



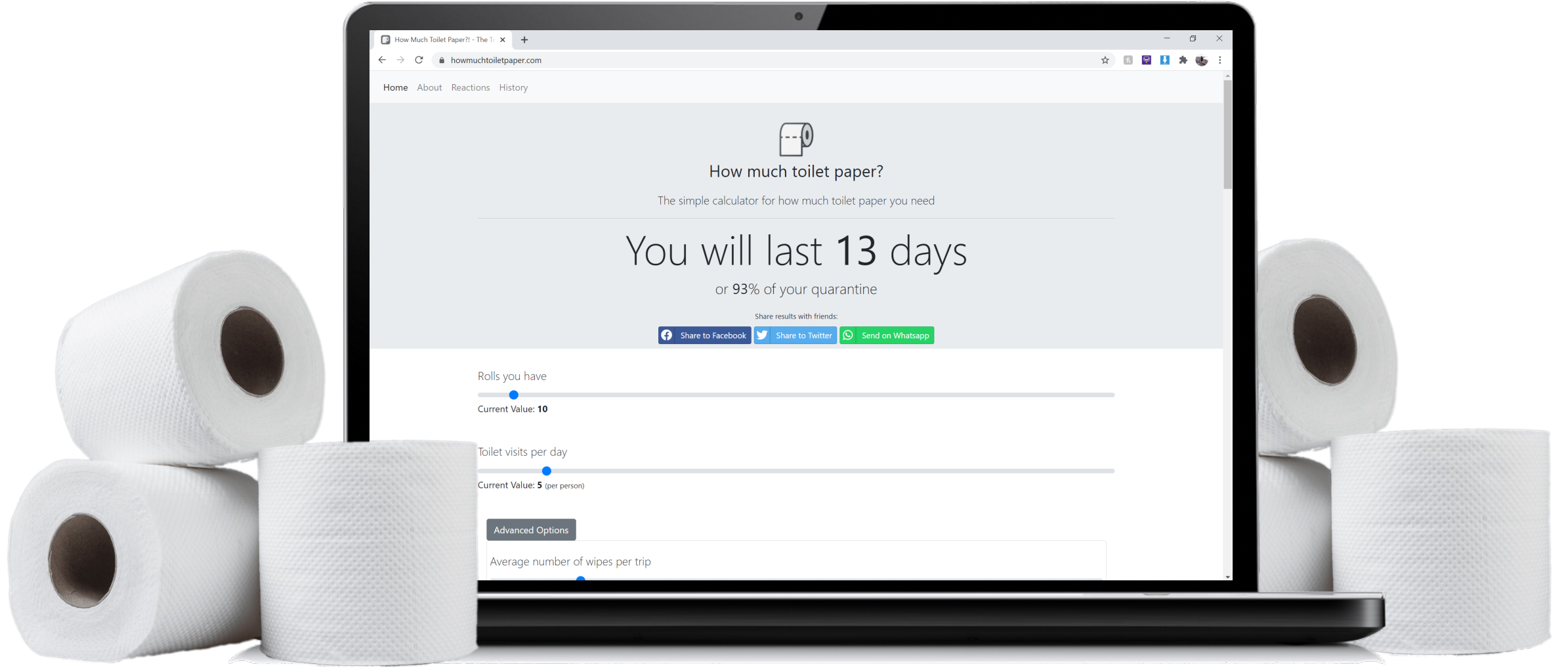
**New work.
New rules.**

Join me at kahoot.it



just got
real

just got
real



How much toilet paper?

The simple calculator for how much toilet paper you need

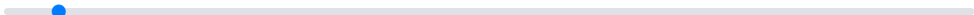
You will last 13 days

or 93% of your quarantine

Share results with friends:

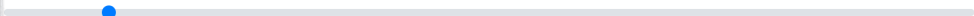
- Share to Facebook
- Share to Twitter
- Send on Whatsapp

Rolls you have



Current Value: 10

Toilet visits per day



Current Value: 5 (per person)

Advanced Options

Average number of wipes per trip

Kahoot

For a household of four people, how many rolls of toilet paper do you need to last 30 days in quarantine?

