

Hybrid Work Done Right

Unlocking the Full Potential of Microsoft Teams
to Empower Employees



Microsoft Teams

+



Structural[®]



Nitin Jaitely
Product Manager,
Microsoft Teams



Jonathan Reynolds
CEO,
Titus Talent



Scott Burns
Co-Founder & CEO,
Structural

Contents:

- 1 Hybrid work is here to stay
- 2 A shared client conversation with Jonathan Reynolds
- 3 Hub for Teamwork – Microsoft Teams
- 4 Structural Teams integration
- 5 Q&A



41%

**of employees are
considering leaving
their current employer**





Work Trend Report 2021

1

Flexible work is here to stay

2

Shrinking networks are endangering innovation

3

Talent is everywhere but connections are harder to make



1

Hybrid work is here to stay

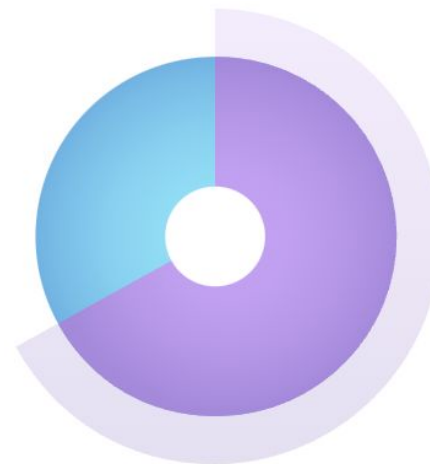


Work Trend
Report 2021



73%

of employees want flexible
remote work options to stay



67%

of employees want more
in-person work or collaboration
post-pandemic





Employee expectations are changing, and we will need to define productivity much more broadly — inclusive of **collaboration, learning, and wellbeing** to drive career advancement for every worker.



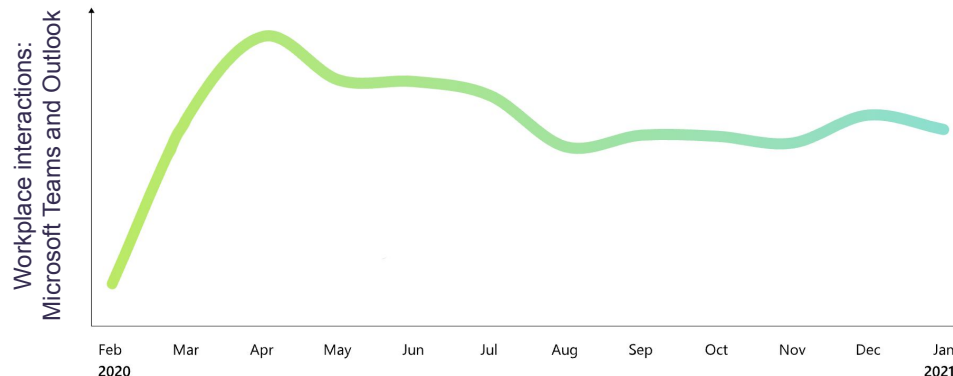
Satya Nadella,
CEO at Microsoft



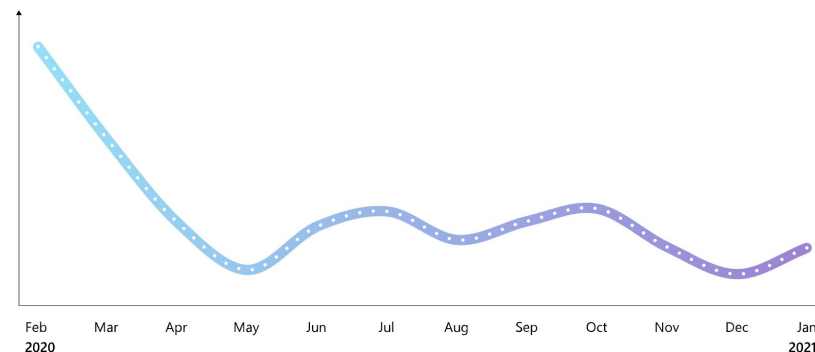
Shrinking networks are endangering innovation



As teams became more remote they also became more siloed



Interactions with our immediate team
(close network)



Interactions outside the team
(distant networks)



When you lose connections, you stop innovating. It's harder for new ideas to get in and groupthink becomes a serious possibility.



