

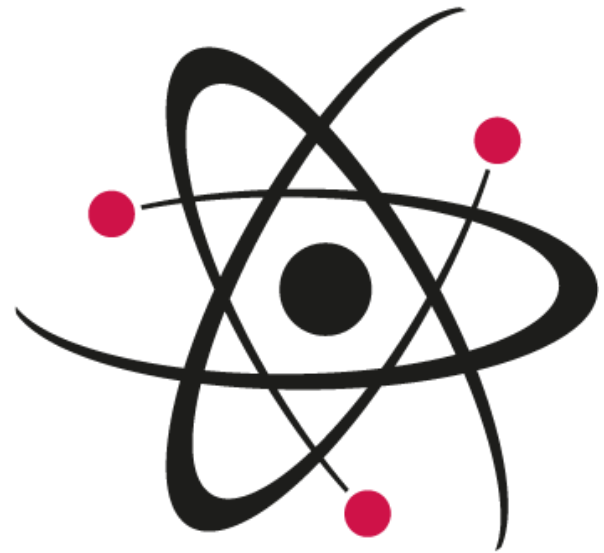
# Virtual **Power** Teams

how to deliver projects faster,  
reduce cost and develop your organization  
for the Future!

**Peter Ivanov**

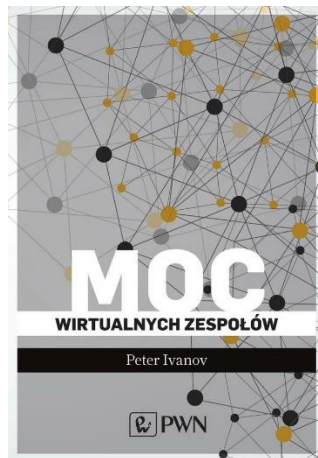
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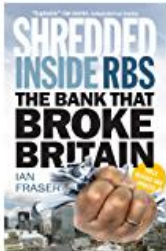


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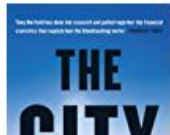
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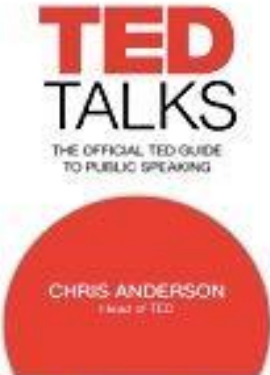
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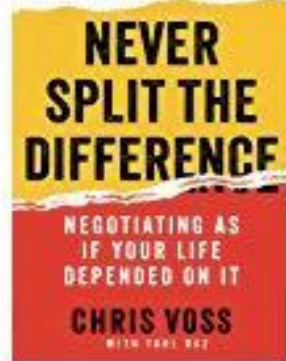
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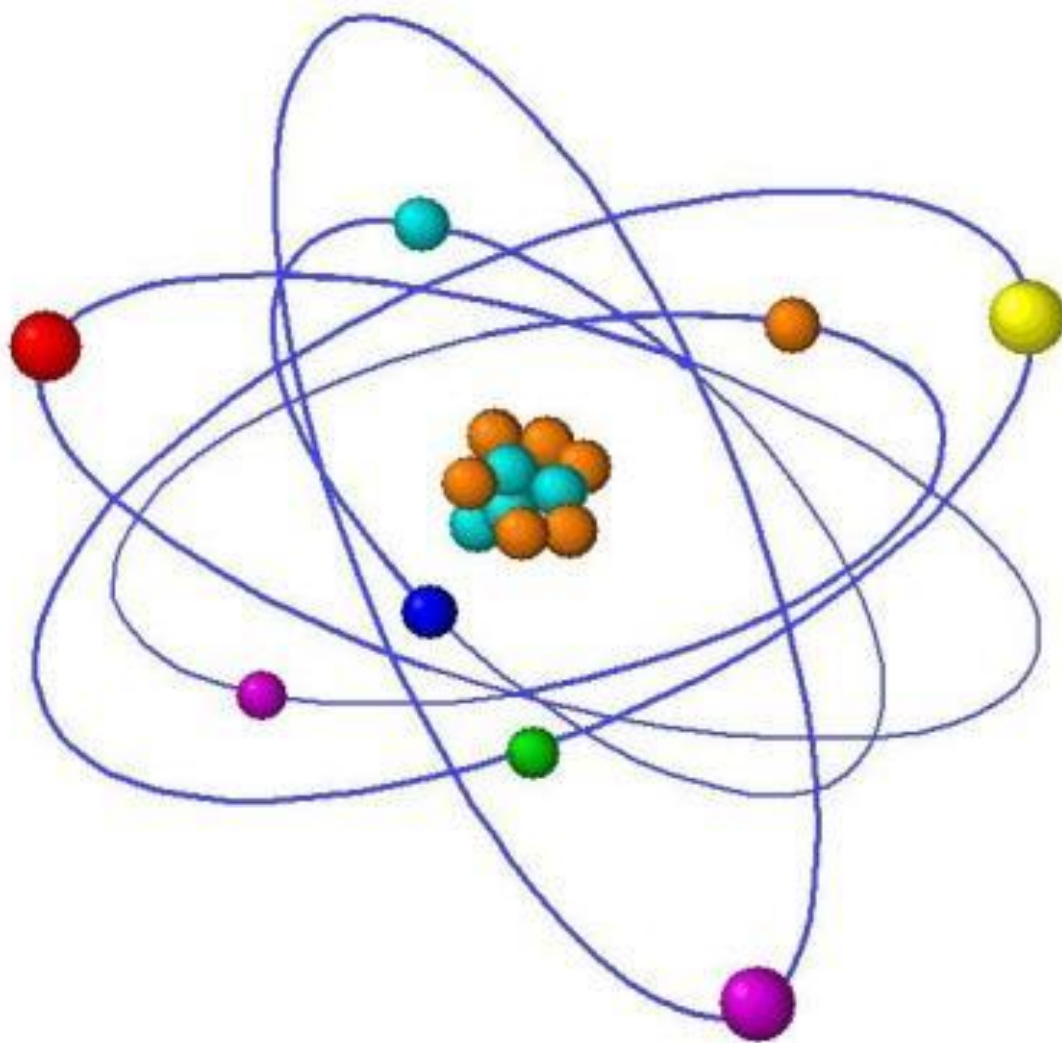
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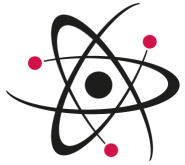


