Collaboration and *Clarity,* with the diverse remote / hybrid workforce -

enabling everyone to produce at their best for the team

within the PPM, SPM, and Agile ecosystems

Building a Strong and Collaborative Services Partnership of Delivery

Erich Kissel

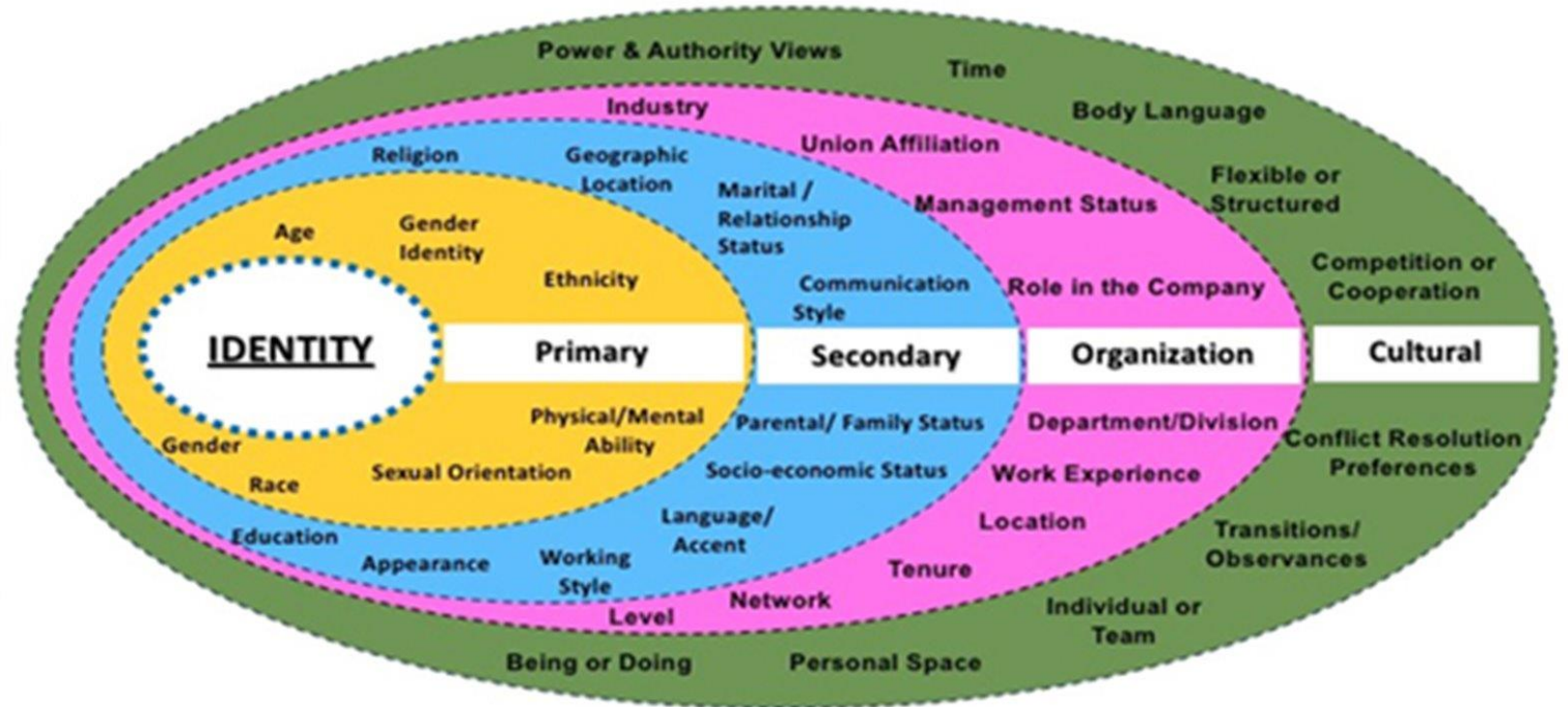Erich.Kissel@RegoConsulting.com
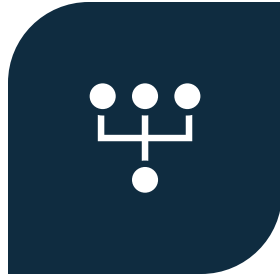
Mathew Palicki

Mathew.Palicki@RegoConsulting.com

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Q&A App for live discussion at end; and pre-populated questions for polling

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Adaptive Leading for Diverse Teams

We will focus on the **People** of our Teams

We are Finding Opportunities

CROSS-TEAM COLLABORATION IN THE HYBRID WORKPLACE

DIGITAL ECOSYSTEM ASSESSMENTS (DEA) : COMMONALITY VS DIVISION

FRICTION WITH WAYS OF WORKING AND TOOLS (JIRA AND CLARITY AND SLACK . . .) WHY TIMESHEET . . .