12

23 (correct)

36

41



394th District Court of Texas - Live Stream

394th Judicial District Court

Recording of this hearing or live stream
is prohibited.

Violation may constitute contempt of
court and result in a fine of up to \$500
and a jail term of up to 180 days.

394th Judicial District Court







Change creates chances.



CX

EX

A dark, textured room with a single, brightly lit doorway in the center. The light from the doorway casts a wide, warm glow on the floor, creating a path that leads towards the viewer. The walls are dark and appear to be made of stone or concrete. The overall atmosphere is mysterious and hopeful.

The Great Reshuffle

Kahoot

What percent of employees are thinking about leaving their employer?

10%

25%

40% (Correct)

65%

BULGOGI
BARBECUE & DINING

ANZ

ANZ Chatswood

ANZ

380

SMART ATM



Business Banking

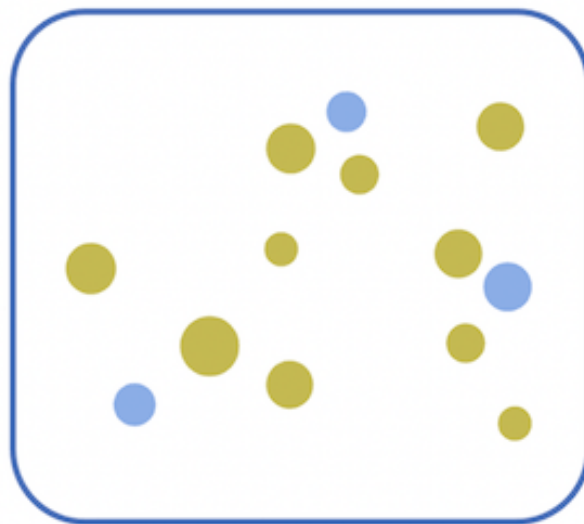
Lunch Box & Take away menu
Group Orders Available

Alcohol Licensed & B.Y.O.

BUDITUCO SA

H P

Which side has the larger proportion of YELLOW dots?



Kahoot

ANZ cut the time spent on screening in half.

True/False (Answer: True)



lynda.com



 avanade





Mentee

Michael

47 years old

Magnus

28 years old

Mentor

A silhouette of a person standing on a rock in the foreground, looking up at a vast night sky filled with stars and the Milky Way galaxy. The text is overlaid on the sky.

High ~~performance~~ teams.
High trust teams

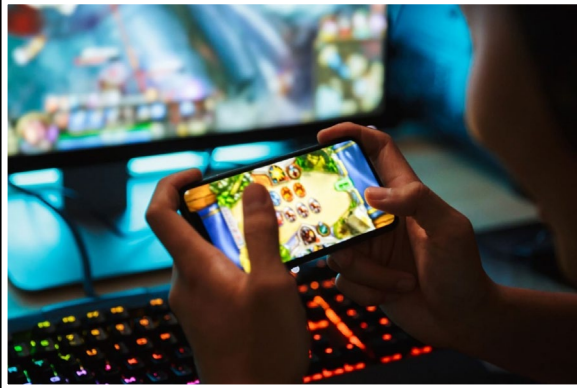
Experiences build beliefs.
Beliefs inspires actions.
Actions drive **results**.



