Why now? Why ViewsHub?

ViewsHub

"Today's digital world of work has shaken the foundation of organizational structure, shifting from the traditional functional hierarchy to a 'network of teams'. "

Josh Bersin, *founder of Bersin by Deloitte*

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

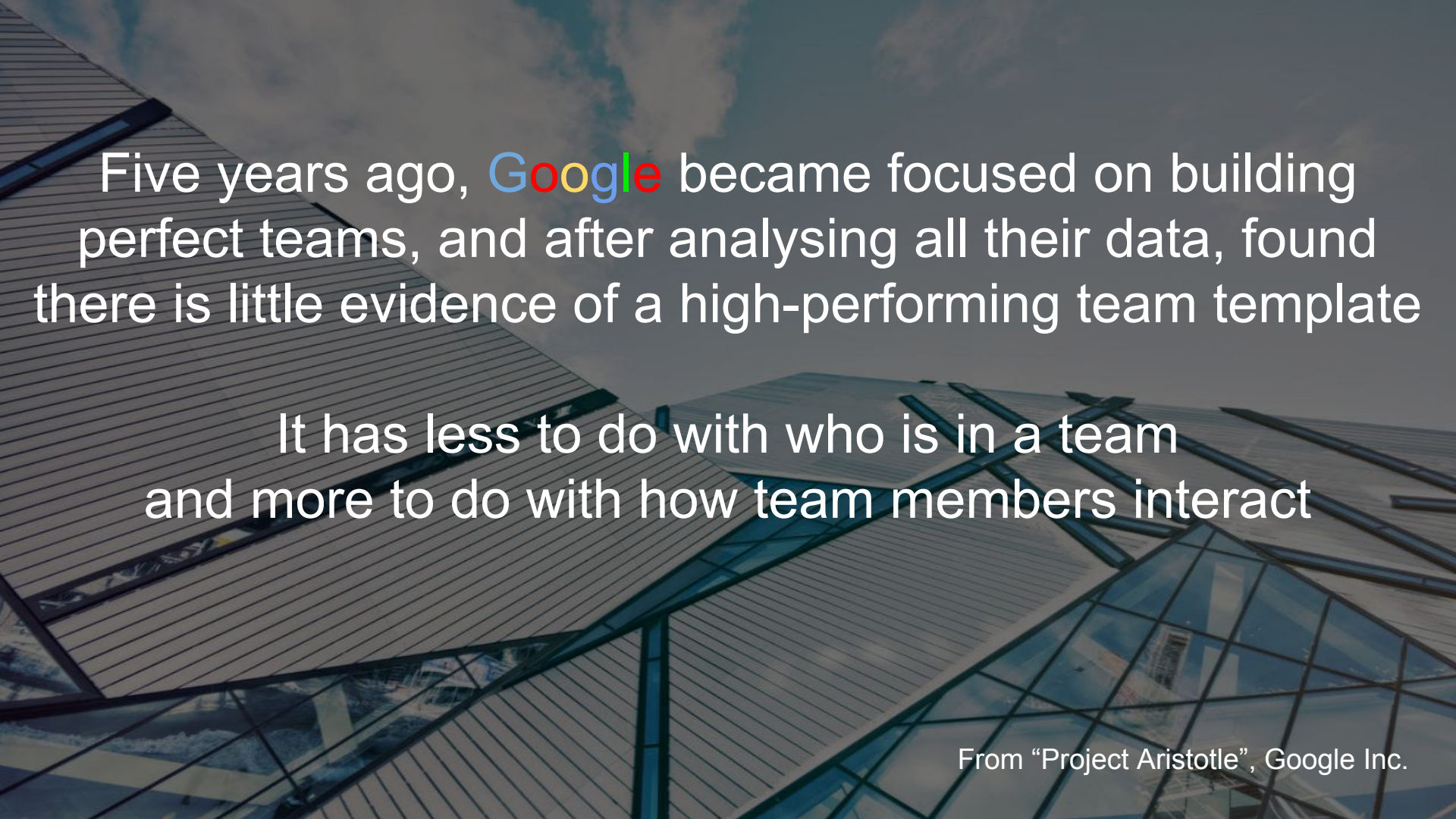1955   vs   2015
life expectancy 75 years   life expectancy 15 years