ACCORDING TO RESEARCH FROM GALLUP, 32 PERCENT OF WORKERS FEEL THAT HYBRID WORKING ARRANGEMENTS MAKE THEM FEEL LESS **CONNECTED** TO THEIR ORGANIZATION, AND 30 PERCENT SAY IT'S LED TO LESS **COLLABORATION**
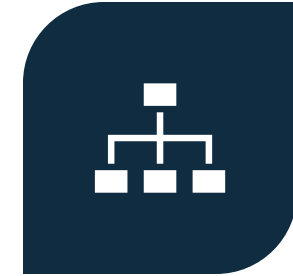
MANAGERS PLAY A CRUCIAL ROLE IN LEADING BY EXAMPLE, PROVIDING SUPPORT, AND SETTING CLEAR GOALS.
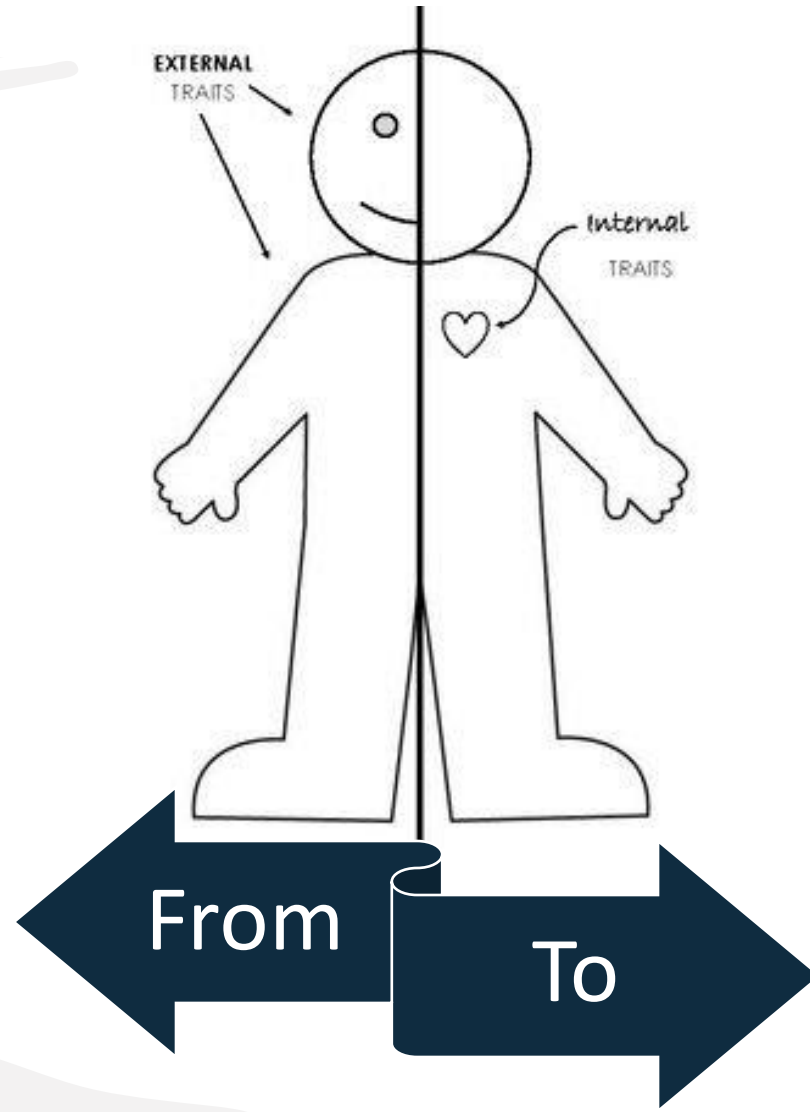
1 Highly Engaged

On average less than **15%** reach this level

High Flyer

Self Actualisation

- What can I do for others?
- I inspire others to do their best
- I love working here
- I'm a high flyer

2 Engaged

Importance

- I'm a vital part of the business
- I feel important at work
- I'm really busy and very likely I'm highly stressed
- I'm an achiever
- I'll leave if something much better comes along

2 and 3 have a direct impact on engagement and can be moved up by the 4 enables of engagement