Dr. Nancy Baym,
Senior Principal Researcher at Microsoft

3

Talent is everywhere but connections are harder to make



Work Trend
Report 2021



Networking as someone early in their career has gotten **so much more daunting** since the move to fully remote work.



Hannah McConnaughey,
Product Marketing Manager at Microsoft



Organizations use Structural + Microsoft Teams to empower employees:



Microsoft Teams

+



Structural®

- 1 **Rich employee profiles** created automatically on everyone in the organization
- 2 **Intelligent search** to find others and be found
- 3 **Opportunities** to contribute, learn, and advance embedded in work

MS Teams is where we get our work done. Structural gets the right people connected and strengthens everyone's ability to reach across the organization. The combination **saves us time and allows us to innovate and react quickly** to the market.

Jeff Stuebner
CEO, AVI Systems

Activity

Chat

Teams

Calendar

Calls

Files

Structural

...

Apps

Help

Structural

Home

People

Connect

Opportunities

Groups


Search

Library

About






Search

Home / People / Jonathan Reynolds



Jonathan Reynolds

CEO

About


I love my wife Teresa, and my 3 kids; Reese, Evan & Annabelle. Love my family and love our new home of San Diego where we moved after 18 years in WI! Very thankful to God for all he has given me and how he has saved my life!


GALLUP STRENGTHSFINDER 2.0 - TOP 5 THEMES:


1. Activator
2. Strategic
3. Maximizer
4. Belief
5. Command


Enneagram 7


Let's connect: jonathan.reynolds@titustalent.com


 Preferred Name: Jonathan


 Started on December 31st, 2009 (over 11 years ago)

 Works in Corporate




 Works out of CA

 Born on January 3rd

 Lives in CA

 From CA

Direct reports


Basic info

Personality

Interests


More

Work history




Titus Talent Strategies

Chief Executive Officer • 2009 - Present




Titus

National Practice Director, Recruiting • Completed in 2015




Randstad

Regional Manager • 2005 - 2010




Sales Direct LLC

Business Development Manager and International Recruitment Manager • 2001 - 2005




Carthage College

College Recruiter and Advisor • 2000 - 2003



Living Light Christian Church


Community Development and Outreach • 2000 - 2001



Teen Mania Ministries


Global Expeditions - Asia Team Lead • 1998 - 2000

Education



Carthage College

International Political Economy & Minor in Mandarin Chinese • 2000 - 2003



Burleigh College

Sociology, Psychology & Communications • 1994 - 1998

12

Jonathan Reynolds

Movies

Forrest Gump



Forrest G...

Interests

Skills Data

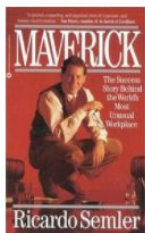
Skills

Recruiting	Leadership	Talent Acquisition	Strategy	Talent Management
New Business Development	Executive Search	Business Development	Team Building	
Strategic Partnerships	Sales	Process Improvement	Coaching	Marketing
Entrepreneurship	Consulting	Strategic Planning	Hiring	Outsourcing
Public Speaking	Sourcing	Start Ups	Organizational Development	Change Management
Technical Recruiting	Awesomeness	Performance Management	Volunteer Leadership	Jokes
Mergers and Acquisitions	Exotic Derivatives	Business Process Improvement	Predictive Index	Baldness
British Accent	Foody	Pretty Decent Indian Accent	Bilingual-English/American	

Books



Leaders ...



Virando a...



