RDC 2024 Final Presentation

Envisioning The *New Remote*

6/10 people go back to bed as soon as the scrum starts.

A whopping 90% of executives think these folks might miss out on promotions without in-person efforts. Neither cash incentives nor perks are persuasive enough to engage.

So, what's the solution?

Something just isn't working....

Quiet Quitting

⚠️

50%

of the North American workforce recorded putting in minimal effort into their work.

Only 14% of workers feel fully engaged. Only 17% of people feel included and valued within the organization

Gallup

No Promotions

🧲

31%

of remote workers passed on for promotion than people who worked in an office.

Remote workers also get less mentorship, and there's a proximity bias.

Wall Street Journal

Great Resignation

🔀

40%

of employees intend on changing their work over the coming months.

Since the pandemic, the number of people quitting or switching their jobs have risen.

Pew Research

WHAT ARE THE CORE NEEDS EXPERIENCED BY REMOTE TEAMS IN A REAL-WORLD SETTING?

We found some **critical problems** in the remote workflow...

Missing links in collaboration

Working in a remote/hybrid environment, it often leads individuals to feel detached from the team.

Transitionary Teams

Remote work and multiple projects are causing frequent team changes with new roles and technologies.

Challenges in navigating conflicts

In remote work, poor communication, lack of transparency, and limited face-to-face interaction can increase the likelihood of conflicts.

Lack of engaging/ meaningful work

In remote work, the absence of meaningful work significantly impacts employee engagement, commitment, and job satisfaction.

