bonded to each other after an event.

95% of Convo public event attendees surveyed indicate they want to attend another Convo event.

“Convo was an amazing experience. Being able to participate in thoughtful conversations with open-minded people who were willing to share ideas made for an extremely entertaining night.”

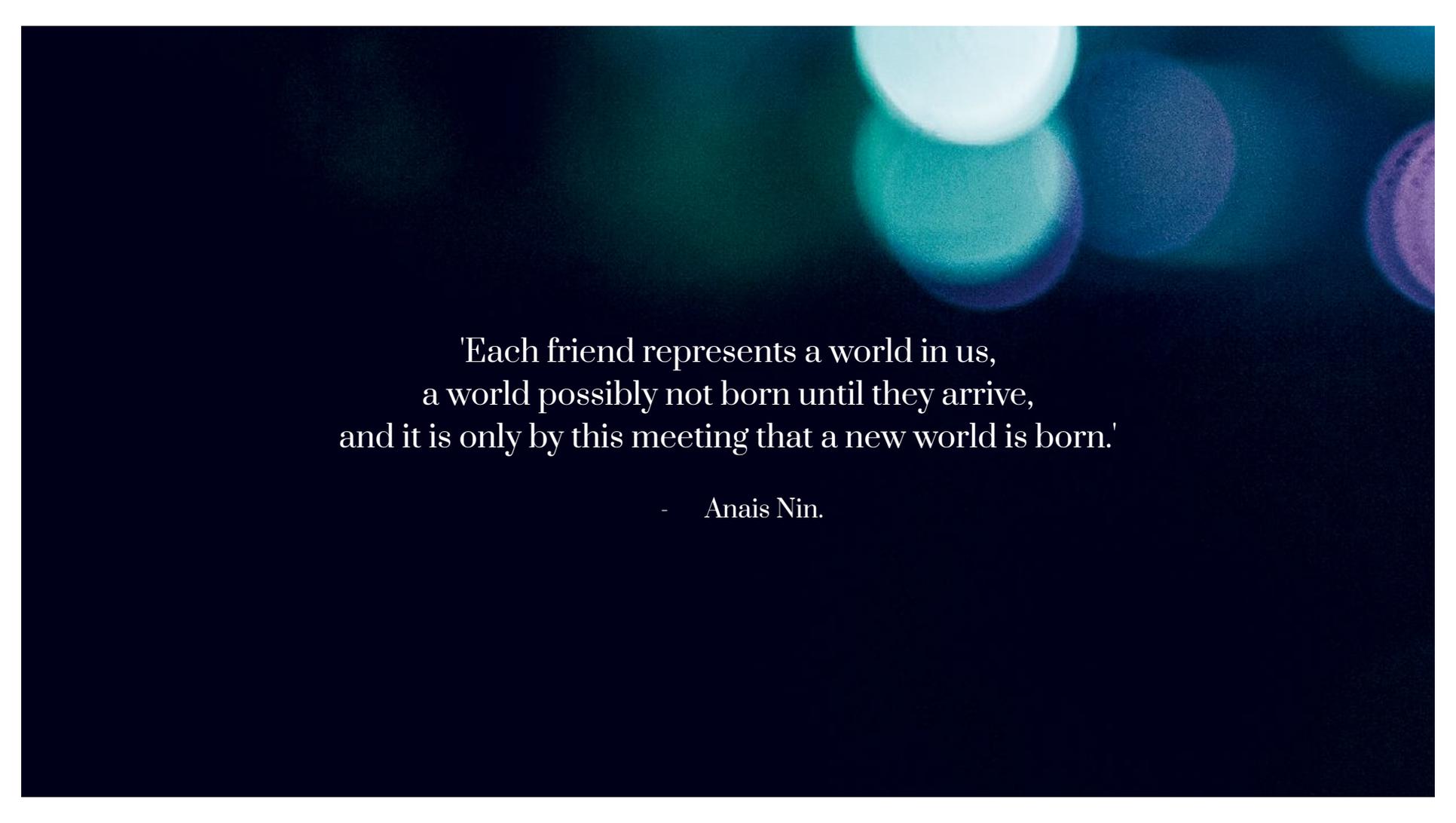


Timings

- One month before:
 - Restaurant recommendations send to manager or EA - please read before booking.
 - Book restaurant and inform Convo of dates. Note it must be an evening event - like dancing, it's best done in the dark.
 - Discovery meeting with manager.
 - Survey team.
 - Full payment received before questions and kits are delivered.
- Two to three weeks before:
 - Questions are designed and sent to the printers.
 - Fully customised kit is sent to team manager or EA (questions, goodie bags, and book).
- One week before:
 - Confirmation kit has been received.
 - Venue of your choosing briefed.
 - Team is brief on what to expect.
- The two weeks following the event:
 - Team is surveyed for outcomes and their experience of the night.
 - Report collated and delivered.
 - Debrief discussion with manager.

