4th INTERNATIONAL RETHINK/HR WEBINAR

TACKLE THE **COLLABORATION & TEAMWORK CHALLENGE** IN HYBRID & REMOTE TEAMS

DEVELOR

ZSOLT POZVAI

Global CEO

Master Trainer, Senior Consultant

DEVELOR INTERNATIONAL

EFFECTIVE TEAM ATTRIBUTES

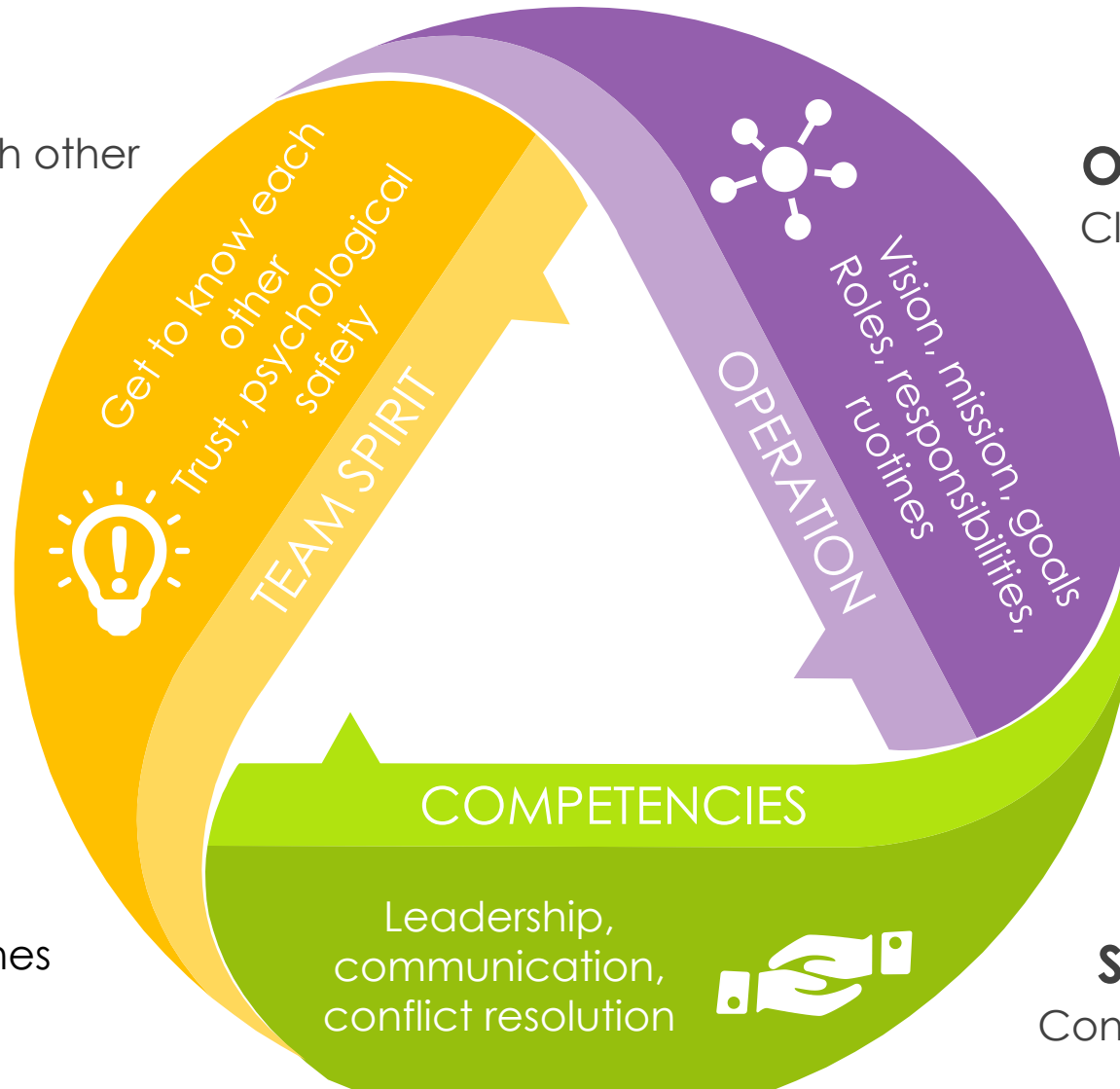| PSYCHOLOGICAL SAFETY	DEPENDABILITY	STRUCTURE & CLARITY	MEANING	IMPACT
Team members feel it is safe to take risk and be vulnerable	Team members get things done on time and according to high standards	Roles & responsibilities, goals & expectations are clear	There is a sense of purpose for the member of the team	The result of one's work is important, is making a difference

HOW TO IMPROVE?

