



Remote work challenges

24.02.2021

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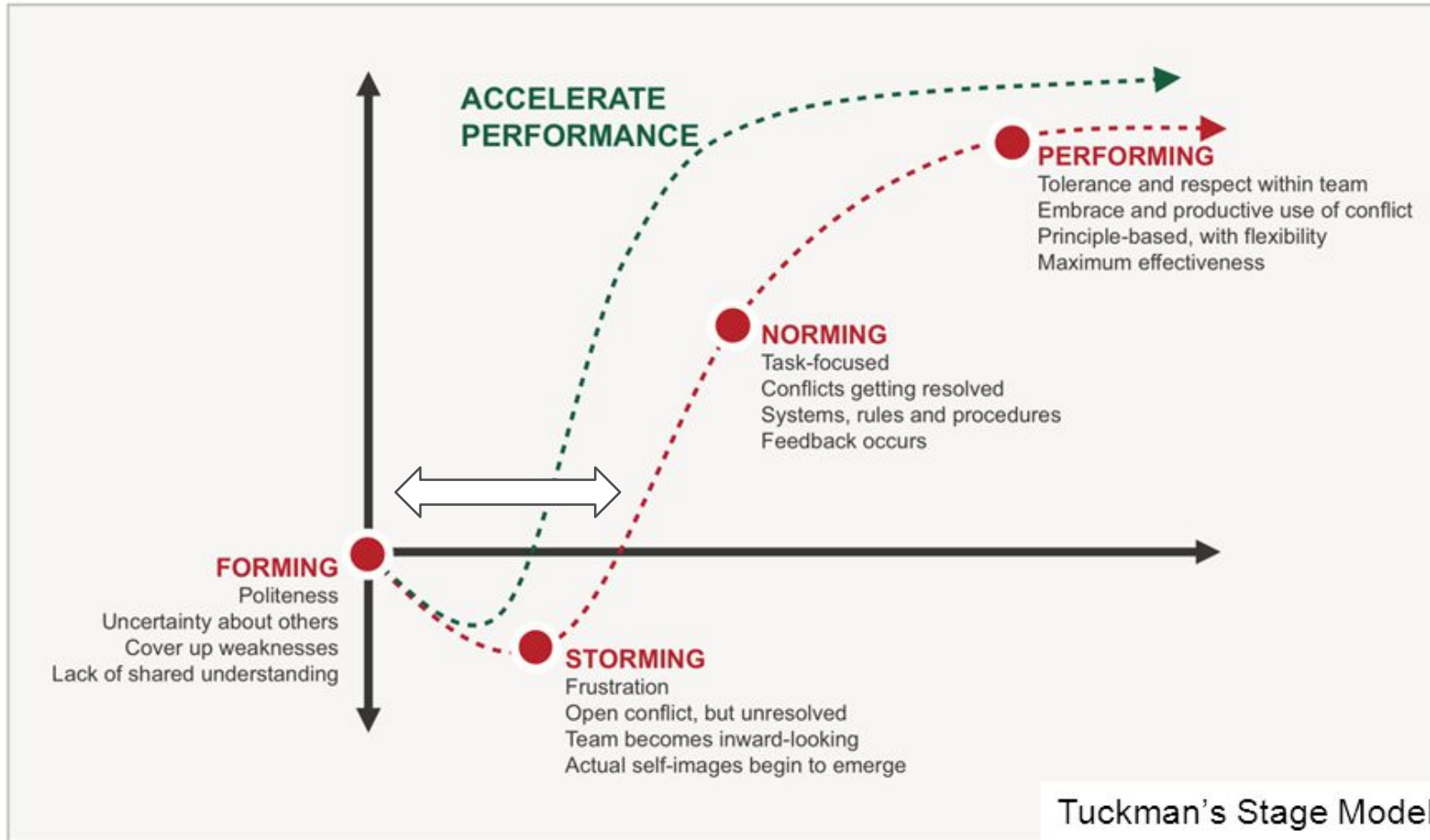
Remote work challenges

