Tactical Approaches To Engaging a Distributed Workforce

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November 2021

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Welcome!

VMware Fast Facts

- Enterprise software company
- Founded in 1998
- Over 36,000 employees
- $11B in revenue in 2021
- Over 99% of Fortune 1,000

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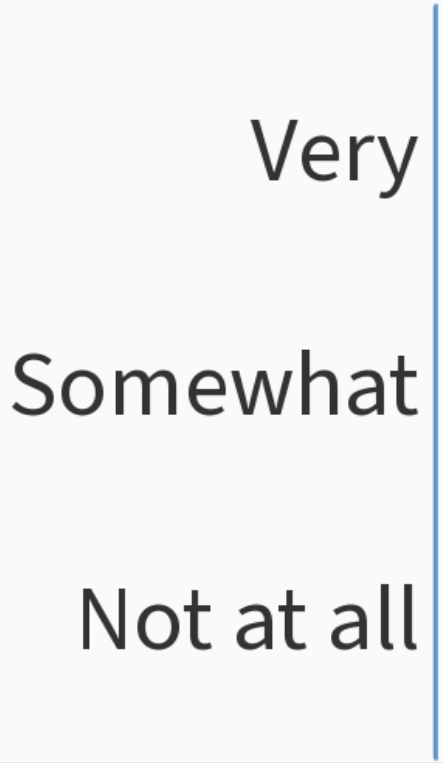
How important is building manager capability at your company?



