

Why now? Why ViewsHub?



ViewsHub

A world map with a network of glowing nodes and lines, symbolizing a global network of teams. The nodes are in various colors (blue, green, yellow, red) and are connected by thin white lines. The map is dark blue with white outlines of continents.

“Today’s digital world of work has shaken the foundation of organizational structure, shifting from the traditional functional hierarchy to a ‘network of teams’.”

We are living in a different era

The Industrial
Corporation
Pre-1950's



Hierarchical
Leadership
1960's - 1980's



Collaborative
Management
1990's



**Networks
of Teams
Today**



Network
economy
2020's




In the last fifteen years, **52%** of the Fortune 500 companies have disappeared

1955
life expectancy 75 years

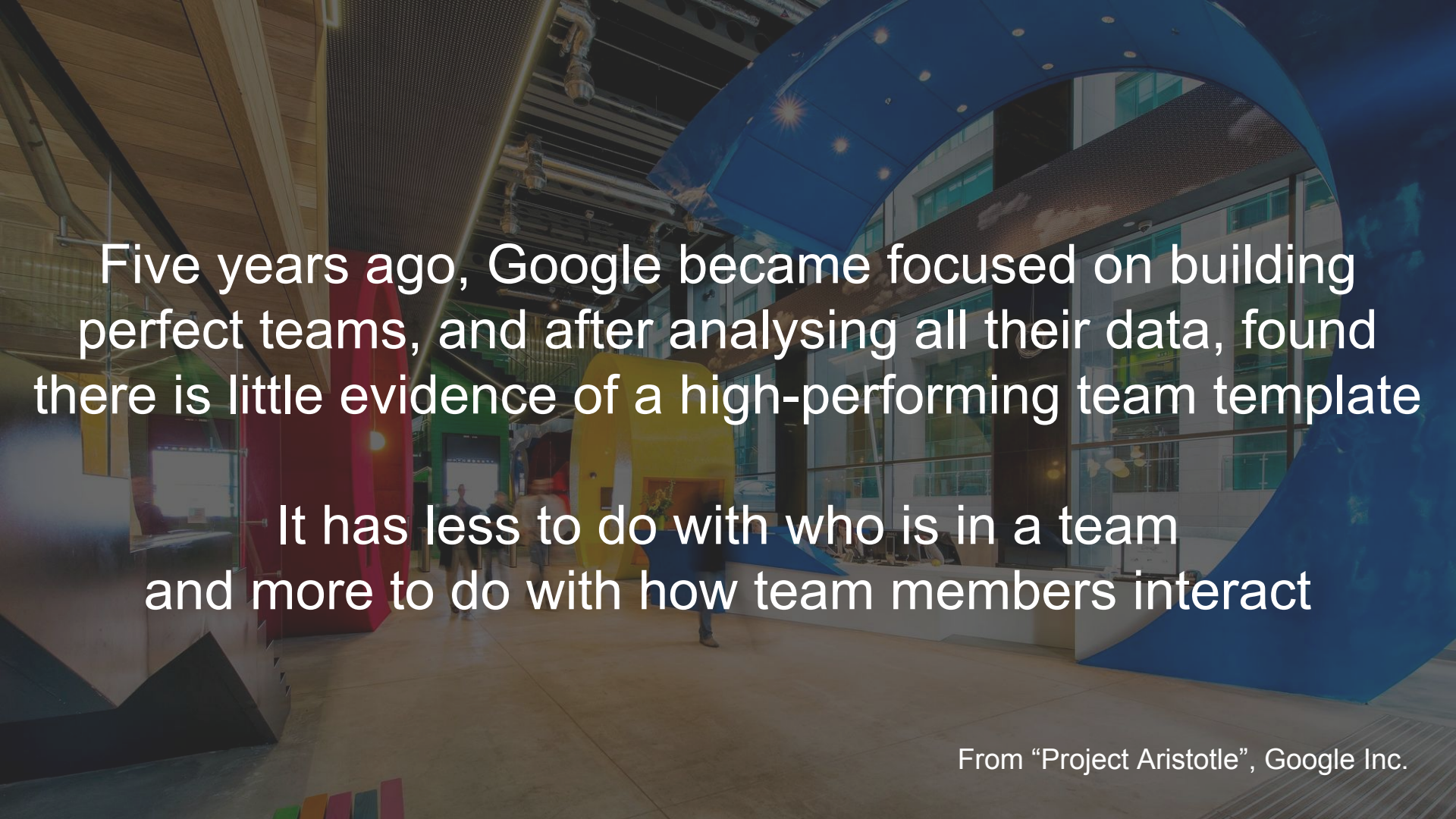
vs

2015
life expectancy 15 years



“Leadership now becomes a ‘team sport’, where leaders must inspire and align the team, but also be good at connecting teams together and sharing information.”

