

# **The new face of work:**

**Building Accountability and Engagement  
with Remote and Hybrid Teams**

**V**

**Creating winning companies and inspiring leaders.**

# Hybrid in Manufacturing



42%

of manufacturers are redesigning their work models to support a hybrid workforce.

*IDC Covid-19 IT Spending Impact Survey Wave 12, September 2020*



54%

of manufacturers say remote work has improved their workers' health and safety

*IDC COVID-19 IT Spending Impact Survey Wave 10, August 2020*



73%

of manufacturers said they planned to invest in new technology to facilitate remote work

*SYSPRO survey, 2020*

# Topics

- The paradigm shift
- The invisible balance sheet
- Managing for accountability
- The Accountability Model
- Measuring accountability
- It's a hybrid world
- Flexibility modeling
- Hybrid in Manufacturing

# The Paradigm Shift

Some have adapted;  
others have not



# The Invisible Balance Sheet

Managers were managing  
by observation

# Managing for Accountability

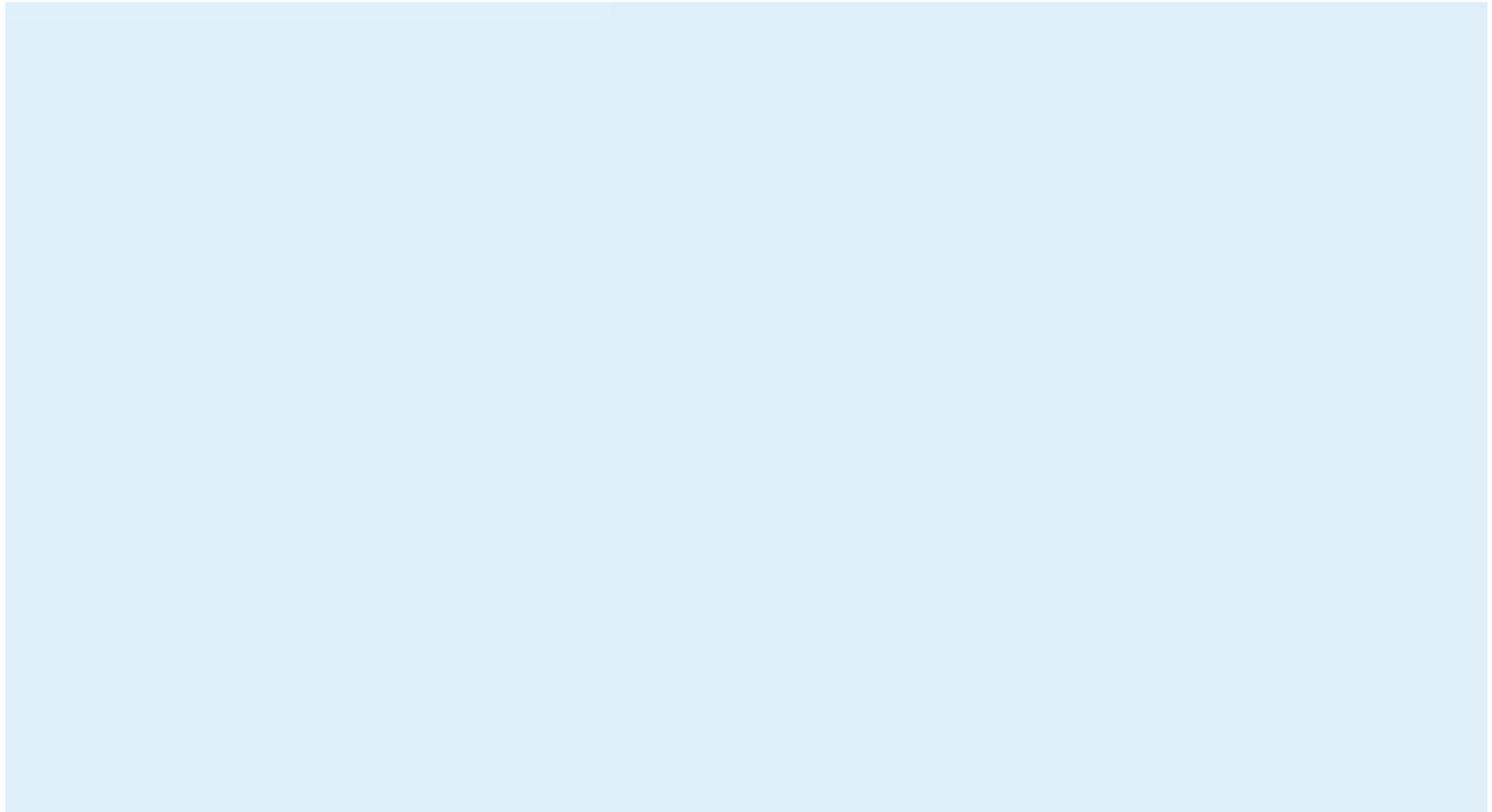
Multi-directional

**Competence and motivation;**  
demonstrated via behaviors

Two energies:

1. Skill
2. Will

# 6 Steps to Team Accountability Improvement



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## STEP 1

Get clear on **THE DEAL.**

# 6 Steps to Team Accountability Improvement



## STEP 1

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## STEP 2

Use **THE VIDEO TEST**  
to describe the  
performance issue  
or problem.

# 6 Steps to Team Accountability Improvement



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## STEP 2

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## STEP 3

Leave a silent **PAUSE** of time and space for the person to respond to your *Video Test* observation of behaviors.