"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."
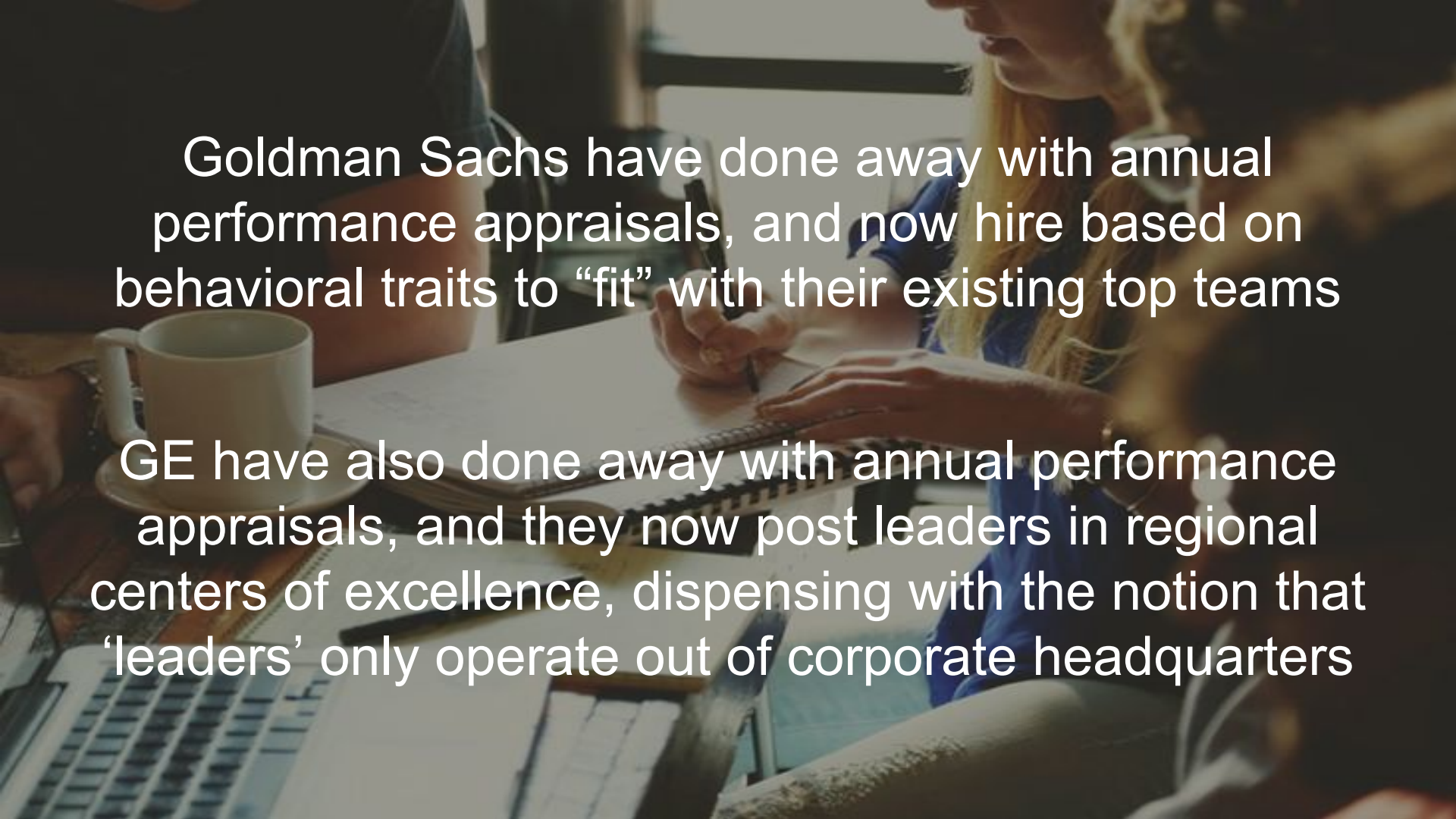
"Focus on Teams is Key to Business Performance", Forbes 2016

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

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."

Deloitte University Press

What is the common thread?

The common thread...

- Teams are increasingly recognized as the base-unit for innovation, productivity, and long-term survival in an increasingly fast-changing world.

- But companies are still focused on measuring the performance of individuals, albeit shifting away from purely top down performance appraisals (annually done, universally disliked).

- The missing link is a tool that empowers all TEAM members to measure and improve how well their TEAMS are doing as DISCRETE UNITS, throughout the year or project duration.

Note: At most you may have top management doing team assessments amongst themselves once a year (typically facilitated, time-consuming and expensive), but such assessments grow out-of-date within a month as team composition changes, rarely measure feedback from other teams let alone clients and suppliers, and are never deployed for all teams across an organization.

Old world:

Performance was about measuring individuals

- Done annually or semi-annually

- Manager-led, top-down

New world:

Performance is now about <u>empowering teams</u>

- Providing the tools to measure and improve - continually, as discrete team units

- 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 individual and team performance, real time.

ViewsHub is a real time feedback and ratings platform empowering employees to measure and improve individual, team and company performance
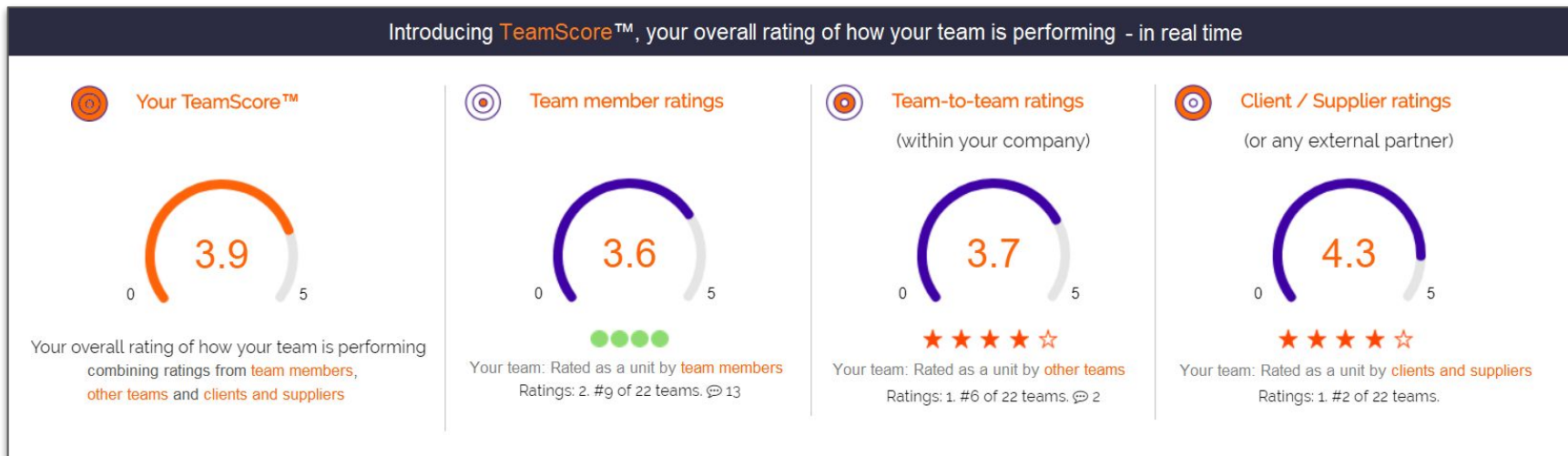
#GreatTeamworkMadeEasy

www.viewshub.com

Improve individual and team performance, real time, organization-wide

- Track real time ratings and feedback on your TEAM, as a discrete unit

  - from team members, other teams internally in your company, and teams at clients/suppliers/partner companies
  - combined into an overall **TeamScore**™, your real time rating of how your team is performing

