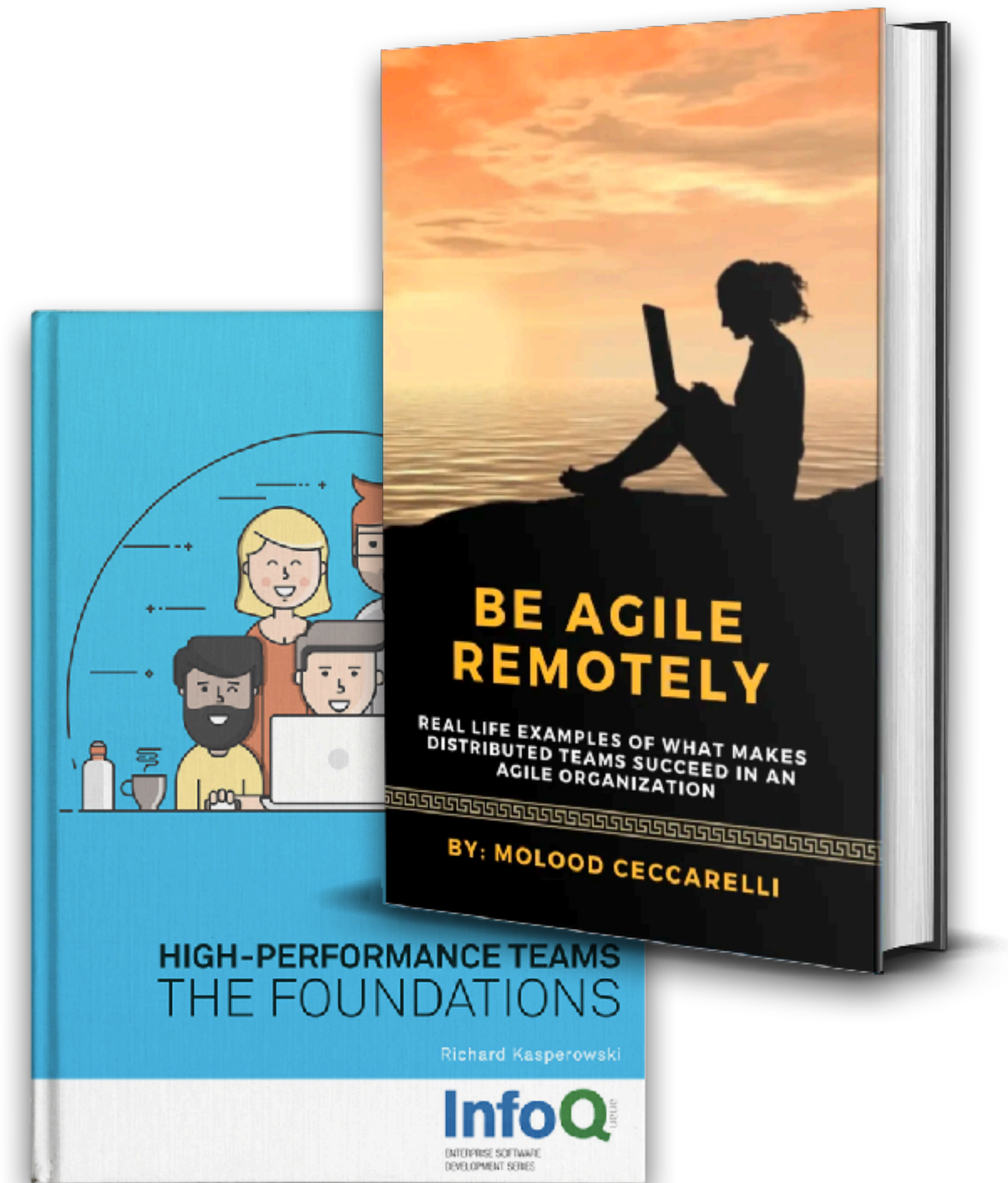# High-Performance Teams in a Virtual World

