

Company Profile

Wipfli, LLP
Green Bay, Wisconsin

Professional Services –
Accounting and Consulting
600 employees

Challenge:

While experiencing significant growth in one area of the business, several new employees were added to the Enterprise Infrastructure team across eight locations over a 12 month period. With so many people who had never met, how to develop an effective workgroup?

Solution:

By using WIRED™, Employee Awareness Activity, employees learned about each other, opened communication lines across geographic space, and were able to put more than a face to a name on a sheet of paper.

Results:

“WIRED was a collaborative activity that connected us as a team and increased our sense of community.”

Daniel Suda
Director
Wipfli, LLP

Manager Brings Co-Workers From Eight Locations Together to Start Building a Team

As a manager of a distributed staff across eight locations in Wisconsin and Minnesota, Daniel Suda strives to maximize any investment of getting the staff together. Wipfli’s Enterprise Infrastructure team provides network consulting support for clients in local marketplaces. “Because we work in offices in different geographic locations, we don’t get many opportunities to network as a team in the same location,” Suda explained.

When added to the equation that the group had experienced significant growth in the previous 6 to 12 months and, therefore, added a number of new group, Suda was faced with co-workers who knew each other by nothing more than their name on a piece of paper or a voice on the phone. “The staff knew each other through phone dialogue and some project-specific involvement in other regions,” said Suda.

One of the ways to resolve this issue is to bring everybody together at one location so the people would have an opportunity to meet directly.

While planning the two-day, annual, off-site planning meeting, Suda had an opportunity to learn more about WIRED, an Employee Awareness Activity. “Our second day of activities was scheduled with strategic planning, but I was looking for a team-building exercise during our first day together,” Suda recalled. “I wanted the team to get to know each other – and I wanted to get to know them.” While many of the staff had experienced traditional team-building events in the past, Suda wanted something unique that they would find value in. WIRED met the criteria.



Building a team dispersed across eight locations and two states requires a conscious and deliberate effort when building co-worker rapport and opening communication lines.

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Business Improvement Case Study

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As a group of 11, they completed the WIRED activity in about two hours. WIRED walked the people through a straight-forward process that allowed everyone to understand each others personal goals, professional goals, values, and personal experiences. “Everyone found out new information about each other...even those of us who had worked together for ten years!” Suda explained.

After the formal session, the people were given the opportunity to learn more about each other during a conversation hour. “Since we had so many new things to talk about with each person, we challenged ourselves to not talk about work, but focus the time on learning more about who we are as people,” said Suda, “It was a great opportunity for everybody to build bonds and relationships that would not have happened otherwise.”

Reflecting back on the ice-breaking/team-building experience, Suda concluded that “WIRED was a collaborative activity that connected us as a team and increased our sense of community. WIRED is a worth-while exercise for any team, new or established.”