Team building
People don't kniow each other

Operation Improvement
Clarity missing, efficiency issues, engagement

Get to know each other
Trust, psychological safety

TEAM SPIRIT

Vision, mission, goals,
Roles, responsibilities,
ruotines

OPERATION

COMPETENCIES

Leadership,
communication,
conflict resolution

Remote collaboration
Online/Remote/Hybrid routines
meetings, and skills

Skill Development
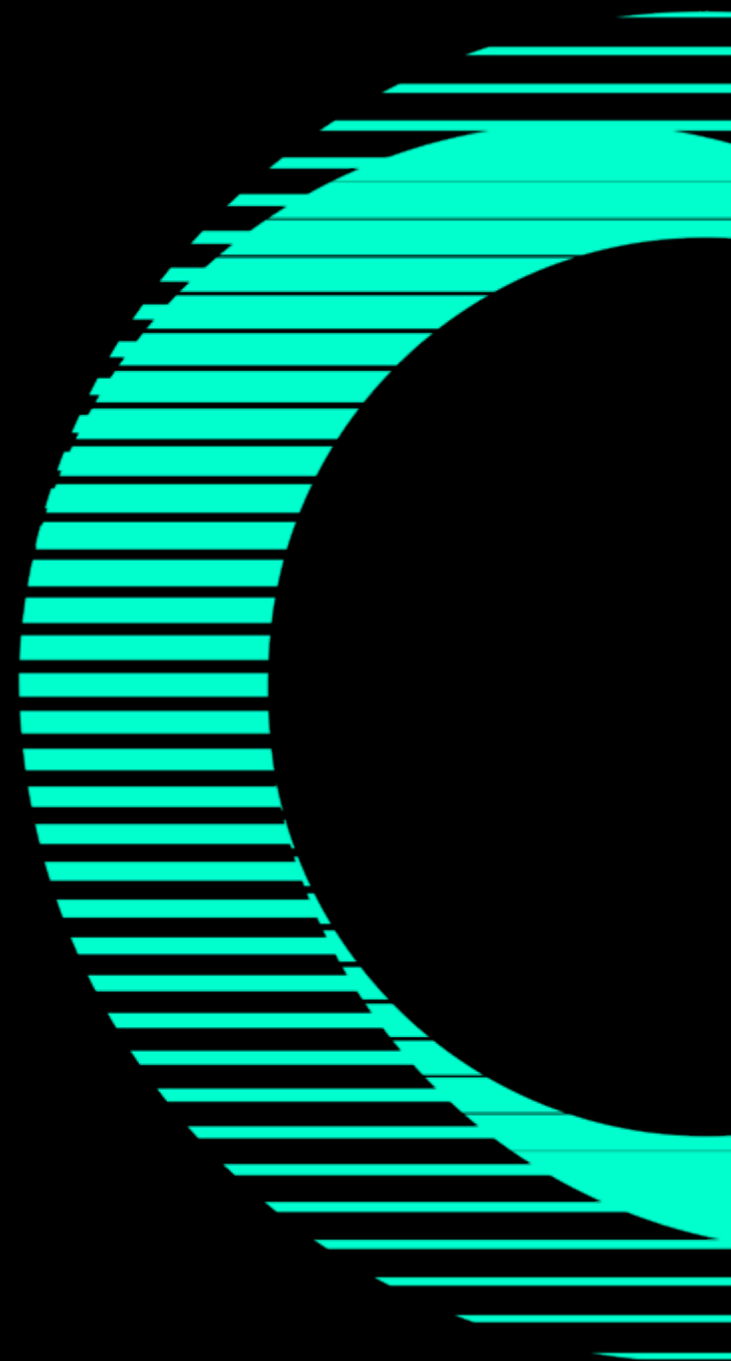Conflicts, lack of motivation

RADOMÍR **ANTOŠ**

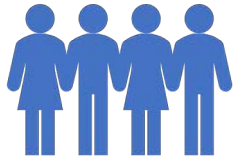VP Engineering
WANDERA

Improve
Team Effectiveness
In An Agile Environment

Who is Wandera?