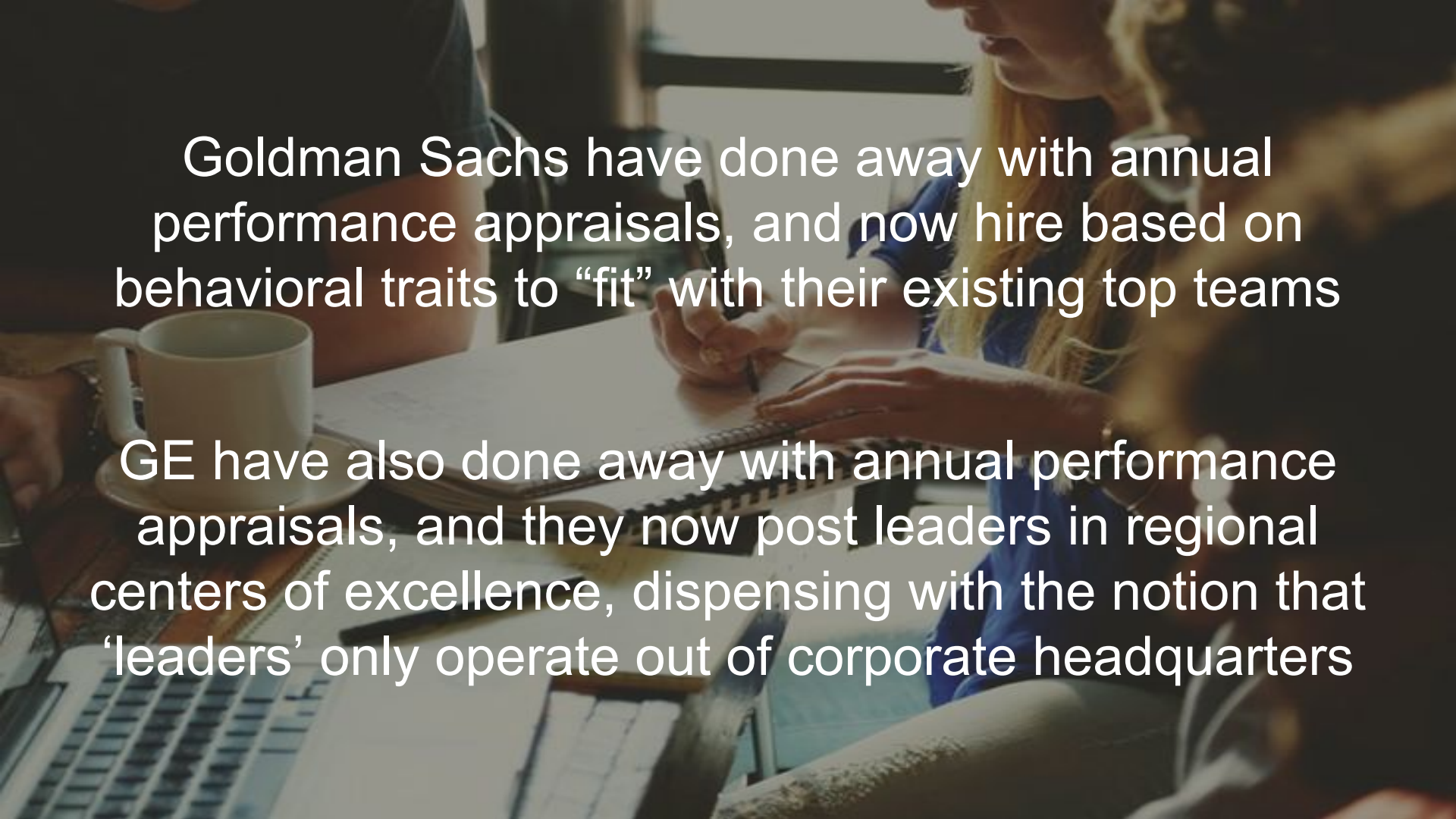
“Focus on Teams is Key to Business Performance”, Forbes 2016

A modern office interior with a large blue archway and colorful pillars. The scene is brightly lit, with a polished floor and large windows in the background. The text is overlaid on the image in white, bold font.