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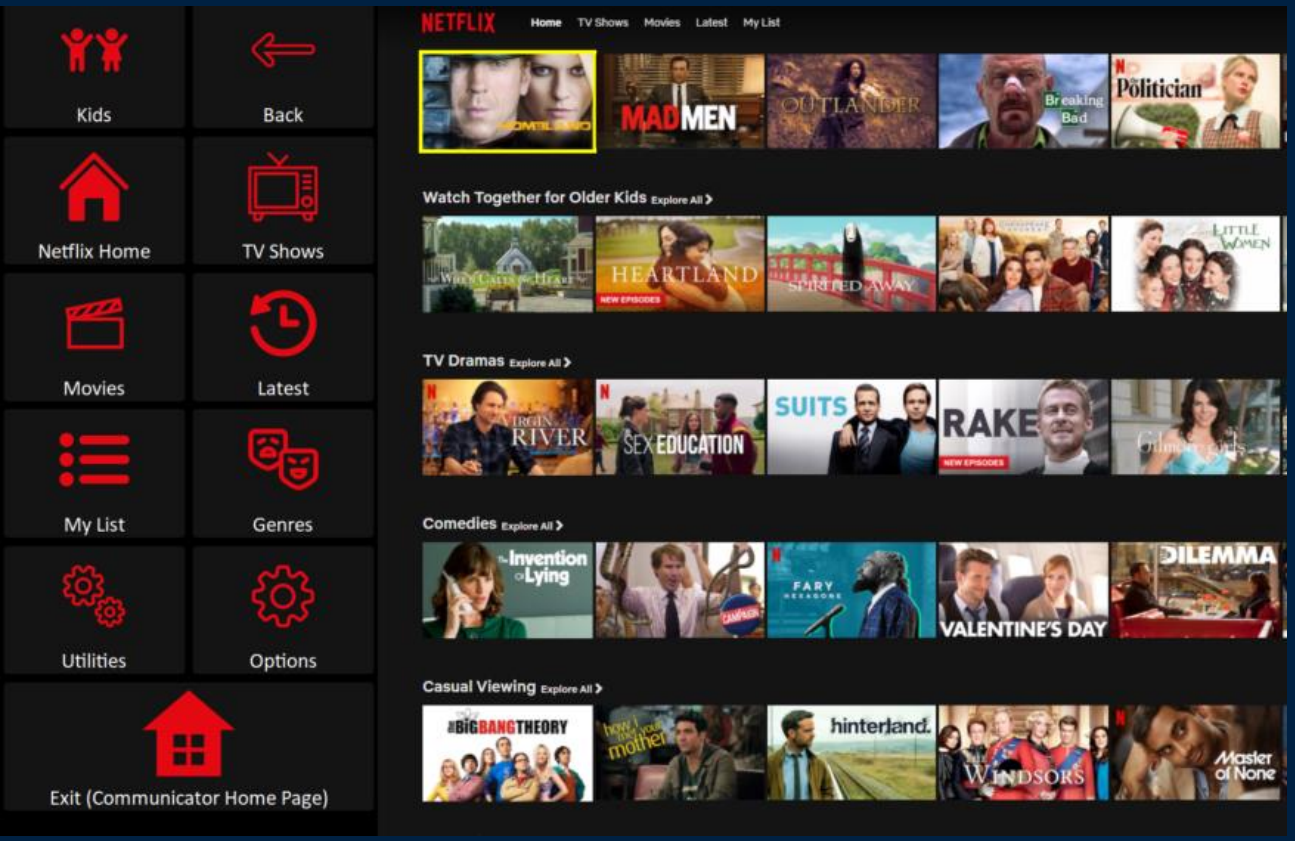
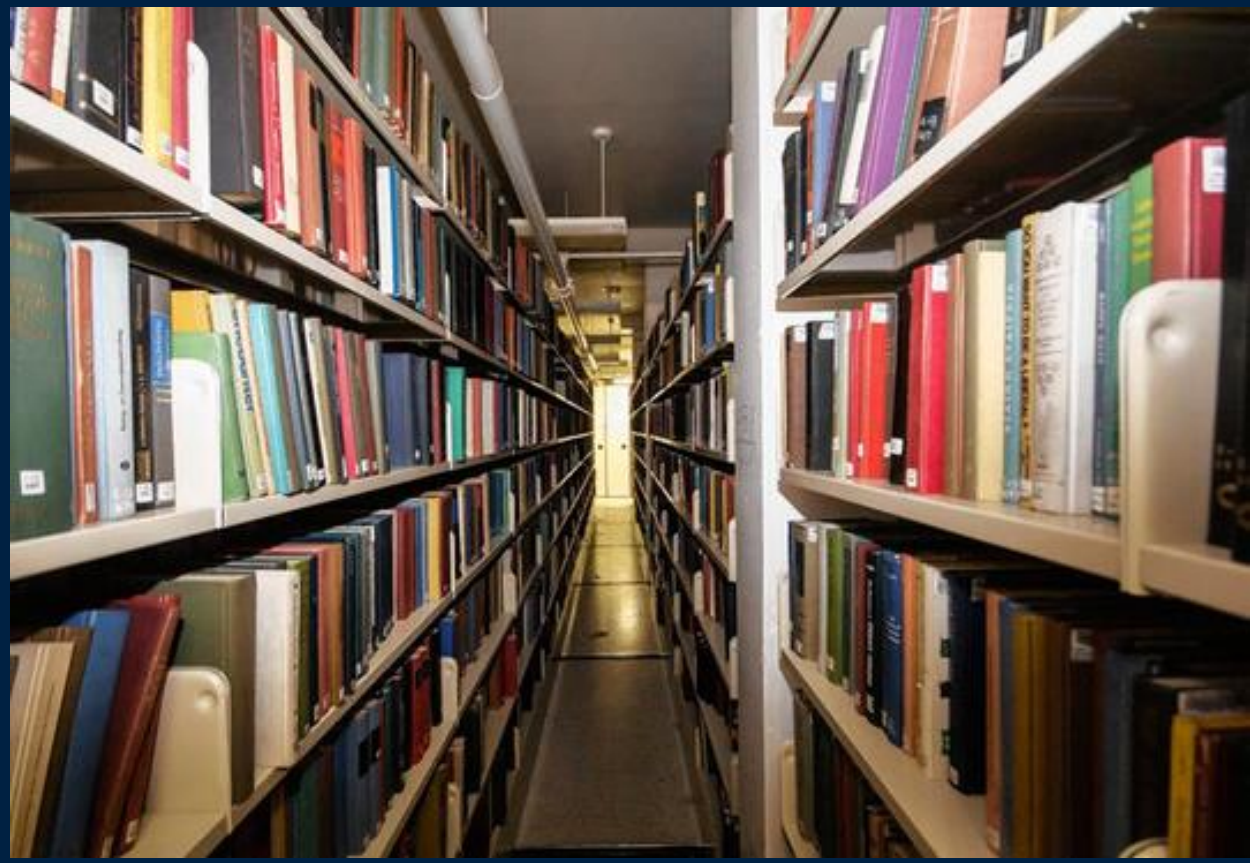