# clarity

1. Personality in focus
2. Strengths matrix
3. Interdependant goals







# Struktured communication

4. Forums & Agenda

5. Knowledge  
Management

6. Regular Feedback





# Virtual culture

- 7. Recognition
- 8. Diversity
- 9. Winning Spirit





# Virtual Power Teams

- faster





# Virtual Power Teams deliver faster!

15 %

faster project delivery



# Virtual Power Teams

- B**E**tter
- faster







# Virtual Power Teams deliver Better!





# Virtual Power Teams

- More
- BEtter
- faster





# Virtual Power Teams deliver More!

Enabling  
the exponential growth  
of Digital Scale Ups!



# Virtual Power Teams

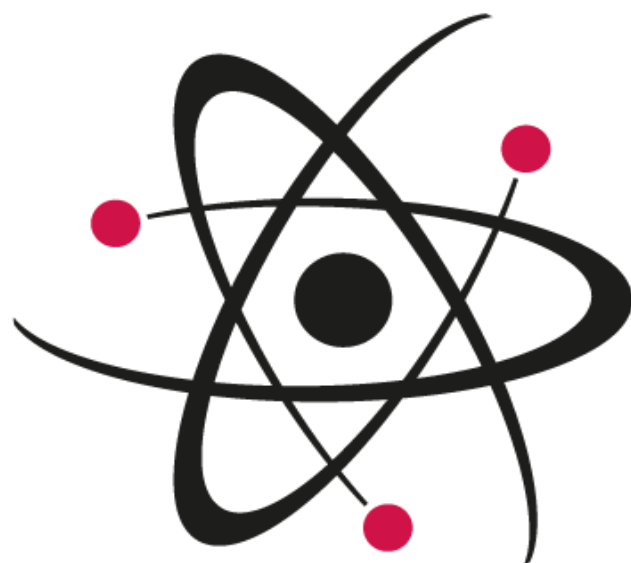
- Mehr
- » Besser
- schneller





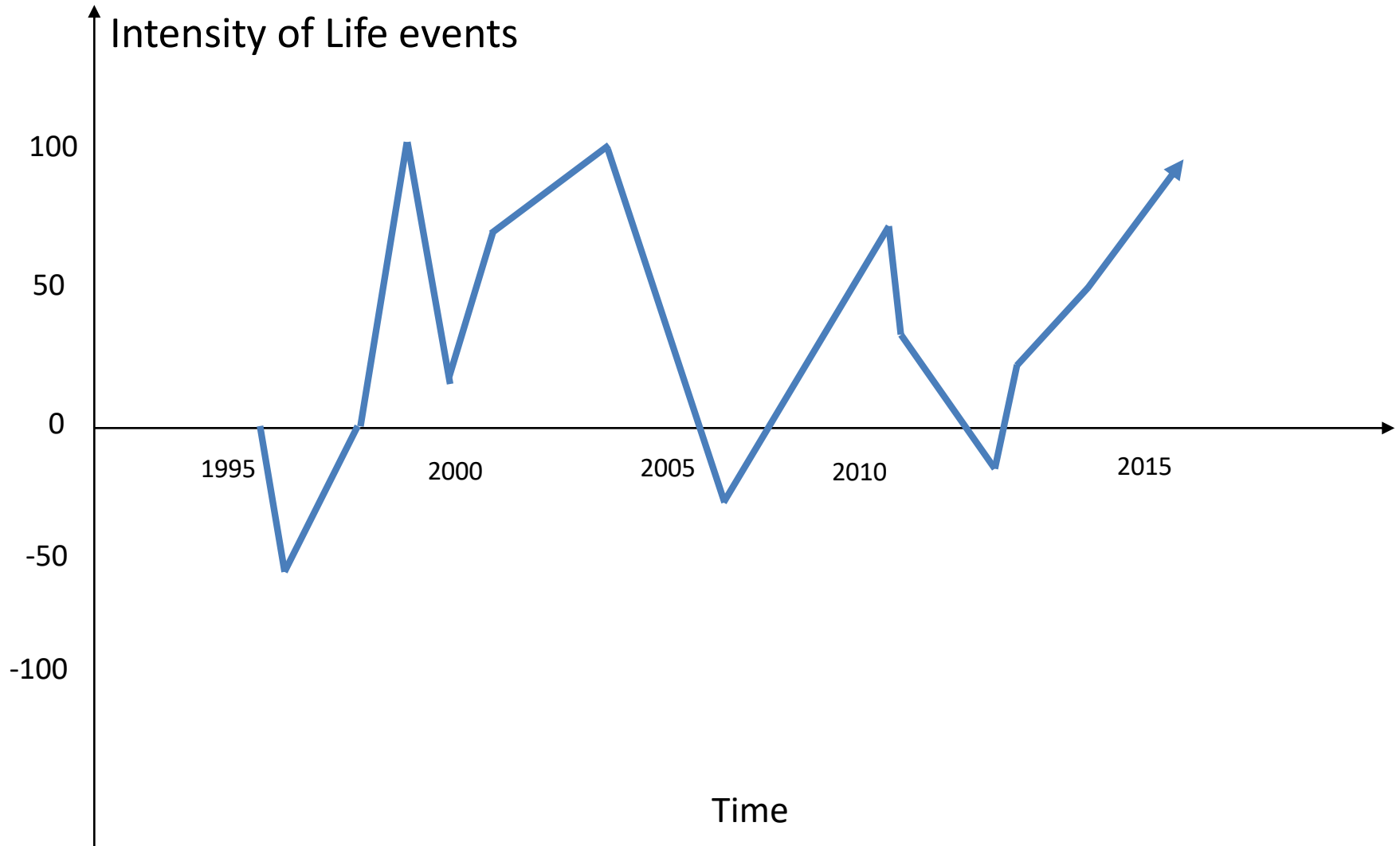
**81%**





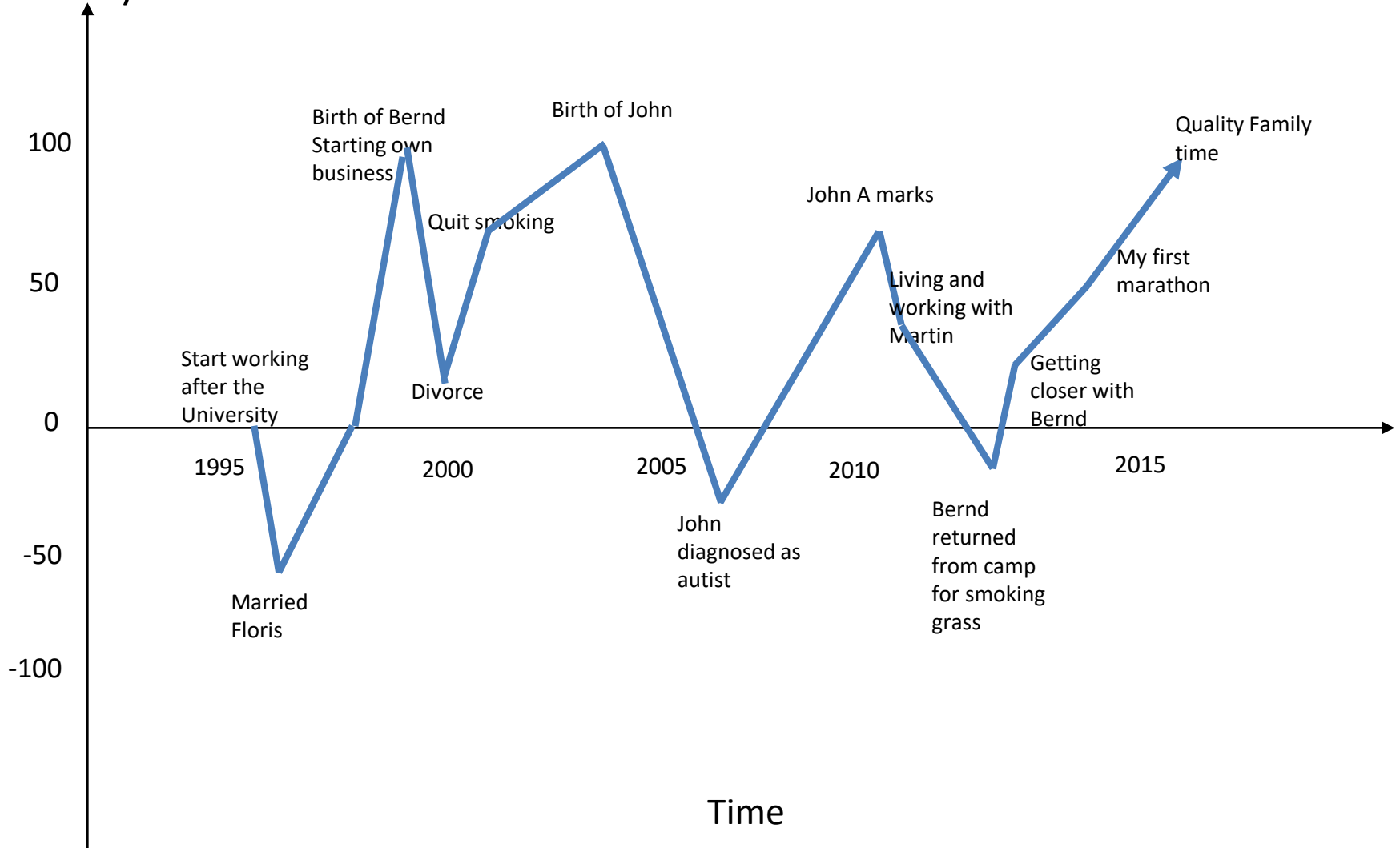
# Personality in Focus

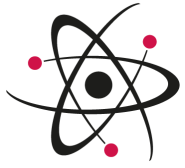
# Personality in Focus



# PERSONAL LIFELINE

Intensity of Life events





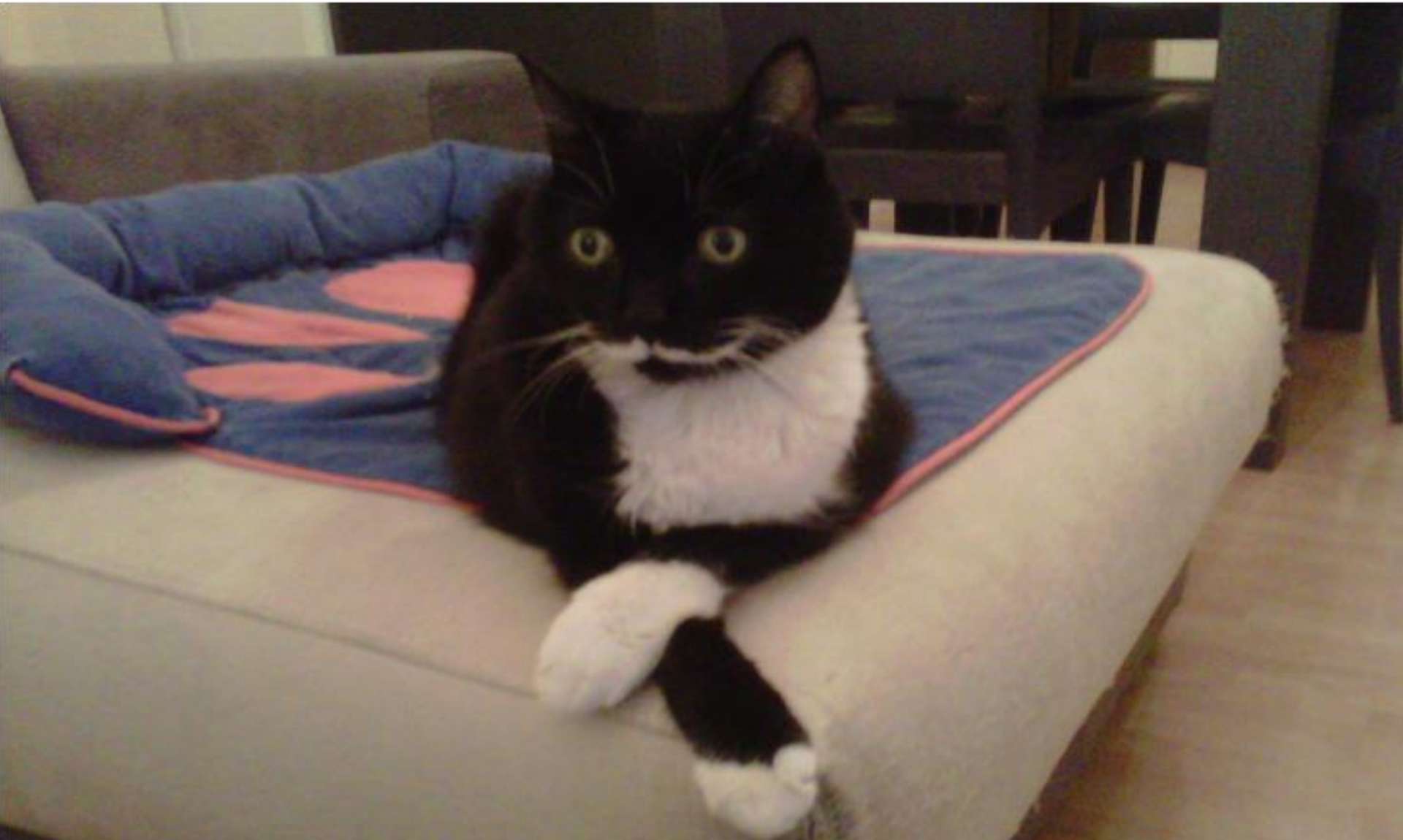
# Personality in focus







# Personality in focus





# Personality in focus



Personality + Competence =  
TRUST







# MOOC

- **Scope:** 35 000 students
- **Problem:** Drop out rate
- **Intervention:** Online Coaching
- **Result:** Commitment, Quality,  
Revenue



# your Team – Personalities & Passions?

- Do you know your virtual team's **personal interests, passions and strengths**?
- How can **unique personalities** of each team member find **expression** in the Team?
- How do you **sustain interpersonal relationships** over time and build on them for team success?



# Strengths Matrix







# Find your Strengths

- **What is easy and fun to do in your job?**
  - **What was your biggest Success?**
  - **What are people asking you for Help?**
  - **If I ask your Best Friend what are your strengths , what would he/she say?**
- 
- **What is your biggest STRENGTH?**
  - **I think your biggest strength is ...**