- Check the TeamScore™ of EVERY team in your company - including aggregate ratings by client

- Review and give feedback to INDIVIDUAL team members, other co-workers, and your ORGANIZATION, any time

  - get instant real-time team assessments, showing how every team member uniquely adds to the overall team

- Motivate, engage and empower ALL teams and individuals to give constructive feedback throughout the year

  - remove silos, encourage transparency

# Track real time ratings and feedback on your TEAM, as a discrete unit

- **From your team members** - track how your team is rated, as a unit, by every team member, any time

- **From other teams internally** - track the ratings given to your team from every other team in your company

- **From external teams** at clients/suppliers/partner companies - to discover the ratings any external team gives your team

- All with the option to provide feedback for ongoing improvement - either visible or anonymised

Introducing TeamScore™, your overall rating of how your team is performing - in real time

Your TeamScore™

3.9

0   5

Your overall rating of how your team is performing combining ratings from team members, other teams and clients and suppliers

Team member ratings

3.6

0   5

Your team: Rated as a unit by team members
Ratings: 2. #9 of 22 teams. 💬 13

Team-to-team ratings

(within your company)

3.7

0   5

★★★★☆

Your team: Rated as a unit by other teams
Ratings: 1. #6 of 22 teams. 💬 2

Client / Supplier ratings

(or any external partner)

4.3

0   5

★★★★☆

Your team: Rated as a unit by clients and suppliers
Ratings: 1. #2 of 22 teams.

If you can't measure it, you can't improve it

Ratings from Team Members

Rate your own team on key criteria, on a 1-5 scale, any time...and track how your team is rated overall, and by each member
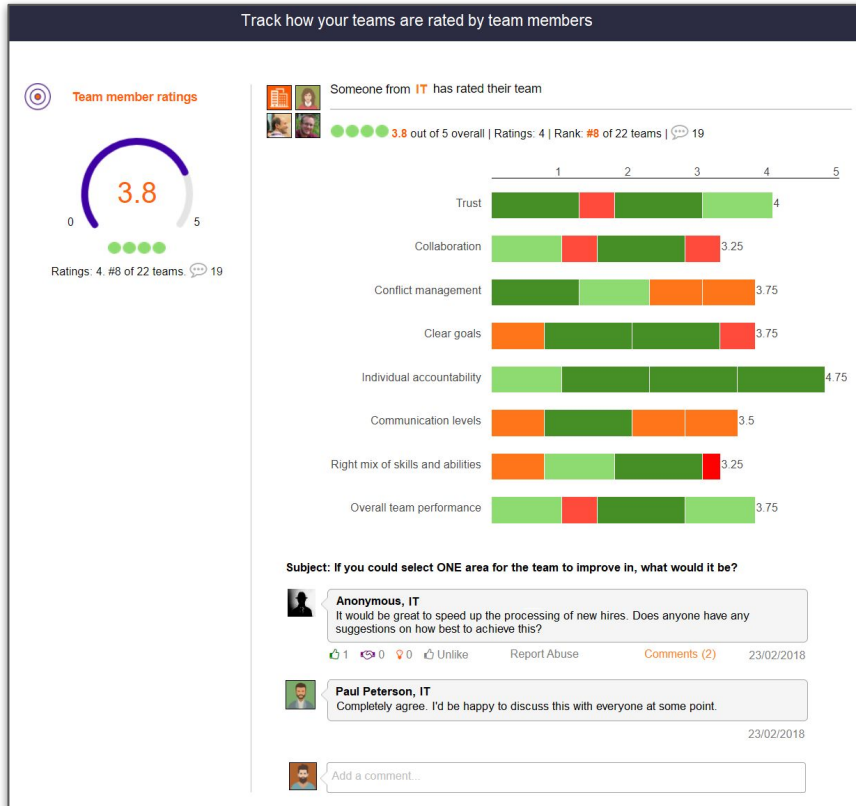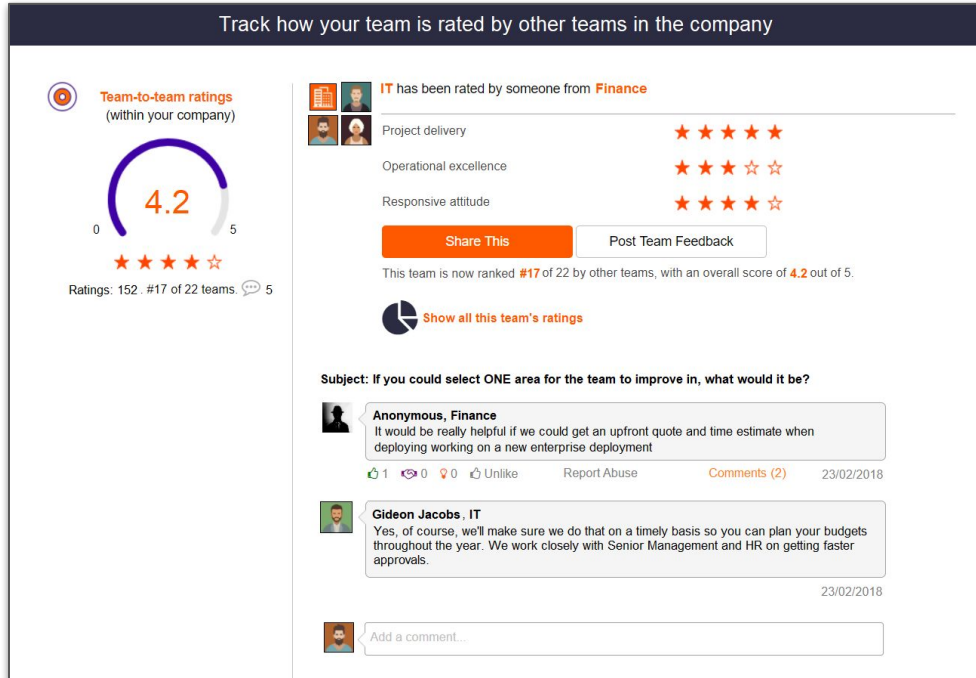

