



# NEW BUSINESS ENGLISH 6

## Lesson 6

### Workplace Intervention (2)



# LEARNING GOALS

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- ◆ Organizing Ideas:
  - #3: Inviting Others to Share Their Mindscapes
  - #4: Piggybacking With Confidence



# Warm-up

- ◆ What do you do when you are out of ideas but still need to say something?







The meeting continues. This time they are talking about stand-up meetings.

# Situational Dialogue

Listen to the audio.

**Peter:** A flexible working arrangement and an Employee Assistance Program are two potential solutions we have identified so far.

**Mary:** Why not hold daily **stand-up meetings** to explore a different perspective? Department heads could transparently check project statuses whilst also avoiding wasteful tasks and increasing productivity.

**Copper:** I like Mary's concept. We could also rearrange the tasks based on members' updates, which would allow us to assist members who have encountered **bottlenecks** in their tasks. It would also be possible to manage time more effectively and complete tasks faster.

**Peter:** That is also an option. I believe we've gone over everything on the list. I'll present the new policies to HR and department heads.

## Role-play

Do a role-play and answer the questions.

**Peter:** A flexible working arrangement and an Employee Assistance Program are two potential solutions we have identified so far.

**Mary:** Why not hold daily stand-up meetings to explore a different perspective? Department heads could transparently check project statuses whilst also avoiding wasteful tasks and increasing productivity.

**Copper:** I like Mary's concept. We could also rearrange the tasks based on members' updates, which would allow us to assist members who have encountered bottlenecks in their tasks. It would also be possible to manage time more effectively and complete tasks faster.

**Peter:** That is also an option. I believe we've gone over everything on the list. I'll present the new policies to HR and department heads.

# Learning Goals

## ∴ Organizing Ideas

### Strategy #3: Inviting Others to Share Their Mindscapes

- For the sake of exploring a different perspective, how about...?
- Those are great ideas, but what are your thoughts on exploring...?
- Let's explore some alternatives together. What if we...?
- I'm pondering whether this will work, but what's your opinion regarding...?

Example sentences:

- Why not hold daily stand-up meetings to explore a different perspective?
- Those are great ideas, but what are your thoughts about hybrid working?
- Let's explore some alternatives together. What if we conduct leadership training?



# Learning Goals

## ∴ Organizing Ideas

### Strategy #4: Piggybacking With Confidence

- (Person's name) made a great point. I wonder if...
- I agree with (person's name), and how about...?
- I like the idea of (other person's idea). We could...
- I'd like to explore (person's name) idea further. What if...?

#### Piggybacking

is picking up on an idea and altering it a little, taking something away, or even expressing the exact opposite.

Example sentences:

- I like Mary's concept. We could also rearrange the tasks based on members' updates.
- I'd like to explore Jane's idea further. What if we also allow flexible working schedules?
- I agree with Katarina, and how about we adopt a work breakdown structure?



# Oral Practice

## Scenario:

You work in the marketing department of your company. You and your team are discussing the possible advertising method that should be used for your new jewelry line. Give your idea by using the two strategies learned.



## ∴ Organizing Ideas

### Inviting Others to Share Their Mindscales

- *Let's explore some alternatives together. What if we...?*
- *I'm pondering whether this will work, but what's your opinion regarding...?*

### Piggybacking With Confidence

- *I agree with (person's name), and how about...?*
- *I like the idea of (other person's idea). And we could...*

# Coffee Break

## Human Process Interventions

focus on developing the organization's processes

## HR Management Interventions

focus on an employee's personal growth

## Technostructural Interventions

focus on technology and the structure of the organization

## Strategic Change Interventions

focus on strategic changes to increase its competitive advantage



1. *What OD interventions does your company implement?*
2. *If you could implement one intervention in your company, what would it be? Why?*

# Overview

## Keywords and expressions:

*bottlenecks/ stand-up meetings*

## **Organizing Ideas**

### *#3: Inviting Others to Share Their Mindscapes*

- *For the sake of exploring a different perspective, how about...?*
- *Those are great ideas, but what are your thoughts on exploring...?*

### *#4: Piggybacking With Confidence*

- *I'd like to explore (person's name) idea further. What if...?*
- *(Person's name) made a great point. I wonder if...*

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