



Measuring Hybrid Teams
with Remote Team Scan

Our approach is...

Remote Team Scan



Materials & Hybrid Coaches



Ensure effective hybrid work at team level



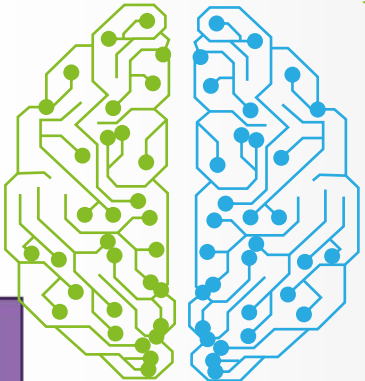
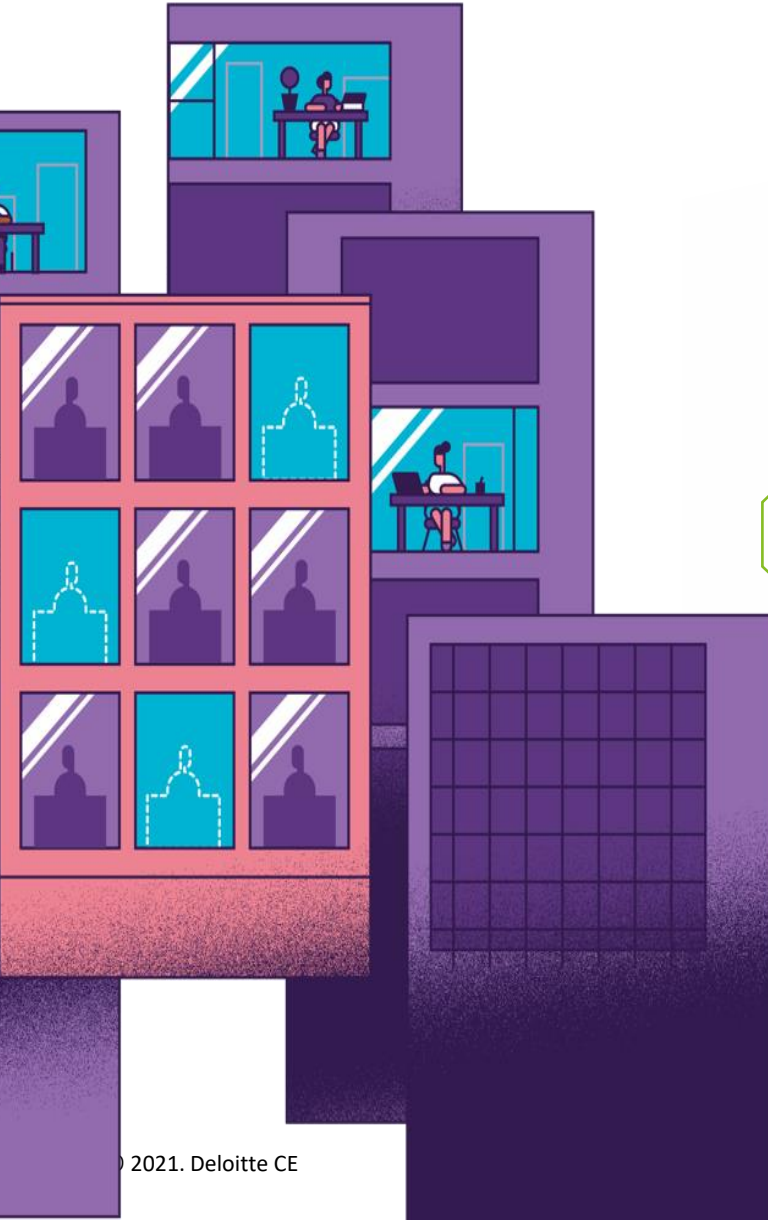
OUR APPROACH IS...