Give ratings on standard and customisable criteria, visible or anonymised

- Spot individual issues that may get lost in a large average

- Address concerns and feedback of individual raters

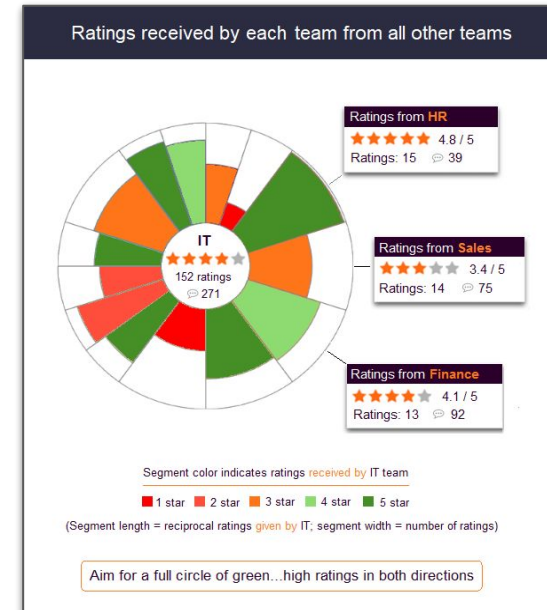- See how your teams rank in your company

Ratings from other teams in your company

Invite ratings from other internal company teams, on standard and customisable criteria

Track how your team is rated by other teams in the company

Team-to-team ratings
(within your company)

4.2
0   5
★ ★ ★ ★ ☆
Ratings: 152 . #17 of 22 teams. 💬 5

IT has been rated by someone from **Finance**

Project delivery	★ ★ ★ ★ ★
Operational excellence	★ ★ ★ ☆ ☆
Responsive attitude	★ ★ ★ ★ ☆

Share This	Post Team Feedback

This team is now ranked **#17** of 22 by other teams, with an overall score of **4.2** out of 5.

📊 Show all this team's ratings

Subject: If you could select ONE area for the team to improve in, what would it be?

Anonymous, Finance
It would be really helpful if we could get an upfront quote and time estimate when deploying working on a new enterprise deployment

👍 1 👁 0 👎 0 👍 Unlike   Report Abuse   Comments (2)   23/02/2018

Gideon Jacobs, IT
Yes, of course, we'll make sure we do that on a timely basis so you can plan your budgets throughout the year. We work closely with Senior Management and HR on getting faster approvals.

23/02/2018

Add a comment...

Track ratings received by your team from other teams

- Improve collaboration between teams
  - and free up senior management time

- Discover which teams have the weakest and strongest interactions with your team

Ratings received by each team from all other teams

IT
152 ratings
💬 271

Ratings from HR
★ ★ ★ ★ ★ 4.8 / 5
Ratings: 15 💬 39

Ratings from Sales
★ ★ ★ ☆ ☆ 3.4 / 5
Ratings: 14 💬 75

Ratings from Finance
★ ★ ★ ★ ☆ 4.1 / 5
Ratings: 13 💬 92

Segment color indicates ratings received by IT team

■ 1 star ■ 2 star ■ 3 star ■ 4 star ■ 5 star

(Segment length = reciprocal ratings given by IT; segment width = number of ratings)

Aim for a full circle of green...high ratings in both directions

Ratings from external teams at client / supplier/partner companies

Engage clients, suppliers and partners, by requesting feedback from them via a simple email asking "*How are we doing?*"

Track how your team is rated by clients / suppliers

Client / Supplier ratings
(or any external partner)

3.1

0   5

★★★☆☆

Ratings: 15. #6 of 22 teams.

Breakdown by criteria:

Project delivery	★★★☆☆	
Operational excellence	★★★☆☆	
Responsive attitude	★★★☆☆	

15 reviews from 13 teams

5 star		0
4 star		7
3 star		2
2 star		3
1 star		1

Breakdown of ratings by other teams

– Rated by **In-House Legal** at **Client A**   ★★★★☆

How the team has been rated by members of Senior Management

Project delivery	★★★★☆
Operational excellence	★★★☆☆
Responsive attitude	★★★★★

+ Rated by **Product Management** at **Client A**   ★★★★☆
+ Rated by **Executive Board** at **Client A**   ★★★★☆
+ Rated by **IT** at **Client B**   ★★★★☆
+ Rated by **Sales** at **Client C**   ★★★★☆
+ Rated by **Operations** at **Client D**   ★★★★☆

To discover ratings client teams give your team

- Conversational threads, and reciprocal ratings, encourage ongoing two-way feedback for continual improvement

Conversational thread between your team and your supplier teams

Someone from **In-House Legal** at **Client A** has rated **IT** at **Your Company**   23/02/2018

Project delivery	★★★★☆
Operational excellence	★★★★★
Responsive attitude	★★☆☆☆
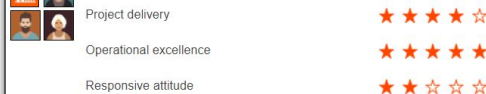
Overall this company has rated this team **4.1** / 5.