- 1. Complexity**
- 2. Group – Team Evolution**
- 3. Skill / Will and engagement**
- 4. Where pain point is hidden**

Complexity

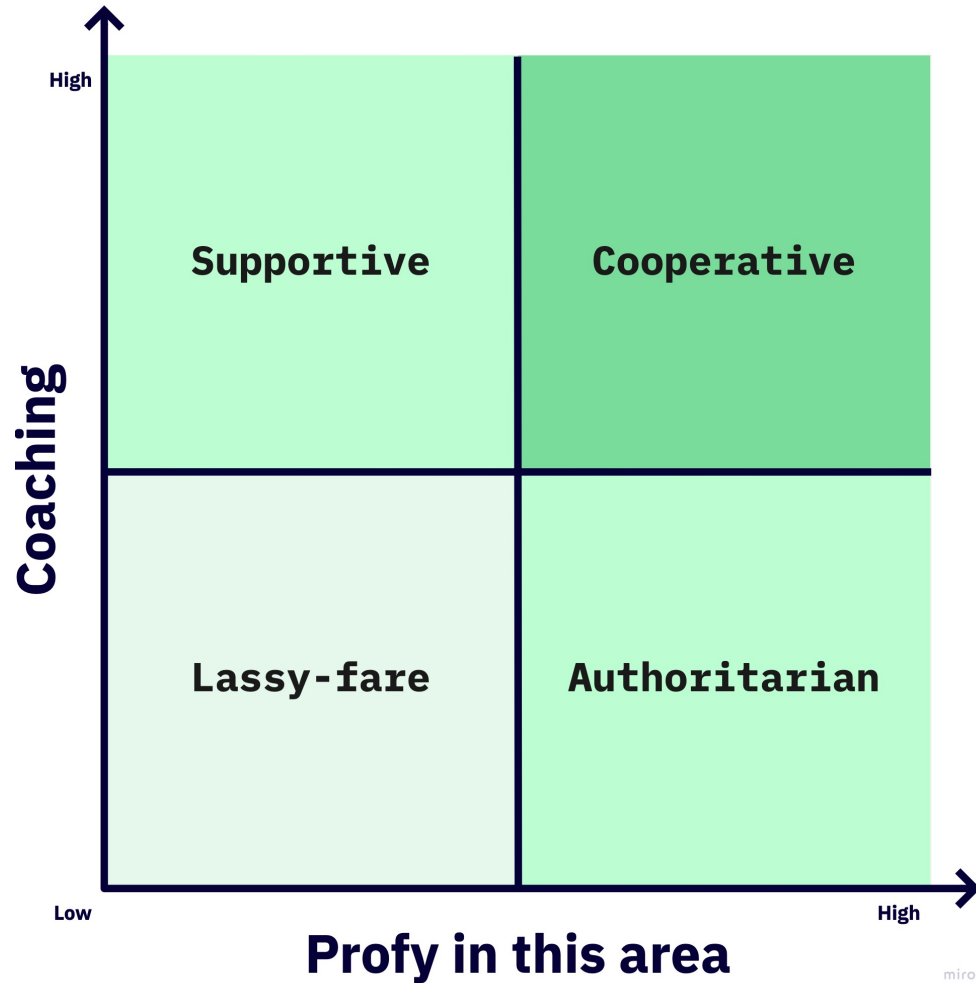
- 1. One - few – many**
- 2. Group - team**
- 3. Low Engagement**
- 4. Missing nonverbal communication**
- 5. Missing personality background**
- 6. Information over-flow**
- 7. Focus point and side disturbances**