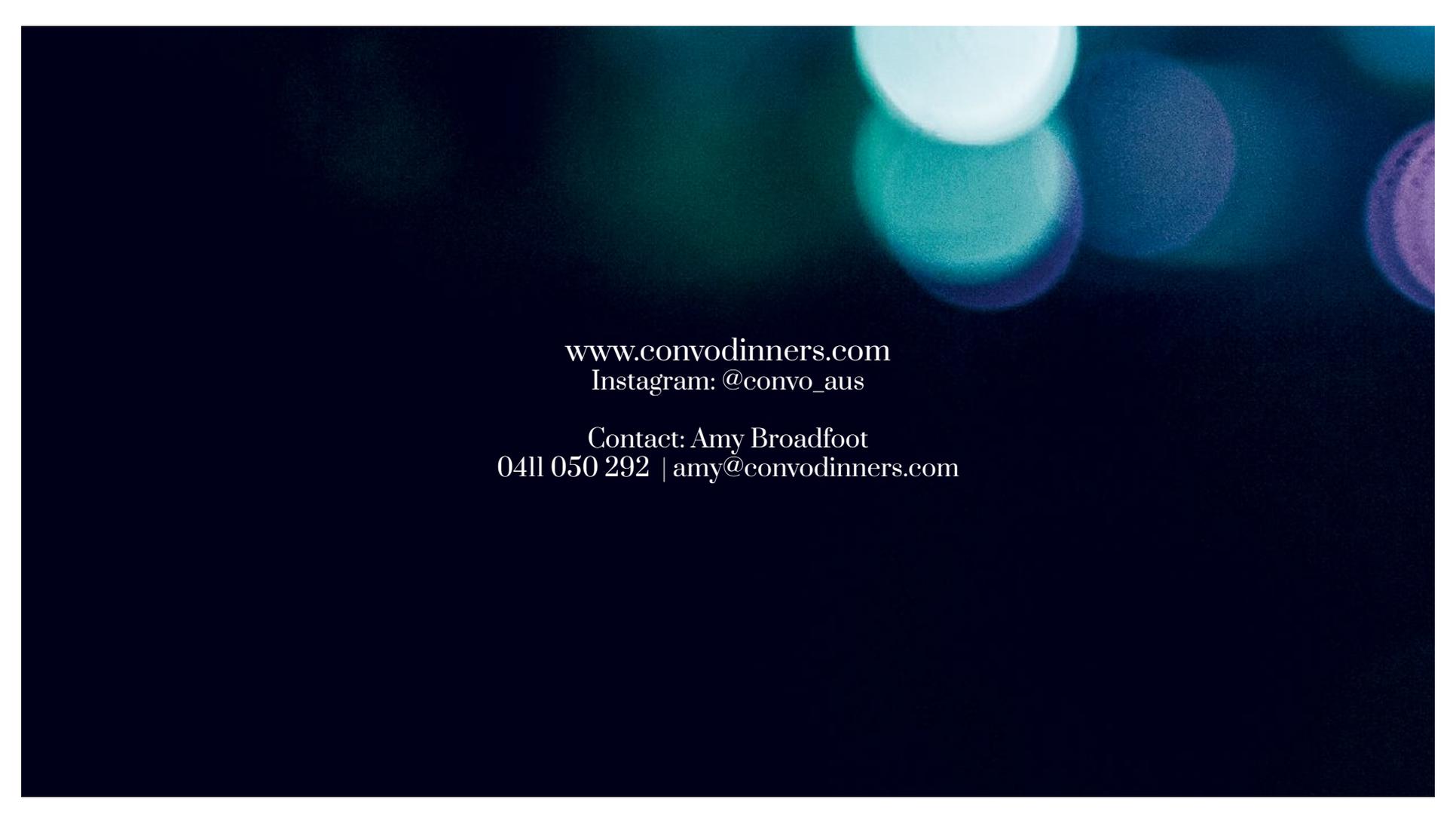
Next Steps

- Ask for and sign a quote to confirm your interest in a Convo executive team building experience. Raise PO number if required.
- Once signed we will send you a brief for the ideal venue. Please read before booking the venue as there are essential ambiance and formatting requirements in order for the night to be a success. We can work with you on selecting the right venue and date.
- Allow at least a month to six weeks from booking to hosting the evening.
- Please provide email address of all team members attending.
- We will then contact you to book in our discovery session to understand your team.