Subject: If you could select ONE area for the team to improve in, what would it be?

Anonymous, In-House Legal, Client A
It would be really helpful if we could get an upfront quote and time estimate when registering trademarks globally.

👍1   👁0   👍0   👎 Unlike   Report Abuse   Comments (2)   23/02/2018

Gideon Jacobs, IT, Your Company
Hi. Yes, of course. We will make sure we do that on a timely basis, so that you can plan your registrations throughout the year. We work closely with WIPO, and with EUIPO on getting faster responses.

23/02/2018

Mary Rodway, Senior Management, Client A
That would be great! We can also ensure that our trademark protections come into line with our product roll-out plans across EMEA and Asia.

23/02/2018

Add a comment...

Check the TeamScore™ of EVERY team in your company - including aggregate ratings by client

See the overall ratings, goals and deadlines of every team in your company, including Departmental teams and project teams
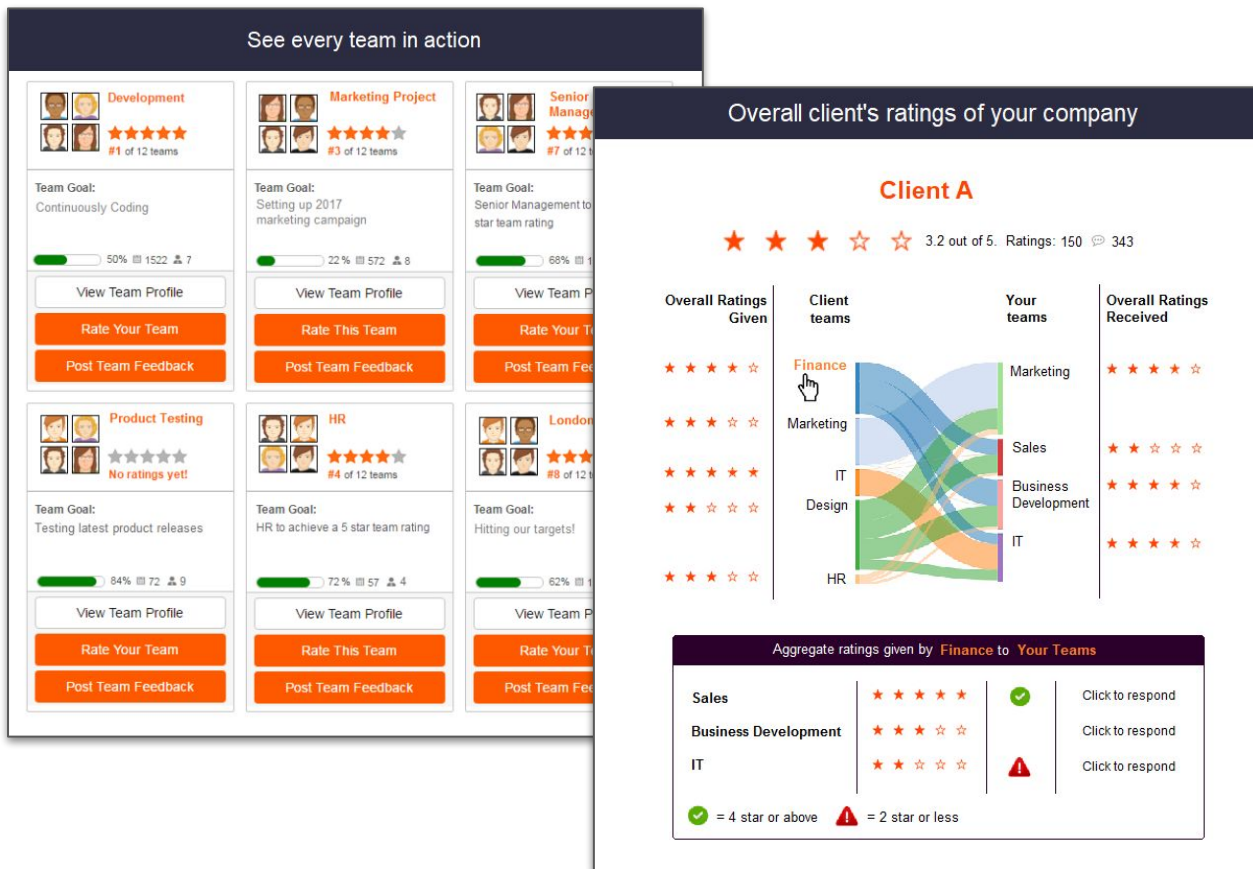
Discover aggregate and individual ratings, by client, given to every team in your company

- 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

- Review and give feedback to any INDIVIDUAL team member or co-worker, any time… in a safe space

- Get instant real-time team assessments, showing how every team member uniquely adds to the overall team
  - discovering clusters and gaps on team behaviors
  - ...for any team, on-the-fly, at no additional cost

- Rate and give feedback to your ORGANIZATION any time… in a 'safe space'

Give feedback to any individual team member or co-worker, any time… 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 Johnson

Subject: One skill you could develop

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

Tim Johnson
Thanks. Can you recommend any courses?

View All Comments (1)

Add a comment...

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

Review team members and other co-workers, 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

Get instant, REAL-TIME team assessments, 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: What is your team working towards?