Five years ago, Google became focused on building perfect teams, and after analysing all their data, found there is little evidence of a high-performing team template

It has less to do with who is in a team and more to do with how team members interact

From “Project Aristotle”, Google Inc.



Goldman Sachs have done away with annual performance appraisals, and now hire based on behavioral traits to “fit” with their existing top teams

GE have also done away with annual performance appraisals, and they now post leaders in regional centers of excellence, dispensing with the notion that ‘leaders’ only operate out of corporate headquarters



“After watching Al-Qaeda disrupt the US army and win battles, General Stanley McChrystal’s solution was dramatic:

Decentralize authority to highly trained and empowered teams and develop a real-time information and operations group to centralize information and provide all teams with real-time, accurate data about war activities everywhere.”

A close-up photograph of a person's hands writing on a document. The person is wearing a light-colored, long-sleeved button-down shirt. Their right hand holds a black and silver ballpoint pen, which is positioned over the document. Their left hand rests on the document to the right of the pen. The document is white and appears to be a contract or a formal letter, with some faint text visible. The background is blurred, showing what might be a desk or another person's arm. The overall lighting is soft and slightly dim, creating a professional and focused atmosphere.

What is the common thread?

A group of people are gathered around a table, engaged in a collaborative activity. They are looking at various documents, including what appears to be a design or project plan. One person is holding a smartphone, and another is holding a pen. The scene is dimly lit, with the primary light source coming from the top, creating a focused and professional atmosphere. The background is slightly blurred, emphasizing the activity in the foreground.

Employees expect to work with multiple teams collaborating together

- Globally dispersed - digitally enabled
- Often virtual and diverse, but with instant expectations of their coworkers' behaviors
- Increasingly project-based, cross-functional and temporary
- In parallel with existing centralized functional/departmental teams
- With complete cooperation between all teams, aligned towards a clear corporate goal

A group of people are gathered around a table, engaged in a collaborative activity. The table is covered with various documents, including what appears to be a newspaper or magazine, and several colorful markers. One person is holding a smartphone, and another is pointing at a document. The scene suggests a meeting or a workshop where ideas are being shared and discussed.

Clients expect to work with multiple suppliers collaborating together

- Anticipating customer needs, and innovating - faster
- From transactional to interconnected and increasingly embedded
- Finding solutions to problems together where expertise is shared and relationships bound closer together

Old world:

Performance was about measuring individuals

- Done annually or semi-annually
- Manager-led, top-down

New world:

Performance is now about empowering teams

- Providing the tools to measure and improve - continually
- Decentralized and diverse teams; collaborative; course-correcting
- Within an Organization, and along the supply chain with Clients/Suppliers
- Individual performance encouraged through real-time feedback and goals



ViewsHub

Improve team performance, real-time.

ViewsHub is a learning platform for teams, empowering employees to measure and improve team, individual and company performance through real-time ratings and feedback.

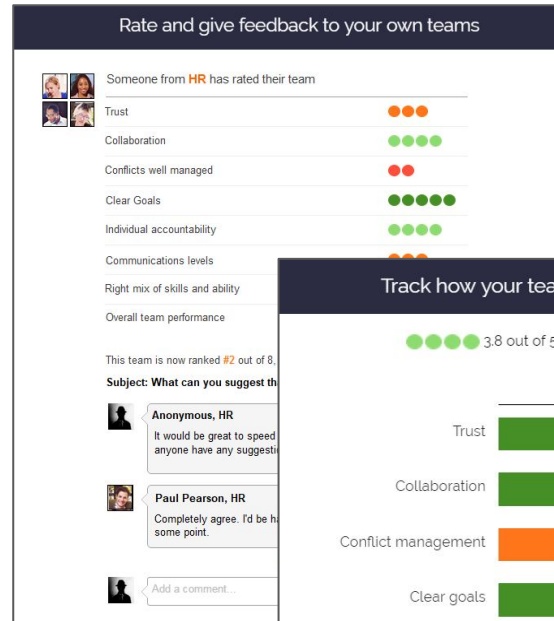
www.viewshub.com

Rate and give feedback to your teams

- Rate your teams on key criteria correlated with top performance, on a 1-5 scale, updating any time, from desktop or mobile
- Add your own custom criteria to the 8 pre-set criteria
- Give feedback to the team on how to improve

