



MARCH 2020

PULSE TRACKER

TEAM ABC IN COMPANY XYZ

This Pulse Tracker is designed to help team managers who have been forced into managing a virtual team during the Corona Virus pandemic. This report includes the following data that enables you to act immediately:

**HOW DOES
YOUR TEAM
CURRENTLY
FEEL?**

PAGE 3

This page shows how your employees have answered each of the engagement questions.

The arrows are used to compare your average with the average in the Innovisor Benchmark.

The average is calculated based on the responses: strongly disagree is 1, disagree is 2, neutral is 3, agree is 4, and strongly agree is 5.

**WHAT CAN
YOU DO TO
SUPPORT
YOUR TEAM?**

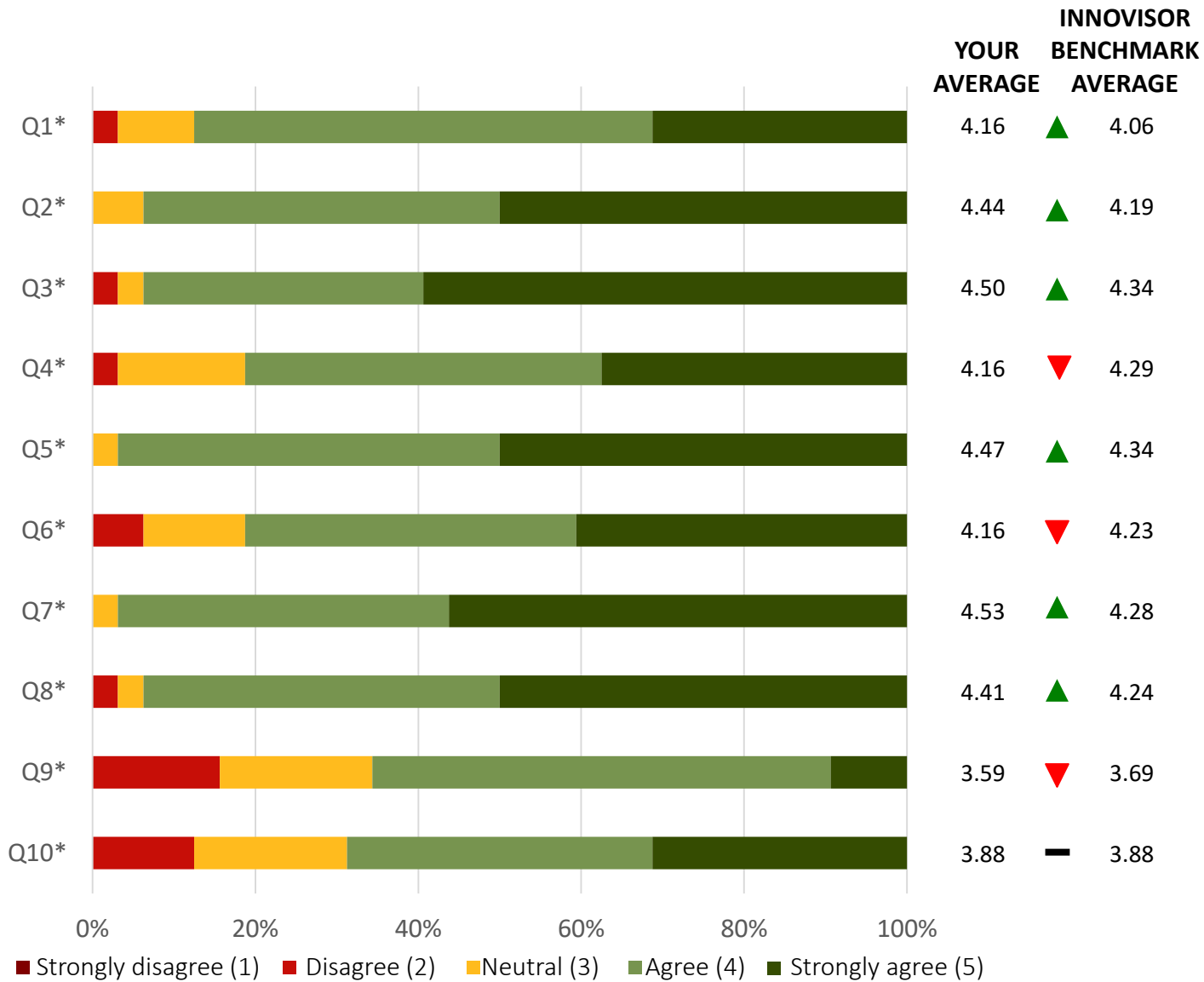
PAGE 4

This page shows the answers to two open questions that give you direct input from your employees on how you can support them:

1. What can we do as a team to support you to be as productive as possible during this time?
2. What can we do as a team to support you in staying connected during this time?