Richard Kasperowski | Certified Agile Team Building™

Molood Ceccarelli | Remote Forever

Molood Ceccarelli Richard Kasperowski

Remote Forever

- Remote Work expert
- CEO and founder
- Remote agile coach

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- High-Performance Team Building™
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- Agile Technical Skills
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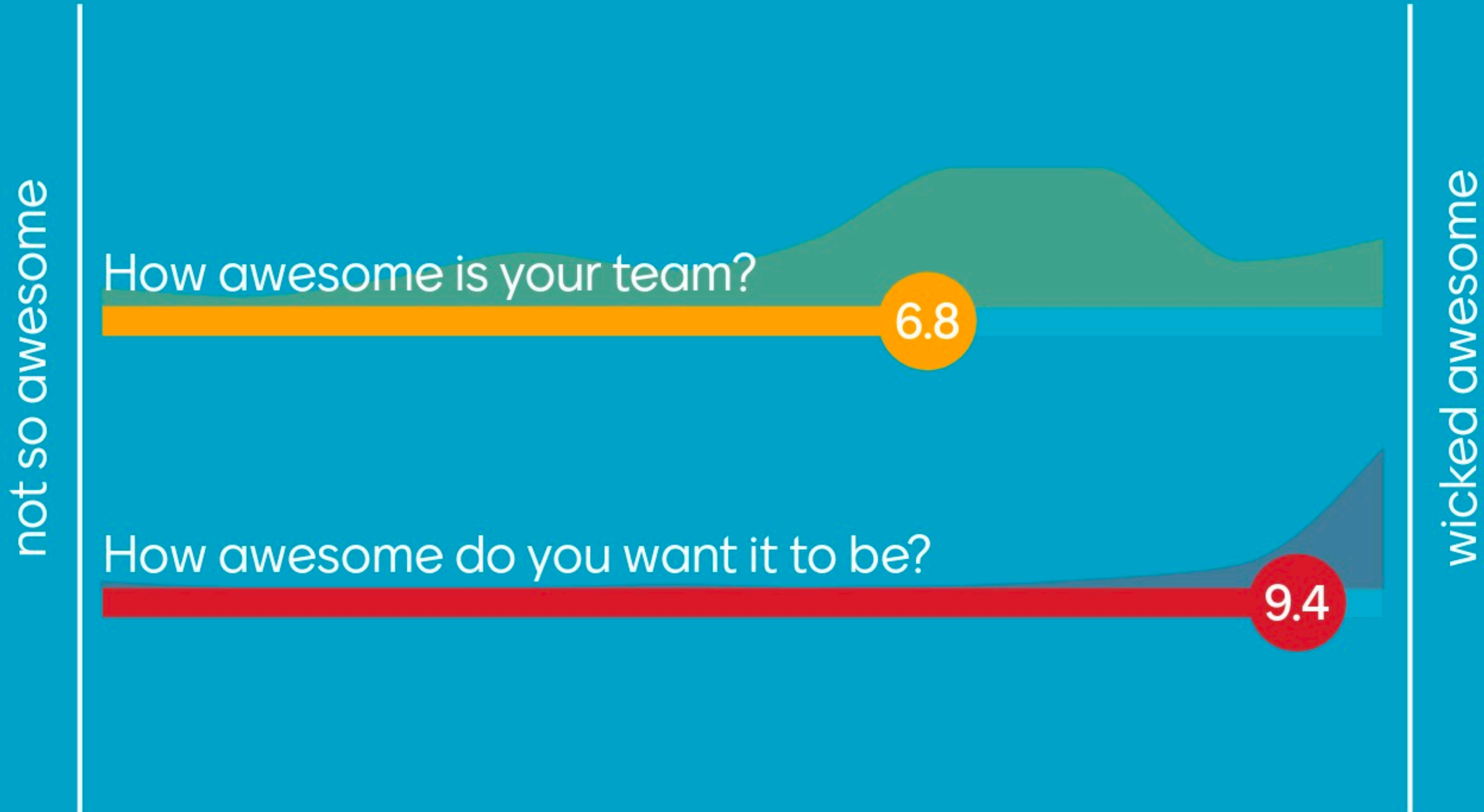
📞 +1 617 466 9754   ✉ r@kasperowski.com

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How awesome is your team?

not so awesome

How awesome is your team?

6.8

How awesome do you want it to be?

9.4

wicked awesome

135

I can make my remote team awesome

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Amplify Your Team's Awesomeness

✓**Communicate asynchronously by default**

What tools do you currently use for communication?