...and track how your teams are rated overall and by every team member

- Spot any individual issues that may get lost in a large average
- Address the concerns and feedback of individual raters and boost team morale
- See how your teams rank in your company, by team member ratings

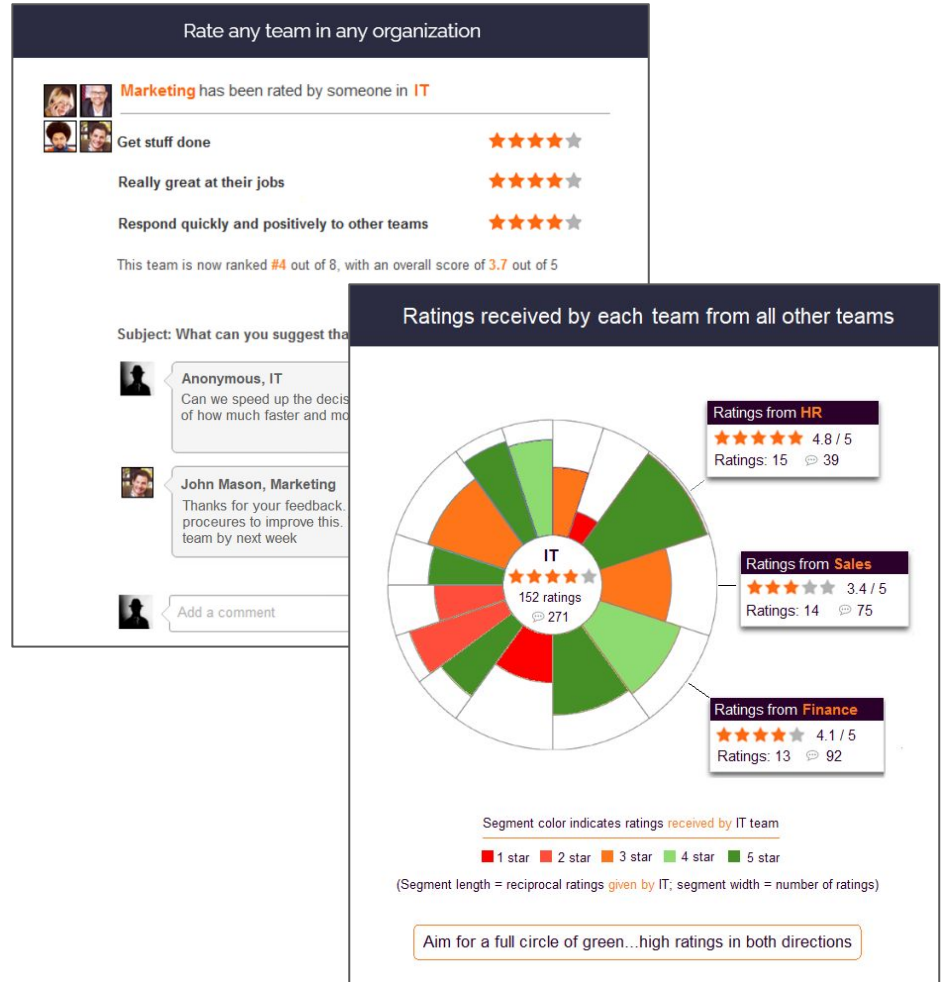


Rate and give feedback to other teams in your organization

- Enhance “team self-awareness” for those teams you interact with most
- Suggest ideas to help them improve
- Drive change through your feedback

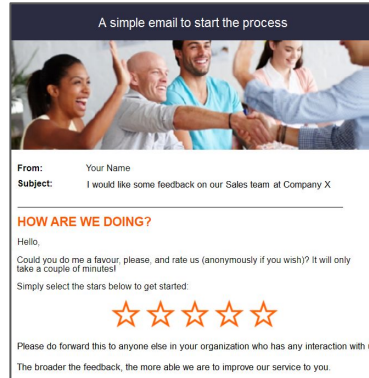
...and track the ratings received by each team from every other team

- Reduce friction between teams
- Discover which teams interact the most
- Improve collaboration between teams, freeing up a significant amount of senior management time