Kids
Back
Netflix Home
TV Shows
Movies
Latest
My List
Genres
Utilities
Options
Exit (Communicator Home Page)
NETFLIX
Home
TV Shows
Movies
Latest
My List
MAD MEN
OUTLANDER
Breaking Bad
Politician
Watch Together for Older Kids
HEARTLAND
SPIRITED AWAY
LITTLE WOMEN
TV Dramas
VIRGIN RIVER
SEX EDUCATION
SUITS
RAKE
Comedies
The Invention of Lying
FARY
VALENTINE'S DAY
DILEMMA
Casual Viewing
THE BIG BANG THEORY
how I met your mother
hinterland.
WINDSORS
Master of None



Micro Learning in a Connected Way

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Next Year, do you expect employees to return to the office?

Full Time

Part Time

Not At All

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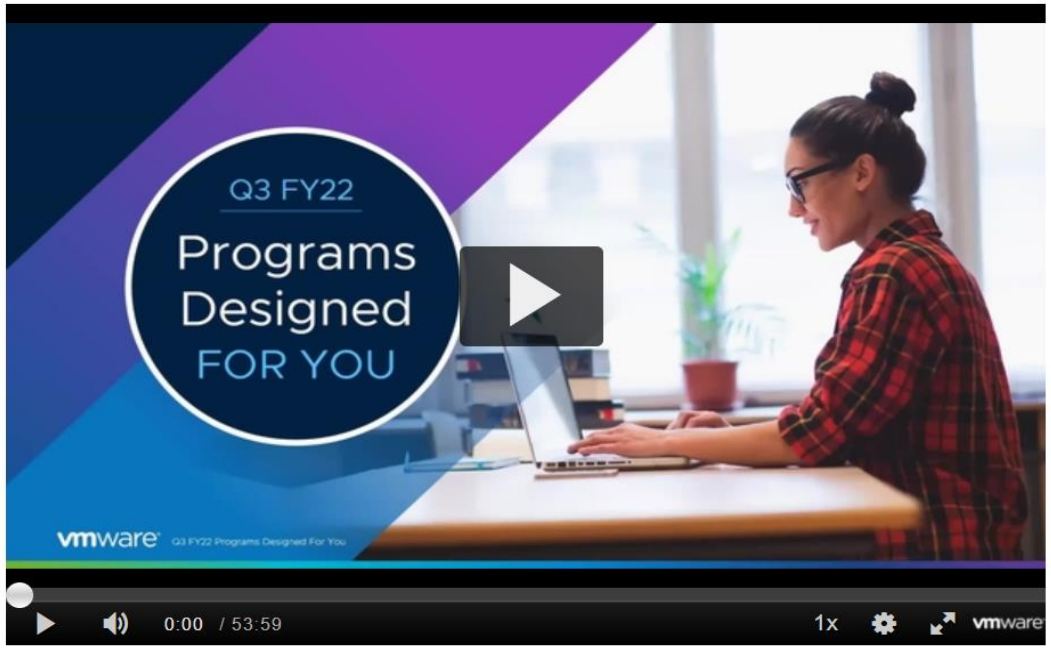
vmware

October 21, 2021

Everyone has a transformation story, what's yours?

Our company-wide SaaS and multi-cloud journey is well underway, we must work together faster, more innovatively and go deeper with our customer in mind than ever before.

Manager Forum Replay!



READ, WATCH, DO SERIES
FOR MANAGERS

Read, Watch, Do Series

I Own Inclusive Leadership

Inclusion is a VMware core value. It's non-negotiable. Inclusion drives higher performance, better quality decisions, and more impactful collaboration. And as we transition to our "next normal" as a distributed workforce, being an inclusive leader is more important than ever.