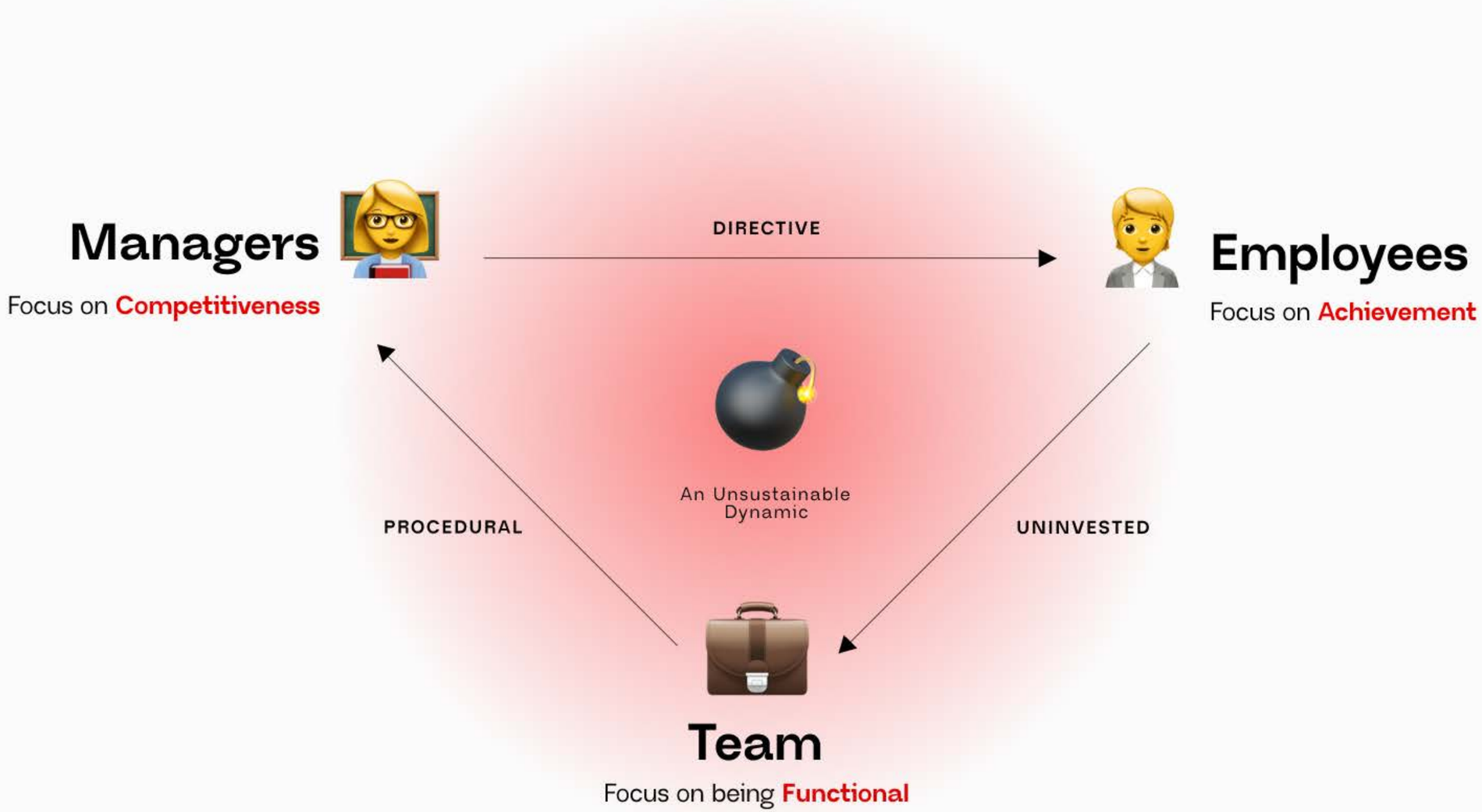
Misaligned Goals

Businesses and employees can have different goals, leading to a an internal disconnect within the employees when they don't align.

Priorities beyond compensation

In remote work, the lack of personal growth, work-life balance, and autonomy can hinder sustainable productivity.

Current Dynamic of Remote Teams



How might we reimagine the dynamic between employees, team and managers to create sustainable performance that leads to a lasting advantage?

For remote work success, businesses and employees must create symbiotic partnerships to collaborate effectively, balancing personal productivity with the company's overall goals.

INTRODUCING

The Remote Revitalization Toolkit

The Toolkit to activate a new remote dynamic

Manager Goals

Shifting from