Software development company

230 people across the globe

Products

Mobile security

Remote access

Brno branch

More than half of the company & tripled in size over the last 3 years

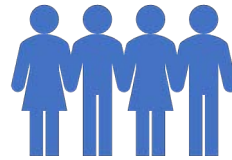Technical - develops and operates the product

Growth, team work, collaboration

My goal

Joined Wandera 3 years ago

Hired to lead the the growth of the team

Team

Great Technical Leads
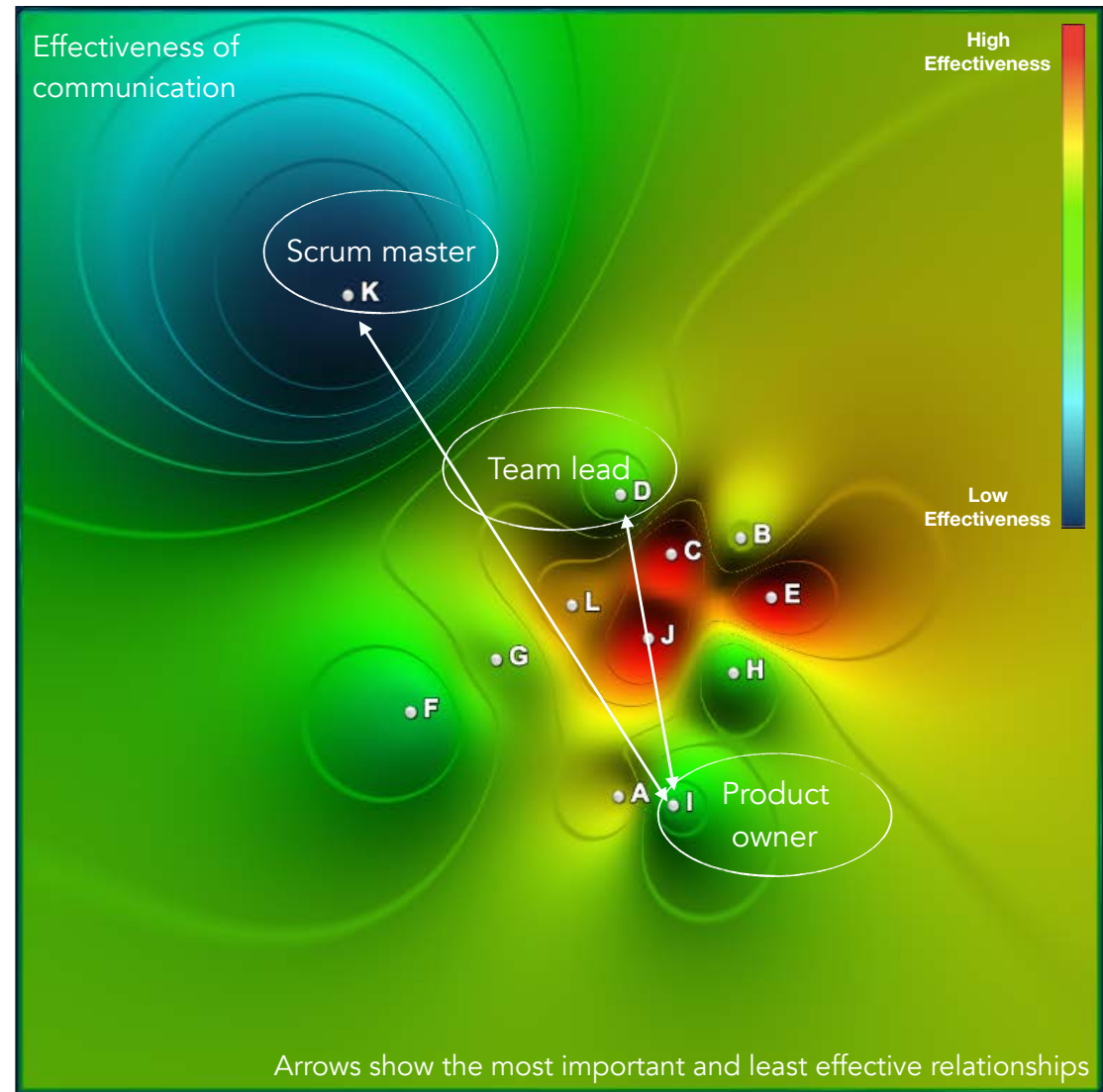
Great Engineers

Culture

Prepare for growth

Growth means retain and hire more

Training programme & socialmaps

Internal soft skills courses

What is Sociomapping?

- Maps and visualises communication and interactions in the team
- Current communication
- Desired/wanted communication
- Importance of communication
- Efficiency of communication

Effectiveness of communication

High Effectiveness

Low Effectiveness

Scrum master
K

Team lead
D

B
C
E
L
J
G
H
F

A   I   Product owner

Arrows show the most important and least effective relationships

Outcomes - built strong and cooperative team

Sociomapping

Great tool that gives insights into the team

"We knew that" but also "AHA moments"

For Team Lead as well as the whole team

Great support from QED Group
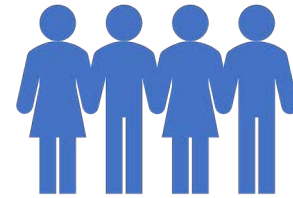
Overall

Team Leads very engaged and sustained the growth

Team Leads cooperation improved

Culture of open communication, feedback & improvements

Low attrition in teams, no attrition in the trained group

Pandemic impacts

SWITCH TO REMOTE WORK

CULTURE SET FOR HIGH
COLLABORATION IN THE OFFICE

AND?