'Each friend represents a world in us,
a world possibly not born until they arrive,
and it is only by this meeting that a new world is born.'

- Anais Nin.



www.convodinner.com

Instagram: [@convo_australia](https://www.instagram.com/convo_australia)

Contact: Amy Broadfoot
0411 050 292 | amy@convodinner.com

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'CONVO'

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Appendix

Further reading on psychological safety

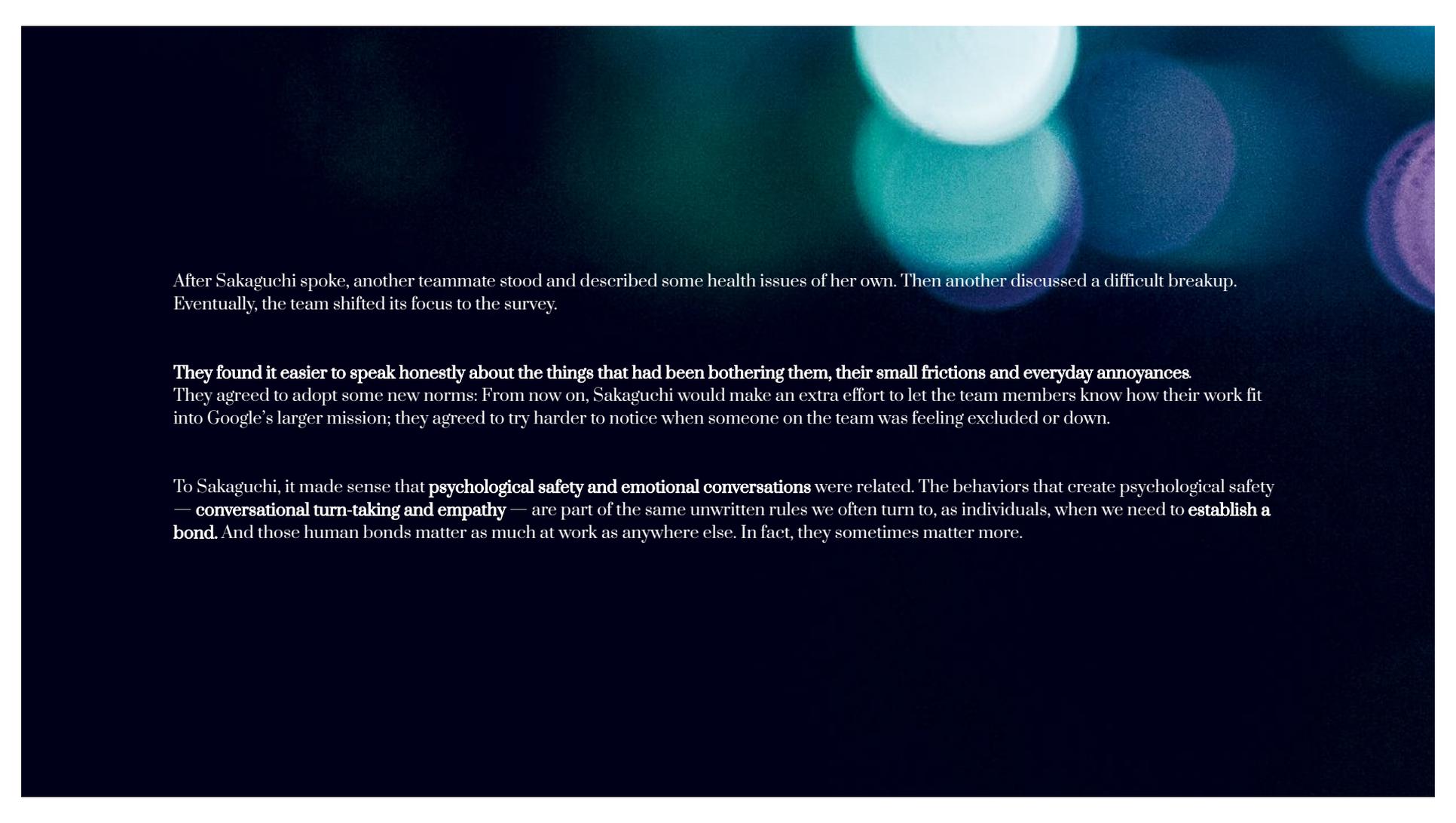
An extract from The New York Times' article
'What Google Learned From Its Quest To Build the Perfect Team'

The team completed the survey, and a few weeks later, Sakaguchi received the results. He was surprised by what they revealed. He thought of the team as a strong unit. But the results indicated there were weaknesses: When asked to rate whether the role of the team was clearly understood and whether their work had impact, members of the team gave middling to poor scores. These responses troubled Sakaguchi, because he hadn't picked up on this discontent. He wanted everyone to feel fulfilled by their work. He asked the team to gather, off site, to discuss the survey's results.