Amplify Your Remote Team's Awesomeness

✔**Communicate asynchronously by default**

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✓Communicate asynchronously by default
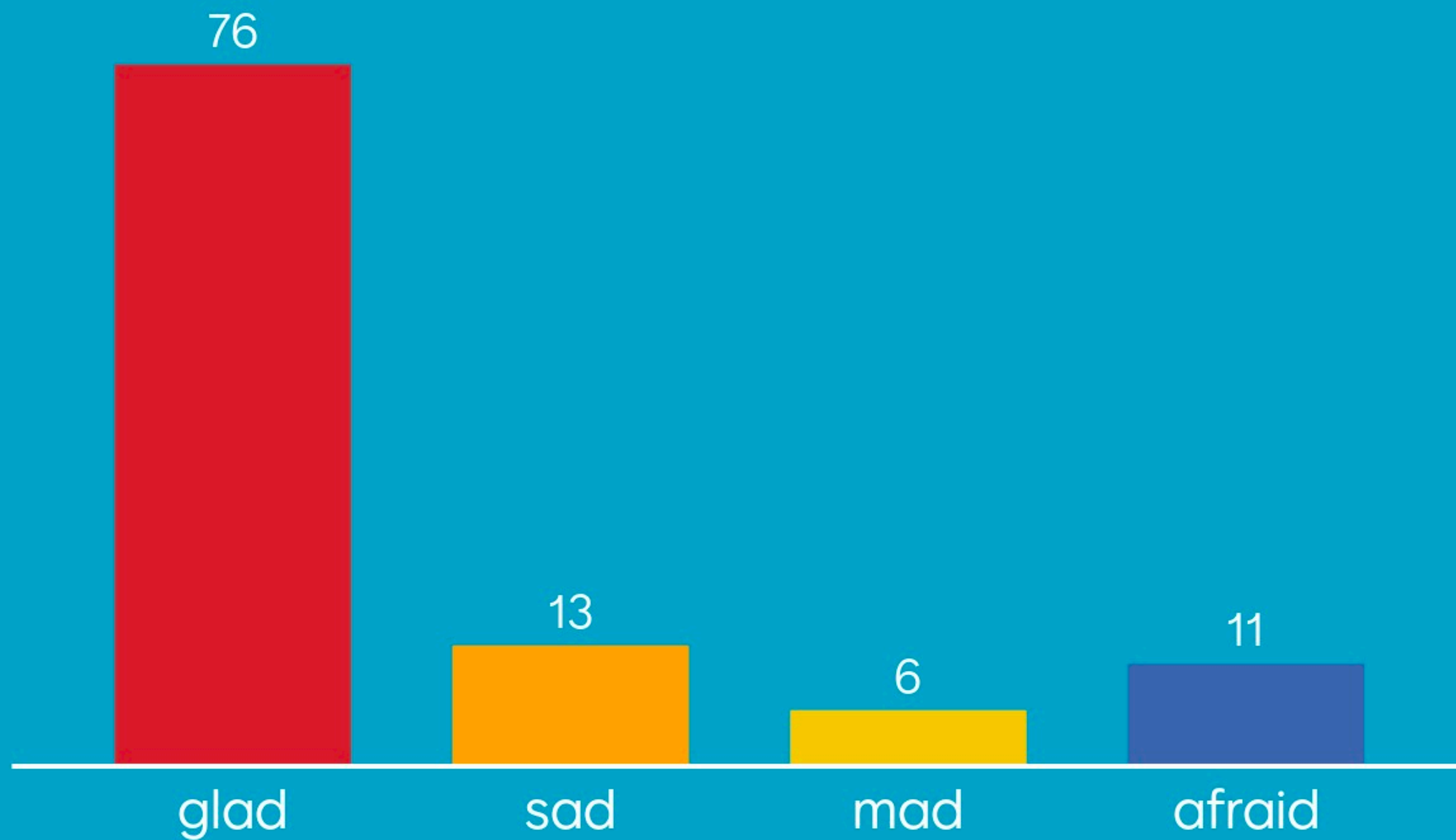
✓**Connect with each other**

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I feel _____ .

GLAD, SAD, MAD, AFRAID

Describe to yourself why you feel that way.