Levelling the playing field



WFH



WHAT THE IN-OFFICE TEAM THINKS I DO



WHAT I ACTUALLY DO

IN-OFFICE



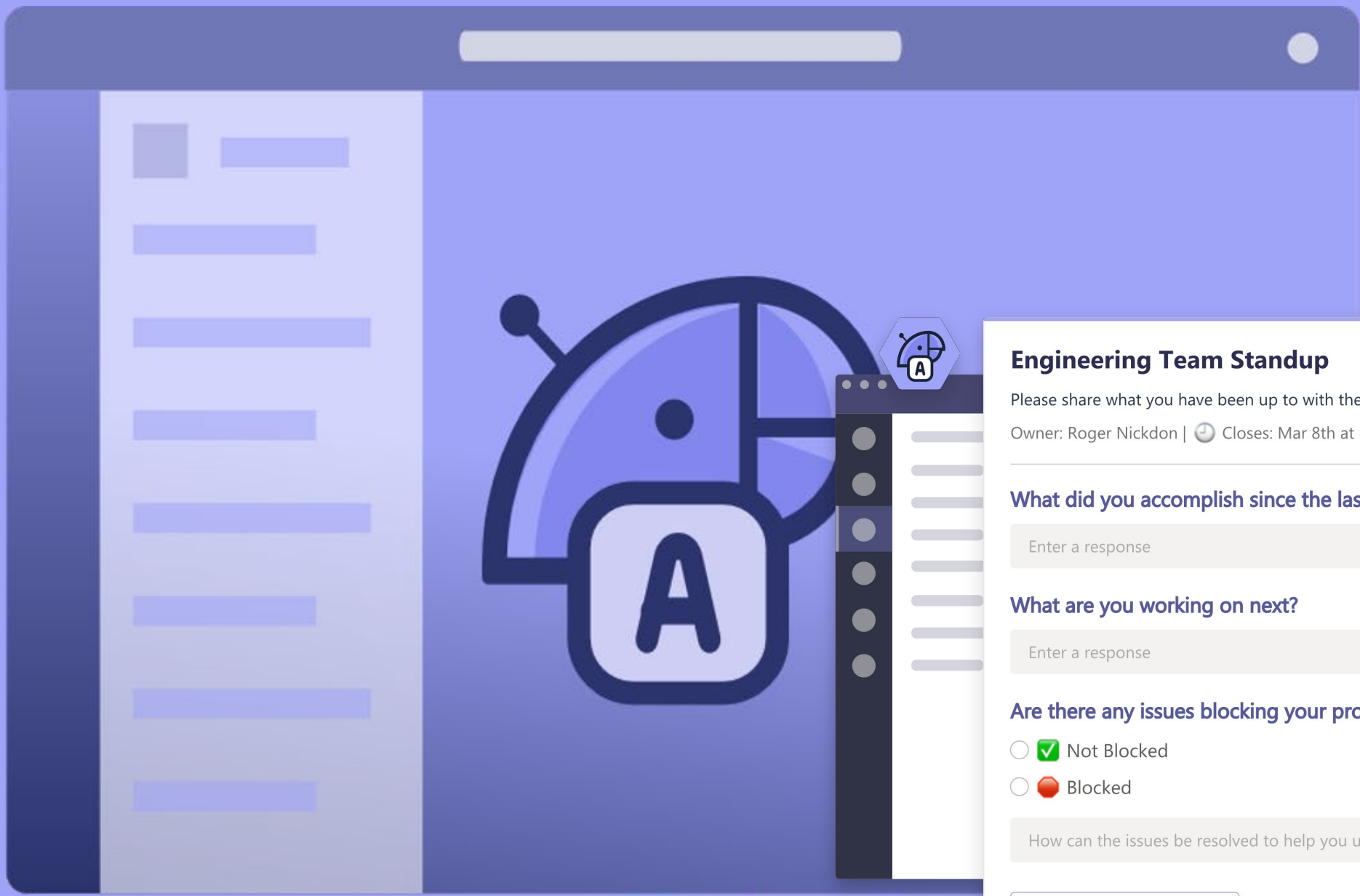
WHAT THE REMOTE TEAM THINKS I DO



WHAT I ACTUALLY DO

A rowing team of about ten people is shown in a white racing shell with blue and yellow accents, named "La Chora". They are on a choppy blue sea, moving from left to right. The rowers are wearing white tank tops with blue accents. A coxswain in a blue shirt is seated at the stern. The text "Re-creating team flow" is overlaid in large white font across the middle of the image.

