

## LATAM Colleagues Initiate Virtual Coffee

Dentsply Sirona colleagues in Brazil started working from home on March 19. About one and a half months after that, while talking to some leaders, they started to realize some people were experiencing feelings of isolation. Being completely alone on their own, without any contact with family and friends, was challenging. However, some other colleagues faced the challenges of being with their families 24/7 and becoming their children's teachers.

So, while in a meeting with the LATAM Identity and Culture Squad team, our colleagues came up with the idea of having a virtual meeting with other teammates, providing the opportunity to connect with their colleagues in a very informal way, with a coffee, hot chocolate or a tea in hand. This enabled colleagues a pleasant change from their new everyday-isolation-life.

To facilitate the conversation, an introduction was proposed, as well as some questions about the people's feelings, their worries and where their energy and time was being allocated at the moment. The virtual coffee meetings were conducted in a very informal way, giving space for colleagues to talk, write in the white board tool available in the Skype for Businesses, or just to listen to others, with no pressure for anything big or a specific result. In the end, as responses and comments were shared, a reflection was offered on the Circle of Influence and how this perception can define how every single person is going to manage themselves in this crisis in a more proactive way, avoiding being the victim of the situation.

The Circles of Influence can be a great tool to find individual ways of coping with challenges. When you feel out of control, you can categorize the events into four circles:

- Zero Control
- Minimal Influence
- Direct Influence
- Control

Then, you can ask yourself: which circle am I going to put my focus, time and energy into?

To learn more, watch this video by Debra Russell about the Circle of Influence:

<https://www.youtube.com/watch?v=scZYignY3rU>



### Círculo de Influência x Preocupação



Investe o tempo em planos e ações que possam gerar os resultados esperados – **foco na solução**

**Agente de Transformação**



Perda de energia, tempo, desmotivação, desânimo - **foco no problema**

**Agente de Reclamação**

Almost 80 people participated in the first Virtual Coffee hosted by the Brazilian DS Team. The feedback was overwhelmingly positive, says Fernanda Mendes, Sr. Human Resources Manager: "They told us that it was a great initiative with lots of opportunities to share and being in contact with their colleagues. For me it was an amazing opportunity and a privilege to be part of this initiative!"

The second session was dedicated to reflecting about purpose, what moves us in life and the Japanese concept of searching and finding our IKIGAI, which is a Japanese concept that means "a reason for being".

Due to the great reactions the DS Brazil team decided on initiating further Virtual Coffee sessions for Brazil and Latin America, which you can easily join by accepting the Skype invitation sent to you by your HR Managers.



## Cafés Virtuais.

Venha conversar, de uma maneira bem informal, sobre o momento que estamos vivendo, compartilhar desafios e aproveitar boas práticas de nossos colegas que têm encontrado maneiras diferentes de viver essa nova realidade.

Será uma ótima oportunidade para terminar a semana se sentindo um pouco mais próximos e mais leves.

Aproveite que o frio está chegando e pegue um café, um chá, um chocolate quente e vamos conversar!

A participação não é obrigatória e você pode participar de quantas sessões quiser ou puder.

DENTSPLY SIRONA LATAM