The Bible

Personality Data

Basic info

Personality

Interests



MAVERICK

Let me collaborate

Let me think it through

Give me variety

Give me flexibility

DOMINANCE

EXTRAVERSION

CONFIDENCE

FORMALITY

Let me drive

Let me talk it out

Give me stability

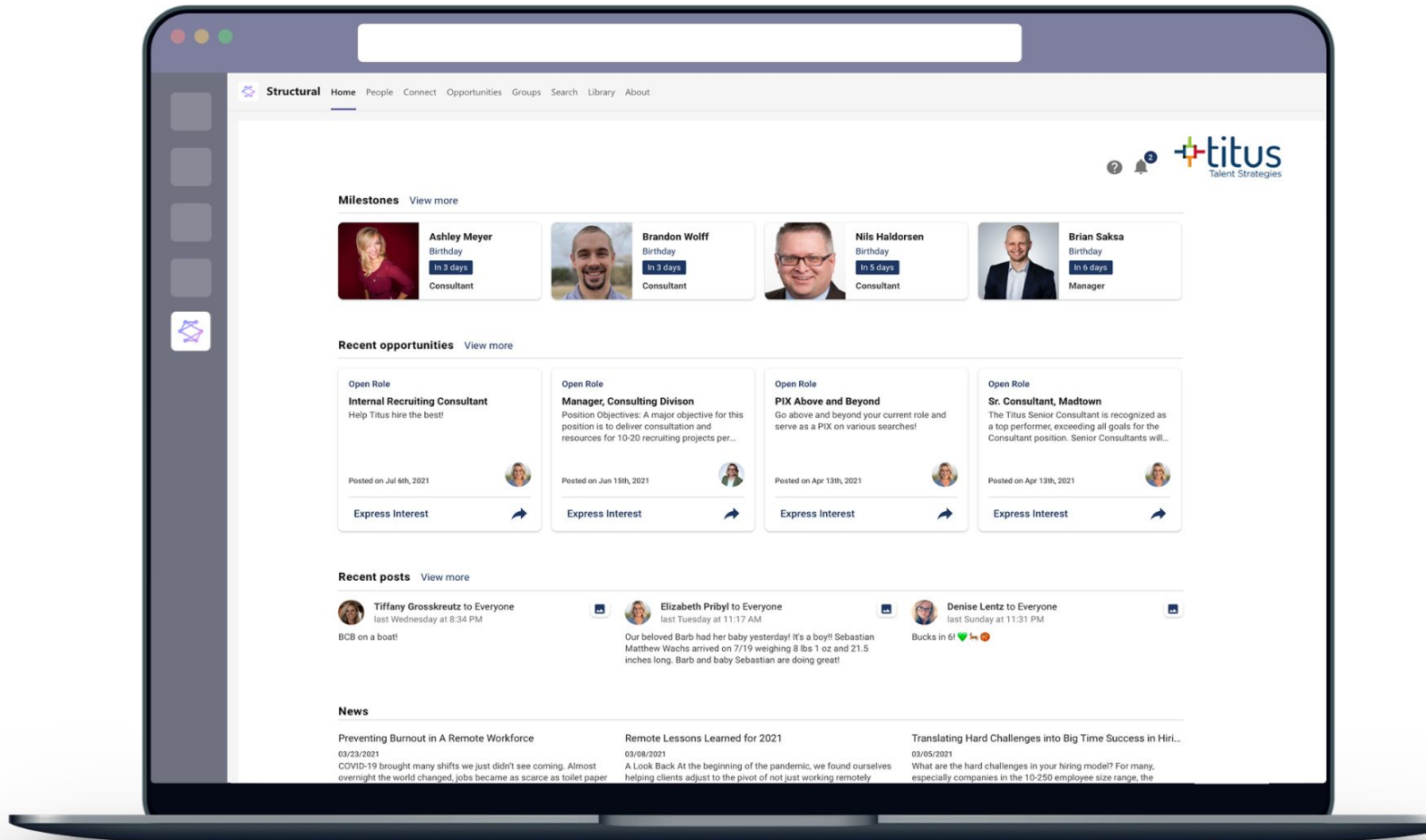
Give me structure



A performance-driven recruiting and talent strategy firm with a fully remote workforce across 22 states, serving clients nationwide.



At Titus Talent, **we know our people are the most important asset.** By putting them first, we know they will be committed to wowing our partners from every angle and thereby ensuring that we have an ever-growing and profitable organization.



The hub for teamwork



Chat



Meetings



Collaboration with the
power of Office apps



Business process
workflows

Microsoft Teams

The fastest-growing business application in Microsoft history



145M+

More than 145M daily active Teams users



500,000+

More than 500,000 organizations use Teams



x7

Daily active users of apps on Teams has grown seven times since the start of the pandemic



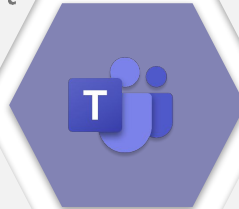
x2

The number of apps created on our Teams platform has doubled in one year



181

Teams in 181 markets with support for 53 languages and growing



App Quality Principles



Promote collaboration

Teams is a space for collaboration, apps in teams should promote and enable teamwork.



