

Greenhouse Gatherings – Pros & Cons of In person/Online/Hybrid options

	Online eg. Zoom (2-2.5 hours)	Hybrid (eg. 1 team/screen or some in person, some online)	In Person (eg. 2.5 hour-short day)
Pros	<ul style="list-style-type: none"> • Accessibility: <ul style="list-style-type: none"> - no travel time or cost (particularly significant if there is a wide geographical spread between teams) - fewer cultural barriers - better for disabilities • May get higher turn out? • Little/no budget needed 	<ul style="list-style-type: none"> • Teams can get the benefit of Face-to-Face Pros • Potentially a reasonable compromise if pros of online are significant • Budget & accessibility costs kept lower (use own homes/local facilities) 	<p>Reversal of all Zoom Cons:</p> <ul style="list-style-type: none"> • More time, less rushed • Richer learning environment • More options for interaction between teams, cross-fertilisation of ideas & ‘coffee queue’ chance encounters • Sets ‘bar’ higher, more accountability & challenge, the possibilities taken more seriously – commitment & potential • Opportunity for celebration, hosting/welcoming teams well, laughter, playfulness • Significantly more relational opportunities possible
Cons	<ul style="list-style-type: none"> • More rushed/less time • Some people worn out by screens • Poorer learning environment • Loss of interaction between teams (don’t get such cross-fertilisation of ideas) & ‘coffee queue’ chance encounters • ‘bar’ set lower so less accountability & less challenge (some could see as a pro?) ie. Less commitment needed – taken less seriously? • Less celebratory – less chance to ‘host’ teams well – less laughter/playfulness • Development of relationships significantly harder 	<ul style="list-style-type: none"> • Still don’t benefit from interaction between teams • Loss of ‘in person benefits’ when in team time – need to be self-starting – keeping to task etc • Organisation may get complicated if too many variations (or do you only offer one kind of hybrid) – having some people zoom in and some in person not recommended – very hard to enable equity of access/involvement with this option • Can’t do mixed breakout rooms (mixing people from different teams) 	<ul style="list-style-type: none"> • For those who committed to GH in an online format this would change the commitment they originally signed up to (ie a couple of hours becomes a day?) <p>Reversal of all Online Pros:</p> <ul style="list-style-type: none"> • Accessibility challenges (travel, time, cost, cultural, disabilities) • Fewer people may commit? • Expense (room, catering, travel)

NB another hybrid approach which goes some way to counteract the ‘cons’ and build in some of the ‘pros’ could be to have the first gathering as face-to-face (potentially longer with more intentional space for relationship building) and then subsequent gatherings online. This would allow relationships and connections between teams to be established, making it easier to build on these online as time goes on. Further longer face-to-face gatherings could be arranged in future (eg. annually)?