

Corona Virus and the impact on your work

Current Situation – March 2020

It's hard! On a personal level, family, society, economy and in general for us humans.

Lots of us struggle these days, especially since a lot of companies' current business model is not ready for remote work. *PS: Most governments announced that people in almost every country should/must stay at home.*

Instead of seeing the downside, ask yourself:

- *What opportunities do we have, that we didn't have before?*
- *How can we leverage our current company (employees and assets) to deal with this situation? Where is the bigger benefit for society in our organization?*
- *How does this make us stronger as an organization? As a society? As humans in this world?*

The impact on company meetings

If you have found a way to deal with the situation you might want to **leverage the opportunities** from this situation for the future.

Ask yourself:

- *Which meetings would you never run remotely, and now you do?*
- *How can you make those meetings work?*
- *How do you run meetings and workshops now?*
- *How can you leverage this in a future where people are allowed to gather in physical rooms?*
- *How can we descale our meetings to be more effective?*

Our experience

Remote meetings are different and the internet is full of tips to make them work for you.
A great resource to learn about remote work is <https://www.remotekit.ch/>

What we found interesting for most companies:

- **Which meetings would you never run remotely and now you do?**
 - Quarterly Company Strategy Meeting, Salary Negotiating meeting, Social Skills, and Team Trainings, 2nd in-person job interviews, Design Thinking workshops,.... are a few that come to our mind.
These events can work online-only, they work very differently though.
 - Maybe **more 1on1 video meetings** are suddenly necessary to build up trust.
 - Maybe use the "[Silent Meeting Manifesto](#)" by Amazon

- **How can you make those meetings work?**
 - The meetings above have a different touch if you run these remotely. Tackle the socializing problem with "remote liberating structures", leave more time, connect with people, have clear rules, upfront agenda, ... all the usual meeting tips apply.
- Make everything a **shared responsibility**
 - Live note taking and collaboration over those notes → "*These are our notes*" (*not mine or yours*)
 - Be crystal clear and **transparent**
 - Make your work visible
 - Make decisions visible and make the process of how you make decisions visible

- **How can you leverage this in a future where people are allowed to gather in physical rooms?**
 - Reduce the number of meetings and think "remote meeting first"
 - Build up trust in your organization by focusing on different metrics and values.
Everyone is a role model for behavior we want to see.
 - I would highly recommend keeping all the things above that make your remote meetings better.
 - For the rest... **Experiment, Inspect and Adapt** ?

General Things that help remote only

- Be Data-Driven
 - Collect data
 - Highlight what data is important to your organization

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by Peter Gfader - <https://beyond-agility.com/corona-virus-and-impact-on-our-work/>

- Make data visible to everyone
- Share your [“manager.readme”](#) and [“colleague.readme” to everyone](#) (what is my role, promises, expectations, successes, quirks failures and secrets ?)
- Delegate **Problems** not Work (in your Scrum Teams)
- Be careful on behaviors that sneak in -> [“There is no ‘they’ on Santa Fe“](#)

We Go Beyond Agile

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