Integrate deeply & immersively

Leverage the best of Teams' native capabilities and integrate deeply into the Teams hub.



Be accessible

Always apply Microsoft accessibility guidelines and be accessibility compliant.



Provide unique value

Unlock value by providing workflows that leverage capabilities that are unique to Teams and not possible natively



Drive awareness

Promote your integration with users both inside and outside Teams to encourage adoption and ongoing engagement



Make it easy to use

The UI is easy to understand, pleasant in look and tone, and makes people more productive.



Build trust

Apps should be secure and compliant and foster a sense of privacy.



Build across devices

Design and build responsively so your app works across devices and screen sizes.



Keep users engaged

Provide valuable scenarios that enhance productivity and continue to engage users for their daily tasks



Microsoft Teams

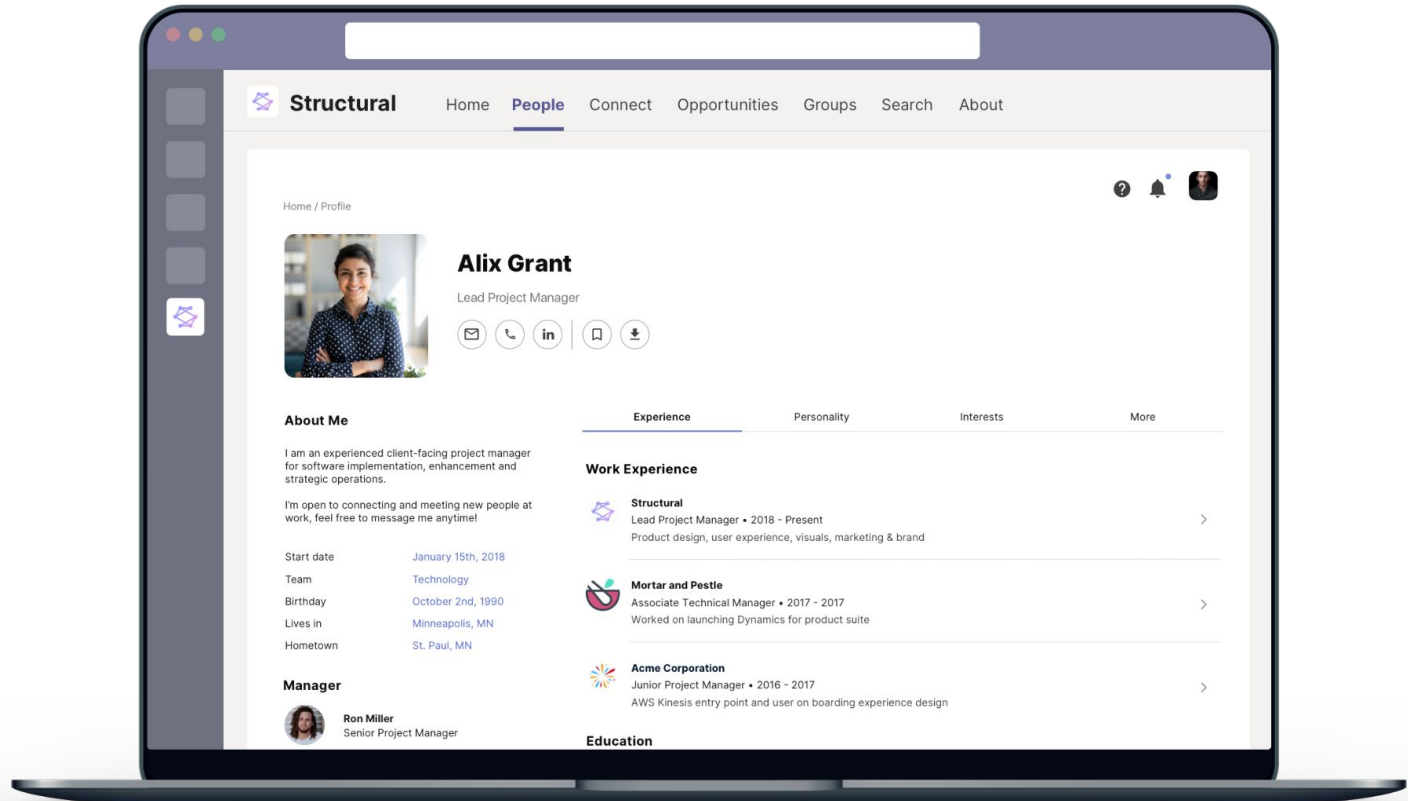
M365 Acceleration Program



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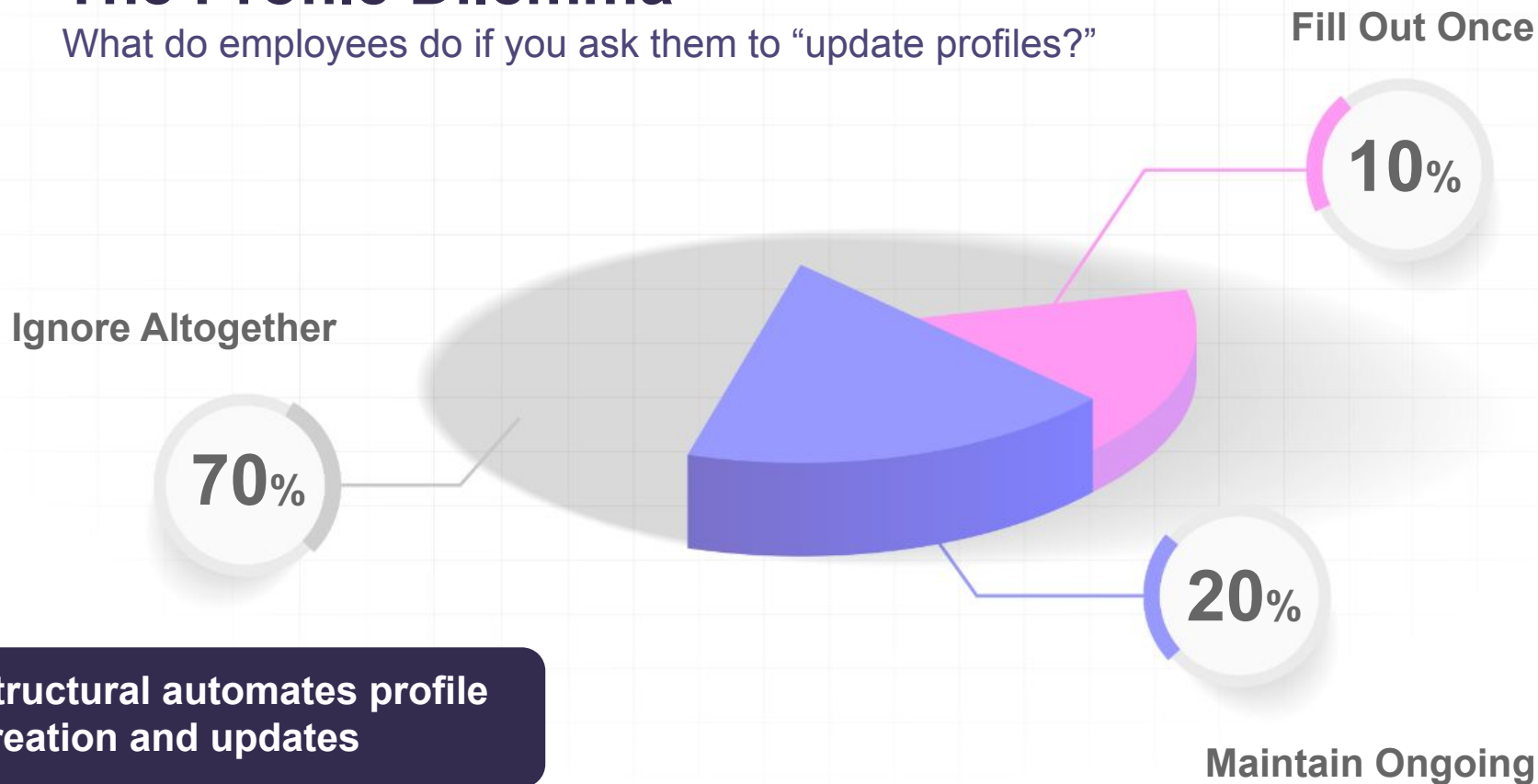
Structural works directly with Microsoft as a participant in the acceleration program for software providers who build seamlessly integrated technology and help make work better for millions of MS Teams users.

