
GAMA Circles Accelerator 2018

The GAMA Circles Accelerator is an online workshop designed to impart the core skills underlying effective participation in the GAMA Circles program. It is designed for new initiates who want to be placed in study groups as well as existing study groups who want to up their game.

Overview

I. The Learning Zone

Pre-work for Session 1:

1. ["What Google Learned From Its Quest To Build The Perfect Team"](#)
2. [Amy Edmondson's TEDTalk](#)

Participants compare their experiences on teams. They learn about "the learning zone" - a framework to describe the dynamics of teams that balance openness and accountability. Participants apply this model to do an initial team assessment.

- Orientation to the training and the Circles meeting room
- Learning zone: Are your teams in the zone?
- Norms: accountability, "showing up", openness, confidentiality, contribution, presence, equal air time, non-proselytizing
- Powerful Questions: Meaningful Questions focused on Trust as a key for learning and development
- Inventory of challenges, potential explorations
- Ideation of Best Practices - "What's been your best idea at work?"
- Q&A/discussion
- Identifying next session's Presenter

II. Conversations: Learning & Challenging in Study Groups

Pre-work for Session 2:

1. [Minimize Fear, Maximize, Trust](#)
2. [Does Your Workplace Have a Growth Mindset?](#)
3. Review content area resource as decided

How do you participate in meetings which promote authentic dialogue, impactful feedback, and active listening needed to build powerful teams? In this session participants explore both the why and the how of using structured conversations. They then learn a framework for having great meetings based on these principles.

- Conversations - Fueling Extraordinary Study Groups
- Challenge Exploration: The Power of Questions and Stories
- Content as Catalyst: Choosing a content area for Session 3.

III. The Study Group “Rocks”: Roles, Process, & Content

Pre-work for Session 3:

1. Watch [Every Meeting Ever](#)
2. Review standard GAMA Circle agenda

During this session participants discuss common meeting challenges and methods of intervention that keep participants productive, engaged, and on track. Finally, the group creates individual and team action plans to set them on a course for continuous learning.

- Introduction of Storytelling: Six Word Stories
- Meeting Behaviors
- Meeting Roles
- Orientation to the GAMA Circle agenda: opening, best practice share, challenge exploration, close
- Content Conversation: Challenge Exploration
- Rollout of standard study group agenda, and contracting their study group by-laws (norms, roles)
- What to Expect in Your GAMA Circle



GAMA Circles FAQ

What is a GAMA Circle?

- A GAMA circle is 5-8 people who share a passion for financial services, and help each other learn how to do it better.

What is the GAMA Circles Accelerator?

- The GAMA Circles Accelerator is a hands-on, highly-interactive course where a live instructor leads groups through the foundations for GAMA Circles participants to tap the power of peer learning.

Who Is The Accelerator For?

- The GAMA Circles Accelerator is for any HQ or field staff in the financial services industry who have the desire to learn and grow with a group of your peers.

Do I have to join the Accelerator to be placed in a Circle?

- The Accelerator serves as an orientation to GAMA Circles. During the accelerator you will learn how to use the video meeting room and learn basic principles of running successful study groups.

I already have a study group, how can GAMA Circles benefit me?

- GAMA Circles build on twenty years of study group traditions at GAMA, bringing participants together monthly in an online meeting space for unique conversations focused on sharing best practices, and exploring common challenges in a facilitated environment.

What happens in a Circle?

- In monthly meetings in the one-of-a-kind Circles Meeting Room, participants experience a facilitated agenda of protocols and sharing rounds focused on deep, curious engagement on challenges related to being a professional in the financial services industry. Through proven peer learning agendas, the group establishes a trustworthy environment for uncovering and implementing effective strategies for shared dilemmas.

When does a Circle end?

- Why stop? GAMA Circles can be ongoing, tackling new obstacles as the industry evolves.

What happens if I need to miss a session of my GAMA Circle?

- Participants co-create policies around attendance, effectively practicing one of the key skills of professional development: having strong team norms.

Facilitator FAQs

Who are the facilitators?

- An initial wave of 17 GAMA coaches have gone through GAMA Circle Guide training. These experienced professionals have received training on both the platform, and in facilitating the learning agenda, adding to their valuable industry-related experience.

Do we have to use a facilitator?

- All GAMA Circles are professionally facilitated by trained guides.

Can we choose our facilitator?

- We carefully take into account your interests and choice of facilitator when matching peers to the best of our ability.

Can I be a facilitator?

- Your GAMA Accelerator and Study Group Guide has completed training sessions on facilitating your group, and maximizing your experience. We welcome any suggestions for additional members to be trained.

Accelerator & Circle FAQs

Will there be homework?

- Some preparation is required for each Accelerator session. Circle participants will collaborate on content areas and any outside reading related to those areas.

Can any of the study group meetings be in person?

- Yes! We encourage established study groups to continue their in-person meetings, and welcome our digital circles to meet up in person.

How is it decided what we will discuss in my GAMA Circle?

- You will be invited to name areas you would like to discuss, as well as consider those suggestions brought by your peers. Your trained Guide will also be invited to bring their expertise as a member of the group.

Can't I just use Zoom?

- Our one-of-a-kind video meeting room was purposely created to support powerful conversations. From timers to the ability to create agendas, and much more, the Circles meeting room is much more than a video platform.

What technology will I need?

- In order to use the Circles platform you will need access to a relatively new laptop or a desktop with a webcam, a headset, and the latest version of Chrome, Firefox, or Safari.

What happens if my corporate IT group doesn't let me run Circles?

- Our program team will work with your IT department to work through any technology issues.

Can I use the Circles video room to run my own study groups?

- Yes, if you sign up your team of 4-8 you will receive 20% the price of the GAMA Accelerator.

Do I have to make all four sessions of my Accelerator to join a GAMA Circle?

- Yes. Commitment is key.

If I miss an accelerator session, can I attend a make-up or watch a recording?

- We don't record sessions for privacy reasons. If you need to miss one we will help you attend a make up session that works with your schedule.

How will participants be placed in GAMA Circles after the accelerator?

- Deepen the learnings and connections by staying together as a group. The Accelerator's design is to create the environment that will foster exponential results in the GAMA Circle that follows.

Can I pick who's in my group?

- If you sign up with a group of 4-8 you will get 20% off the price of the GAMA Circles Accelerator.

How is the agenda/format decided?

- Your GAMA Circle will meet monthly for 90 minutes, following an agenda that you will be trained on in the Accelerator, and adjusted as the group sees fit.

Is there any intergroup opportunities to network? Will there be a way to know what other Circles are doing?

- We are developing a program to share ideas and best practices for GAMA Circles. We welcome your ideas for spreading best practices among GAMA Circles.

Can I switch my group?

- Yes, after the GAMA Accelerator, you are able to request to join another group.

I don't like video meetings but would like to meet with a group in person-can you help me with getting a group together?

- GAMA Circles are designed to meet virtually. However we can direct you to resources to help you begin an in person study group.

How many times should I meet with my GAMA Circle?

- To become oriented to online study groups, you will be invited to the GAMA Accelerator, a group that meets on a weekly basis for a month. After that your GAMA Circle will meet once a month.

Pricing FAQs

If my GAMA circles doesn't meet, will I be charged for the month?

- There's a monthly subscription fee to be part of the group. You are able to reschedule your group or make up sessions within the year.

What is your refund policy?

- All payments are refundable at anytime before the GAMA Accelerator begins.

What if some people in my group are not GAMA members and some are?

- If you are a GAMA member and you sign up a group of 4-8, you will receive the GAMA member price.