How to survive this?

Set rules for day 1

Wiki with basic rules

Reflect

Reflect often, improve, inform

Leading positions & communication

Group leaders, include them in decision making

Overcommunicate – zoom, slack

Individual teams versus cross team

How to keep the culture?

Keep good habits and move to online

Tuesday's breakfast

Birthday celebration

Welcome cards

Onboarding of new joiners
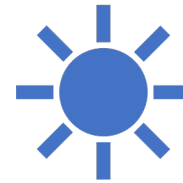
What worked?

Leaders

Keep the group involved in decision making

Share best practices

Teams

Add more more social part to team activities

Coffee, lunch, board games, team walks

Ongoing zoom/google meet meeting – feel close to others

Brno branch

Regular get together

Surveys

Levels of office regime

Outside team building in summer

Online Xmas party

Company

Pulse on business

Often all hands company meetings

Our vision

from little Slovakia

Transform how meetings and events are run around the world
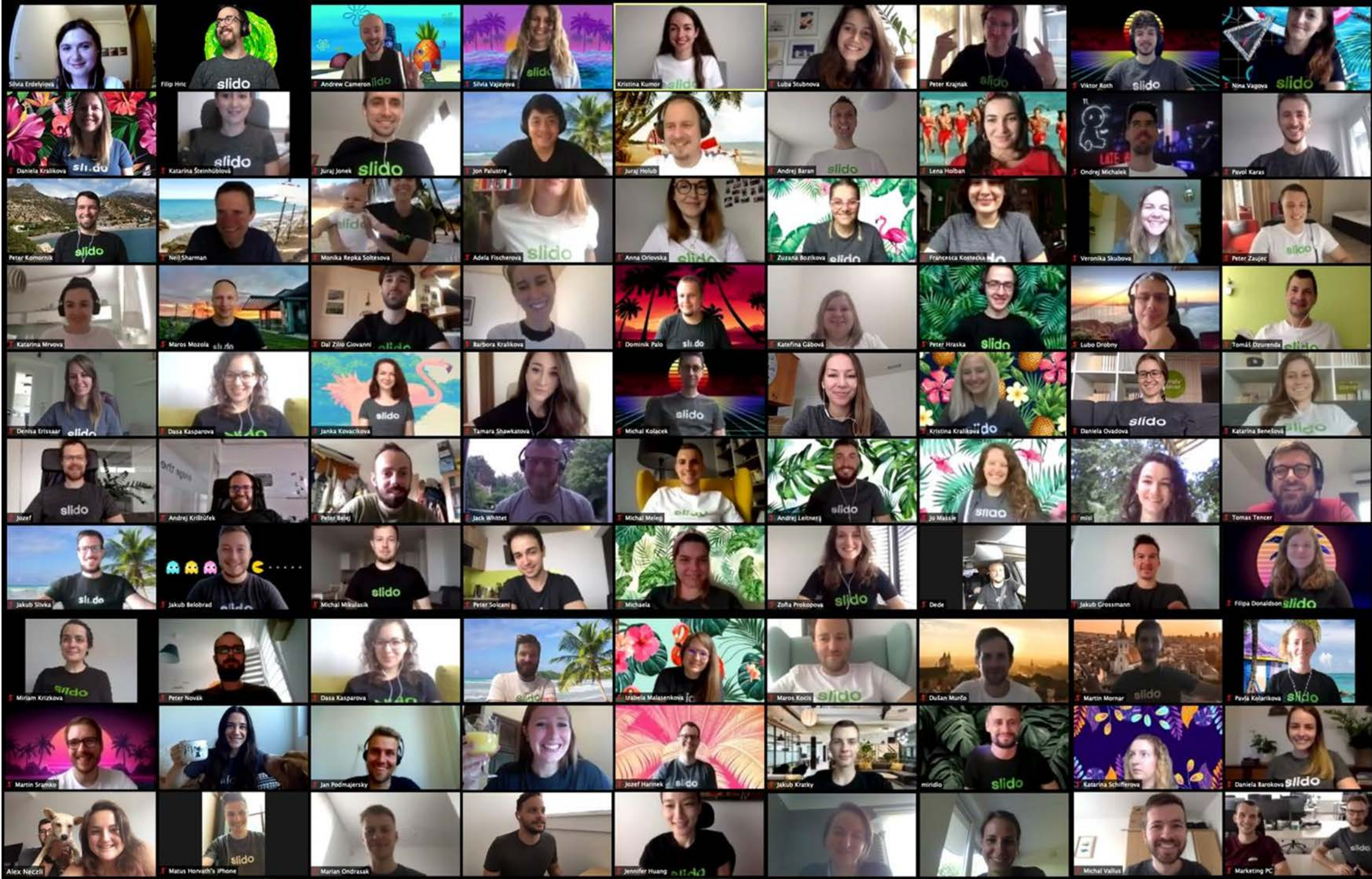
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3 things which worked and did not work during these turbulent times