Re-creating team flow



Engineering Team Standup



Please share what you have been up to with the rest of the team

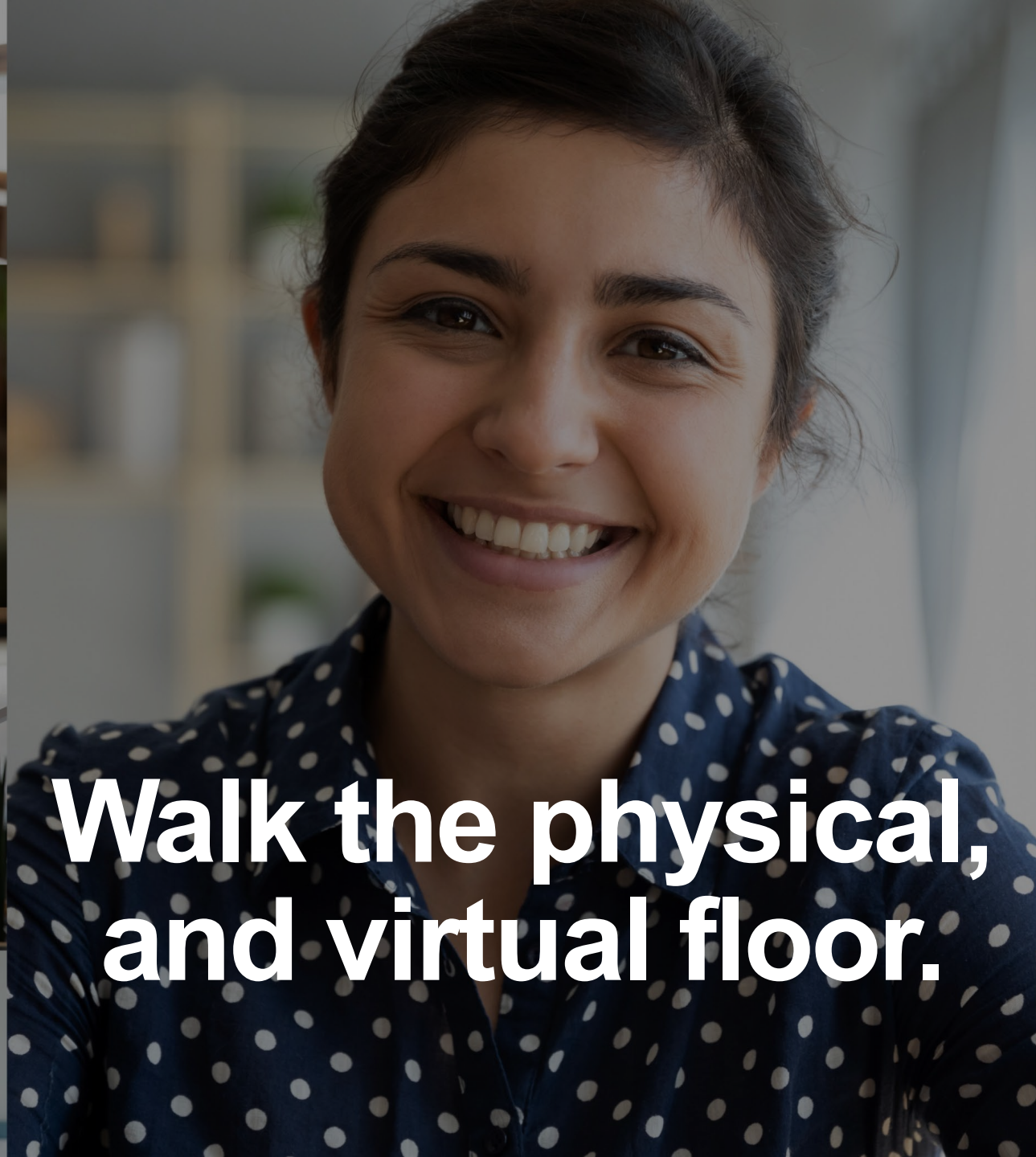
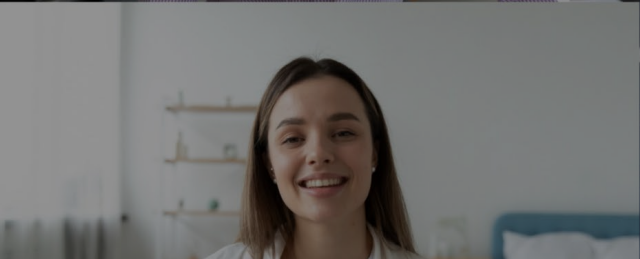
Owner: Roger Nickdon | ⌚ Closes: Mar 8th at 11:00AM

What did you accomplish since the last check-in?

