



Coffee Chat: Wake Up The Room: Energizers That Actually Work

11:08:04 From Heather Varney : If we are presenting without engaging, are we really expecting them to be fully engaged over passive participants?

11:08:13 From Connie Halvorsen : Reacted to "If we are presenting without engaging, are we really expecting them to be fully engaged over passive participants?" with 👍

11:09:01 From Heather Varney : Additionally, in many work environments, employees are expected to be multi-tasking. It's not ideal, but that is the behavior encouraged.

11:09:16 From Jason Dreyer : Reacted to "Additionally, in man..." with 🙌

11:09:40 From Connie Halvorsen : Reacted to "Additionally, in many work environments, employees are expected to be multi-tasking. It's not ideal, but that is the behavior encouraged." with 🙌

11:10:08 From Heather Varney : Give them questions over content.

11:10:35 From Heather Varney : Agreed. Most don't do pre-work or post work now.

11:11:15 From Connie Halvorsen : Reacted to "Agreed. Most don't do pre-work or post work now." with 👍

11:11:30 From Leah Massey : tell a story about something going wrong to grab their attention AND provide that context without just telling them the context

11:11:37 From Heather Varney : Are we assuming most of these training events are required to attend or are they voluntary also?

11:12:40 From Bruce Barnard : I think it depends on the platform too. Some synchronous online platforms have more interactive features than others. 😊

11:14:03 From Connie Halvorsen : Reacted to "I think it depends on the platform too. Some synchronous online platforms have more interactive features than others. 😊" with 👍

11:14:09 From Connie Halvorsen : Reacted to "tell a story about something going wrong to grab their attention AND provide that context without just telling them the context" with ❤️

11:14:18 From Connie Halvorsen : Reacted to "Are we assuming most of these training events are required to attend or are they voluntary also?" with 👍

11:14:30 From Leah Massey : slow deliver those tidbits leading up to the session and ask them to bring an example to the session

11:14:38 From Connie Halvorsen : Reacted to "slow deliver those tidbits leading up to the session and ask them to bring an example to the session" with ❤️

11:14:52 From Heather Varney : If there isn't accountability for doing things, it's often left to an entertainment factor to keep people engaged. If there's no risk, there's little incentive beyond showing up or being entertained. That's a tough one. But I would say take notes from social media short format videos and content.

11:15:01 From Connie Halvorsen : Reacted to "If there isn't accountability for doing things,

it's often left to an entertainment factor to keep people engaged. If there's no risk, there's little incentive beyond showing up or being entertained. That's a tough one. But I would say take notes from social media short format videos and content." with 👍

11:16:36 From Heather Varney : Replying to "slow deliver those tidbits leading up to the session and ask them to bring an example to the session"

Make it a requirement for attendance, like often people have to sign an attendance form or stay through to get "credit". Make something tangible be the marker for credit received, such as bringing a topic for discussion or other pre-work.

11:16:44 From Connie Halvorsen : Reacted to "Make it a requirement for attendance, like often people have to sign an attendance form or stay through to get "credit". Make something tangible be the marker for credit received, such as bringing a topic for discussion or other pre-work." with 👍

11:16:57 From Jason Dreyer : Reacted to "Make it a requiremen..." with 👍

11:17:49 From Heather Varney : We work so hard to get people engaged. Are we forgetting to address some expectation on the participants' parts?

11:17:59 From Connie Halvorsen : Reacted to "We work so hard to get people engaged. Are we forgetting to address some expectation on the participants' parts?" with 👍

11:29:19 From Sandra Guzman : I love a good break out room! I think people typically are afraid to be open and honest for fear of being viewed as incompetent for asking questions.

11:29:48 From Bruce Barnard : If you have enough moderators so that each breakout room gets a moderator, no one is forced to take the lead (which I don't think they like if they don't know the other people).

11:29:54 From Connie Halvorsen : Reacted to "If you have enough moderators so that

each breakout room gets a moderator, no one is forced to take the lead (which I don't think they like if they don't know the other people)." with 👍

11:30:06 From Connie Halvorsen : Replying to "If you have enough moderators so that each breakout room gets a moderator, no one is forced to take the lead (which I don't think they like if they don't know the other people)."

I agree!

11:30:14 From Bruce Barnard : Reacted to "I love a good break out room! I think people typically are afraid to be open and honest for fear of being viewed as incompetent for asking questions." with 👍

11:30:48 From Leah Massey : i agree Bruce! i think one of the biggest things is not having a designated leader in the breakout rooms

11:31:01 From Connie Halvorsen : Reacted to "i agree Bruce! i think one of the biggest things is not having a designated leader in the breakout rooms" with 👍

11:31:08 From Jason Dreyer : Reacted to "i agree Bruce! i thi..." with 👍

11:33:11 From Sandra Guzman : I drop a handout in the chat that includes all of that - roles, instruction and the purpose of the conversation.

11:33:21 From Jason Dreyer : Reacted to "I drop a handout in ..." with 🙌

11:33:25 From Connie Halvorsen : Reacted to "I drop a handout in the chat that includes all of that - roles, instruction and the purpose of the conversation." with ❤️

11:33:41 From Heather Ross : Reacted to "I drop a handout i..." with 🙌

11:35:15 From Sandra Guzman : The Teams blast and chat for breakout rooms is pretty awesome!

11:37:03 From Heather Varney : Yep. We wouldn't do an event with a speaker without

production staff.

