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The “Taste of the Month” Approach

BEST PRACTICES

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Spending informal time with team members in a relaxed, pressure-free environment can build stronger connections, deepen trust, and make a lasting impact on team morale.

One effective way to accomplish this is through an initiative like our “Taste of the Month,” where leaders and team members gather to enjoy a beverage outside of their formal work setting. This casual time together allows team members to blow off steam, share personal stories, and connect on a human level, which is essential for a successful coaching relationship.

While informal relationship building has countless benefits, here are five core ways I’ve seen it make a meaningful difference firsthand.

1. Creating a Welcoming, Relaxed Environment

A “Taste of the Month” event—whether it be a mocktail or a cocktail—offers a break from the daily routine and creates a welcoming space where team members can interact with their leaders more informally. It’s an opportunity to laugh, relax, and share in a low-stakes, non-judgmental setting, making team members feel comfortable opening up about their work and personal lives.

2. Getting to Know Team Members as Individuals

When leaders take the time to learn about the personalities, interests, and goals of their team members, they become more effective coaches. Spending time outside of formal reviews or project updates allows leaders

to discover what drives each person and to understand the challenges they may not voice in a normal setting. This personal connection creates a foundation of trust, helping team members feel more supported and understood.

3. Supporting Mental Health and Reducing Burnout

The tech industry is often fast-paced and high-pressure, which can lead to stress and burnout if left unchecked. Informal gatherings like a monthly drink meet-up allows team members to decompress and see that their leaders genuinely care about their well-being. It's a space for open conversations about stressors and work-life balance, showing employees they're valued not just for their work but for who they are.

4. Building Team Culture and Cohesion

These gatherings strengthen team culture and build camaraderie. When leaders invest in team building outside the usual workday grind, they foster a sense of belonging and community. This contributes to a positive work culture where employees feel connected to each other and the organization as a whole.

5. Reinforcing Open Communication and Approachability

The "Taste of the Month" concept reinforces the idea that leaders are approachable and available to team members on a personal level. Spending time together informally demonstrates that leaders are open to feedback and interested in the experiences of their employees. This culture of approachability and transparency is essential for effective coaching, as it breaks down hierarchical barriers and encourages open dialogue.

Sound like something you could get behind? Contact us! We'd be more than happy to have you partake in one of our Taste of the Month's.

CONTACT US