1 Rich employee profiles created automatically on everyone in the organization



The Profile Dilemma

What do employees do if you ask them to “update profiles?”

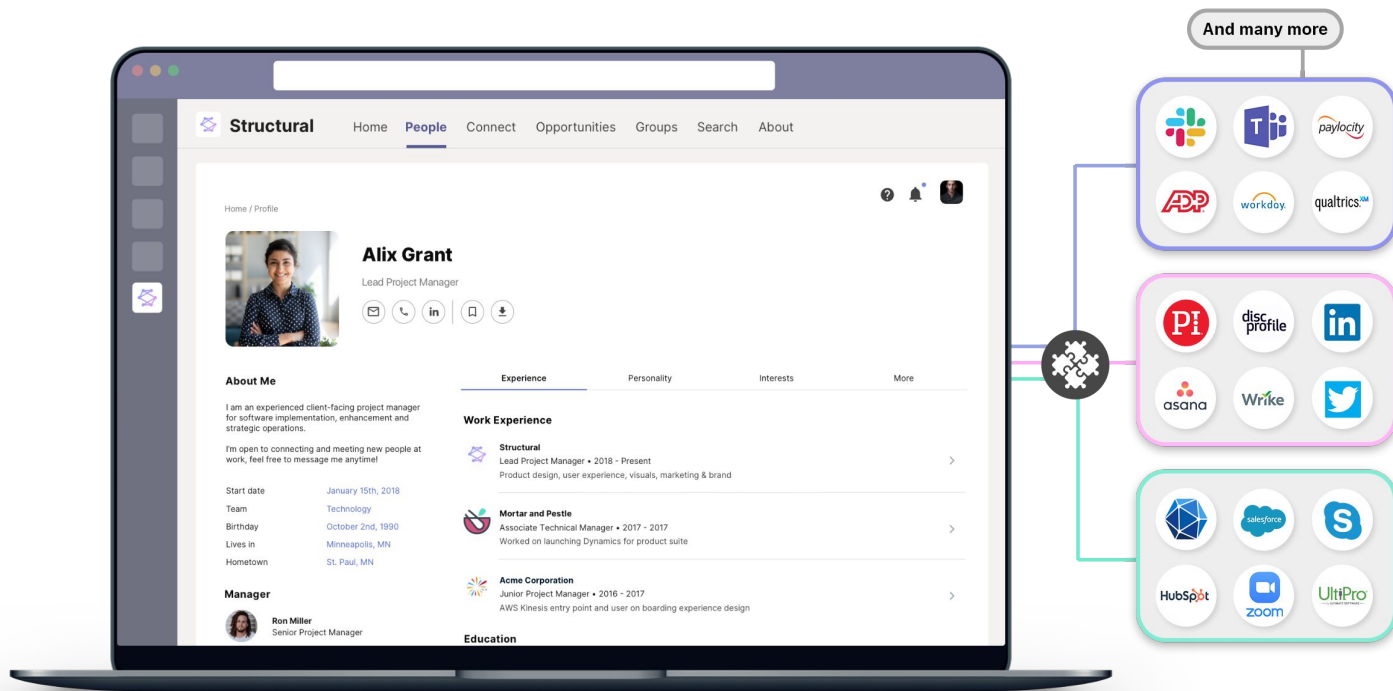


Structural automates profile creation and updates

Note: Percentages estimated based on Structural interviews & experience

An Automatic Solution to the Profile Dilemma on Day 1

Structural uses data from Teams and existing systems to create a new way of connecting people inside complex organizations.



