Hybrid Work Done Right

Unlocking the Full Potential of Microsoft Teams to Empower Employees
Nitin Jaitley
Product Manager, Microsoft Teams

Jonathan Reynolds
CEO, Titus Talent

Scott Burns
Co-Founder & CEO, Structural
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2. A shared client conversation with Jonathan Reynolds
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41% of employees are considering leaving their current employer
1. Flexible work is here to stay

2. Shrinking networks are endangering innovation

3. Talent is everywhere but connections are harder to make
Hybrid work is here to stay

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
2. 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
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:

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 Stoebner
CEO, AVI Systems
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@titustrategies.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

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
Jonathan Reynolds

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
- Sourcing
- Public Speaking
- Outsourcing
- Start-Ups
- Organizational Development
- Change Management
- Technical Recruiting
- Awesome
- Performance Management
- Volunteer Leadership
- Jokes
- Mergers and Acquisitions
- Exotic Derivatives
- Business Process Improvement
- Predictive Index
- Baldness
- British Accent
- Food
- Pretty Decent Indian Accent
- Bilingual English/American

Interests
- Movies: Forrest Gump

Books
- Leaders... by Simon Sinek
- Maverick by Richard Semler
- The Bible
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

<table>
<thead>
<tr>
<th>Icon</th>
<th>Statistic</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>![Person]</td>
<td>145M+</td>
<td>More than 145M daily active Teams users</td>
</tr>
<tr>
<td>![Group]</td>
<td>500,000+</td>
<td>More than 500,000 organizations use Teams</td>
</tr>
<tr>
<td>![Person]</td>
<td>x7</td>
<td>Daily active users of apps on Teams has grown seven times since the start of the pandemic</td>
</tr>
<tr>
<td>![File]</td>
<td>x2</td>
<td>The number of apps created on our Teams platform has doubled in one year</td>
</tr>
<tr>
<td>![World]</td>
<td>181</td>
<td>Teams in 181 markets with support for 53 languages and growing</td>
</tr>
</tbody>
</table>
Promote collaboration
Teams is a space for collaboration, apps in Teams should promote and enable teamwork.

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

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

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

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

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

Be accessible
Always apply Microsoft accessibility guidelines and be accessibility compliant.

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

Keep users engaged
Provide valuable scenarios that enhance productivity and continue to engage users for their daily tasks.
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.
Rich employee profiles created automatically on everyone in the organization
The Profile Dilemma
What do employees do if you ask them to “update profiles?”

- Ignore Altogether: 70%
- Fill Out Once: 10%
- Maintain Ongoing: 20%

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

Languages
- English
- Native or Bilingual
- American
- Limited Working

Skills
- Recruiting
- Leadership
- Talent Acquisition
- Strategy
- Talent Management
- New Business Development
- Executive Search
- Business Development
- Team Building
- 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

Personality Data

A Maverick is an innovative, "outside the box" thinker, who is undaunted by failure.
Intelligent search to find others and be found
Opportunities to contribute, learn, and advance embedded in work
41% of employees are considering leaving their current employer

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
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