What are you working on next?

Are there any issues blocking your progress?

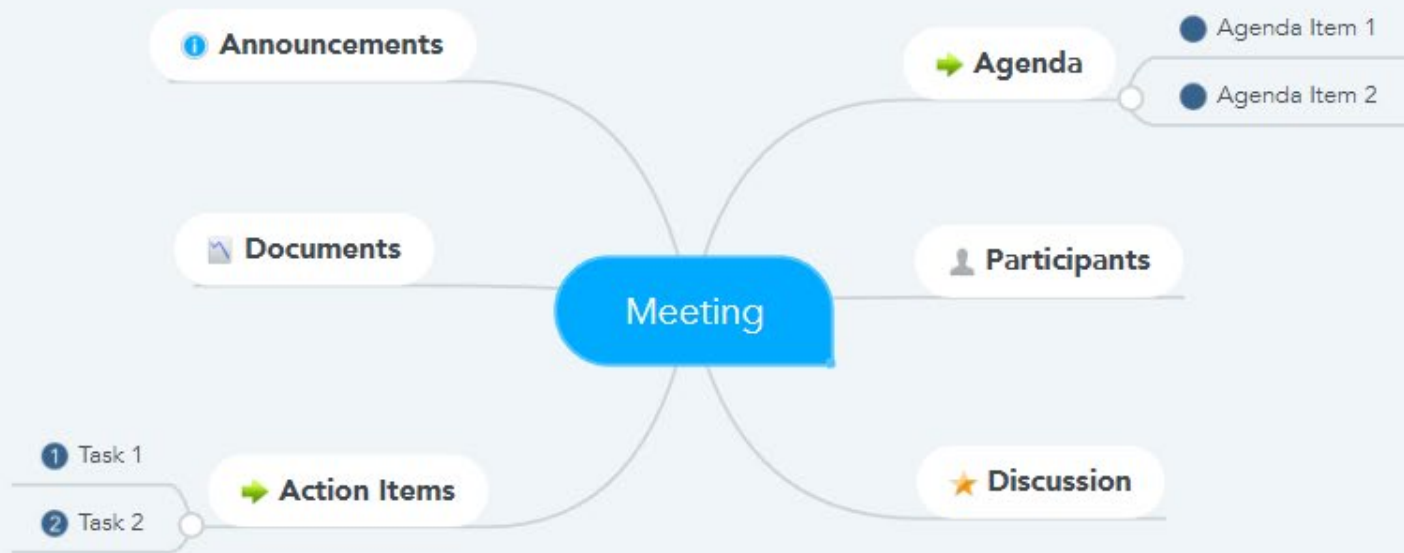
- Not Blocked
- Blocked



**Walk the physical,
and virtual floor.**

**Always share a
common vision.**





Rich text editor toolbar containing:

- Text formatting: Bold (B), Italic (I), Underline (a), Strikethrough (a), Text color (a), Background color (Background)
- Rich text features: Bulleted list, Numbered list, Indent, Link, Unlink, Checkmark
- Emojis: Smiley face, Frowny face, Neutral face, Green checkmark, Red X, Heart, Star, Lightbulb, Numbers 1-3, Red flag, Green flag, Yellow warning, Information icon
- Other: Hide (☰), Show (☰), Undo (↶), Redo (↷), Checkmark (✓)
- Advanced options: [Advanced...](#)