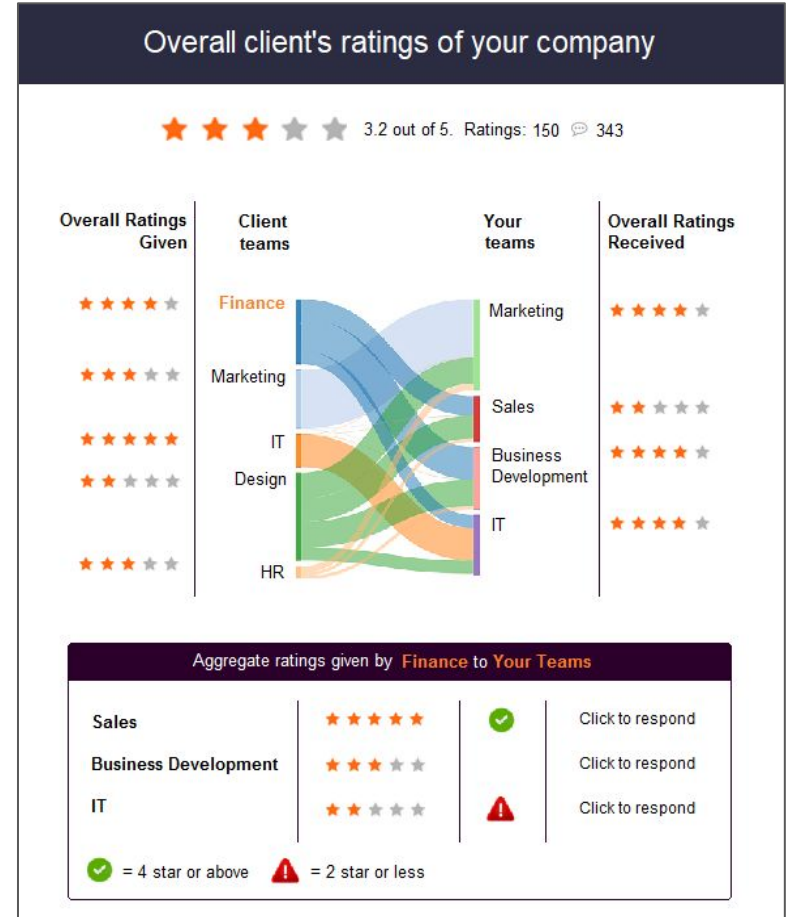
Request feedback from client teams

- Engage clients organization-wide, with a simple email asking every team "How are we doing?"



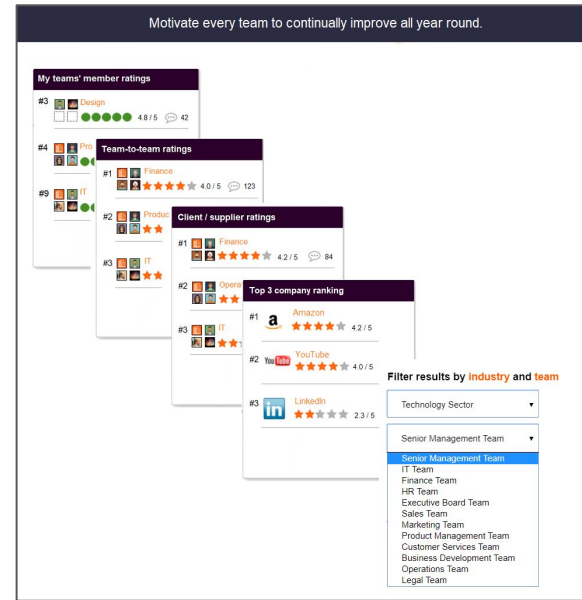
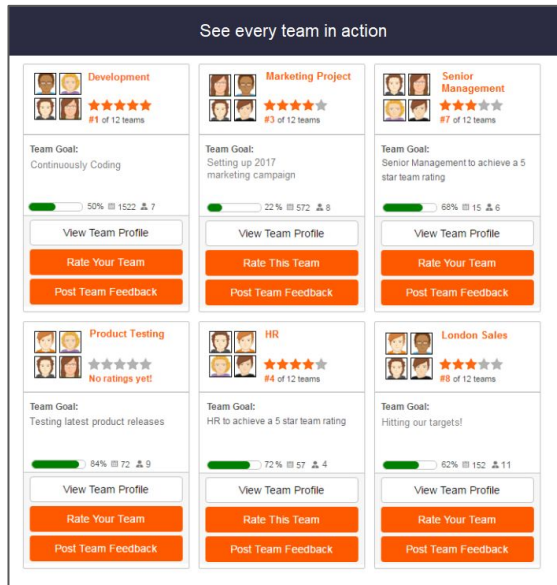
...to discover the ratings every client team gives each of your teams

