Making a plan...
when it's hard to plan.

A talent readiness assessment for delivering results in today's world.

Are you ready for anything?

To succeed today, businesses must be able to easily pivot and adjust to ever-changing internal and external conditions. Agility is more vital than ever, and your company needs to be able to do more with less.

Moving from "now" practices to "next" practices

What worked before might not necessarily work as well today. Creating a sense of visibility and connection is crucial. This means engaging distributed organizations through team leaders. Keeping employees happy and productive. And ensuring that your organization can see how everything is running.

Developing an agile mindset in your workforce will give your organization greater flexibility. You do this by making employee engagement your priority, because engagement leads to improved productivity, no matter the situation[1].

This guide will help you assess your readiness in 3 key areas

Three key factors have emerged as key to planning in today's working environment. Using these, you can assess whether or not your organization is ready to be responsive to changing needs.

1 **Dynamic/Distributed Teams**

Work happens on both static and dynamic teams. But with employees working from varied locations, understanding how to lead distributed teams is necessary regardless of whether you are experiencing them today.

2 **Putting Engagement Data to Work**

Being able to understand the current state of your employees isn't something you can afford to do only once a year. You need quick, immediate, *relevant* data and the tools to analyze that data on the fly.

3 **The Elevated Role of Leaders at Any Level**

Connectivity of your leaders to their people, from the C-suite to the field, matters more than ever. Communication needs to ramp up in both directions as situations change.
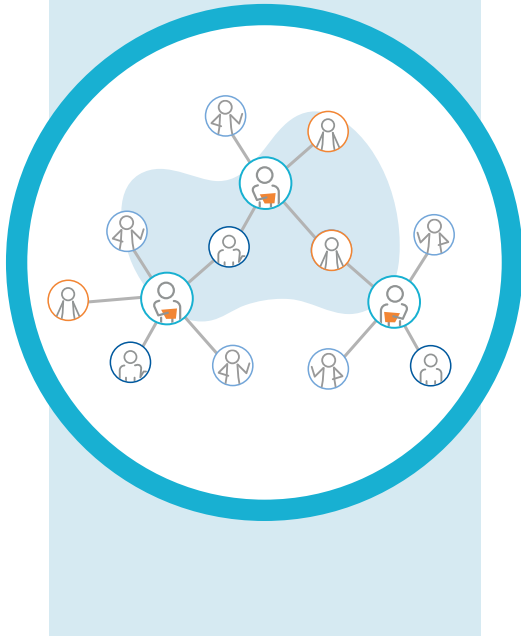
Assess your company's readiness

Are you set up to handle how a world health event or extreme economic swing would affect your business? **See how many boxes you can check today.**

1.   https://www.forbes.com/sites/bryanrobinson/2019/12/15/
     worker-trends-for-2020--engagement-disengagement-or-
     over-engagement/#1cde9d7817bc

1

Dynamic/Distributed Teams
Where the work gets done.

According to the ADP Research Institute[2], most organizations do not fully understand or act on the power of dynamic (non org-structure) teams.

Do you:

- ☐ Understand how your dynamic teams, as well as the hierarchical ones, are experiencing work?
- ☐ Know which teams are adapting well to remote work and which are not?
- ☐ Know which teams, regardless of where they are working, are thriving, and which might need more support?
- ☐ Know where dynamic teams are forming and what they are working on?
- ☐ Have a way to support the "invisible leaders" of dynamic teams?

Putting Engagment Data to Work
What you need to know *now.*

Timely, accurate data is more important than ever. You can't rely on last year's survey. You need to convert data into valuable intelligence to make the best business decisions.

Are you able to:

- ☐ Know how your teams are feeling in the moment so leaders can respond to their needs and support them accordingly?
- ☐ Use engagement data to understand potential outcomes like productivity, absenteeism, and safety accidents?
- ☐ Access your engagement data in real time, reflecting on how work is happening in the now?
- ☐ Spot a potential hot spot for action in a timely manner?
- ☐ Measure what you need to know with your current system?

2

3

The Elevated Role of Leaders at Any Level

The glue that holds the team together.

Especially now, team leaders are a source of security and constancy for the team. At all levels, frequent communication is key — even more so when things are in flux.

Do your team leaders:

☐ Know how to make the most of their own strengths?

☐ Know which work their people wish they could do more often and which work they wish they could do less often?

☐ Keep in touch with how each team member is feeling about work from week to week?

☐ Know and follow the habits of the world's best team leaders?

☐ Have a solid connection from the top of the organization to the rest of it? Would those on the front lines agree?

Feeling ready?

As you work on these 3 areas, your sense of control over a volatile time will settle over the organization. You'll be able to zig or zag as needed, and feel confident that your moves are all based on real, reliable intelligence. You'll feel more connected, both to the work and to the people doing it.
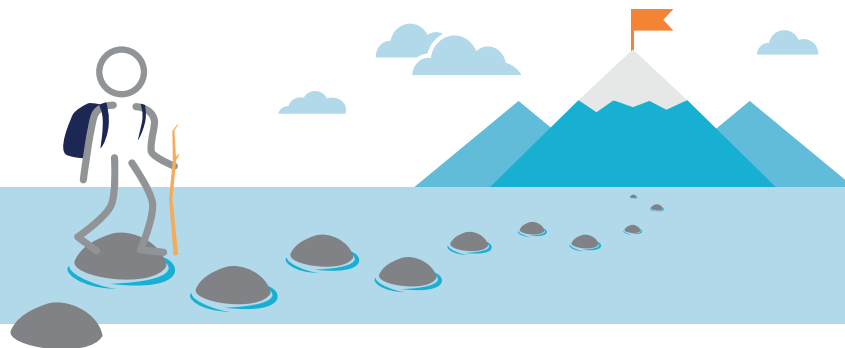
Where are you feeling most prepared, and where do you need to make some changes?

✓ Dynamic/Distributed Teams

If you need to increase your agility with distributed working conditions, supporting dynamic teams is essential. By giving team leaders the ability to build and disband dynamic teams as well as support core teams, you are able to see into the entire breadth of work happening in real time.

✓ Putting Engagement Data to work

If you're ready to put your engagement data to work for you, you may want to hear about our Engagement Pulse. It's an eight-question quick survey, usually conducted quarterly but available at any time, that aggregates research-based data to tell you how the organization and each team is feeling right now.

✓ The Elevated Role of Leaders at Any Level

And if you want to ensure your leaders are equipped to accelerate the performance of their people throughout your organization, give them the tools to support the rituals of the best team leaders: frequent connections with team members using Check-Ins. StandOut technology operationalizes the rituals by providing tools that reinforce great business habits.

> **With everything going on in the world right now, StandOut has become even more valuable to us. It empowers our managers to keep a consistent pulse on how their** (newly remote) **teams are doing. They can easily monitor priorities and needs and then provide immediate feedback. This makes our one-on-ones more efficient, since we can confidently zero in on what's important for employees and the company. We are grateful to have StandOut in play to help us find order amidst the chaos.**

The Marcus Buckingham Company (TMBC®), an ADP® Company, and our suite of StandOut® products could be what you need to manage today's unique needs.

Please visit **tmbc.com** to learn more.