# 6 Steps to Team Accountability Improvement



## STEP 1

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## STEP 4

Remind the person of **THE GOAL**.



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## STEP 5

**WORK TOGETHER** to find a specific solution to the identified performance issue.

**OR MAKE A SUGGESTION** if the person cannot come up with a solution, then ask for their commitment to try it.

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## STEP 6

**FOLLOW-UP** consistently and with persistence.

# Measuring Accountability

VSR 1 - May 2022

VSR 2 - Aug 2022

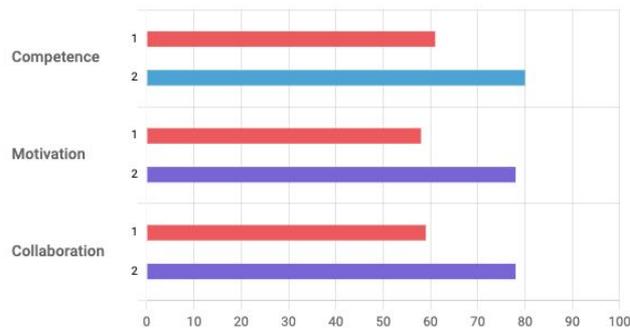
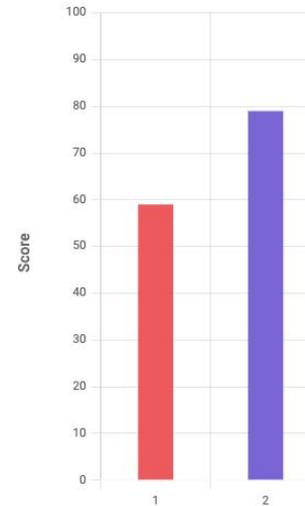
## ACCOUNTABILITY

Accountability is having developed the skills and motivation to get things done on time and up to expectations.



**Overall Improvement:**  
May 2022 ~ Aug 2022

**+20 Difference**  
**+34% Performance**



# Flexibility Modeling

Modeling flexibility for others

Managing stress

WFH and hybrid behavior patterns

[vivoteam.com](https://vivoteam.com)



# What people want most

- Money
- Manager competence
- Flexibility
- Knowledge of where their career is headed

*(Harvard Business School)*



*One  
take-away  
from today...*



DEVELOPMENT

**Inspire your leaders  
and teams with  
training experiences  
they want to be part of.**

*Creating entertaining and educating  
online programs for over 10 years.*

Vivo Team develops your leaders and  
teams through live, online training,  
coaching, and people analytics.

Partner with Vivo Team and watch  
your workplace culture and  
profitability soar!



Best Advance in Measuring the Impact of Leadership  
Best Team Development Program



vivoteam.com

# Free Assessment

*What needs attention right away?*

Find out in 5 minutes:

[\*\*vivoteam.com/demo\*\*](https://vivoteam.com/demo)



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