Key differentiators of our approach

- Focus on the **team and interpersonal dimension**: we believe aligning teams and building effective habits for hybrid are the **essential condition** for the successful implementation of hybrid work.
- Share knowledge by **involving internal facilitators early** and ensuring their participation throughout the project. This will help to build a complete understanding of our methodology, as HRBPs will be the change agents and facilitators in the actual shift to the target work model: **Hybrid Coaches**.
- **Strengthen organizational culture** by communicating a cohesive set of effective team habits.

Our approach accelerates the change of mind-set

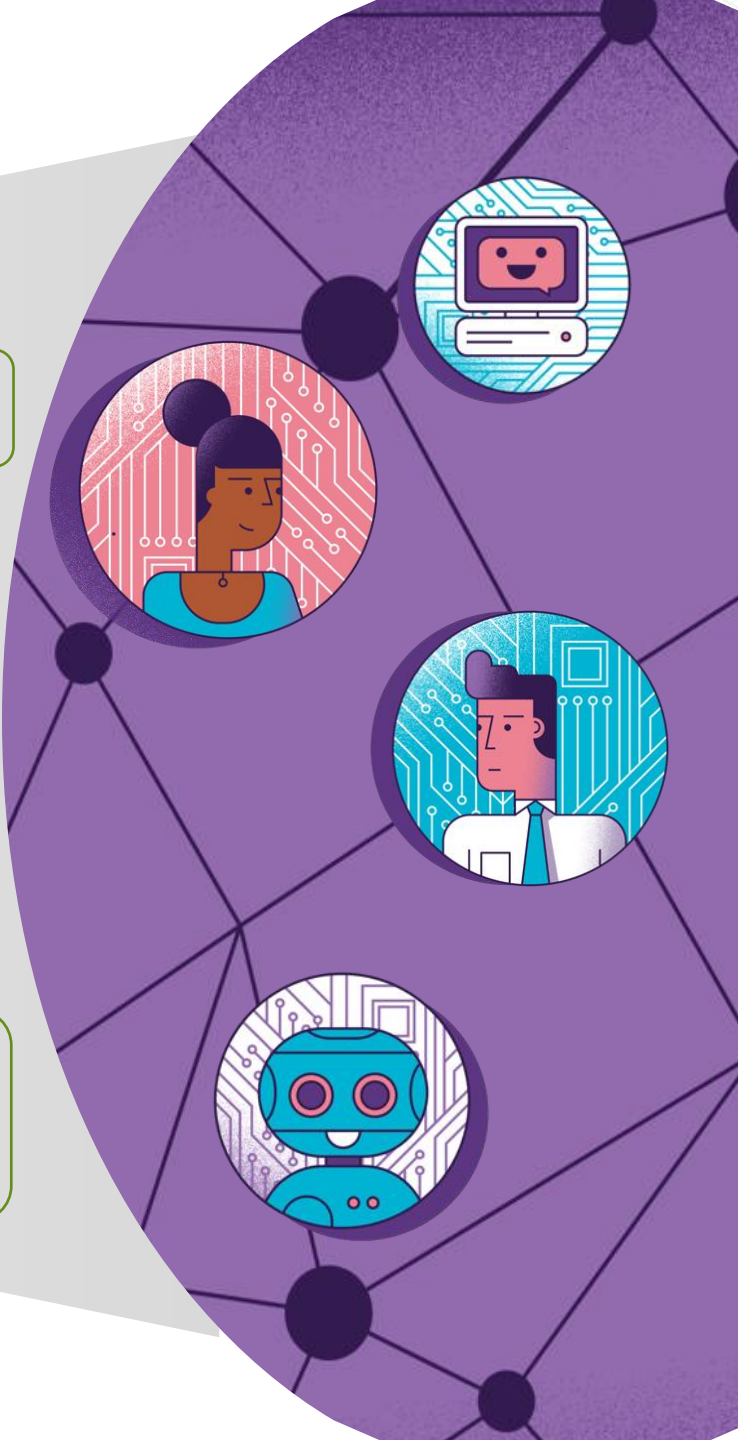


**Mind-set
of the future**

Office is **no longer**
a place