# Strengths Matrix

- joy
- Quality
- gravity





# Interdependent goals





Barfoot & Thompson  
PRESENTS

2017  
WORLD  
MASTERS  
GAMES  
AUCKLAND NEW ZEALAND





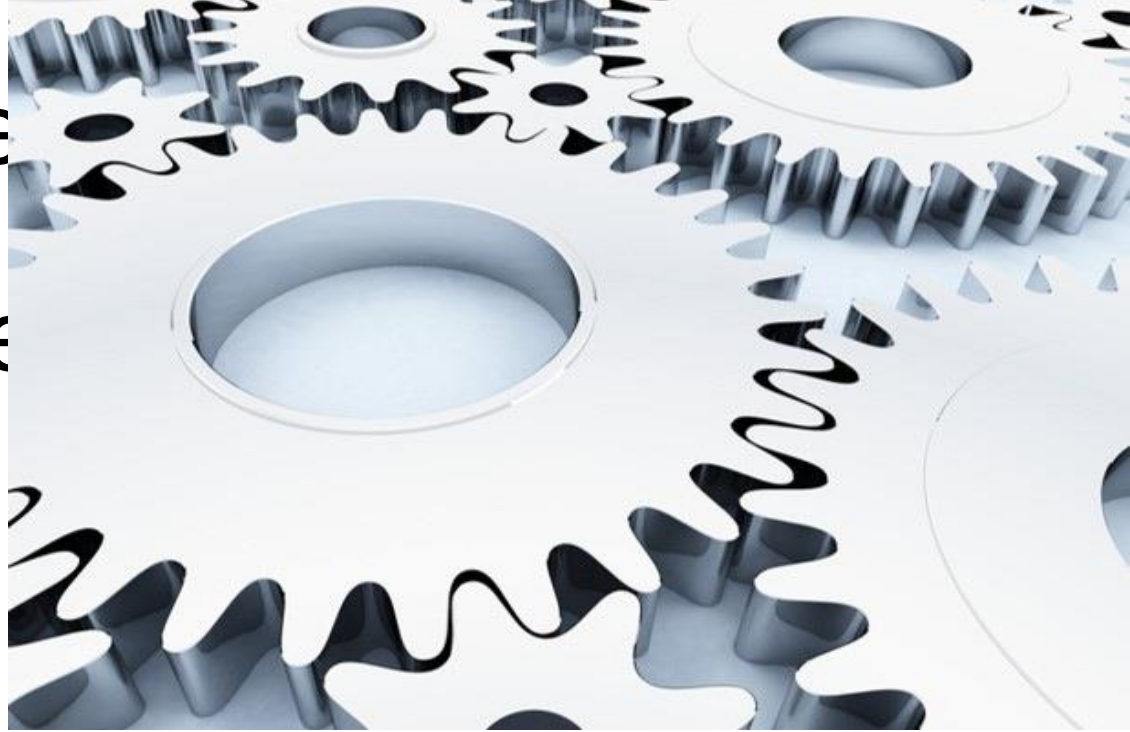






# Interdependent goals

- Empowerment
- Performance
- gravity





# Silhouette

- **What turns in your Head?**
- **What lies on your hearth?**
- **What are your hands itching for?**
- **What does your gut feel says?**
- **What baggage/load chains on your feet?**
- **What can give you wings?**
- **What would untie your hands?**

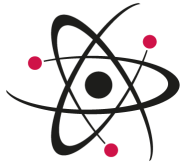
# **Top Opportunities & Hot Issues**

# SMART Objectives

- Specific
  - What are the key characteristics? What will be different?
- Measurable
  - What is the key metric? How would you know you've achieved it?
- Agreed
  - Who else is impacted? Whose approval do you need?
- Realistic
  - What resources do you need? Who can help you?
- Time bound
  - By when will you achieve it?

# Roadmaps

- What are the Key Deliverables?
- What are the Milestones?



# Forums & Agenda



# Your Team – Conference Calls?

- Do you have a **plan for your Team conference** calls?
- How often should you have **regular updates** for your team?
- How can you **raise the level of participation** for each team member?



# Structured Communication

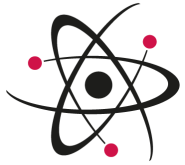
- Which Forums do you have/need?
- How often?
- Who takes part?
- What is the channel for Urgent communication?
- What is the response time for Urgent response and for Email?