Competitiveness

Highly productive teams that are focused on separate goals.

To

Flourishing

Team-built mission driven, well-aligned and self-empowered teams.

Team Dynamics

Shifting from

Functional

Teams that collaborate on projects but have limited personal connection.

To

Synergy

Teams that build rapport, human connections and mutual trust.

Employees Outcomes

Shifting from

Achievement

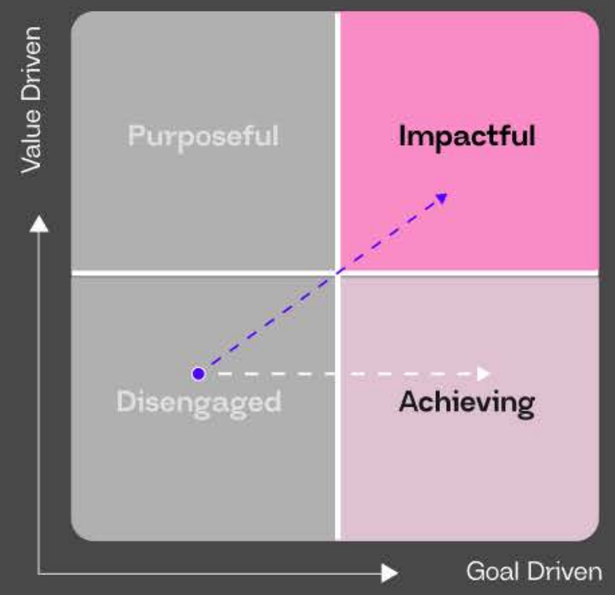
Employees motivated to do work by targets and pay.

To

Impact

Employees driven by personal growth to create impactful work for the business.

Re-Engineer Growth Pathways



INSIGHT

Despite training modules and projects disengaged employees feel unsupported in their growth and lack clarity in their career path, resulting in a disconnect between training impact and employees' goals.