Group- Team Evolution



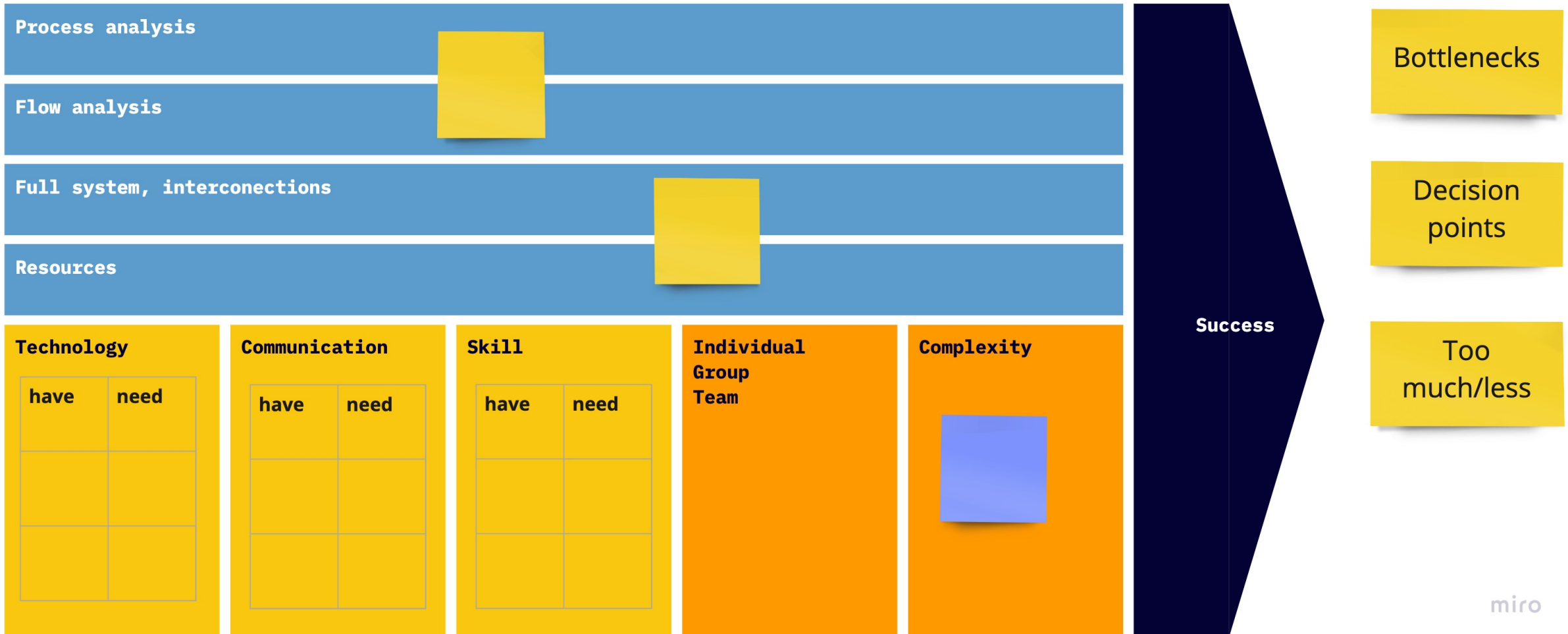
- How to minimise Storming phase
 - Fix micro group
 - Self organisation
 - NO micro-management
 - On-line war-room
 - Feedback loops

Skill / Will and engagement



	Authoritarian	Cooperative	Supportive	Lassy-fare
H skill/ H will			Possible	Good
H skill/ L will		Possible	Good	Possible
L skill/ H will	Possible	Good	Possible	
L skill/ L will	Good	Possible		

Where pain point is hidden



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Outcomes

- 1. One - few – many ($7 \pm 2 \rightarrow 5 \pm 1$)**
- 2. Group – team (accelerated build-up, fixed, idelity)**
- 3. Low Engagement (trainings, war-room, personality, feedback)**
- 4. Missing nonverbal communication (online video rules)**
- 5. Missing personality background (via engagement)**
- 6. Information over-flow (one source of trues)**
- 7. Focus point and side disturbances (busines rules)**

Summary

- New rules for cooperation
- Hierarchical Teams with self organisation
- Soft skills became more critical
- Process analyse, flow analyse, resources
- Ideal modelling in compare to real situation

- **!Feedback loop!**



If you want to give me feedback or contact me

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