Amplify Your Remote Team's Awesomeness

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✔**Connect with each other**

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Amplify Your Remote Team's Awesomeness

✓ Communicate asynchronously by default

✓ Connect with each other

✓ **Create explicit expectations and agreements**

2020 Richard Kasperowski, Molood Ceccarelli
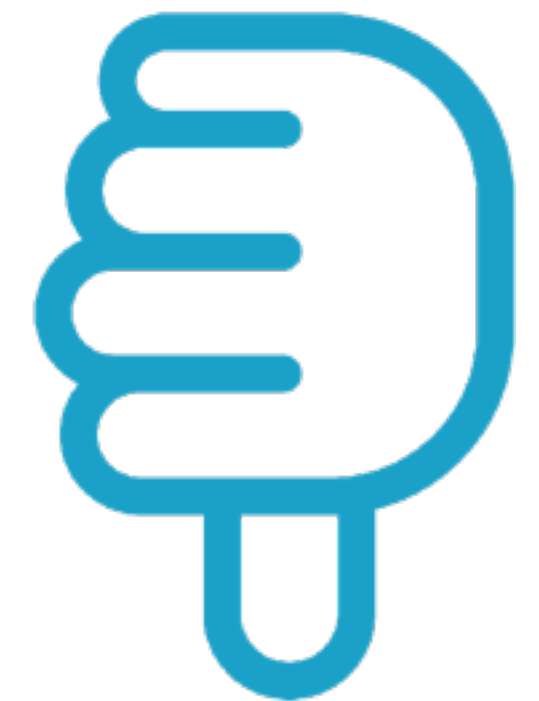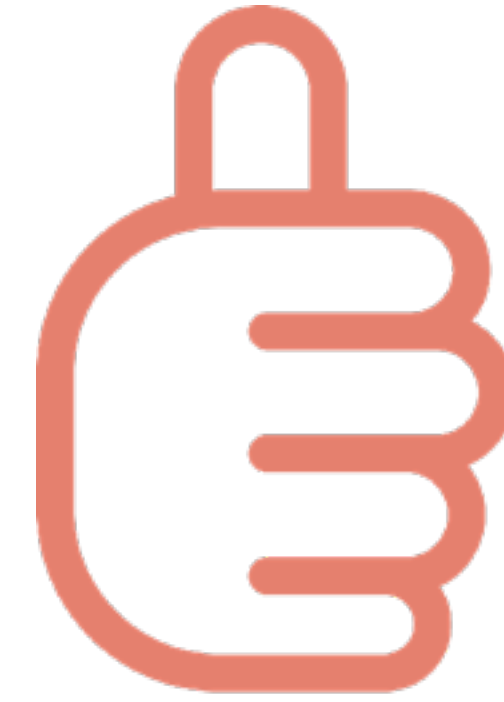
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Amplify Your Remote Team's Awesomeness

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✓Connect with each other

✓Create explicit expectations and agreements

✓**Make great decisions and resolve conflict**

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Decider Protocol

✓ I propose _____. 1-2-3

✓ Thumb-up: Yes, absolutely!

✓ Flat hand: I support the team's decision

✓ Thumb-down: No, and I have an easy way
   to improve your proposal.

Decider in Slack

richard Today at 9:28 PM
I propose that we spend the weekend pair-programming the first iteration of our MVP. 1-2-3

To vote, add a reaction to this message:
- 👍 for Yes, I support this proposal
- ✋ for I support the team's decision
- 👎 for No, I do not support this proposal (and add your Resolution idea in a response thread)

Voting ends on Friday at noon Boston time.

👍 1   👎 1   😊+

2 replies

Josh Grob 3 minutes ago
I am so close to being in. To get me in would like to see time a window set for each day so I can plan my weekend. Eg. Sat 10am-12pm EST, Sun 9-11am EST

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Amplify Your Remote Team's Awesomeness

- ✓ Communicate asynchronously by default

- ✓ Connect with each other

- ✓ Create explicit expectations and agreements

- ✓ Make great decisions and resolve conflict

- ✓ **Invest in building a remote work culture**

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✓**Make your team and your product great**

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Try it: Perfection Game

PERFECTEE (asks for help)

1. Shares their idea/object/performance with the helper

PERFECTOR (helps make the idea/object/performance better)

