

## Executive Summary

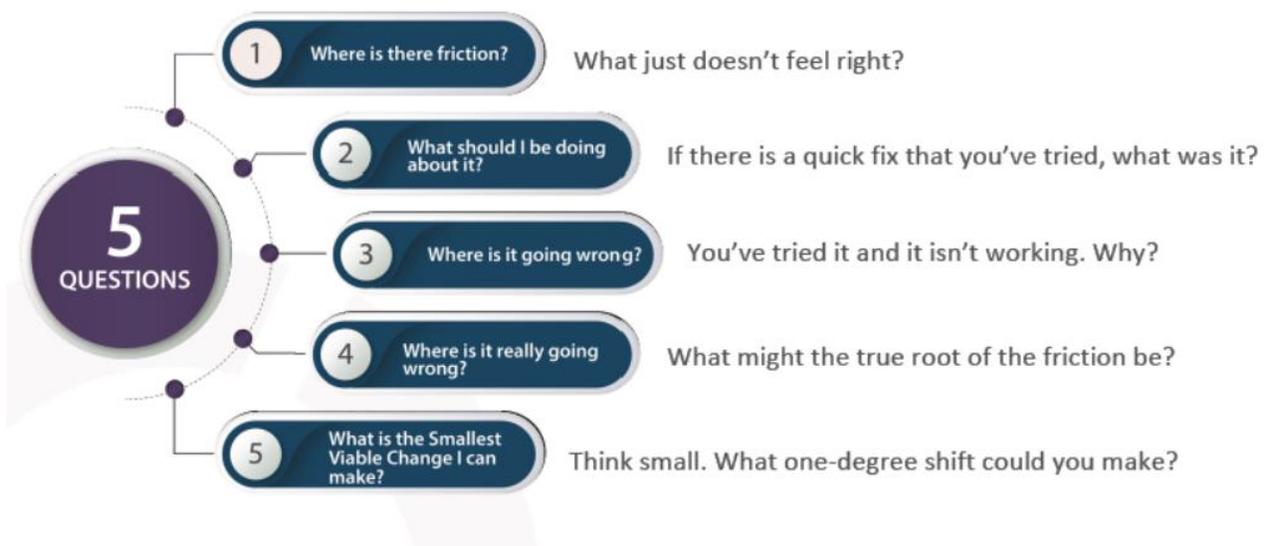
### Leading Remote Teams and Building Tomorrow’s Great Places to Work *with* Eric Termuende

With the world changing faster than it ever has before, do the 5 and 10-year plans work as well as they used to? If the last few months have taught us anything, it is that sometimes the best laid plans can be completely derailed – and fast. As a result, there must be a new way to plan for the future, build an innovative mindset, and create thriving teams either remote or in person. I call it a One-Degree Shift Framework.

Knowing that we have our goals in place, what are the Smallest Viable Changes we can make over and over again? If we can identify friction, choose to innovate instead of being forced to, and ensure that we’re evaluating success and trying new things along the way, where we end up may not be where we thought it would be, but we’ll end up exactly where we need to be.

## MAKING A ONE-DEGREE SHIFT

Often we think that success comes from sweeping change and lofty targets, when really it is the ability to remove friction and constantly learn, grow, and pivot that truly helps us realize and reframe what success looks like. When making your one-degree shifts, consider these five questions, and try working through your own one-degree shift!



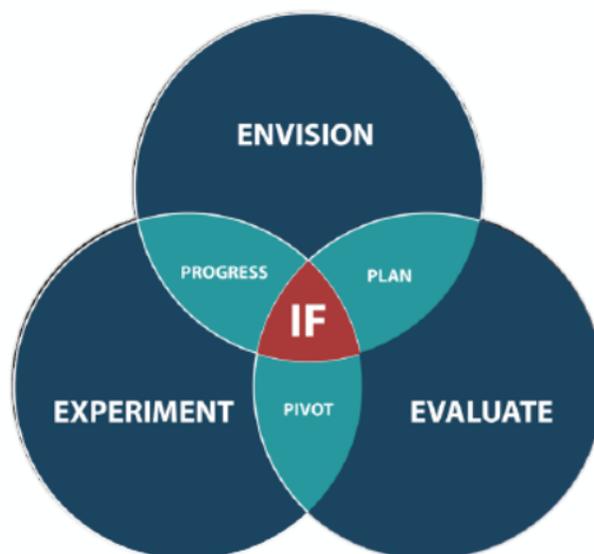
## BUILDING AN INTENTIONAL FUTURE

To be more intentional about the future we're building, we have to remember that it isn't just the 5 and 10-year plans that will make us successful; it is the ability to continuously and consistently test whether or not we're on the right track, if the goal is the same, and if we're measuring the right things. Always remember the three E's:

**E**nvision – What is the goal?

**E**valuate – How do we measure success?

**E**xperiment – What are we going to try?



Remember: If we only envision and evaluate, all we have is a plan. Only experiment and measure? How do we know if we're getting closer to our goal? If we experiment and envision but don't measure, how do we know if our experiments work? If we want to build a more intentional future, we must envision the goal (short, medium and long term), experiment on a regular basis, and always be evaluating our success along the way.

## UNDERSTANDING THE “HART” OF OUR TEAM

Finally, understanding that it isn't just our mission and vision that set us apart, rather it's the habits and behaviours that do. It is more important than ever before to understand the HART of our team. To be clear, a company may have a HART too, but the larger the company and the more offices/locations/teams there are, the more varied the HART may be. Consider your HART:

**H**abits

**A**rtifacts

**R**ituals

**T**raditions

For each letter, work with your team to truly understand what sets your group apart not just from other competitors, but perhaps the team as well.

**HABITS:** Think about the behaviours the team demonstrates on a regular basis.

*Example:*

- On a daily basis we...
- One thing that makes us successful in our roles is...
- We are notorious for...

**ARTIFACTS:** What are the things we like work around and are meaningful to us?

*Think about:*

- Think objects
- Mascots
- Office items

**RITUALS:** What are the repeated things we do as a team on a weekly/monthly basis?

*Think about:*

- New hires
- Jobs won/complete
- Onboarding

**TRADITIONS:** What do we do on an annual basis that is unique to us?

*Think about:*

- Holiday activities
- Birthday celebrations
- Office/ team events

With the future being impossible to predict, and an infinite number of variables changing every single day, the idea of a one-degree shift has never been more important. The need to evaluate our success, try new things, and understand if yesterday's goal is today's goal too, is key. If we can reduce friction enough until it is gone or other pains arise, we can be on a path to success more effectively. And when it comes to our team, if we can truly understand what sets us apart, our ability to attract and keep top talent will be easier than it has ever been before.

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## About the Speaker

*A globally recognized thought leader, bestselling author, and speaker, [Eric Termuende](#) brings a fresh perspective to workplace culture and the future of work. His actionable and entertaining keynotes combine research, storytelling, and case studies to help leaders attract and retain top talent and build teams that thrive. Audiences will leave energized, empowered, and equipped with the tools needed to spark action and growth within their organizations.*