# Jean-François Clervoy





# Virtual power teams - Formula

$$\mathbf{VPT = ( P + V + I ) / S}$$

**P = Personality**

**V = Vision**

**I = Intimacy**

**S = Self**

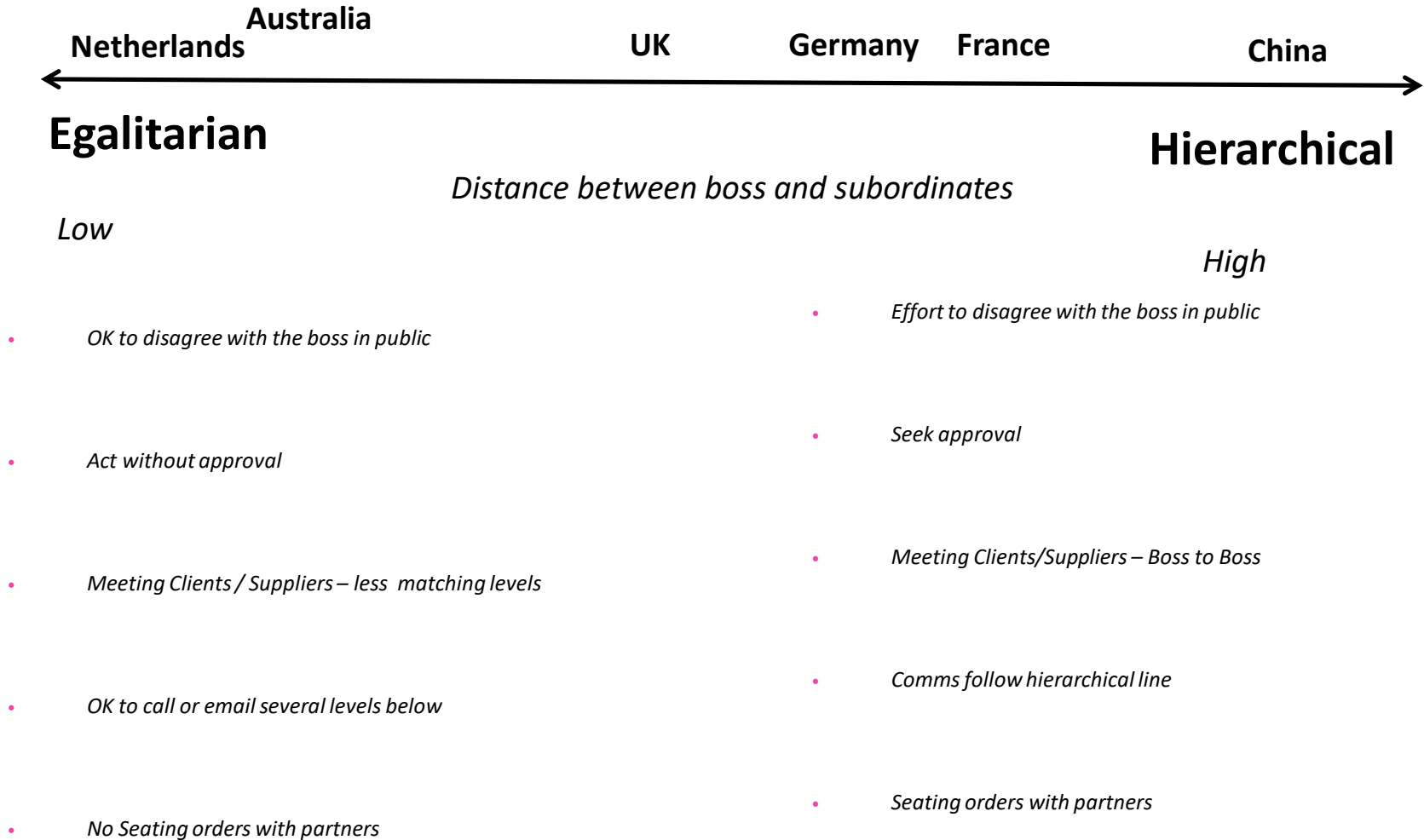
# Regular feedback

- Critical feedback
- Performance feedback
- Development plan

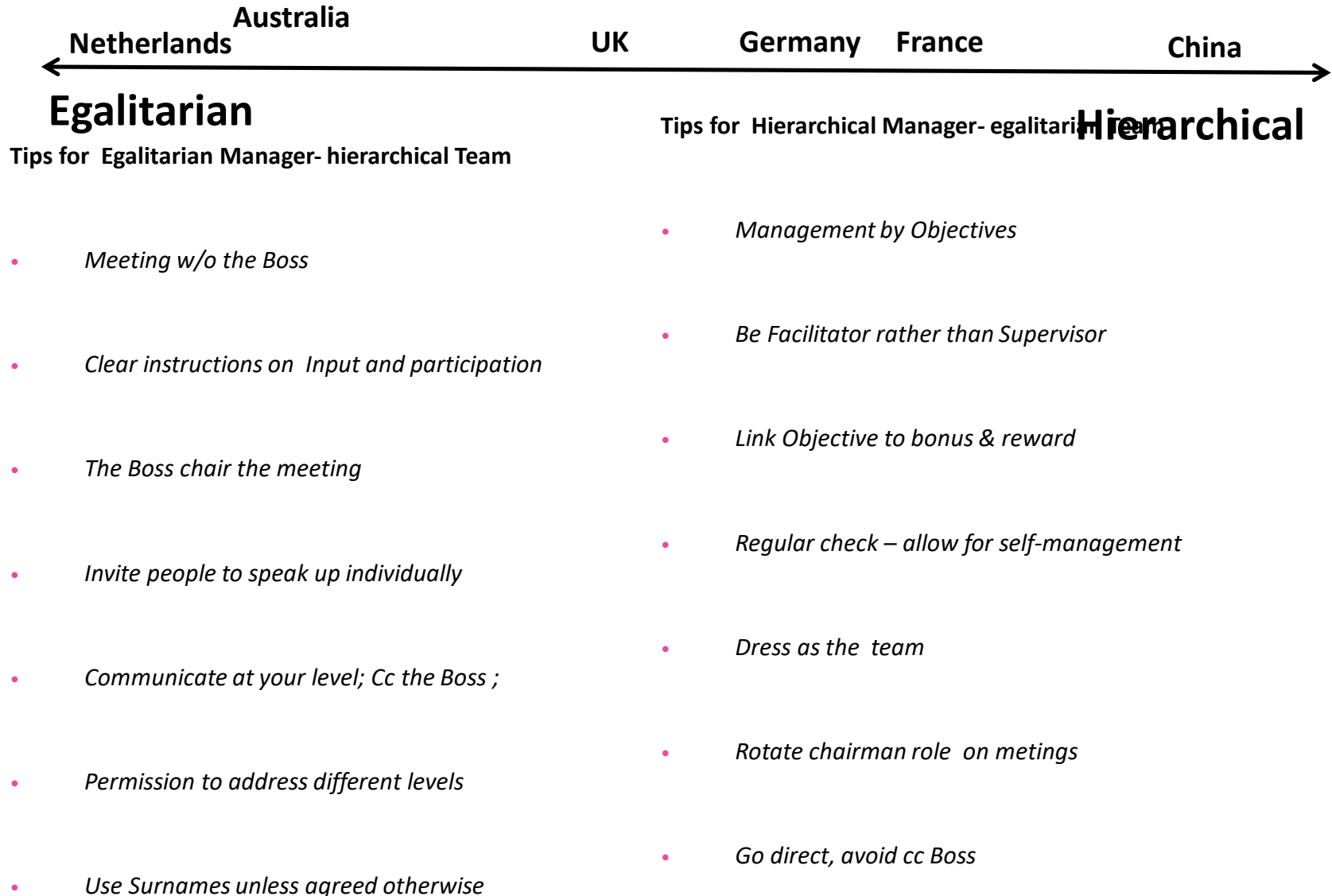
# Regular feedback

- What are we doing now?
- What is my take away?