Hybrid means
flexibility and
freedom of choice
within a **specific**
framework

Hybrid model is
complex so it
must be
structured

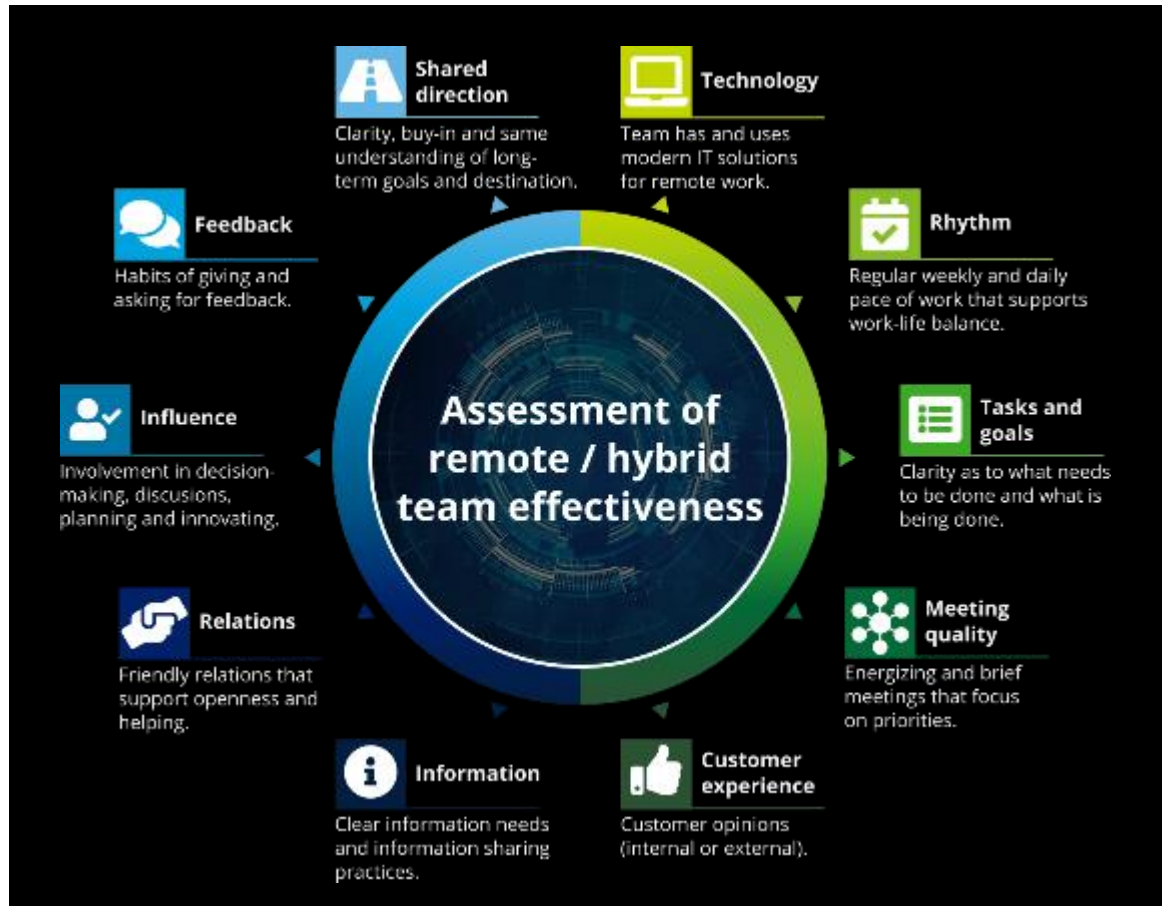


The Remote Team Scan forms the basis for understanding how the organization is doing in hybrid



REMOTE TEAM SCAN

Feedback on hybrid implementation and team effectiveness



- Online survey
- Requires ~12 minutes to complete
- Measures team effectiveness in 10 areas associated with long term and short-term health of team
- 48 closed questions, 4 open questions
- Contains customizable section to include questions about the organization's current situation and dilemmas
- Benchmark for Central & Eastern Europe: over 11,000 responses, hundreds of diverse teams
- Each team leader receives a report for their team