1. Give it a score from 1 to 10
2. "What I like about it is _____."
3. "To make it a perfect 10, _____."

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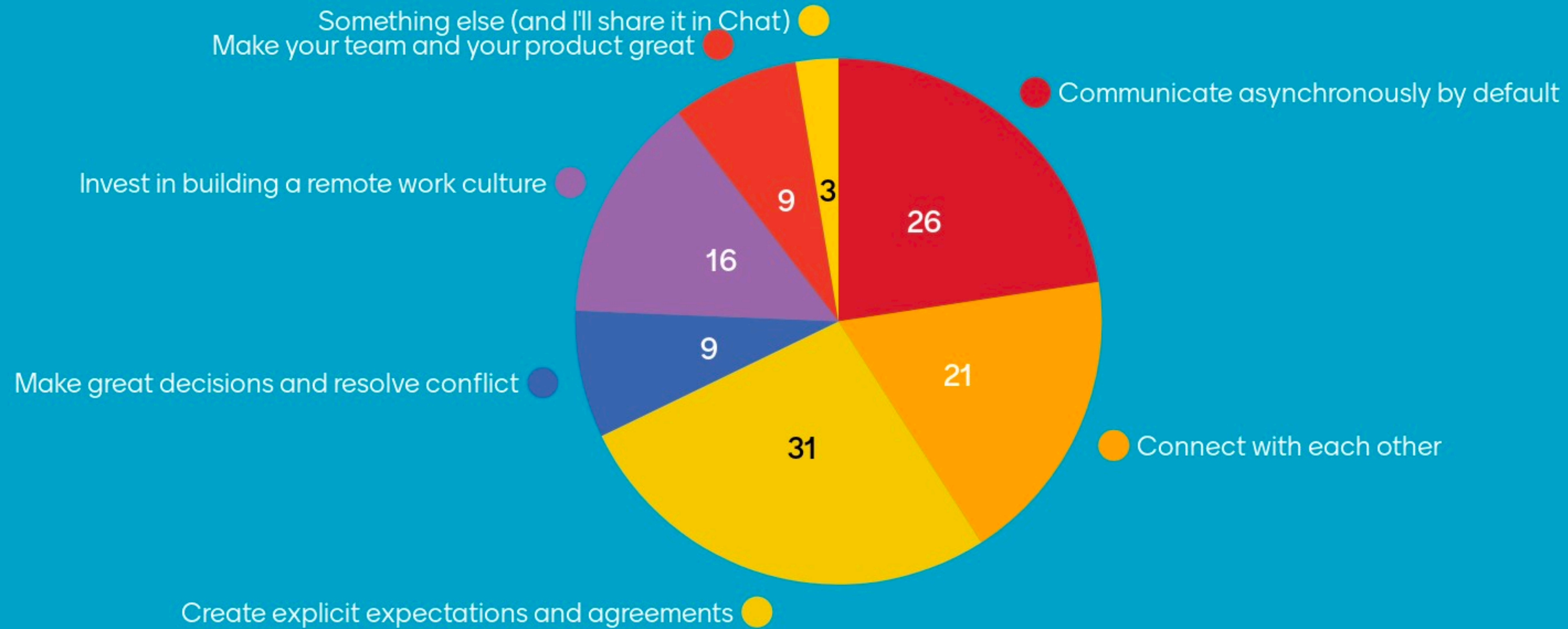✔Communicate asynchronously by default

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what is your next step?

What is your next step?

Something else (and I'll share it in Chat)
Make your team and your product great
Communicate asynchronously by default
Invest in building a remote work culture
Make great decisions and resolve conflict
Connect with each other
Create explicit expectations and agreements

3
26
9
16
9
21
31

115

I can make my remote team awesome

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More learning and events

Want to learn and embody these behaviors?

- kasperowski.com

- Respond on feedback form to stay informed

Some of Richard's upcoming classes and events – all online:

- **Nov 10 – Building Great Teams class**

- Nov 11 – Office Hours (every Wednesday)

- Nov 12 – High-Performance Teams @ Agile DevOps

- Dec 2 – Agile Dojo (first Thursday each month)

··· or book a private class for your organization.

Will you help us make this presentation the best it can be?

Perfection Game

Molood Ceccarelli   Richard Kasperowski

Remote Forever

- Founder
- CEO
- Author

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Questions? comments?

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Questions & comments

13 questions
23 upvotes

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