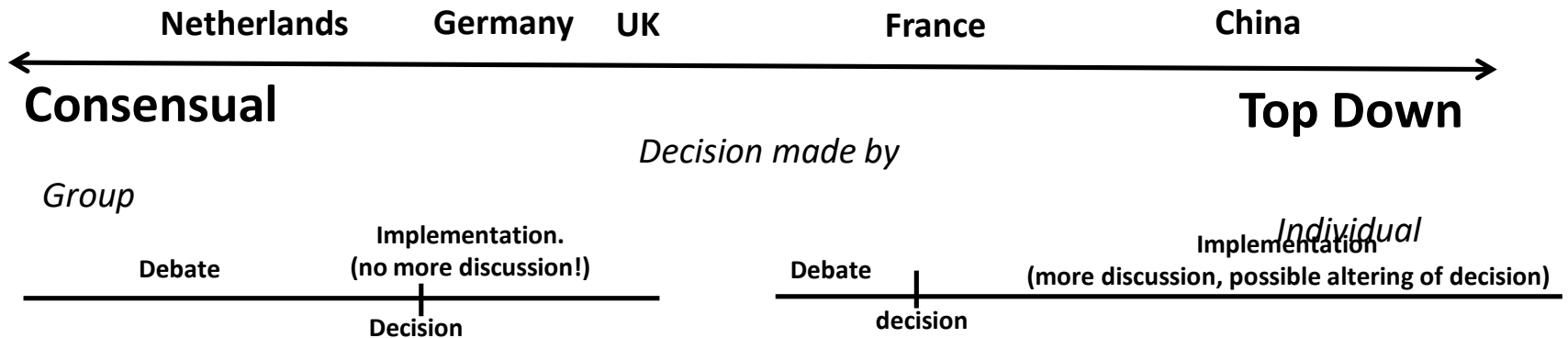
# Cultures - Leading



# Leading - Tips



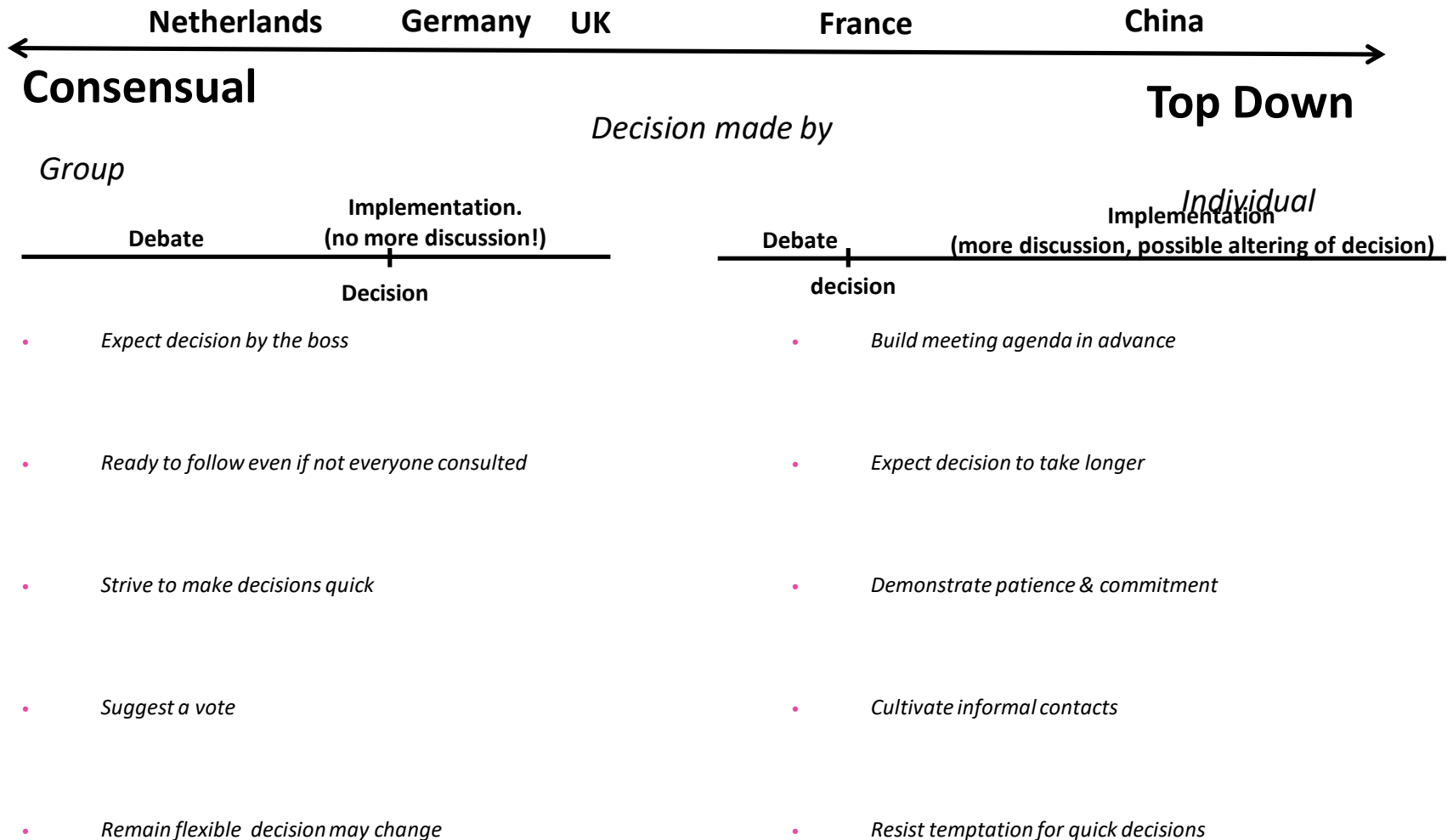
# Cultures - Deciding



- *Group decision – Supervisory Board / Managerial Board*
- *Consulting all groups*
- *Germany – hierarchical but Consensual*
- *Individual decision – Boss/ President*
- *France – egalitarian but Top Down*

