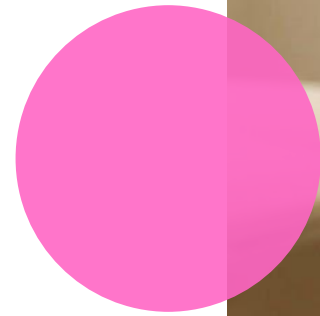




**JAGUAR**  
BUSINESS SOLUTIONS



# How to Grow and Scale Your Business with Remote Teams





# About Julie

- Grew up in Northbridge, Massachusetts
- Bachelor's degree in Modern Foreign Languages from Anna Maria College Paxton, MA
- Started career in publishing as a jr. project manager (before I even knew what that was...)
- Worked in the “corporate” world as a project manager at Pearson Education in downtown Boston, MA for nearly 8 years
- Started Jaguar Business Solutions in 2011, while working full time at Pearson
- Earned a Master's degree in Project Management—and two certifications in both traditional and agile methodologies—from Bryant University in North Smithfield, RI
- Resigned from Pearson in 2017, and later incorporated Jaguar Business
- Lead project manager, consultant, coach, and content writer  
Northborough, MA



Julie Gnadiek

# Continued

- Live in the mountains of NH
- Read and write a lot
- Running and hiking

- Semi-professional aerial gymnast and dancer
- Riding 3-wheel motorcycle
- 2 cats, Nikki and Toto







# Agenda

- The next 30 mins of your life
- The challenges
- Your Virtual Team
- Solutions
- Key Takeaways
- Q&A



# 7 Challenges of Managing a Remote Team

Communication

Tracking Work and  
Productivity

Company  
Culture

Scheduling  
Difficulties

Building  
Trust

One-on-one meetings and  
morale

Getting together in person





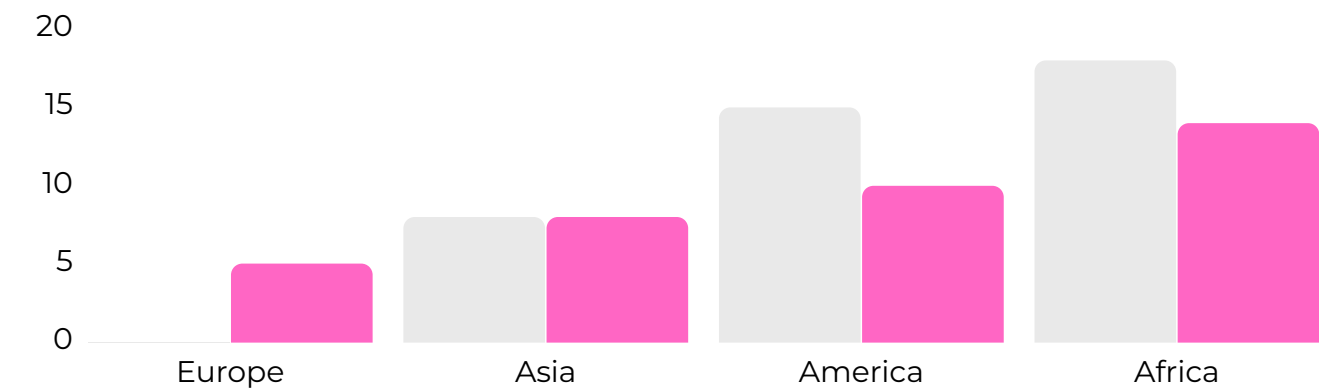
# Performance Overview



## Example Data

### Performance Overview

Provide a statistics explanation of the general profile of the products we have. Arrange information about our products in a systematic and fact-based manner. Also, express our success stories and the product that have been done lately.



Customer Satisfaction

**94,43%**



Gross Profit Projection

**\$ 192.1 M**





# The Challenges...

Staffing shortages and limited resources, leading to over 40% of remote workers working OVER 50 hours per week (GALLUP)

44% of remote workers reported a lack of the right infrastructure, platforms, and data that they need to be fully productive at work (WRIKE)

14% of HR leaders claim that a lack of change management skills has negatively impacted company cultures

52% of teams have cancelled projects or delayed work due to limited resources (UPWORK)





# Solutions

## A Brief Story About the Solutions

Show that we offer a solution that solves the problems previously described and identified. Make sure that the solutions we offer uphold the values of effectiveness, efficiency, relation, and relevancy to the market situation.