BUILDING BLOCK

How might we provide support and clarity to disengaged employees in their growth and career path to help them create impactful work?

Filled by
Employee

Referred to by
Manager

Company Onboarding
Quarterly Reviews
New Project
Dynamic Updates

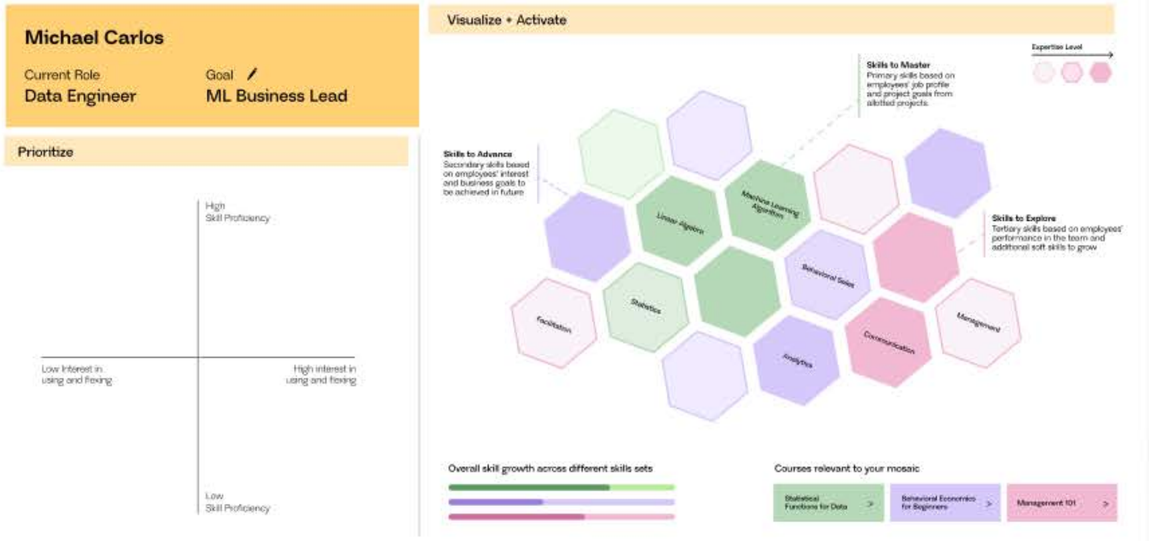
Empowering employees to balance their aspirations, proactively manage their professional development with evolving requirements to help them create impactful work.

Features	Value
ALIGN Align their goals with their job profile and personal aspirations.	❤️ Transforms work into a more meaningful and engaging experience.
BUILD Continuous learning by enabling employees to build growth plans.	🌱 Fosters an environment of continuous development.
FEEDBACK A space for employees to receive feedback and inform their growth.	🤝 Establishes a supportive environment and provides a system for succeeding at work.

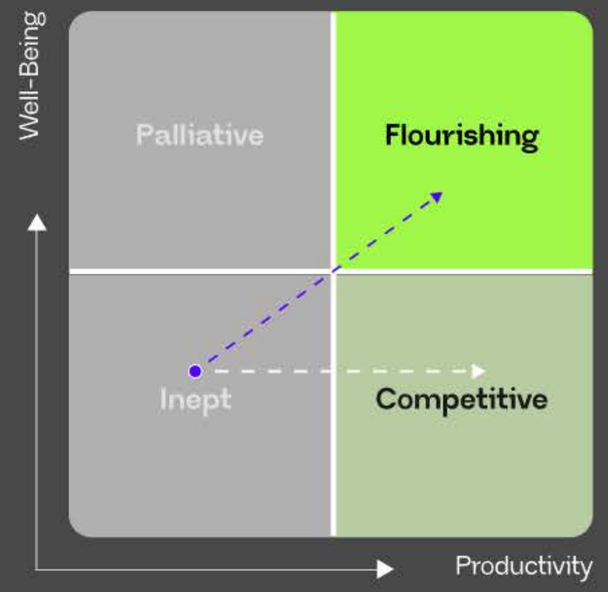
1.3 Reflection From team & Employees

1.1 Realigning meaning of work

1.2 Employee Growth Pathway



Re-Align Business & Employee Goals



INSIGHT

Without appropriate guidance and alignment, high levels business objectives may feel distant and fail to evoke a connection that inspires employees to create impactful work.