11:37:11 From Connie Halvorsen : Reacted to "Yep. We wouldn't do an even with a speaker without production staff." with 

11:39:10 From Heather Ross : Learning with low stakes

11:39:21 From Shannon Tipton : Reacted to "Learning with low stakes" with 

11:41:24 From Leah Massey : Thank you, Shannon, and everyone else! - I have to hop onto another call, but this was very enjoyable and helpful. Have a great weekend, all!

11:41:30 From Sandra Guzman : K-I-S-S -> Keep it simple silly

11:41:30 From Connie Halvorsen : Reacted to "Thank you, Shannon, and everyone else! - I have to hop onto another call, but this was very enjoyable and helpful. Have a great weekend, all!" with 

11:41:35 From Heather Varney : Usually 3 components of a training event: facilitation, content, environment. Identifying the one that has the largest pain point and addressing it first might help, then rinse and repeat.

11:41:38 From Connie Halvorsen : Reacted to "K-I-S-S -> Keep it simple silly" with 

11:41:55 From Shannon Tipton : Reacted to "K-I-S-S -> Keep it simple silly" with 

11:42:05 From Heather Ross : It's a great way to see who answered first in a quiz

11:42:18 From Connie Halvorsen : Reacted to "It's a great way to see who answered first in a quiz" with 

11:42:52 From Sandra Guzman : Love the waterfall. I open the meeting and express my excitement to have them joining and invite them to share their location and role. Usually with another question.

11:43:07 From Connie Halvorsen : Reacted to "Love the waterfall. I open the meeting and express my excitement to have them joining and invite them to share their location and role.

Usually with another question." with 👍

11:45:05 From Connie Halvorsen : Reacted to "Usually 3 components of a training event: facilitation, content, environment. Identifying the one that has the largest pain point and addressing it first might help, then rinse and repeat." with 👍

11:45:44 From Heather Varney : Even to just get to the chat and type it.

11:45:54 From Connie Halvorsen : Reacted to "Even to just get to the chat and type it." with 👍

11:46:21 From Heather Ross : I don't ask if they have questions. I ask what questions they have. I know they're out there.

SO true about letting people have time to type in the chat, though. People need that processing time.

11:47:06 From Heather Varney : If not making use of chat or other engagement tools, you're really just presenting and it's no longer a "training".

11:47:16 From Shannon Tipton : Reacted to "If not making use of chat or other engagement tools, you're really just presenting and it's no longer a "training"." with 🙌

11:47:30 From Connie Halvorsen : Reacted to "If not making use of chat or other engagement tools, you're really just presenting and it's no longer a "training"." with 👍

11:48:15 From Connie Halvorsen : Reacted to "I don't ask if they have questions. I ask what questions they have. I know they're out there.

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11:48:25 From Sandra Guzman : I keep some of my questions on a word doc if I have more questions that I want to ask the group so I can just copy/paste.

11:48:25 From Heather Ross : Reacted to "If not making use ..." with 👍

11:48:35 From Connie Halvorsen : Reacted to "I keep some of my questions on a word doc if I have more questions that I want to ask the group so I can just copy/paste." with ❤️

11:49:52 From Heather Varney : L&D can tend to overuse some activities and such, yes. lol

11:50:42 From Heather Varney : I know some people like it, but the "what is your spirit animal?" is my cringe ice breaker. lol

11:50:51 From Connie Halvorsen : Reacted to "I know some people like it, but the "what is your spirit animal?" is my cringe ice breaker. lol" with 👍

11:51:51 From Heather Varney : Just have a few back ups in case your chosen activity doesn't land.

11:52:12 From Connie Halvorsen : Reacted to "Just have a few back ups in case your chosen activity doesn't land." with 👍

11:52:30 From Heather Ross : Replying to "I know some people..."

There is so much wrong with "spirit animal"...

11:52:33 From Heather Varney : OR...give the audience 2-3 options of which activity or ice breaker they want to do.

11:53:11 From Heather Varney : That could also give you some insights into what type of audience you have to start with.

11:56:02 From Connie Halvorsen : Reacted to "That could also give you some insights into what type of audience you have to start with." with 👍

11:57:58 From Connie Halvorsen : Reacted to "OR...give the audience 2-3 options of which activity or ice breaker they want to do." with 👍

11:58:23 From Heather Varney : Could do one question and one thing learned

11:58:33 From Jason Dreyer : Reacted to "Could do one questio..." with 

11:59:15 From Connie Halvorsen : Reacted to "Could do one question and one thing learned" with 

11:59:20 From Shannon Tipton :
<https://us02web.zoom.us/meeting/register/6eLRvrHwRtalJGmztgEfXw>

11:59:47 From Heather Ross : That's usually one of my icebreakers for a multi-day: what are you hoping to learn in this class?

11:59:57 From Heather Varney : Reacted to "That's usually one of my icebreakers for a multi-day: what are you hoping to learn in this class?" with 

12:00:36 From Jason Dreyer : Toy Story 5

12:00:50 From Sandra Guzman : Ooooh that was fast - even though I joined late.
Watching lots of FIFA World Cup games!

12:02:05 From Sandra Guzman : Great session as always. Thanks Shannon! Hope you all have a great weekend ahead!

12:03:07 From Sandra Guzman : Cheering for our US Mens team but watching Messi is very fun!

12:03:29 From Connie Halvorsen : Reacted to "Cheering for our US Mens team but watching Messi is very fun!" with 

12:04:46 From Heather Varney : Thanks for a good session!

12:04:47 From Connie Halvorsen : Have a good weekend everyone! Thank you!