- Technology to facilitate communication

- Tracking work and productivity

- Company culture

- Scheduling difficulties

- Building trust

- One-on-one meetings and morale

- Getting together in person

We Discover  
Solutions That  
Work Best For You





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# Communication Technology

- Email
- Video conferencing (Zoom, Google Meet, MS Teams, Slack, etc.)
- Chat applications (Slack, Google Chat, MS Teams, WhatsApp, etc.)
- Social media
- Calendar apps



# Technology Will Only Get You So Far...

- Communication planning becomes increasingly important in a virtual team environment.
- You need a process for using it!
- You need planning!
- Set and communicate expectations!
- Develop a conflict management model!

We Discover  
Solutions That Work  
Best For You





# Tracking work and productivity

- Set clear and attainable goals!
- Use a project management or task management tool (Asana, Trello, Jira, ClickUp, Wrike, Teamwork, etc.)

We Discover  
Solutions That  
Work Best For You



# Examples of Communication Technology that may be used:

## Shared Portal

- A shared repository for information sharing (e.g., website, collaboration software or intranet) is effective for virtual project teams.

## Video Conferencing

- Video conferencing. Video conferencing is an important technique for effective communication with virtual teams.

## Audio Conferencing

- Communication within a team using audio conferencing is another technique to build rapport and confidence within virtual teams.

## Email / Chat

- Regular communications using email and chat is also an effective technique.





# Team Building

Team-building strategies are particularly valuable when team members operate from remote locations without the benefit of face-to-face contact. Informal communication and activities can help in building trust and establishing good working relationships. While team building is essential during the initial stages of a project, it should be a continuous process. Changes in a project environment are inevitable, and to manage them effectively, a continuous or renewed team-building effort may be applied. The project manager should continually monitor team functionality and performance to determine if any actions are needed to prevent or correct various team problems.





# Meeting

## Team-building strategies are particularly valuable when team members operate from remote locations without the benefit of face-to-face contact. Informal communication and activities can help in building trust and establishing good working relationships. While team building is essential during the initial stages of a project, it should be a continuous process. Changes in a project environment are inevitable, and to manage them effectively, a continuous or renewed team-building effort may be applied. The project manager should continually monitor team functionality and performance to determine if any actions are needed to prevent or correct various team problems.

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# Recognition & Rewards

Part of the team development process involves recognizing and rewarding desirable behavior. The original plan for rewarding people is developed during the Plan Resource Management process. Rewards will be effective only if they satisfy a need that is valued by that individual. Reward decisions are made, formally or informally, during the process of managing the project team. Cultural differences should be considered when determining recognition and rewards.

People are motivated when they feel they are valued in the organization and this value is demonstrated by the rewards given to them. Generally, money is viewed as a tangible aspect of any reward system, but intangible rewards could be equally or even more effective. Most project team members are motivated by an opportunity to grow, accomplish, be appreciated, and apply their professional skills to meet new challenges. A good strategy for project managers is to give the team recognition throughout the life cycle of the project rather than waiting until the project is





# Set Goals

Adopt a goal-setting and tracking model and framework  
(4DX / WIGs?)





# Conflict

## Management Model

Conflict is inevitable when working with people - don't AVOID conflict, find a way to EMBRACE it!



# Leadership

<https://www.forbes.com/sites/brentgleeson/2021/11/09/the-top-four-leadership-trends-organizations-need-to-follow-in-2022/?sh=3197773ceb03>

- Lack proper communication
- Lack change management skills
- Lack accountability





# Organizational Culture

Connectivity between employees and their work



# Success in 3 Things...

## **PEOPL**

### **E**

Top 3 Company Problems

## **PROCESS**

Top 3 Company Features

## **TECHNOLOGY**

A single, clear, and compelling message that states why you are different and worth buying.