Motivators

3 Almost Engaged

Belonging

- I know I'm part of something bigger
- I'm almost engaged but there are times when I'm not
- I'm proud to work here but I wouldn't necessarily shout it from the rooftops
- I might leave if I'm tempted
- There are no career development prospects here

4 Not Engaged

Security

- I'm not interested in overtime
- I have more sick days than I should
- I have poor working conditions
- I don't like my manager or working on my team
- I don't like my job that much, but I get on with it
- I read job ads

De-Motivators

5 Disengaged

Survival

- I'm here for the money
- I'm leaving when I can
- I'm not satisfied with the job I do
- My work doesn't excite me
- I'm a clock watcher
- I'm a jobs-worth

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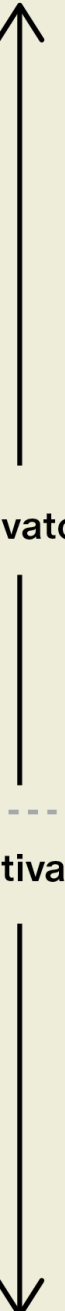
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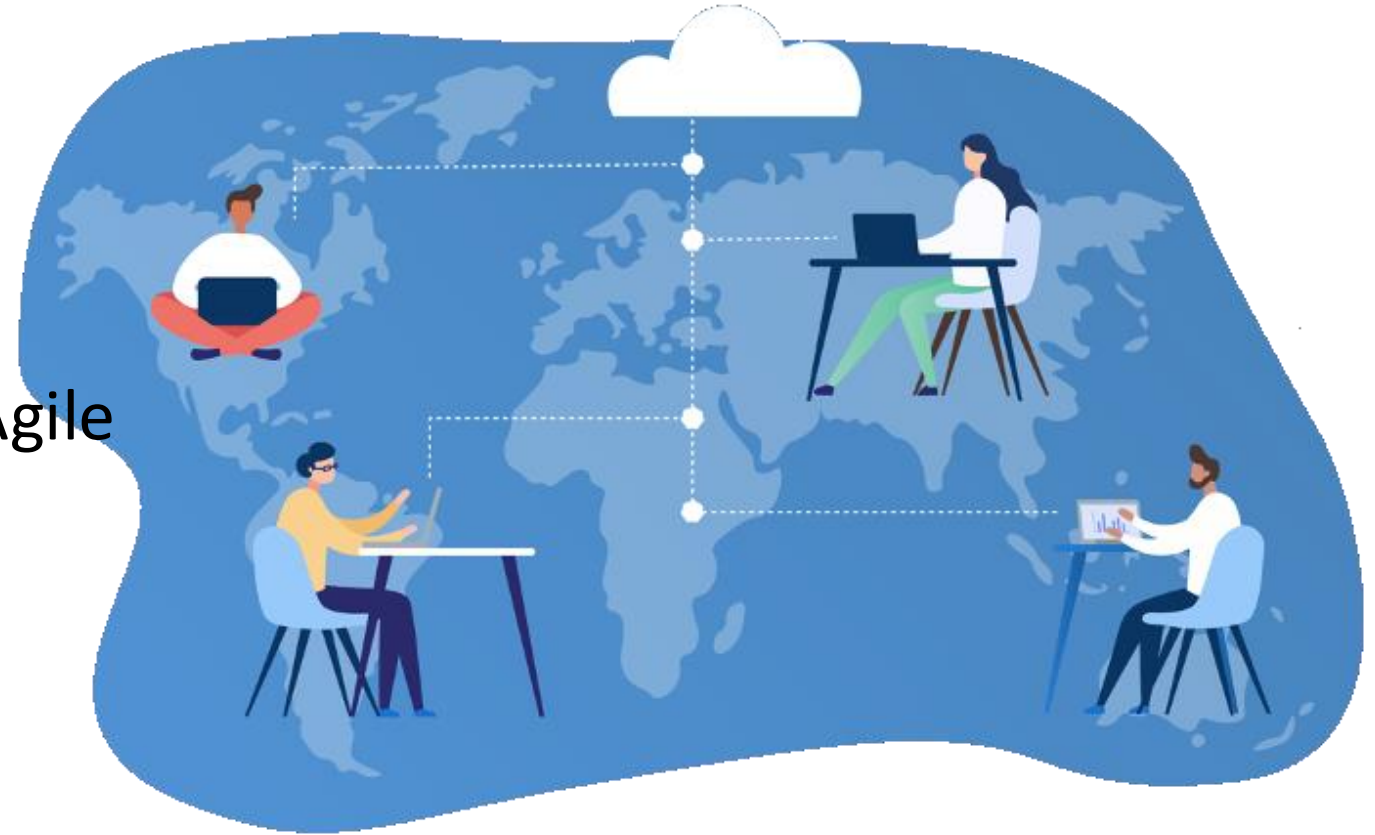
A remote-first approach frees your company up to recruit the best talent, regardless of location, and allows it to:

Tap into new cultural perspectives
Obtain local expertise
Enter new markets
Cover different time zones

Opportunities arise:

Communication issues
Creating a sense of clarity
Building a connection
Instilling trust

Ways To Lead A Virtual Team In Remote And Hybrid Work Environments (Forbes)

- Lead with empathy, authenticity, trust

- Set clear expectations on communication

- Check in, be present, inspire, share gratitude

- Improve level of connection with the team

- Make the team feel valued

- Take time to understand team impact

- Focus on energizing and empowering

- Get to know employees personally

Ways To Lead A Virtual Team In Remote And Hybrid Work Environments (Forbes)

- Invest in External webcam - fix your setup

- Rejoice with employees when they hit goals

- Ask for full attention during meetings

- Set opportunities for regular interactions

- Begin each meeting with an energy check

- Be culturally fluent, understand intricacies

- Establish an open-door policy

LEADERS

	MATURES BORN PRIOR TO 1945	BOOMERS BORN 1945 - 1963	GENERATION X BORN 1964 - 1984	MILLENNIALS BORN 1985 - 1996	GEN Z BORN 1997 AND AFTER
MATURES	**RECRUIT:** Schedule flexibility **TRAIN:** Classroom **MANAGE:** Enlist them to train others **INSPIRE:** Share experiences	**RECRUIT:** Company integrity **TRAIN:** Facts & figures **MANAGE:** Explain how projects help others **INSPIRE:** Emphasize team	**RECRUIT:** Show organizational commitment to being #1 **TRAIN:** Summarize **MANAGE:** Be decisive **INSPIRE:** Explain how you'll win	**RECRUIT:** Value their experience **TRAIN:** Patience **MANAGE:** Spell out what's expected **INSPIRE:** Ask for their input	**RECRUIT:** Alleviate fear of tech **TRAIN:** Explain every step **MANAGE:** Don't count on evenings **INSPIRE:** Show you're working hard too
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EMPLOYEES

Let Rego be your guide.

LEADERS

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(Left axis label: EMPLOYEES)

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EMPLOYEES

GENERATION X
BORN 1964 - 1984

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Q: How many of the commonly accepted Generations make up your current team?

Q: What are some strategies you have seen effectively build team connection across diverse generational groups?

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How Relate to PPM, SPM, and Agile ecosystems?

Connect!

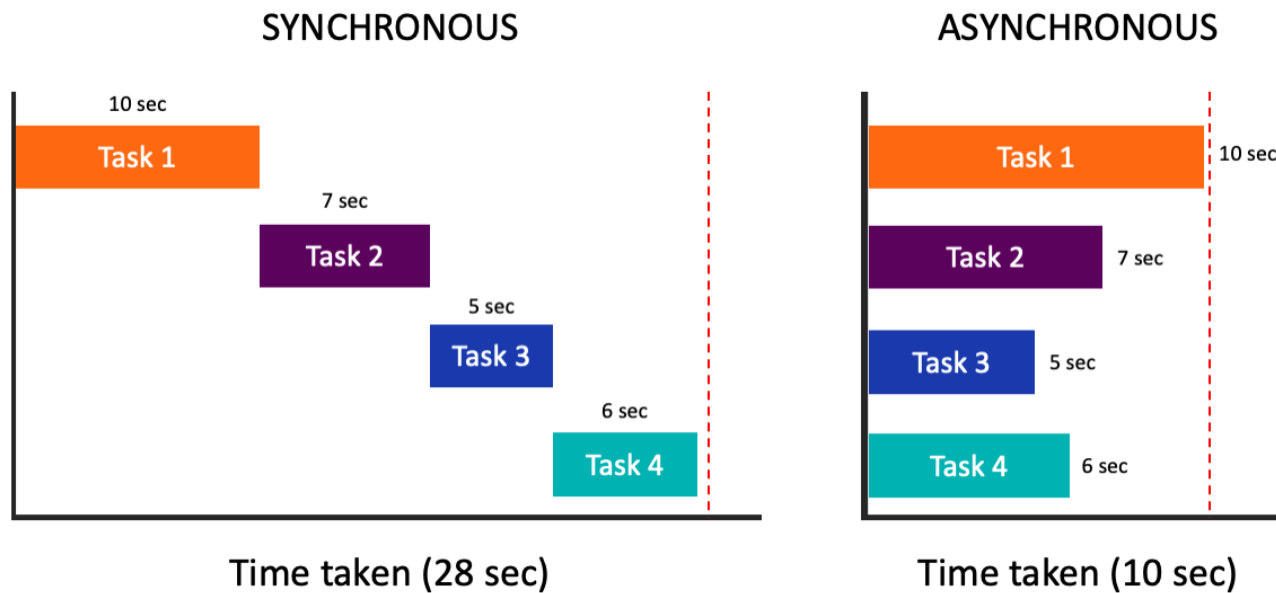# Adaptive Leading for Diverse Teams (Gallup)