Build your inclusive leadership through:

- **Awareness:** Be aware of your own exclusionary behaviors and be authentic with your teams
- **Curiosity:** Seek to understand those around you and practice allyship
- **Commitment:** Role model inclusive behaviors and intervene when seeing excluding behaviors

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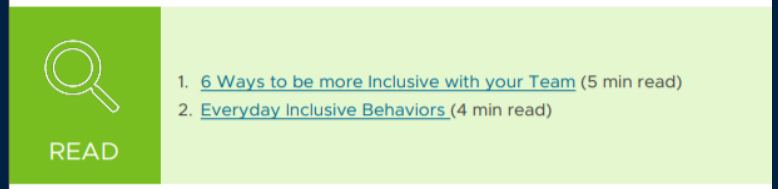
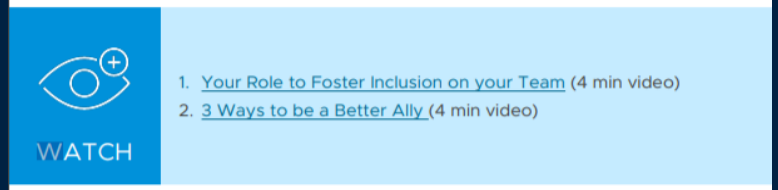
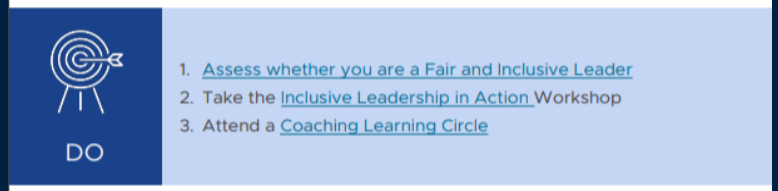


1. 6 Ways to be more Inclusive with your Team (5 min read)
2. Everyday Inclusive Behaviors (4 min read)



1. Your Role to Foster Inclusion on your Team (4 min video)
2. 3 Ways to be a Better Ally (4 min video)



1. Assess whether you are a Fair and Inclusive Leader
2. Take the Inclusive Leadership in Action Workshop
3. Attend a Coaching Learning Circle

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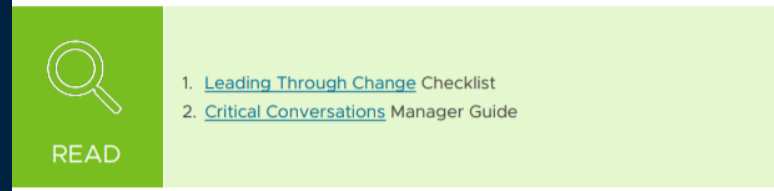
Read, Watch, Do Series

Communicating Change

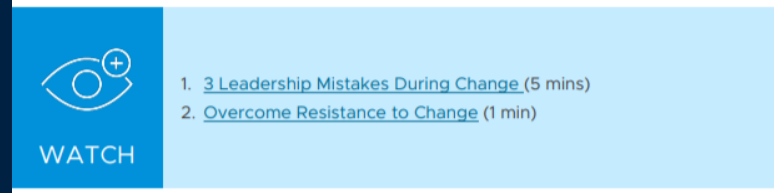
Change Happens. Your job as a leader is to know how to lead your team through it and help everyone welcome it. Effective communication is one way to do so.

When you communicate change, do you:
- Create insight and clarity?
- Cause anxiety and confusion?
- Spark innovation and excitement?

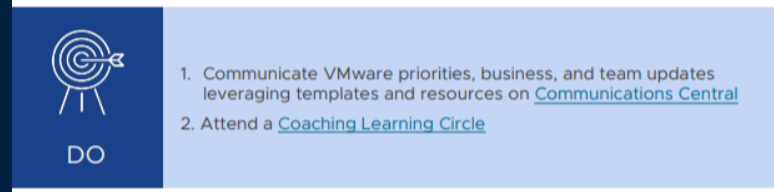
Here are some tools to support you in effectively communicating change in a productive and positive manner:



1. Leading Through Change Checklist
2. Critical Conversations Manager Guide



1. 3 Leadership Mistakes During Change (5 mins)
2. Overcome Resistance to Change (1 min)



1. Communicate VMware priorities, business, and team updates leveraging templates and resources on Communications Central
2. Attend a Coaching Learning Circle

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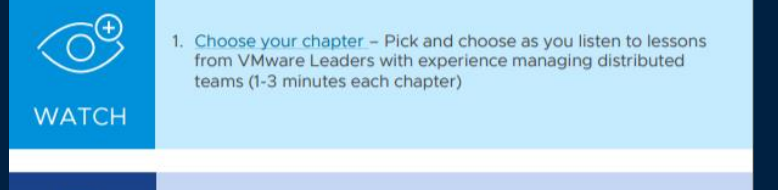
Read, Watch, Do Series

Maximizing Team Impact in the Next Normal

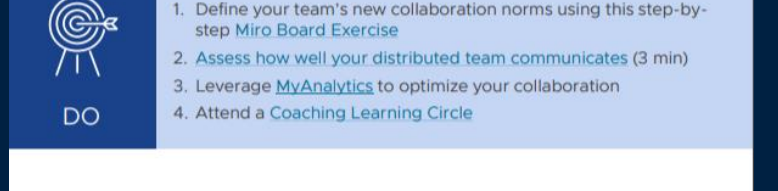
We are building a new culture with distributed teams – creating the next normal begins with you! Top of mind will be keeping teams connected and productive in a distributed environment. Here are some practical steps you can take to:

- Get things done in distributed teams
- Navigate short and long-distance leadership
- Avoid going back to old norms of a fully co-located team

1. Secrets for Distributed-first Working(4 min)
2. Learn how to use the Networking and Collaboration insights from MyAnalytics (5 min)
3. Best Practice Tips from VMware Leaders (2 min)



1. Choose your chapter – Pick and choose as you listen to lessons from VMware Leaders with experience managing distributed teams (1-3 minutes each chapter)



1. Define your team's new collaboration norms using this step-by-step Miro Board Exercise
2. Assess how well your distributed team communicates (3 min)
3. Leverage MyAnalytics to optimize your collaboration
4. Attend a Coaching Learning Circle

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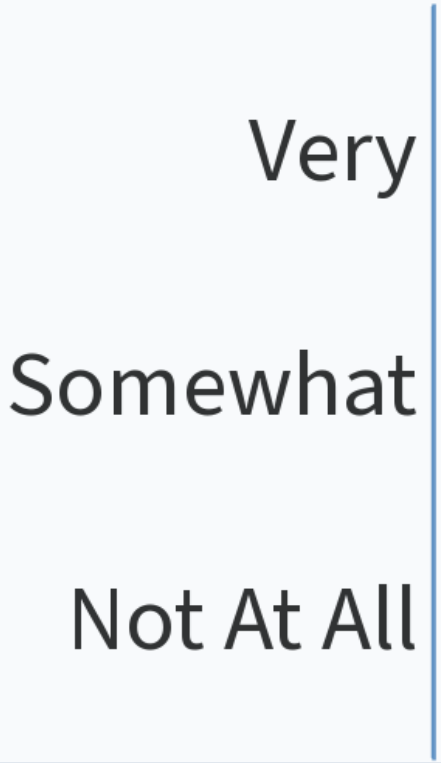
How satisfied are you with the skill level of managers in your company?



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Coaching

Unlocking a person's potential to maximize their own performance. It is helping them to learn rather than teaching them.

Sir John Whitmore

Coaching for Performance

Third Edition 2002

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Do you use coaching as a part of your development offerings?

Yes - Internal and External

Yes - Internal Only

Yes - External Only

No

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“I have learned and remembered techniques that I am currently putting into practice, the relationship with my team has changed for the best, improving tremendously. Through the Coaching Circles I found a network of support that helps me navigate thru uncomfortable situations.”

“When the Coaching Learning Circles started and I took the first one, I felt relieved and comforted; **I found others like me, dealing with the same situation (I am not alone)** and then the blame stopped and instead I was able to turn it around and looked at things from a different angle and new perspective.”

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Thank you!

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