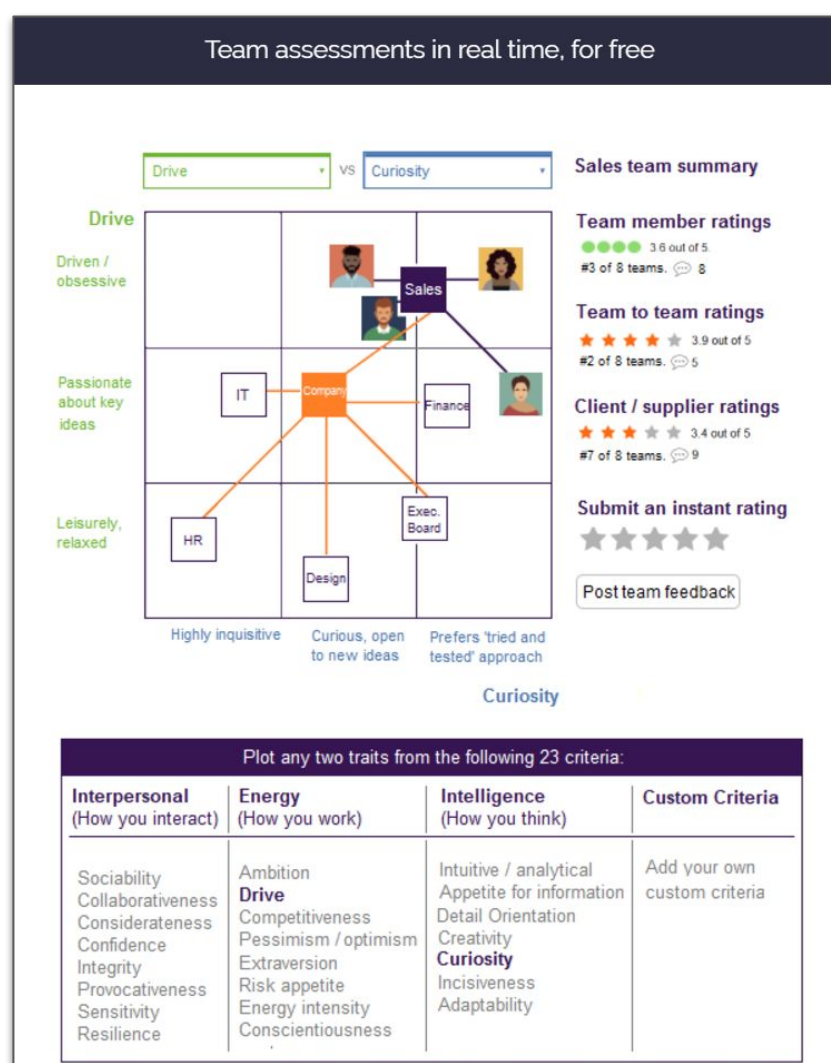Team Name: Give your team a name...something snappy!

Team Members: Search for Hub 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

Team assessments in real time, for free

Drive vs Curiosity

Drive
Driven / obsessive

Passionate about key ideas

Leisurely, relaxed

Sales

IT   Company   Finance

HR   Design   Exec. Board

Highly inquisitive   Curious, open to new ideas   Prefers 'tried and tested' approach

Curiosity

Sales team summary

Team member ratings
3.6 out of 5
#3 of 8 teams. 8

Team to team ratings
3.9 out of 5
#2 of 8 teams. 5

Client / supplier ratings
3.4 out of 5
#7 of 8 teams. 9

Submit an instant rating
★★★★★

Post team feedback

Plot any two traits from the following 23 criteria:

Interpersonal (How you interact)	Energy (How you work)	Intelligence (How you think)	Custom Criteria
Sociability	Ambition	Intuitive / analytical	Add your own custom criteria
Collaborativeness	**Drive**	Appetite for information	
Considerateness	Competitiveness	Detail Orientation	
Confidence	Pessimism / optimism	Creativity	
Integrity	Extraversion	**Curiosity**	
Provocativeness	Risk appetite	Incisiveness	
Sensitivity	Energy intensity	Adaptability	
Resilience	Conscientiousness		

Give feedback to your ORGANIZATION as a whole… in a 'safe space'

- Get your ideas heard firm-wide

- Remember to keep it constructive! We have a 3-strike "sin-bin" policy

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?

Add a comment...

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

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

Motivate, engage and empower all teams and individuals to give constructive feedback

- Motivate every team, throughout the year, by showing how well they are doing compared with other teams

- Motivate every individual to post constructive feedback, by using "Feedback Reactions" similar to Facebook Reactions but tailored for the workplace

- Engage and empower everyone in your company, by seeing shared feedback and ratings on your personalised "stream", removing silos, encouraging transparency

- Maintaining privacy when needed - at both individual and team levels

- Share breakthroughs, give awards and sets goals and challenges to encourage further on-going participation

Motivate every team to continually improve all year round.
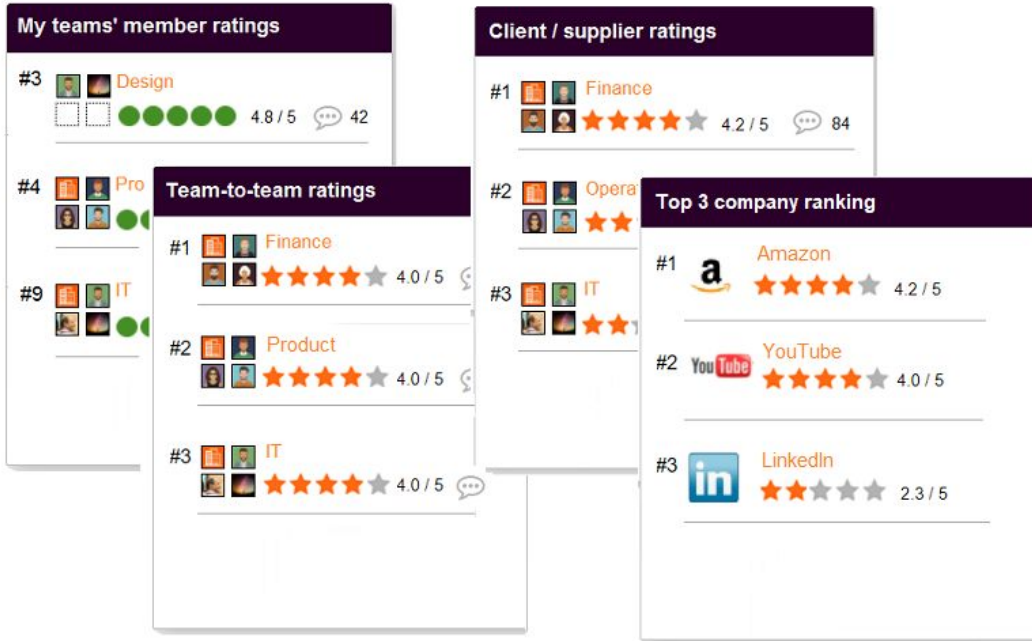
Motivate EVERY team, throughout the year