- Less meetings and controlled audience with teamwork intention
  - Don't organize a meeting if its only purpose is to share information and watch out for recuring meetings without an updated agenda

- Replace meetings with experiments and collaboration

- Set clear expectations with teams, which includes a support structure

Adaptive Leading for Diverse Teams

SYNCHRONOUS

10 sec — Task 1
7 sec — Task 2
5 sec — Task 3
6 sec — Task 4

Time taken (28 sec)

ASYNCHRONOUS

Task 1 — 10 sec
Task 2 — 7 sec
Task 3 — 5 sec
Task 4 — 6 sec

Time taken (10 sec)

Adopt ASYNC

- Enables leadership and autonomy working ways we want, while offering support and displays a vision of the whole of delivery for each member

- Grants responsibility and accountability

Adaptive Leading for Diverse Teams

- Track performance, not time

- Respect preferred working hours

- Set the example as a leader

- Focus on cross-team communication

- Lean on video and audio

- Don't sacrifice 1:1 meetings

- Protect your people

- Encourage life-work balance

- Set up bonding activities

How Relate to PPM, SPM, and Agile ecosystems?

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Collaboration and *Clarity,* with the diverse remote / hybrid workforce -

enabling everyone to produce at their best for the team

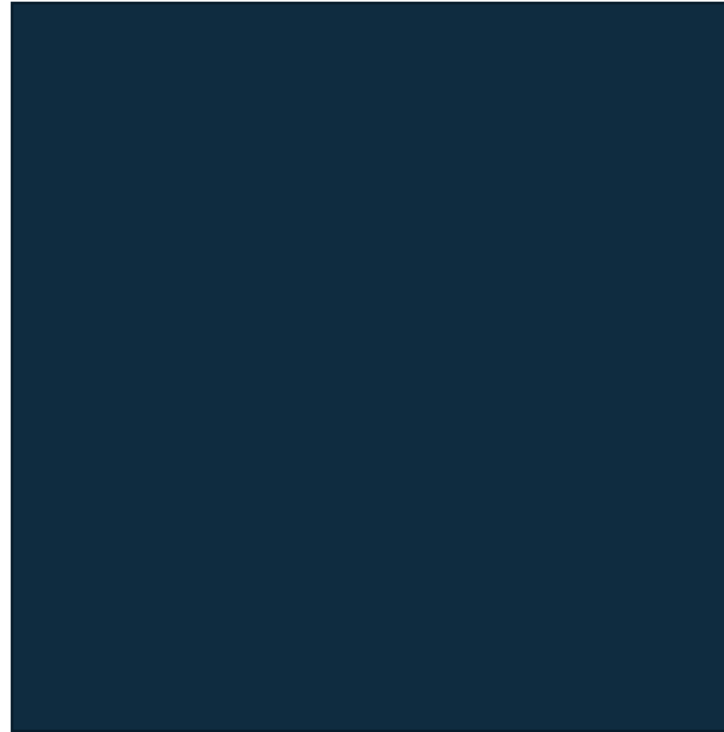within the PPM, SPM, and Agile ecosystems

Questions?

Surveys

Please take a few moments to fill out the class survey.
Your feedback is extremely important for future events.

Thank You For Attending Rego University

Instructions for PMI credits

- Access your account at pmi.org
- Click on **Certifications**
- Click on **Maintain My Certification**
- Click on **Visit CCR's** button under the **Report PDU's**
- Click on **Report PDU's**
- Click on **Course or Training**
- Class Provider = **Rego Consulting**
- Class Name = **regoUniversity**
- Course **Description**
- Date Started = **Today's Date**
- Date Completed = **Today's Date**
- Hours Completed = **1 PDU per hour of class time**
- Training classes = **Technical**
- Click on **I agree** and **Submit**

Let us know how we can improve!
Don't forget to fill out the class survey.

Phone
888.813.0444

Email
info@regoconsulting.com

Website
www.regouniversity.com