



# Solving the Distributed Teams Problem: Collaboration, Influence and Facilitation

Judy Rees for Agile New England, October 2018

@judyrees



This 'talk' will involve *you* talking!

A grid of 14 video thumbnails from a Zoom meeting. The participants are: Judy Rees, David Roethler, Elena Vassiljeva, Les Moore, Gary Alexander, Tanja Aertbjerg, Jorin Eichhorn, Steve McCann, Vic Desotelle, Christine Capra, Nenad Maljković, Jean-Paul Grange, Fiona Mac, and Jay Tompt - Totnes, UK. At the bottom of the grid are controls for 'Audio ein', 'Video abbrechen', 'Einladen', 'Teilnehmer 14', 'Bildschirm freigeben', 'Chat', and 'Aufzeichnen'. A red notification 'Das Meeting verlassen' is visible in the bottom right corner of the grid.

LinkedIn profile page for Ron Quartel. The profile picture is a globe. The name 'Ron Quartel' is visible. Below the name, there are sections for 'Articles' and 'Posts'. One article is titled 'Handling Decisions and Disagreements Inside a Self-Organizing Tribe by Ron Quartel 9th Oct'. A post from 'Ron Quartel' is visible with the text 'Agile training, coaching, & staffing. Human-centered innovation with empathy, Scrum, Design Thinking, Lean Startup, ++'. There are also notifications for 'Ron shared this' and 'Michael Vizdos • 3rd'.

MacBook Pro

Desktop freigeben



**What are your team's current remote interactions like?**

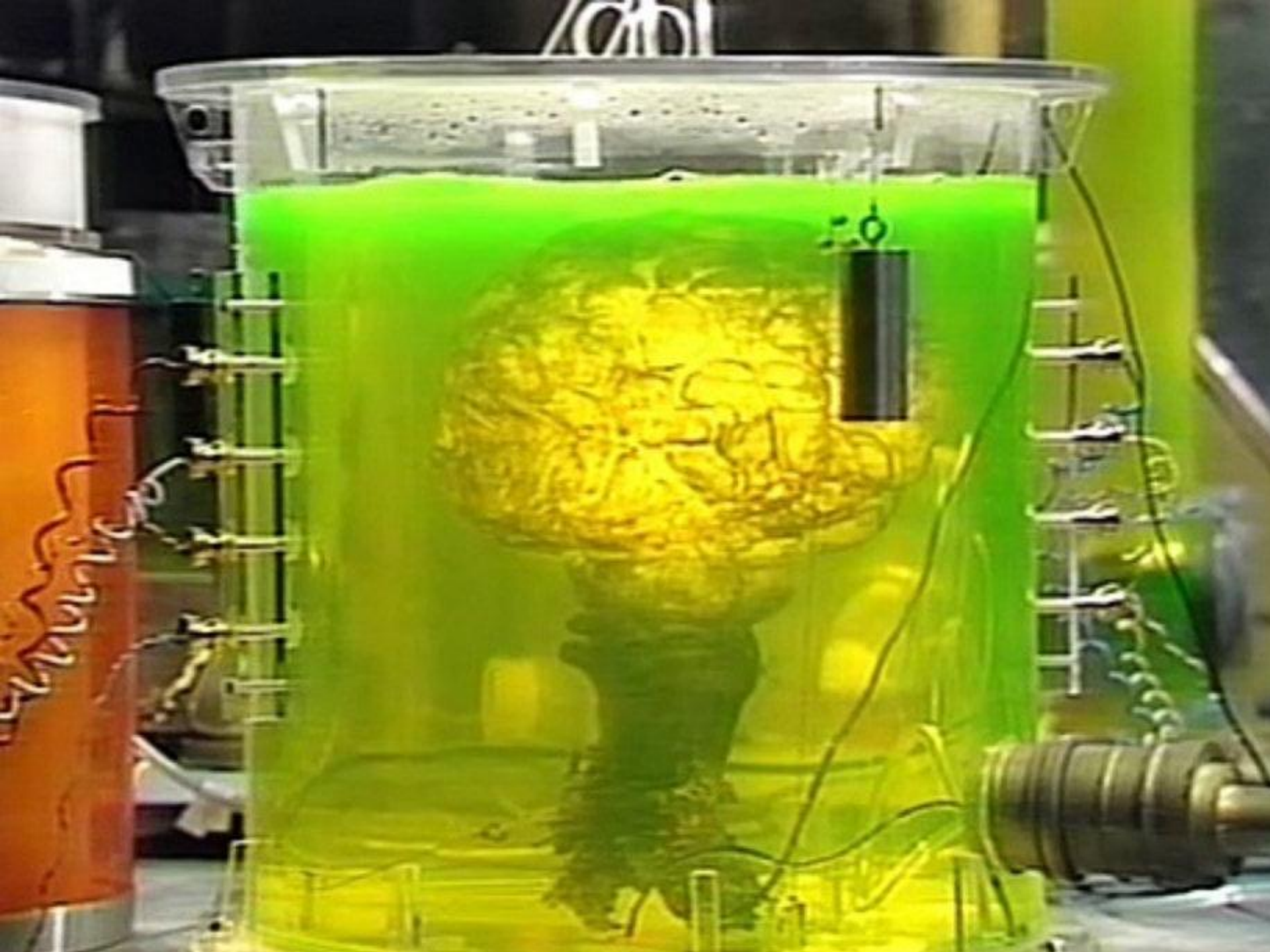
Share with a neighbour

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# What's Blocking Remote Collaboration?

- Disconnection
  - Lack of psychological safety
- Distractions
  - On-screen and in-the-room
- Discomfort
  - Physical issues





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# Key Ingredients

- Human connection
  - Psychological safety
  - Creative abrasion
- Embodied engagement
  - Multi-sensory environment
  - Physical activities

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# Example: Human Connection Activity

- When you are facilitating virtually at your best, you are like... what?
  - Starter question only
- What kind of X?
- Is there anything else about X?
  - Use these two questions as often as you like, in any order, about anything the person said



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# Example: Human Connection Activity

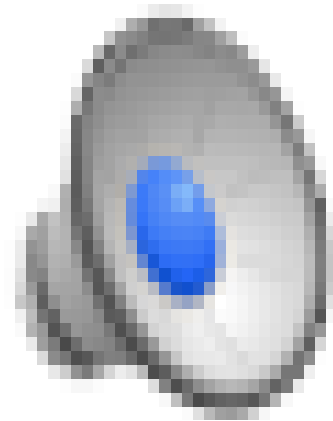
- Can be a quick ‘icebreaker’ or build out to full Collaboration Dynamics process
- Examples: Interpeace, Safer Edge
- Based on Clean Language/Systemic Modelling
  - Learn more at [judyrees.co.uk](http://judyrees.co.uk)

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# Embodied Engagement

- Use good tools eg Zoom, Mural
- Use *individual* video for live meetings
- Design activities ‘remote first’
- Text-based tools should *support* synchronous connection







**Given all of that, what would you like to  
happen next?**

Make a physical note



**What difference does knowing all of this  
make?**

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# Contacting Judy Rees

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