

P O R T F O L I O

A I O & + V I B E

Leadership

T R E N T R H O D E S



# AIO & +VIBE

## SITUATION

There are times where coaches may experience a challenging situation, a frustration or roadblock in the role. Without a culture of open communication, employee thoughts can be suppressed. This is disadvantageous because leaders become closed off to some of the most important feedback opportunities to improve. If leaders only want to receive the positive, the culture can become disingenuous and untrustworthy.

## ACTION / REFLECTION

I coined the term AIO, acronym for Air It Out. It became a signal for coaches and their peers to prepare for what would be a conversation around a challenge.

I found this useful because it would help to preemptively reframe the team's focus. It allowed a safe space to collectively brainstorm ways to support. Also encouraged healthy energy to flow without suppressing ideas or dislikes as they may come up on a day-to-day basis in a company. There needs to be a container where team members can feel comfortable expressing ideas. AIO was introduced in meeting format, planted within the agendas and became part of our general team communication.

Alternatively, I introduced the +Vibe, the opposite of the AIO, which stands for positive vibe. There may be challenging cases to discuss as a team as well as positive instances, things going well coaches may want to share that can collectively be celebrated or learned from. A +Vibe could be a positive client case or individual experience.

The combination of AIO and +Vibe was well-received by my team for its acknowledgement of their experiences.