Examples

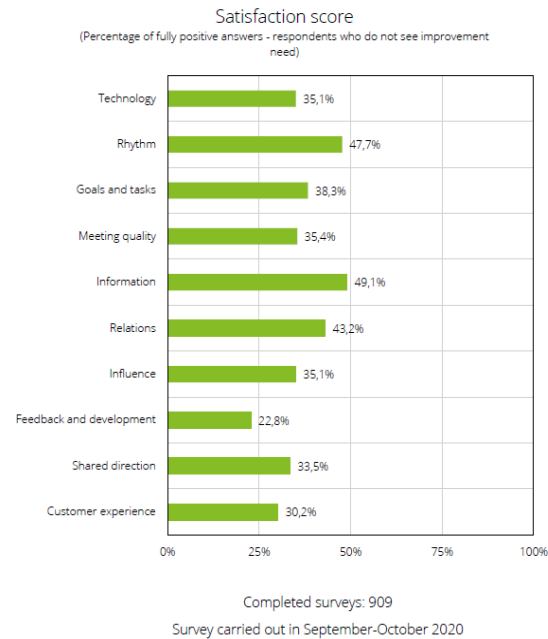


REMOTE TEAM SCAN Feedback on hybrid implementation and team effectiveness

Prioritisation of key initiatives

EXAMPLE

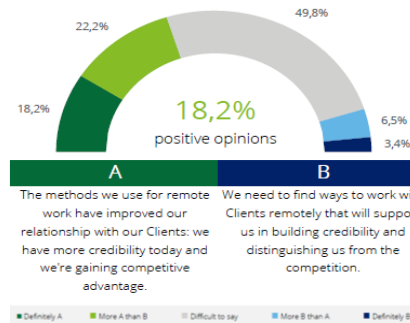
Results Summary



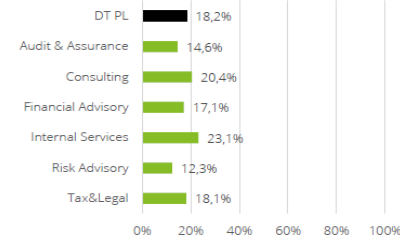
Benchmarking

EXAMPLE

Methods for working remotely with clients

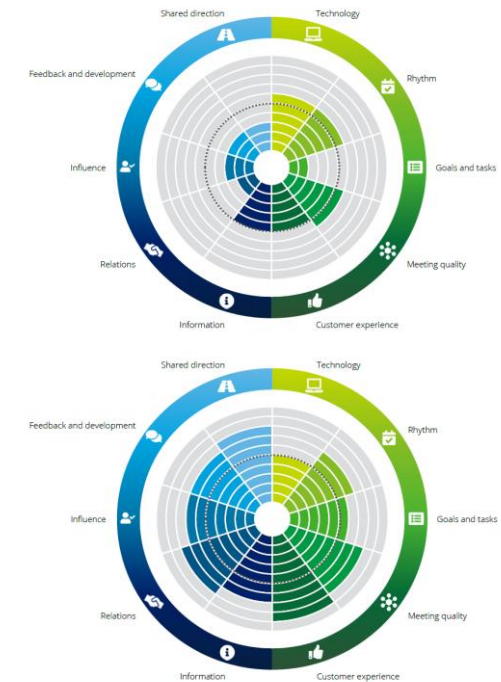


% of positive opinions by function



Compare teams and approaches

EXAMPLE



Process for deploying the Remote Team Scan



REMOTE TEAM SCAN

Feedback on hybrid implementation and team effectiveness



1

Prepare

- Create online registration form
- Adapt questionnaire
- Prepare comms and survey plan
- Set up reporting structure

2

Deploy

- E mail invites
- Helpdesk
- Targeted reminders
- Response rate reporting

3

Prepare organizational reports

- Overall report
- Cross-section reports for large organizational units

4

Actionable recommendations

- Workshop with HR / internal project sponsor to interpret results and flag areas for change
- Presentation to senior leaders: key results and recommendations

5

Distribute team reports to managers

- Video guide – interpreting your results
- E-mail distribution of reports
- Hybrid Team Development Guide





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