- Discover hidden connections between your teams and client teams
- Proactively address low ratings before they become larger problems
- Engage clients with a genuine concern for how you are doing



Motivate every team, throughout the year

- Help your teams join the ranks of the top teams in your company
 - as rated by team members
 - as rated by other teams
 - as rated by clients, suppliers, etc
- Benchmark your teams against the top 3 in your industry



See every team in your organization, their goals, ratings, deadlines, all on one page

- Get a better appreciation of what each team is working on
- Discover where you might be able to add value to other teams


Give feedback to individuals... in a safe space


- Help coworkers improve, anonymously if you wish.
- With constructive subject prompts to trigger useful feedback
- Ask for feedback on how you can improve too

Give feedback to individuals...in a 'safe space'


You have given Anonymous Private Feedback to **Tim**

Subject: One skill you could develop

 **Anonymous**
You presentation skills could do with a bit of help...

 **Tim Johnson**
Thanks. Can you recommend any courses?


[View All Comments](#)

 Add a comment...

Review team members and other coworkers, any time

- Identify key behavioral traits and ensure team diversity.
- Add custom criteria appropriate for your own company
- Augment or replace annual performance appraisals with constructive real-time reviews and feedback









Review individuals

 **John Mason** has been reviewed by **Mary Parkes**

John's Top Five Traits rated by Mary are:

1. Extremely ambitious
2. Measured risk taker
3. Engaging, persuasive
4. Highly intuitive
5. Strategic thinker

[Review John](#) [Give Feedback to John](#)

Energy How you work	Interpersonal How you interact	Intelligence How you think
Analytical, highly structured	Highly intuitive	Free form
 Self Review	 Aggregate Review	
Comfortable with what they know	Progressively learning	Hungry for information
		
Detail oriented	Strategic thinker	Visionary, can have short attention span
		
Happy for others to create ideas	Creative in ideas	Highly experimental
		

Get instant team assessments, updated for every team on-the-fly, at no additional cost

- See how every team member adds to the overall team
- See how every team adds to the overall company culture
- Spot gaps and clusters for each specific team and its goals
- Check whether the team culture and composition results in top performance

Create a Project Team

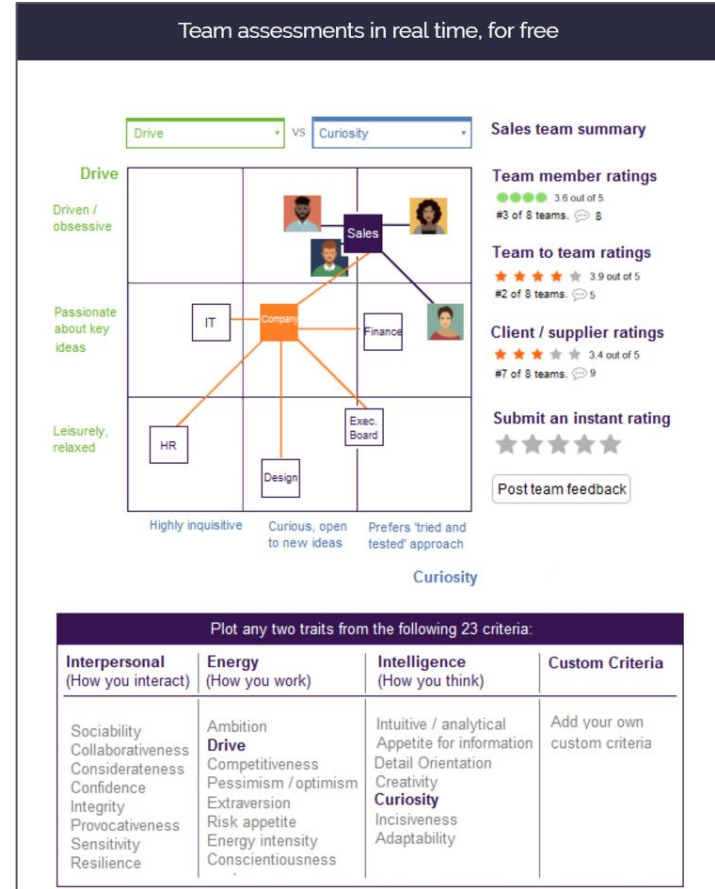
Team Goal:

Team Name:

Team Members:
Or type an email address to invite people.
 You can only invite people with an @viewshub.com email address

Team Status: **Current Team.** Visible to hub members **Prospective Team.** Only visible to you

Create Project Team




Give feedback to your organization...in a 'safe space'

- Get your ideas heard firm-wide
- Remember to keep it constructive! We have a 3-strike "sin-bin" policy


Rate your organization, any time


- Giving a real-time healthcheck
- Replace your employee engagement surveys with this real-time approach, seeing the aggregate score from all employees at any time

Feedback to your organization...in a 'safe space'


 **Your Company** has received feedback from a hub member









Subject: Feedback from a new employee

 **Anonymous**
I've just started here, but I wanted to let you know how enjoyable my induction and training has been. However, one thing I would suggest is putting all employees through induction every year.

 **Mary Parkes, HR**
That's a really interesting idea, but I suspect it will cost the company too much in time and money. Any other thoughts?



Rate your organization


 Someone has rated **your company**

Trust	
Collaboration	
Conflicts well managed	
Clear goals	
Individual accountability	
Communication levels	
Right mix of skills and ability	
Overall team performance	

[Rate this Company](#) [Post Team Feedback](#)


Share breakthroughs


  **Mary Parkes** has added a new breakthrough

 **Mary Parkes**
Got sign off from Senior Management on unlimited annual holidays!

[Give Award](#) [Give Feedback](#)



Give awards




 **Mary Parkes** has received a new award from **John Mason**


 **Outstanding Teamwork!**


[Give Award](#) [Give Feedback](#)

Set goals and challenges


  **Mary Parkes** has added a new goal

 84% Goal Complete  Difficulty: High  7 day(s) left

 **Mary Parkes**
Finish the marketing pack for the June roadshows

 **John Mason:**
I've already got marketing packs we used in a previous roadshow. Can we use them?

[View All Comments \(1\)](#)



Share breakthroughs

- Let others know of key breakthroughs, small or large

Give awards

- Recognise the achievements of others.

Set goals and challenges

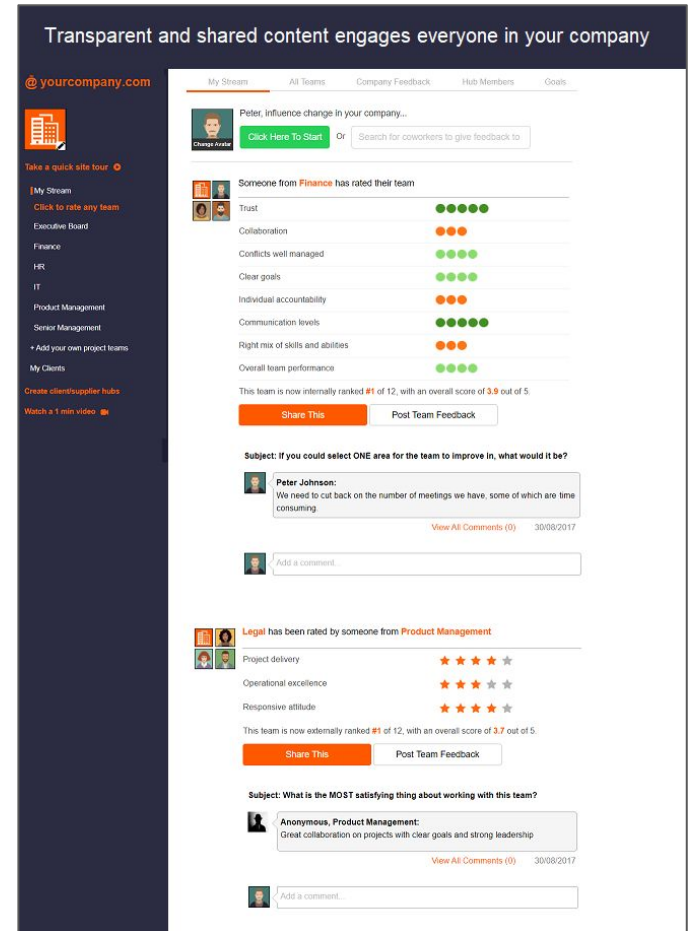
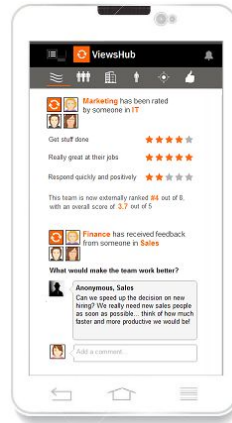
- Crowd-source help to achieve your goals
- Set challenges for others, and help them achieve theirs