Develor & Matus Horvath, Slido

3 things which did not work

1. Social beers

2. Tips on how to unplug

3. One size fits all solutions

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1. Social Beers 🍻

people didn't want more **screen time**

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not many people **read them**

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3. One size fits all solutions 🎯

everyone had their **unique challenges**
during the pandemic

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3 things which worked

1 Be a deliberate leader

2 Plan for social

3 Over-communicate

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1. Be a deliberate leader 🎯

Leading in a remote environment,
is there a difference? Well, not really...
**Except all of your leadership efforts
need to be much, much more deliberate.**

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1. Be a deliberate leader 🎯

First aid kit

Clarity

Frequent and consistent 1:1s

Eyes open

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Obvious? 🤔

"Common sense is unfortunately not always common practice."

Steven Covey, 7 Habits of Highly Effective People

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2. Plan for Social 🎉

👨‍👩‍👧‍👦

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3. Over-communicate 📣

Regular business updates

Asynchronous communication

Document everything

AMAs

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3 things which worked

1 Be a deliberate leader

2 Plan for social

3 Over-communicate

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stay safe, stay negative 🤞

Matúš Horváth

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BEST PRACTICE SHARING DISCUSSIONS

Which **SUCCESSFUL ACTIONS** have you taken to support collaboration, team spirit & cohesion?

BEST PRACTICE SHARING – INPUTS FROM PARTICIPANTS

HR (experienced trainer or senior person) runs team coaching session
- It can be optional for the participants or recommended for certain teams.
- The main goal is to help people cope with the effects of the pandemic, Home Office or new ways of communication or collaboration.

Discussing Mission, Vision and/or Corporate Values

In order to strengthen the feeling of belonging and enhance meaning it is worth organizing online sessions for participants where the company vision or values are discussed in an interactive way, led by an external or internal facilitator. The facilitator is not necessarily a management member but some people from the company or external help. It is not a one-way presentation what is the company's official standpoint but an involving and engaging group discussion. Do it in mixed groups.

Reuse of Insights training and test results

Online sessions can be organized with the Insights Teamwheel in focus. How does our team look like on the team wheel from personality / color energy point of view? What shall we do to use better our dominant colors and what to do to replace those colors which are underrepresented? The Insights system can be aligned with the current situation well.

Promoting good news with „Good News Studio"

Since there was only bad news all around them (covid, economy, death) they worked and shared the "Good news studio" every day. They sent people various links, videos, information to elevate them a bit and generate an optimistic atmosphere. They had a competition for the best photo.

BEST PRACTICE SHARING – INPUTS FROM PARTICIPANTS

Exercise and make people move
- 15 minutes morning exercise led by a professional on MS Teams
- Organized a „competition" where people reported any physical activity (training, bike...) and based on energy output this was calculated to KM of run – this way as a team together they collect distance and "run" on the map from one office to another.

Help people with collaborative skills:
- Leadership kit & related meetups on how to lead remote teams
- Training to mid and line level managers on communication routines, how to run formal and informal meetings

BEST PRACTICE SHARING – INPUTS FROM PARTICIPANTS

Make meetings special
- **Team walk -** People log in from their phones and walk around during the meeting; it is more deliberate, people can share where they are, not the same wall all the time.
- **A blast from the past** - At the meeting they were to change the background to one of their pictures taken in a trip in the past. Others were guessing where the place in the background picture was.
- **What's my role?** - Discuss Belbin team roles in a meeting - introduce your role in a funny way
- **Fun quiz sessions -** 30 minutes, mixed participant groups, supported by Slido

16
DEVELOR
offices

30
COUNTRIES
partners & projects

THANK YOU FOR YOUR PARTICIPATION!

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NEXT WEBINAR

HOW THE GLOBAL TRENDS & PANDEMIC IS SHAPING **THE FUTURE OF LEADERSHIP**

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