- Help your teams join the ranks of the top teams in your company
  - as rated by team members, other teams, and clients, etc

- Benchmark against the top 3 in your industry

Motivate every INDIVIDUAL to post constructive feedback

- Reacting to feedback gives an instant reward for constructive comments, generating ongoing usage.

- Each employee gets an aggregate score (by category) of how constructive their feedback has been for team feedback, individual feedback and company feedback.

- A company-wide leaderboard recognises employees for their contributions, as judged by their peers, and encourages a culture of continuous learning and improvement.

Engage and empower everyone in your company, by seeing shared feedback and ratings on your personalised "stream", 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

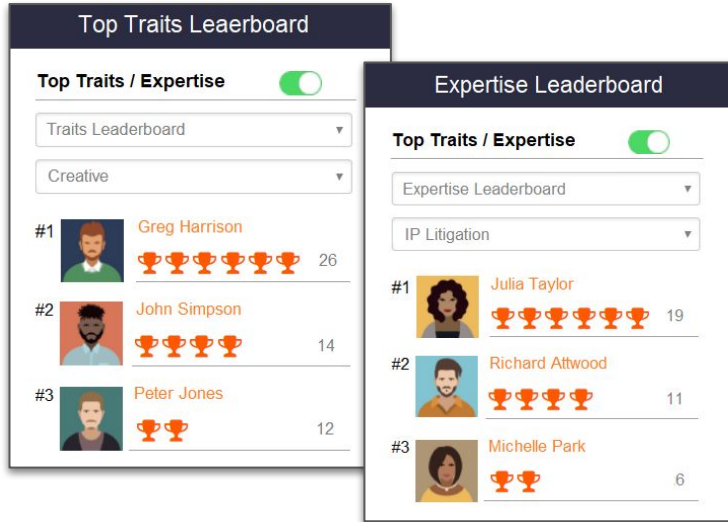- Crowd-sourcing tips to improve at team, individual and company-wide levels

Maintaining privacy when needed

- Users can manage their team privacy settings

- Admin can manage overall company privacy settings
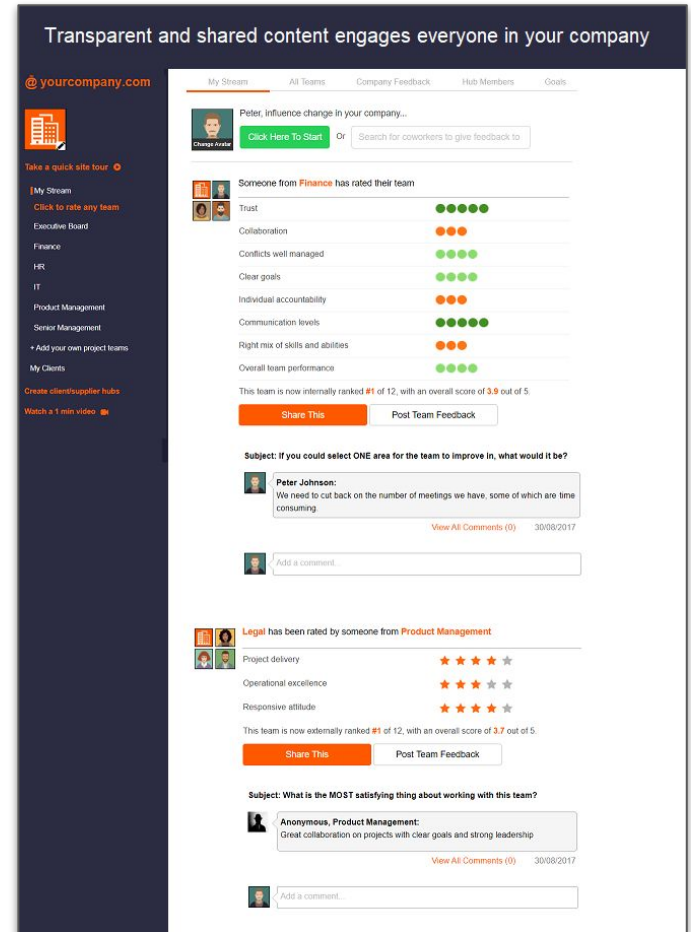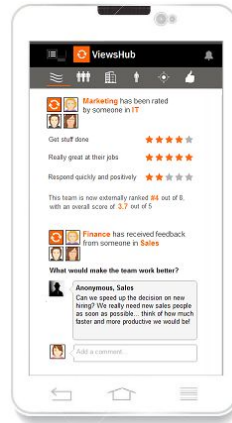
Share breakthroughs