Jonathan Reynolds

Skills Data



Learn More >

See Organization Chart >

Similar people



See 5 More >

Contact

Mobile:
(262) 412-5412

Work Email
jonathan.reynolds@titustalent.com

Instagram
www.instagram.com/_jonathan_reynolds_

LinkedIn
https://www.linkedin.com/in/jonathanreynolds/

Languages

English

Native or Bilingual

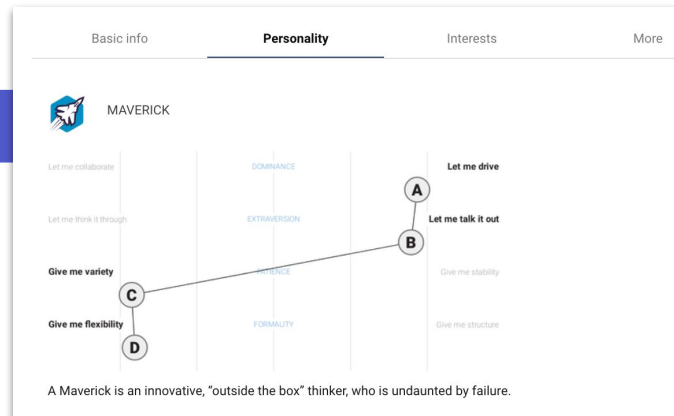
American

Limited Working

Skills

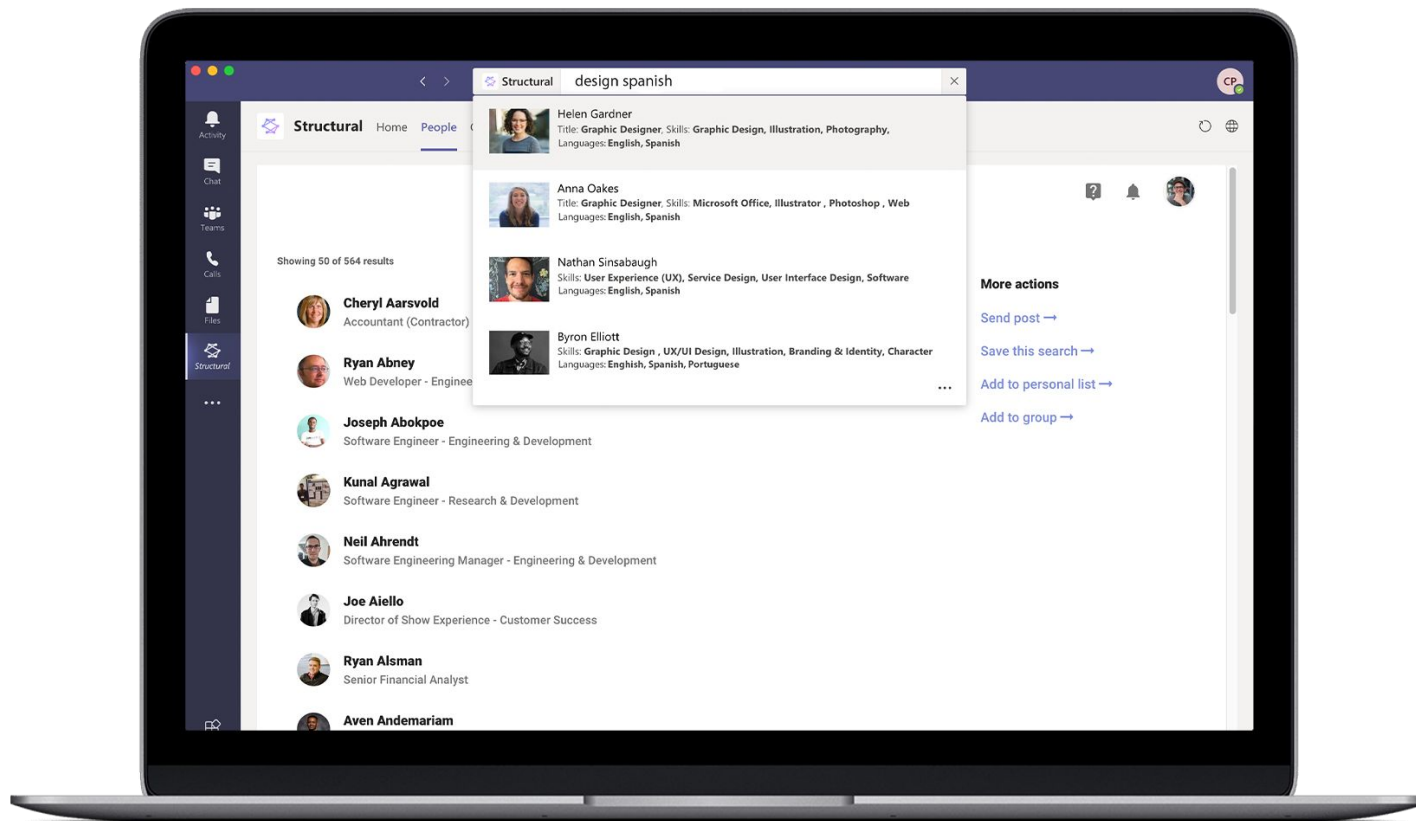


Personality Data



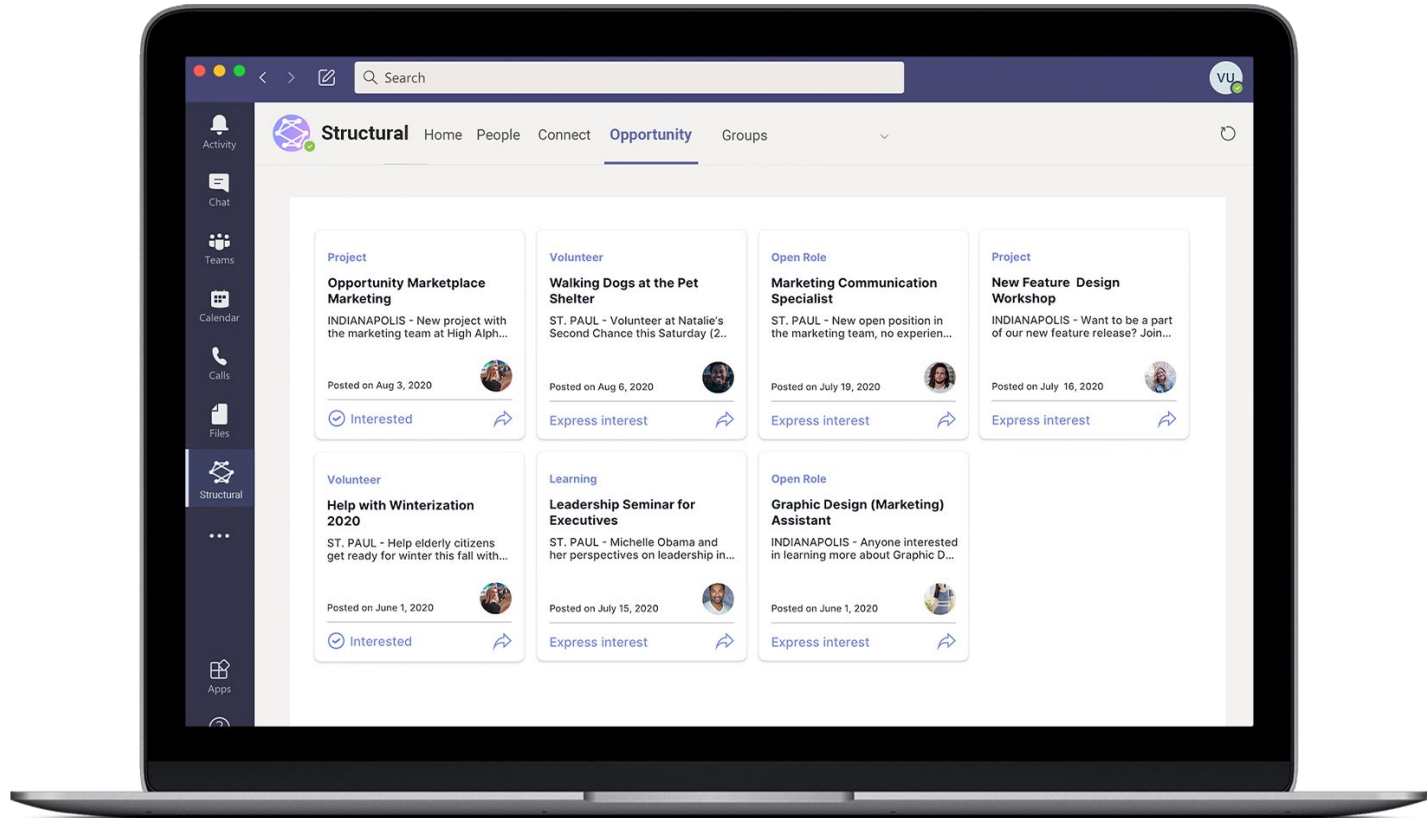
2

Intelligent search to find others and be found



3

Opportunities to contribute, learn, and advance embedded in work



41%

of employees are
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Employee engagement and retention were a major issue. **We reduced turnover by 50%** in the first year with Structural because prior to, our teams felt disconnected from each other and the business.

Michael
Division COO,
Global 500 Healthcare Company



Microsoft Teams

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Q&A



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