Engage and empower everyone in your company, seeing shared feedback and ratings, removing silos, encouraging transparency

- Ratings and feedback relevant to you will be visible in your personalised stream, on desktop or mobile
- Prompts, notifications and emails are tailored to your needs
- A single comprehensive platform to get your voice heard throughout your company
- Crowd-sourcing tips to improve at team, individual and company-wide levels

Maintaining privacy when needed

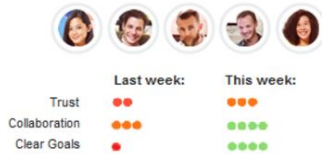
- Users can manage their team privacy settings
- Admin can manage overall company privacy settings



Great teamwork requires you to... Measure. Improve. Repeat. Easy!

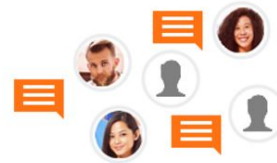


Measure team mood as rated by team members.

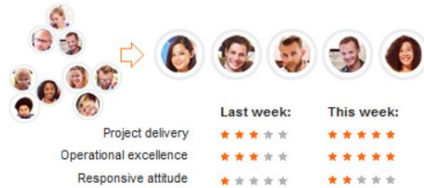


Improve
Measure

Improve by addressing team views in a safe space.
(Anonymously if you wish)

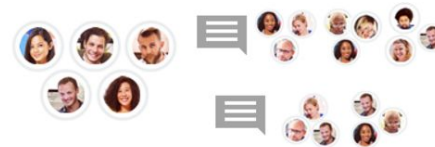


Measure team perception as rated by other teams.



Improve
Measure

Act on common suggestions from other teams.



Continual, shared feedback aligns every team's goals, helping you get great work done - in less time

"Friction between teams was a big problem. Team ratings really motivate us to improve how we work with other teams across the company."

Marketing Executive from a European life sciences organisation

"Only senior management did expensive team assessment days once a year. Now every team can assess and track their own team issues simply and in real-time, and it's free to use."

Senior Manager in a leading insurance and travel company

"ViewsHub is like a TripAdvisor for teams within my organization - and everyone pays attention to their ratings!"

Sales Manager from a tech company



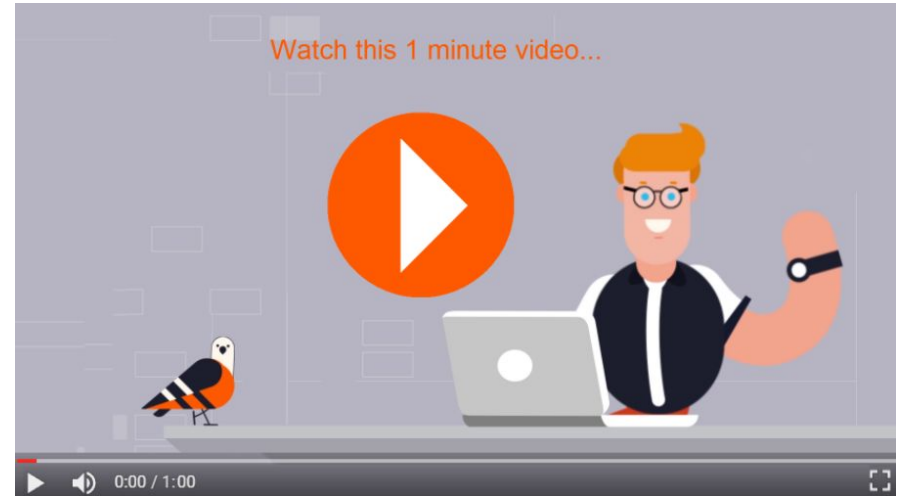
ViewsHub

#GreatTeamworkMadeEasy

Used by thousands of employees at hundreds of top companies.

ViewsHub is free to use with an unlimited number of people.

Sign up at www.viewshub.com with your work email address and find teams in your company instantly.



Premium plans are available for bespoke features and unlimited usage

www.viewshub.com | greg@viewshub.com