- Let others know of key breakthroughs, small or large

Top Traits Leaerboard

Top Traits / Expertise

Traits Leaderboard ▾

Creative ▾

#1 Greg Harrison
🏆🏆🏆🏆🏆 26

#2 John Simpson
🏆🏆🏆🏆 14

#3 Peter Jones
🏆🏆 12

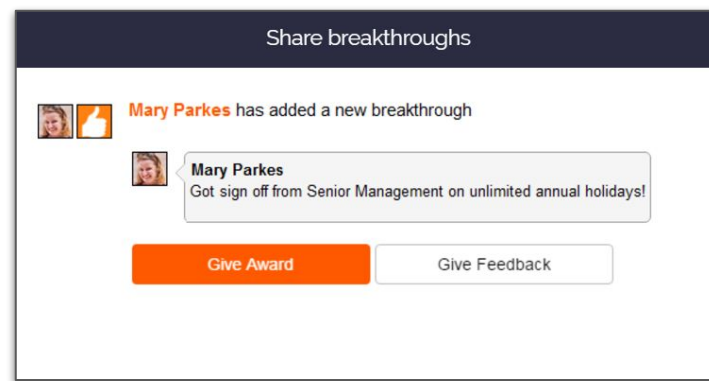### Expertise Leaderboard

Top Traits / Expertise

Expertise Leaderboard ▾

IP Litigation ▾

#1 Julia Taylor
🏆🏆🏆🏆🏆 19

#2 Richard Attwood
🏆🏆🏆🏆 11

#3 Michelle Park
🏆🏆 6

Set goals and challenges

- Crowd-source help to achieve your goals

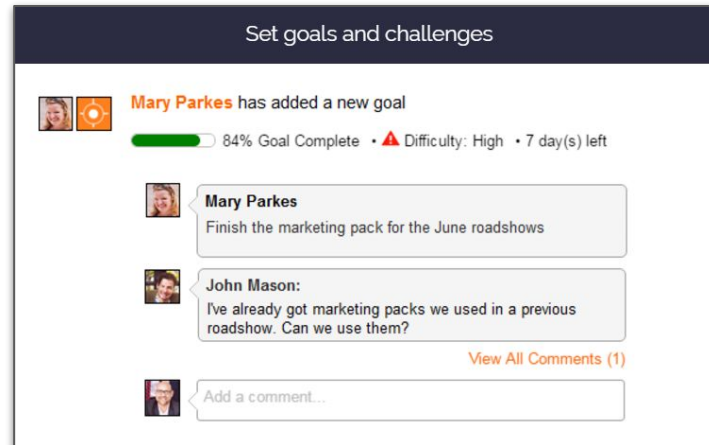- Set challenges for others, and help them achieve theirs

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 and generate leaderboards by trait, expertise and skills

- Recognise the achievements of others by giving awards
- Awards given on both traits and expertise (customisable)
- Leaderboards show individuals with the most awards on any trait or expertise

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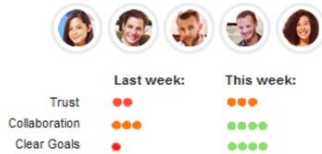I've already got marketing packs we used in a previous roadshow. Can we use them?

View All Comments (1)

Add a comment...

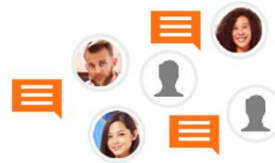# Great teamwork requires you to… Measure. Improve. Repeat. Easy!

Measure ⟲ Improve
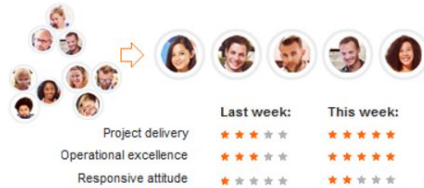
Measure team mood as rated by team members.

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

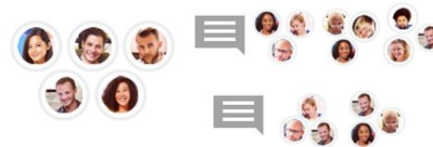|	Last week:	This week:
Trust	●●	●●●
Collaboration	●●●	●●●●
Clear Goals	●	●●●●

Improve →
← Measure

Measure team perception as rated by other teams.

Act on _common_ suggestions from other teams.

	Last week:	This week:
Project delivery	★★★☆☆	★★★★★
Operational excellence	★★★☆☆	★★★★★
Responsive attitude	★☆☆☆☆	★★☆☆☆

Improve →
← Measure

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!"
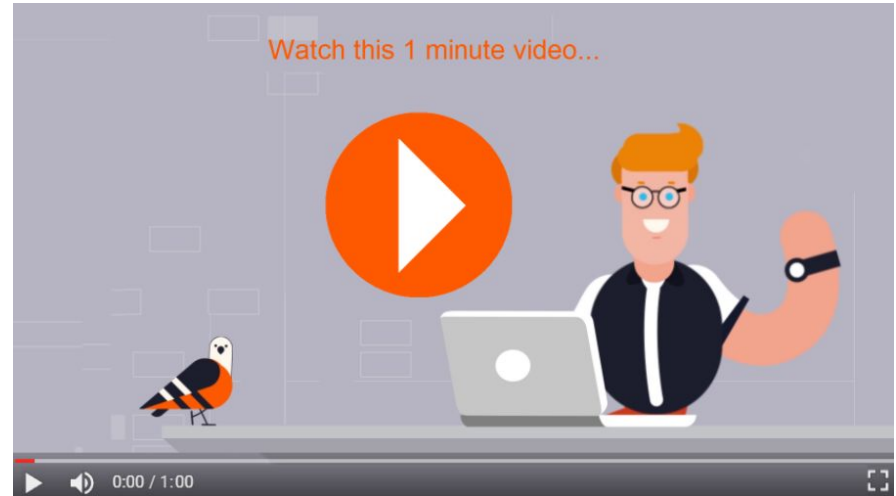Sales Manager from a tech company

ViewsHub

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.

Watch this 1 minute video...

0:00 / 1:00

Premium plans are available for bespoke features and unlimited usage

www.viewshub.com | greg@viewshub.com