STAYWELL®

Collaboration

Focus on Remote Workers

Date: _____

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Agenda

- Team building 101

- Focusing on remote workers

- Building a destination culture

- Recommended next steps

We've come a long way baby ...

Teamwork: A Primer

Teamwork principles

High-performing teams

- Groups make better decisions

- Leader with high EQ means better teamwork

- Team self-management

- Strong organizational awareness

- Collaborative behavior

Bill Gates

"Being transparent is a powerful thing, if you can trust yourself and be trusted by others. The reason most leaders are not transparent is because they believe they will be viewed as less authoritative; that the credentials they worked so hard to attain will lose their power, leverage and gravitas."

Simon says

Team leadership is:

- Absolute love for the people who have committed their lives to the enterprise

- Hard to measure in the short term but easy to measure in the long term

- Caring for those who report to them directly with one purpose only; that they will take care of the people in their charge

- Having the courage to always do the right thing even in the face of overwhelming pressure

Remote workers

1 in 2
Employees will work from home by 2020

61%
Number of StayWell Employees in Field

$44B
Telecommuter estimated cost savings

Remote workers

Additional advantages

- Longer work hours

- Lower overhead

- Higher retention rates

- Fewer sick days

Telecommuting Pioneer IBM

History of developing work-from-home strategies

- Explored innovative collaboration strategies
- 2010 – built their own island in Second Life
- Slashed real estate costs alone by $50 million
- 2017 – bringing marketing employees back to offices
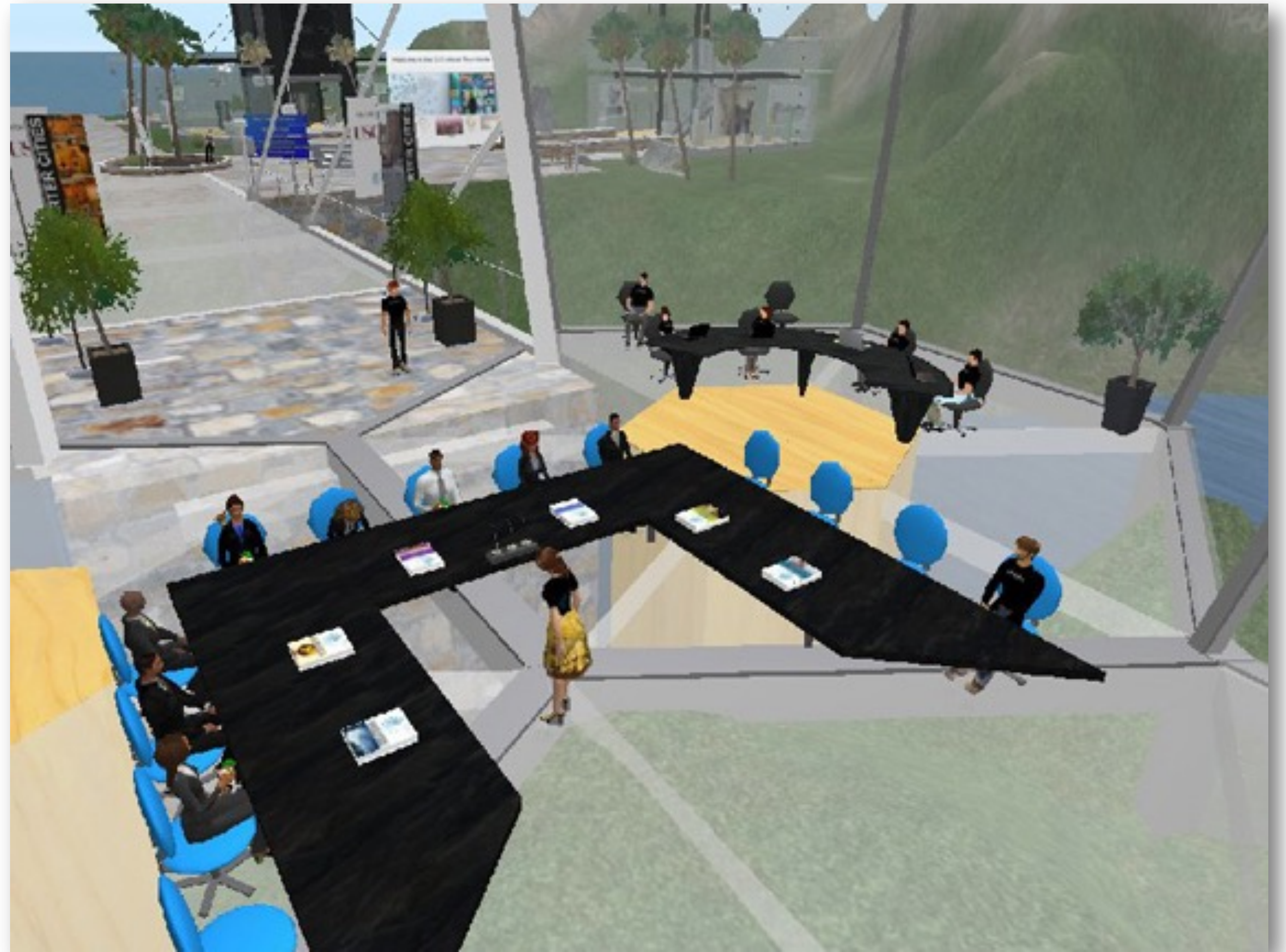
Attracting innovators

What do innovators look like? Why do we need them? Where can we find them? What will draw them to us as a destination culture? How do they need to be managed? This new technological global workplace requires us to be intentional in engaging talented remote workers.

Collaboration blockers?

- Preference for in-office collaboration

- Process inefficiencies

- Working in silos

- Disorganization

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Positive culture

A workplace characterized by:

- Collaboration

- Kindness

- Trust

- Respect

- Inspiration

Leads to improved employee:

- Loyalty

- Engagement

- Performance

- Creativity

- Productivity

Tips from our remote employees

33%
Stand-up calls at least twice a week

33%
Video during meetings when possible

100%
In person meetings at least once per year

100%
Improved transparency among leaders

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Recommended next steps

Training – Webinars

- Improving communications among diverse teams

- Increasing employee engagement

- Conducting team talent inventories and developing careers

- Active listening for managing work relationships

- Developing discovery questions

Recommended next steps

Presentations – during Bean 30

- Getting to know your remote workers

- Meaningful meeting starters

- Practicing active listening

- Virtual office visits

Recommended next steps

New employees – onboarding

- Virtual office visits

- Active listening for managing work relationships

- Teamwork 101

Questions, please :)