

P O R T F O L I O

AUDIO DEBRIEFS

Leadership

TRENT RHODES



AUDIO DEBRIEFS

SITUATION

Working remotely, I considered ways of communicating with the team at a broad level, a medium to convey client cases with learning moments for everyone.

Slack released an audio option. This was an opportunity to convey information and leave it for the team's historical knowledge.

CHALLENGE

No major challenges. The process was straightforward: set up the audio, push record, have a topic to discuss and curate.

ACTION / REFLECTION

I used the audio option to create a debrief collection. I started in January 2023; collected these debrief recordings and uploaded them to the team's Monday board. Similar to a podcast, they can always revisit the file as needed. Topics included general team developments, pondering on the state of job markets, client cases, team contributions.

The long-term vision realized prior to my exit: to have a healthy archive for existing and new coaches to explore. They can listen to any updates and gain historical understanding of the team, where we focused, overall plans.

I posted the original debriefs in our web development team channel where coaches could have asynchronous dialogue. From January 2023 to December 2023, I produced about 50 audio debriefs.

This is the power of using multiple means for asynchronous communication. Especially in a remote environment, and I think this kind of strategy could be useful whether people are working remotely or in person. This helped to create a team culture where coaches were comfortable to also send audio debriefs.

The idea of being able to record something valuable and have it stored so the team can always return to it at any point in time, with their own reflections about it, makes it a viable learning ecosystem. With enough of these accumulated, it becomes an internal team university.