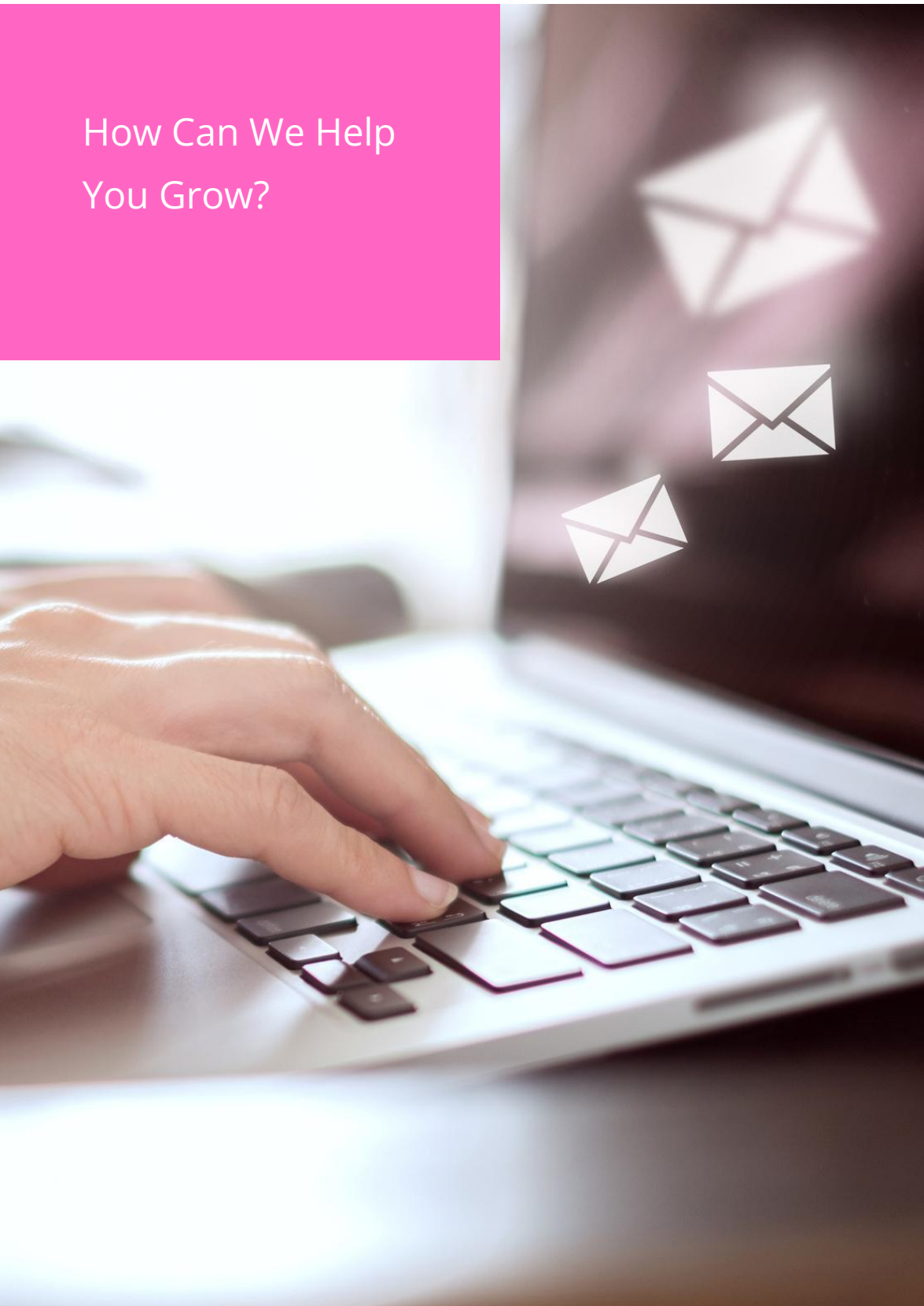
# KEY TAKEAWAYS

## Points

<b>A</b>	<b>Acquisition</b>	Market Place Optimization, Rating & Reviews, Paid Advertising, and Digital/Traditional Marketing	Site Visits and App Installs
<b>A</b>	<b>Activation</b>	Customer Onboarding, Landing Pages, Homepage, Product Features, and USP	Registrations and Transaction Volume
<b>R</b>	<b>Retention</b>	Loyalty Campaigns, Push Notifications, Push Email, Re-Engagement Ads, and Subscription Campaign	Monthly Active Users and Churn Rate
<b>R</b>	<b>Referral</b>	Contact List Integration, Contests, Review Prompts, Sharing, and Society Engagement	Rating, Reviews, and Discounts
<b>R</b>	<b>Revenue</b>	Sales and Promos, Product Value Chain, Subscription, Third Parties, and Resellers	Subscription Revenue




How Can We Help  
You Grow?




# Thank You

## Because, we're here to help

Write down your hopes for the future of your company. Don't forget to thank the company for the opportunity and convince related parties to support your company.

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