

## EXAMPLES FOR THE TRAINER

The situation I am talking about is a situation that happened in an already existing team and when the war broke out in Ukraine, one politically charged comment was enough to let the emotions go. This example involved a very loud brawl on shift. This is a situation that arouses a lot of emotions, especially if it directly relates to us. I'm not talking about people who have been living in Poland for a long time, I'm talking about people who have just arrived and for whom everything is new, which may make them behave differently.

The company had already gone through the pandemic process and operated in a distributed team, where office workers worked in a small, shared office and HR specialists in their homes remotely. However, we cannot prepare for all situations. What we can do, however, is to show people that we have different strategies on how to address different problems. Another example is a team where there was a high level of trust and team conversations released tension in a safe way.

And then it was possible to look for constructive solutions. I think the best way is to invite people from different teams to participate in setting the rules. One such policy might be a no talk about politics in the workplace. This makes it easier to manage a dispersed team, where the transfer of information between employees is less controllable.

After all, you can't suddenly gather everyone in one room and explain the situation at once.



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However, one should strive to develop universal rules in the organisation, where everyone will know more or less how to behave, and the amount of gossip and misinformation will decrease in the information flow in a team working remotely.