**What management routine
is correlated with a 3X increase
in employee engagement?**

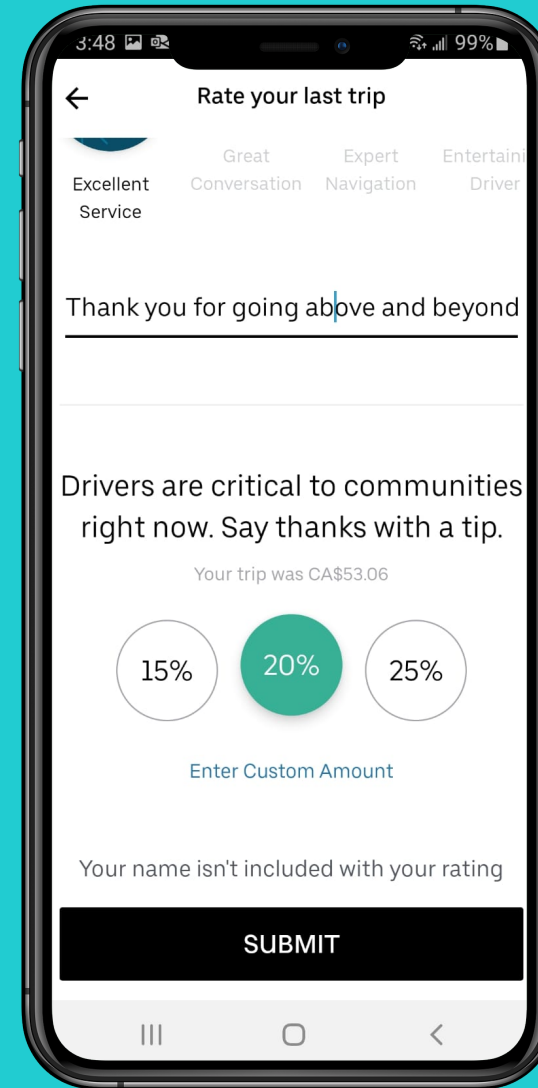
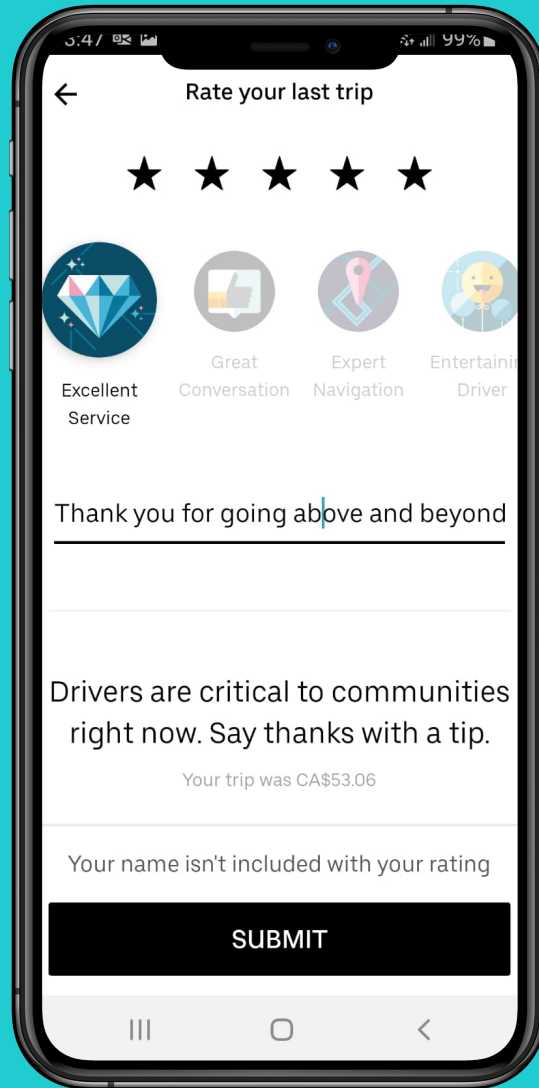
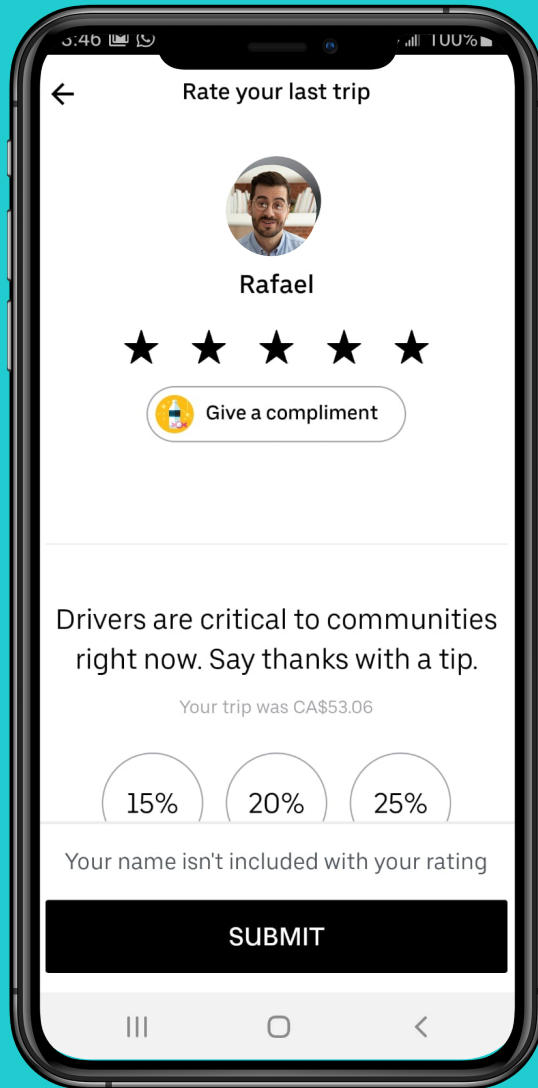
Kahoot