He began by asking everyone to share something personal about themselves. He went first.

"I think one of the things most people don't know about me," he told the group, "is that I have Stage 4 cancer." In 2001, he said, a doctor discovered a tumor in his kidney. By the time the cancer was detected, it had spread to his spine. For nearly half a decade, it had grown slowly as he underwent treatment while working at Google. Recently, however, doctors had found a new, worrisome spot on a scan of his liver. That was far more serious, he explained.

No one knew what to say. The team had been working with Sakaguchi for 10 months. They all liked him, just as they all liked one another. No one suspected that he was dealing with anything like this. "To have Matt stand there and tell us that he's sick and he's not going to get better and, you know, what that means," Laurent said. "It was a really hard, really special moment."

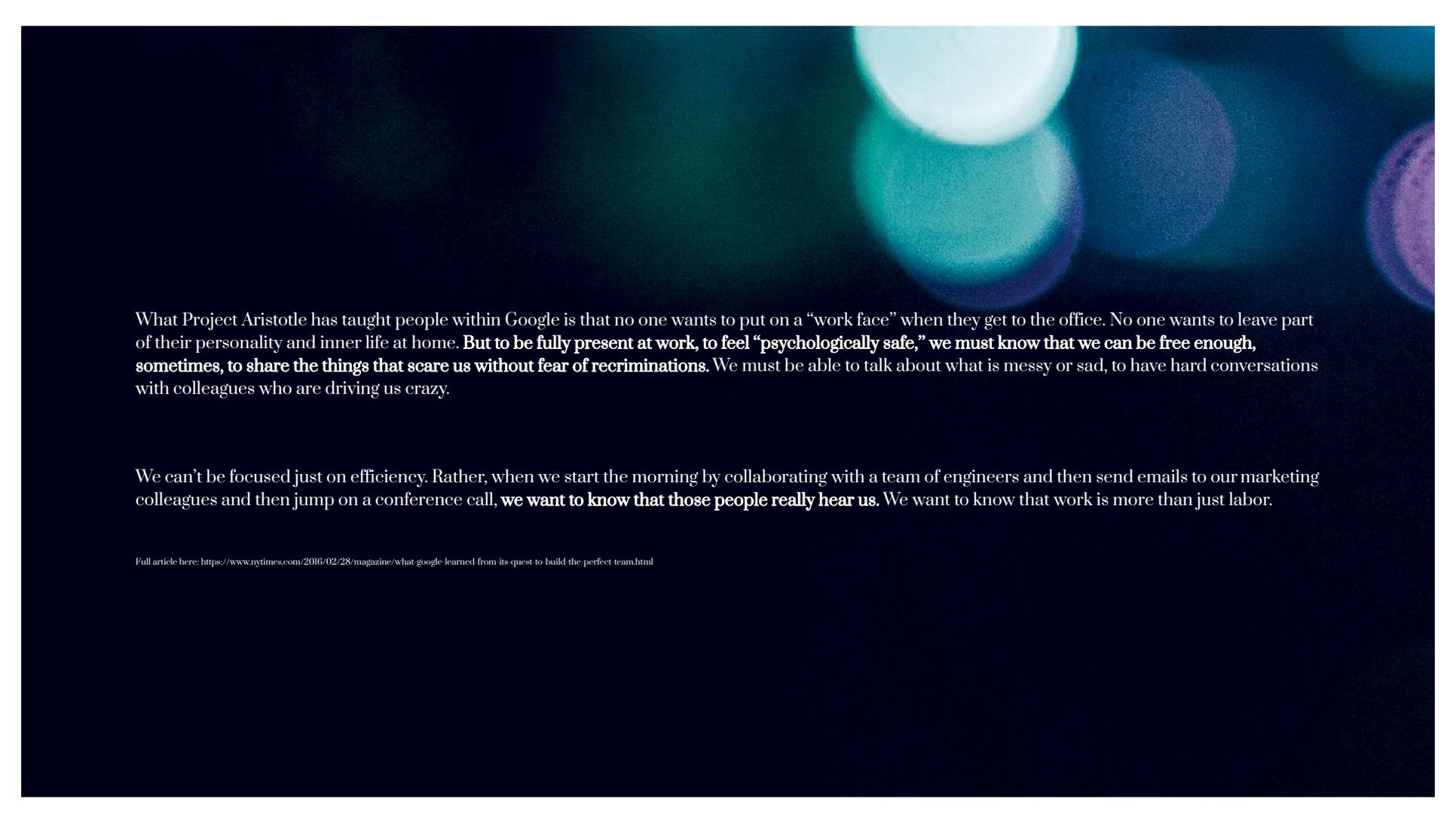


After Sakaguchi spoke, another teammate stood and described some health issues of her own. Then another discussed a difficult breakup. Eventually, the team shifted its focus to the survey.

They found it easier to speak honestly about the things that had been bothering them, their small frictions and everyday annoyances.

They agreed to adopt some new norms: From now on, Sakaguchi would make an extra effort to let the team members know how their work fit into Google's larger mission; they agreed to try harder to notice when someone on the team was feeling excluded or down.

To Sakaguchi, it made sense that **psychological safety and emotional conversations** were related. The behaviors that create psychological safety — **conversational turn-taking and empathy** — are part of the same unwritten rules we often turn to, as individuals, when we need to **establish a bond**. And those human bonds matter as much at work as anywhere else. In fact, they sometimes matter more.



What Project Aristotle has taught people within Google is that no one wants to put on a “work face” when they get to the office. No one wants to leave part of their personality and inner life at home. **But to be fully present at work, to feel “psychologically safe,” we must know that we can be free enough, sometimes, to share the things that scare us without fear of recriminations.** We must be able to talk about what is messy or sad, to have hard conversations with colleagues who are driving us crazy.

We can't be focused just on efficiency. Rather, when we start the morning by collaborating with a team of engineers and then send emails to our marketing colleagues and then jump on a conference call, **we want to know that those people really hear us.** We want to know that work is more than just labor.

Full article here: <https://www.nytimes.com/2016/02/28/magazine/what-google-learned-from-its-quest-to-build-the-perfect-team.html>