BUILDING BLOCK

How do we help employees better connect business objectives to their work participation in an empathetic a manner to support the entire team flourishing?

Filled by

Employee | Manager

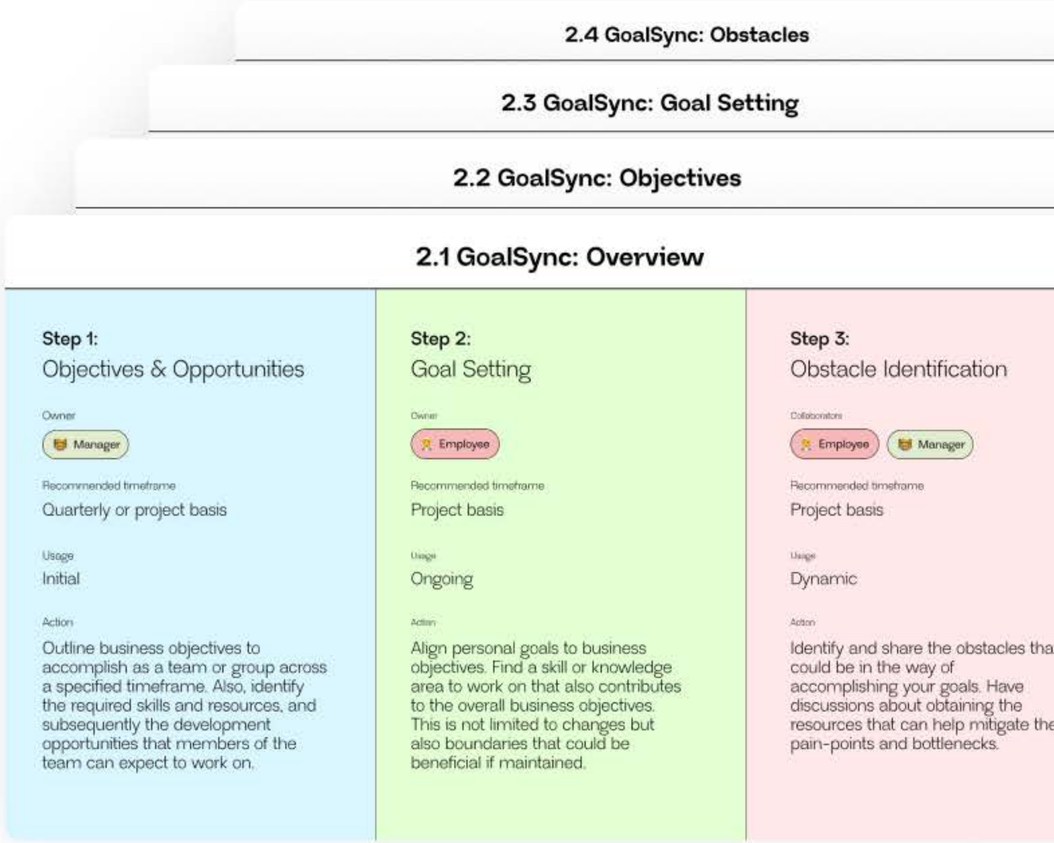
Referred to by

Team

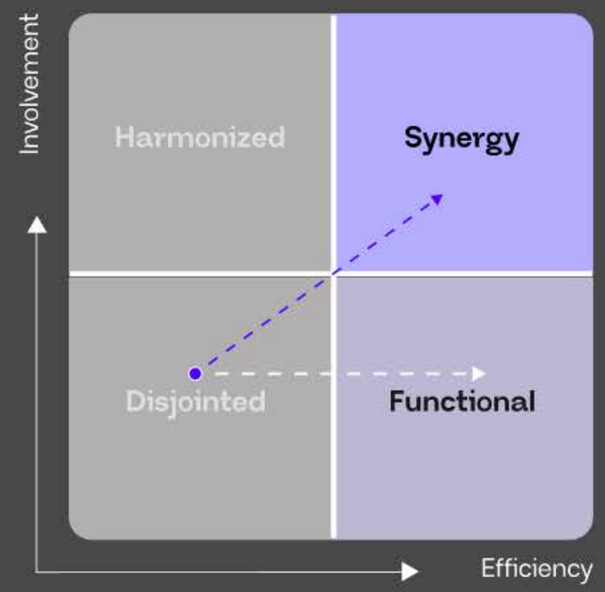
New Project | Dynamic Updates | Project in-Progress | Project Close Out

Synchronizing employee goals with business objectives to drive sustainable and personally committed involvement at work.

Features	Value
REFRAME Note the established objectives, project opportunities & employee goals.	Provides a central source of information, promoting transparency and alignment.
MATCH Assign responsibilities based on matching goals and expectations.	Clarifies goals, expectations, and roles, ensuring commitment and shared understanding.
ASSESS Address obstacles, challenges and support network preemptively.	Addresses challenges and support requirements early, enabling smoother execution.



Re-Engage Via Participation Rituals



INSIGHT

Managers often struggle to engage employees, and teams with low involvement in culture tend to focus only on tasks, leading to a lack of team cohesion and disengagement.

BUILDING BLOCK

How do we get people to participate comfortably online to create better connections and prevent misunderstandings during team work?

Creating collaborative rituals and foster a common bond among coworkers, establishing shared values and demonstrating building a reliant support network.

Filled by

Employee | Team

Referred to by

Team | Manager

Company Onboarding

Project in-Progress

New Project

Features

CONNECT

Create personal connections with casual and creative games to build rapport and familiarity.

KNOW

Understand different working styles and expectations in collaboration while remotely working.