HOW DOES YOUR TEAM CURRENTLY FEEL?

32 RESPONSES FROM TEAM ABC



***QUESTIONS ASKED IN THE PULSE TRACKER SURVEY:**

- Q1 Transparency: I feel informed about what is happening in our organization during this time
- Q2 Communication: I receive internal communication with the right frequency during this time
- Q3 Alignment of Expectations: I know what is expected of me related to my work tasks during this time
- Q4 Social Connectivity: I am able to stay connected to my colleagues during this time
- Q5 Help and Advice: I know where to find relevant data and information to do my job during this time
- Q6 Flexibility: I have the flexibility to structure my workday for high performance
- Q7 Virtual Meetings: We have a good practice for productive virtual meetings
- Q8 Working from Home: I am able to solve my daily work tasks from home
- Q9 Wellbeing: I am able to maintain a healthy work-life balance
- Q10 Productivity: I am able to maintain the same level of productivity as before

WHAT CAN YOU DO TO SUPPORT YOUR TEAM?

WHAT CAN WE DO AS A TEAM TO SUPPORT YOU TO BE AS PRODUCTIVE AS POSSIBLE DURING THIS TIME?

- 1 Case is that it's not about work, it's the fact that I have 3 kids at home which normally are in school. So I have to be a teacher as well as try to be effective at work
- 2 Better keyboards and double screens.
- 3 Keep the team meetings, make sure our team lead is updated (she is),... this works really well - we should absolutely do more WFH days after this.
- 4 My colleges and nearest leader have all accepted that my working hours are predominantly before lunch and again late afternoon. This is due to the tasks at home, especially taking care of the children (age 7,7 and 10), that I have to share with my wife who is also working from home.
- 5 write in teams when you start work and finish - then team members know when you are off
- 6 The daily calls have been a good practise! Everyone seems to understand this situation well enough and is very responsive. That helps a lot!
- 7 As a parent with children being schooled at home, I need flexibility to step in and out of work through the day. I can balance this by working longer in the evening.
- 8 Frequent check-ins.
- 9 Think we're all doing what we can to make this work
- 10 I am not missing anything. Except that the work environment is not as good as in the office in regards to furniture.
- 11 Continue to work close together and help each other even under these special circumstances.

WHAT CAN WE DO AS A TEAM TO SUPPORT YOU IN STAYING CONNECTED DURING THIS TIME?

- 1 I have all the tools, I am staying connected with the team all the time over teams. Not much different from before. The best thing was that we already had the tools for working from home, many were already doing it, so it works great I must say
- 2 Kill Skype for Business and get all to use Teams - including business.
- 3 We are already doing fine
- 4 It's good now
- 5 Frequent meetings and check-ins. Also information on what the other IT teams are working on.
- 6 We're already having nice events online .. social chats, coffee breaks online, friday bar etc
- 7 All in place

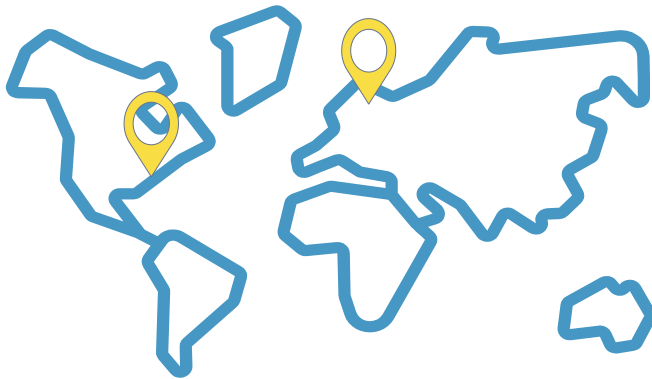
ABOUT INNOVISOR

Innovisor is the recognized advisory within organizational network analysis. It delivers its organizational diagnostics products and services to clients across the world. It documented and coined the “Three Percent Rule” for identification of influencers inside organizations.

The clients of Innovisor come in all sizes and from all industries. The one thing they have in common is that they share our belief: if you listen to your people, trust and engage them, there are no limits to what you can achieve as an organization.



Innovisor is committed to the SDGs. Its operations are closely aligned with three carefully selected SDGs to which it can contribute with the greatest impact – no. 4, 5 and 13



INNOVISOR is organized into two geographic areas: North America and Europe

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