Further Reading On Building Psychological Safety At Work:

- **Harvard Business Review: High-Performing Teams Need Psychological Safety. Here's How to Create It**
 - <https://hbr.org/2017/08/high-performing-teams-need-psychological-safety-heres-how-to-create-it>
- **Re:Work with Google: The Five Keys To A Successful Google Team**
 - <https://rework.withgoogle.com/blog/five-keys-to-a-successful-google-team/>
- **McKinsey and Company: Psychological Safety and the Critical Role of Leadership Development**
 - <https://www.mckinsey.com/business-functions/organization/our-insights/psychological-safety-and-the-critical-role-of-leadership-development#>
- **Forbes: How Psychological Safety Actually Works**
 - <https://www.forbes.com/sites/shanesnow/2020/05/04/how-psychological-safety-actually-works/?sh=59f373bdf864>



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Amy Edmonson

https://www.leadershipnow.com/leadingblog/2019/01/the_fearless_organization.html

One Pager - Business Case

- **What is Convo:** a team building experience for executive and leadership teams where bonding and seeing beyond the work persona is the central focus.
- **Why is it different from other team building activities:** Convo is based of Google's High Performing Team Study that showed psychological safety is the leading factor for innovation and growth. The first step in developing team safety is through conversation and sharing personal anecdotes. Staff that experience a high degree of safety at work are also 76% More engaged, 50% more productive, 50% more likely to stay.
- **What does Convo provide:** consulting and a conversational 'kit'. Convo works with the team to learn it's dynamics and then creates a kit consisting of six bespoke question cards that are discussed over three courses at a restaurant of the team's choosing. In addition to the cards, there are pre and post event surveys, a manager report, goodie bags for each team member, and event planning support. Convo's user survey data has showed that 90% of attendees opened up more than they thought they would, and 90% felt more bonded to each other after one Convo event.
- **Where can we do a Convo:** Anywhere, being a kit it can run at any time - either at an offsite or local restaurants. The team chooses where and when.
- **Cost:** Convo normally costs \$1,799 for a group of six to eight. However, if you wish to participate in giving feedback and helping us further develop our product then we offer a 30% discount to \$1,199.
- **Other costs:** Three courses and drinks at a good restaurant are approx \$150 - \$250 per a person. For a group of six this would be \$900 - \$1,500, plus the Convo fee.

For further information on Convo's executive team building experiences please see: <https://www.convodiners.com/corporate-team-building-events-in-melbourne>