RITUALIZE

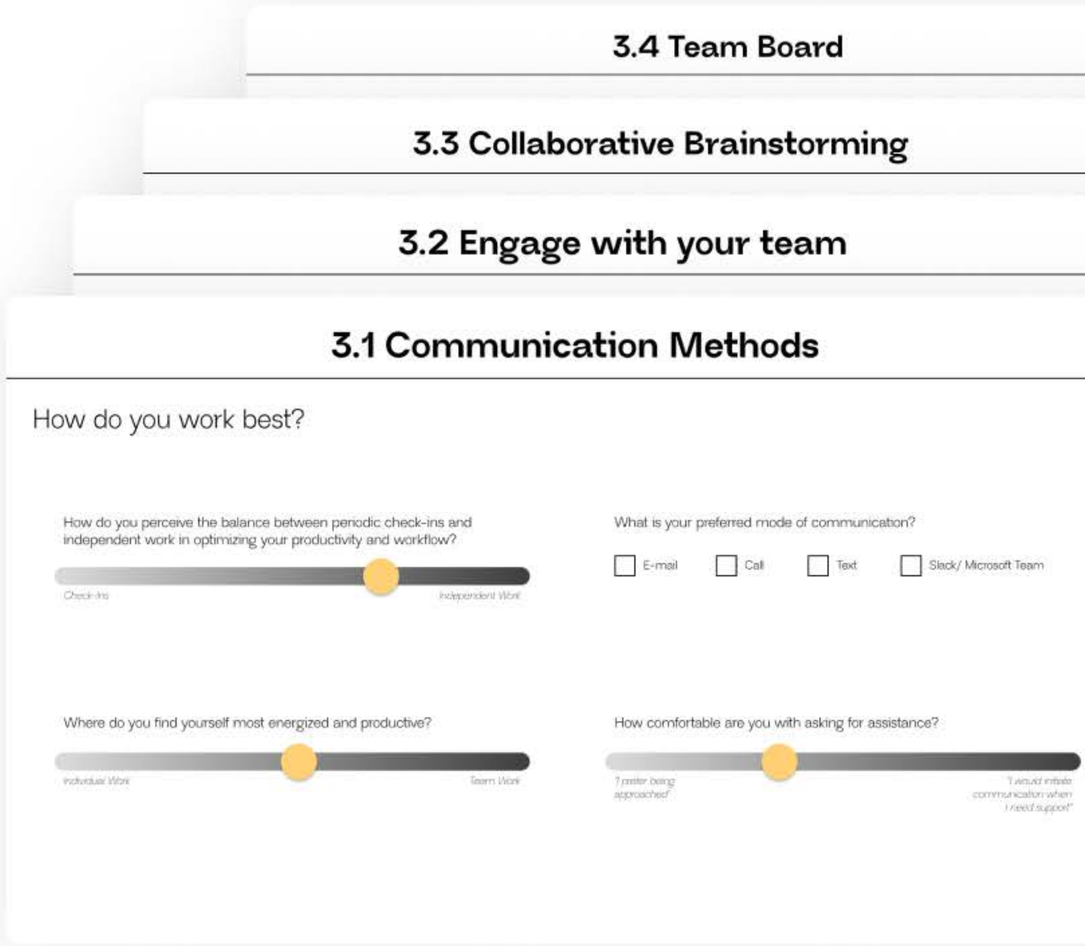
Start rituals with small activities that encourage interaction and creativity.

Value

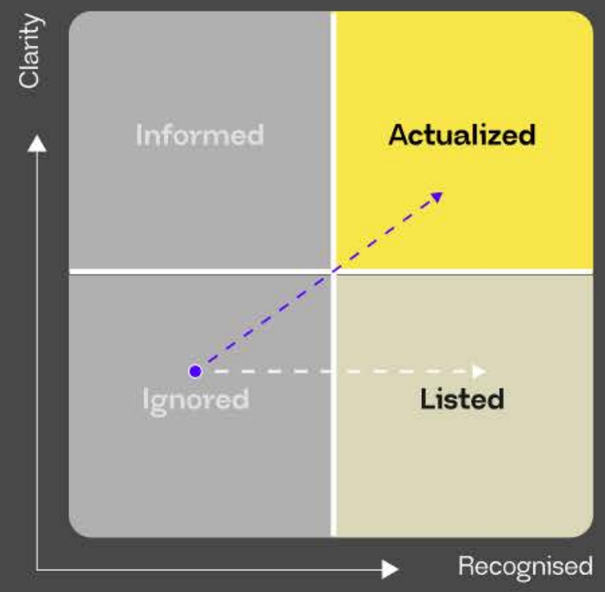
Helps build a strong foundation for teamwork, fostering trust and open communication.

Enhances adaptability; ensures that team members can work effectively together, despite physical distance.

Encourages innovation and collaborative problem-solving from the outset.



Recognize Impact Of Work



INSIGHT

Employees feel disconnected from their impact on company growth and don't know what value they have created, fueling dissociation.

BUILDING BLOCK

How might we empower employees to better understand and recognize the significance of their contributions?

Filled by
Employee

Referred to by
Team
Manager

Project Close Out
Quarterly Reviews

Helping employees understand how their contributions affect the company's success. Fostering a sense of purpose and fulfillment in employees work,

Features

HOLISTIC

Considering metrics for both, qualitative and quantitative aspects.

Value

Cultivates a motivational environment where employees feel valued.

Levels of Impact

Personal

Measure of individual growth.