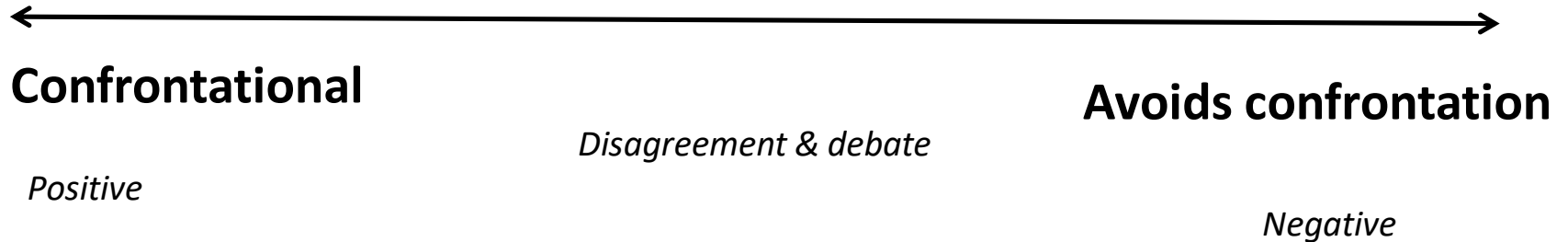


# Deciding - Tips



# Cultures - Disagreeing

France Germany UK China  
Netherlands



- |   |  |
|---|--|
| <ul style="list-style-type: none"> <li>• <i>Disconnect Idea &amp; Person</i></li> </ul>     | <ul style="list-style-type: none"> <li>• <i>Idea &amp; person tightly connected</i></li> </ul> |
| <ul style="list-style-type: none"> <li>• <i>“Sachlichkeit”/ Objectivity</i></li> </ul>      | <ul style="list-style-type: none"> <li>• <i>Save face (“mianzi” chinese )</i></li> </ul>       |
| <ul style="list-style-type: none"> <li>• <i>Rational / Intellectual exercise</i></li> </ul> | <ul style="list-style-type: none"> <li>• <i>Protect harmony</i></li> </ul>                     |
| <ul style="list-style-type: none"> <li>• <i>Foster creativity</i></li> </ul>                | <ul style="list-style-type: none"> <li>• <i>Safeguarding relationships</i></li> </ul>          |
| <ul style="list-style-type: none"> <li>• <i>Help eliminate risks</i></li> </ul>             |  |

# Disagreeing - Tips

France	Germany	UK	China
	Netherlands		

## Confrontational

## Avoids confrontation

## Disagreement & debate

*Positive*

*Negative*

- *Ask for input in advance*
- *Boss avoids giving opinion first*
- *Brainstorm – use “post it” anonymously*
- *Informal pre-meeting – 1-2-1 pre calls*
- *Use the meeting just to stamp the decision*
- *Humor and humility*
- *Clarify meeting expectations*
- *A) make quick decisions, B) Have fruitful debate C) Formal stamp*



# Global FMCG

- **Scope:** Project – revenue €1bln
- **Problem:** Intercultural issues
- **Intervention:** 1 day workshop
- **Result:** Team Vision & Culture

# Team Culture

- What is the optimal position for your Team on the scale?
- What are the advantages of the chosen position?
- What can I do to **bridge the gap** between the cultures distant from the optimal team position?
- What can the Leader do in order to enable the chosen position?

# Knowledge Management

- Static content
  - Budgets
  - Baseline Plans
- Dynamic content – Discussion!
  - Closed FB group – Like , Comment functionality
- What are the Top 5 Topics/ Knowledge areas
- Who are the right Curators / Custodians
  - Link to Strengths





# winning spirit

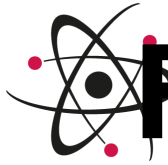






# winning spirit





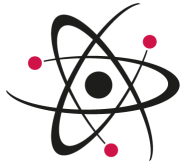
# **Find Your TEAMS PRIZE**

- **What prize will be a hot magnet for your Team?**
- **What tangible Tokens can you use?**



# your Team – Prize?

- Does your team have **Prizes for extraordinary achievements**?
- What event, travel destination or recognition of success would **inspire your Team** to go that extra mile?
- How can you **creatively report** your Collective Goal progress?



# Virtual Team - Gravity

- Promote personality
- Empowerment
- Interdependent Goals
- Structured Comms
- Winning spirit

Be Fit for the Virtual Future!

# Feedback

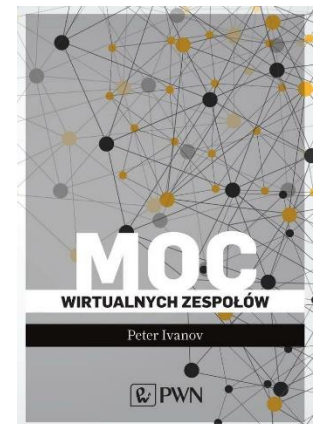
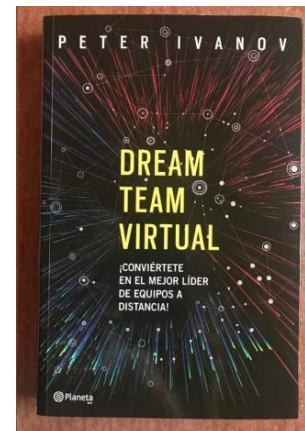
- How do I feel?
- What was my highlight?
- What will I implement in my Team?



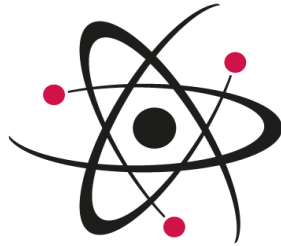


# How to build your Virtual Power Team?

- **Keynote - LIVE or ONLINE!**
- **VPT Foundation - 2 days**
- **VPT Mastery - 10 Days over 1 year!**
- **Certified VPT Master**



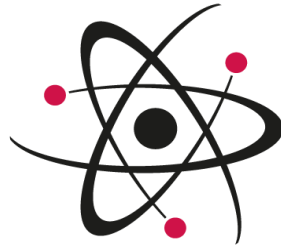




**“If you dream alone,  
this is just a dream.**

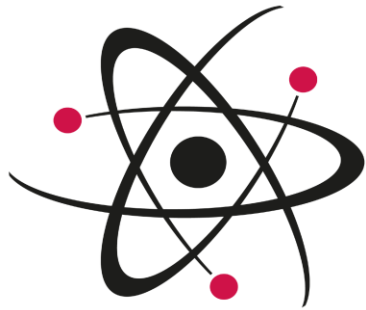
**If people dream together  
this is the beginning of a new reality”**

**John Lennon**



# Thank You !

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[info@peter-ivanov.com](mailto:info@peter-ivanov.com)



# PETER IVANOV

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