Project

Evaluation of the influence and outcomes of projects undertaken

Organization

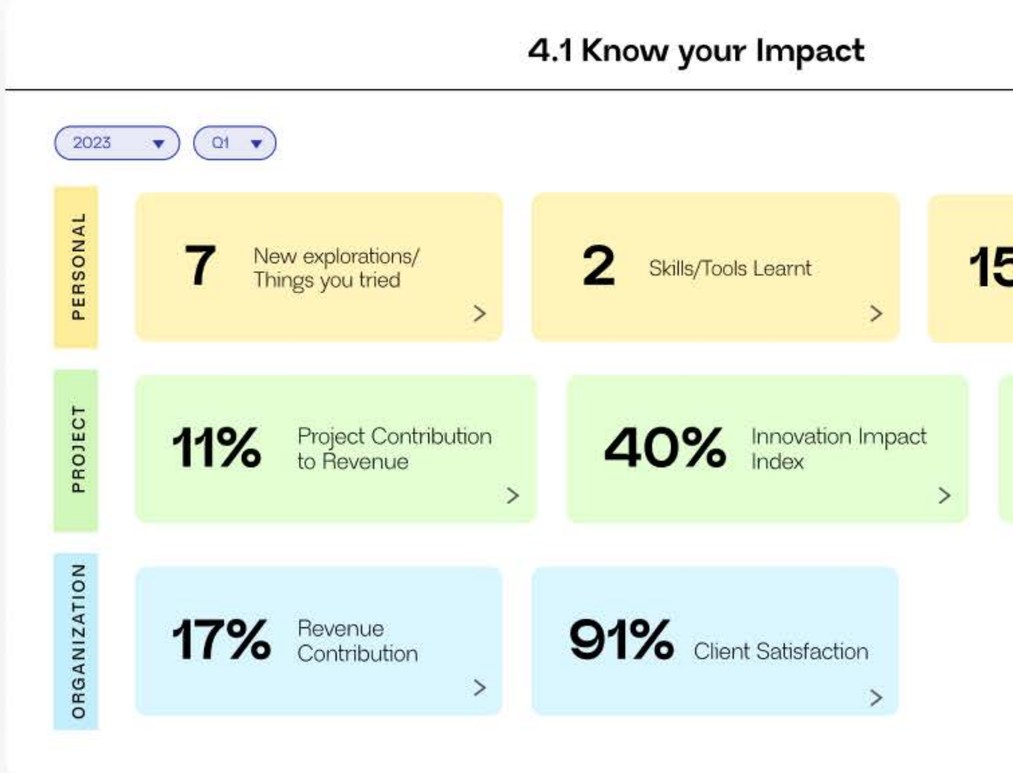
Measure of broad company-wide contributions.

Requested Impact Categories

Skills Unlocked & Mastered Development Progress, New things tried/Exploration Score

Learning Path Progress + Knowledge Network Expansion, Number of Collaborations + Feedback

Company-wide Impact Evaluation, Revenue Contribution Index, ~~Hours/Effort Worked~~



Our toolkit Is adaptive and can be used at many stages...

Managers

Focus on **Flourishing**

Employees

Focus on **Impact**

COLLABORATIVE

FAMILIAR

INVESTED

A Sustainable Dynamic

Team

Focus on achieving **Synergy**

KYT Tools

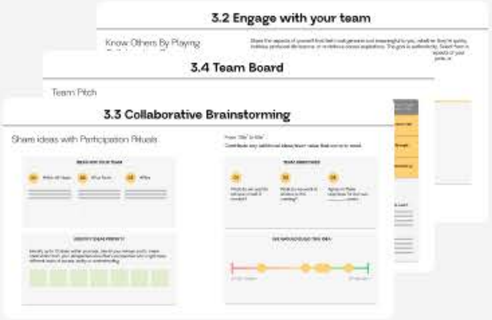
(Know your team)

KYI Tools

(Know your Impact)

PP Tools

(Participatory Practices)



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To engage the workforce, organizations must show they care and prove it through actions!

Let's make remote work, *work*!