According to a Gallup study, what management routine is correlated with a three-times increase in employee engagement?

- Flexible work arrangements
- Learning and development programs
- Consistent autonomy
- **Daily feedback**

A hand is shown in the center-right of the frame, giving a thumbs-up gesture. The background is a dense, lush indoor garden with various types of green plants, including large, heart-shaped leaves and some with variegated patterns. The lighting is soft and natural, creating a vibrant and healthy atmosphere. The text "Fix the feedback loop." is overlaid in white, bold, sans-serif font across the middle of the image.

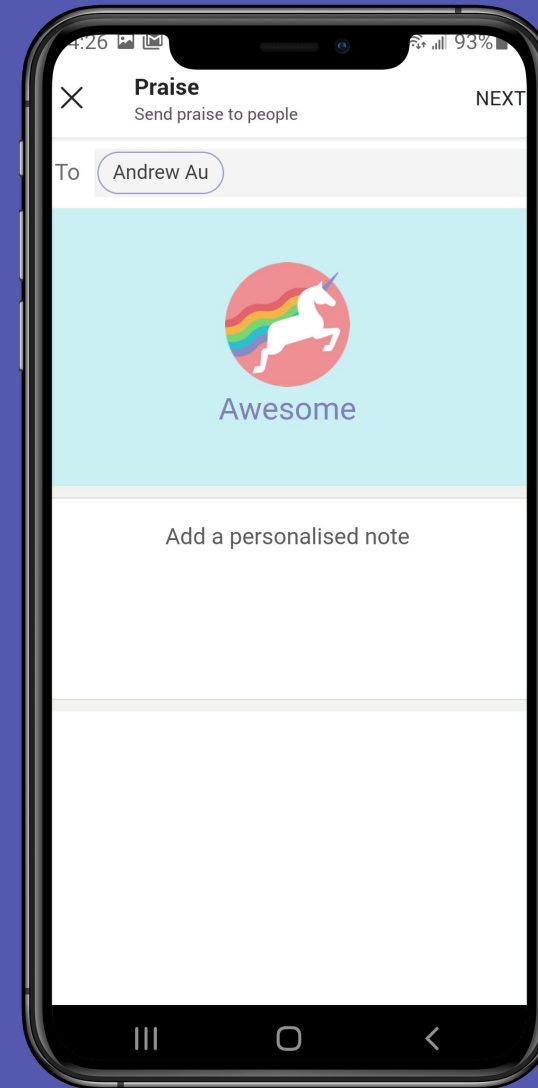
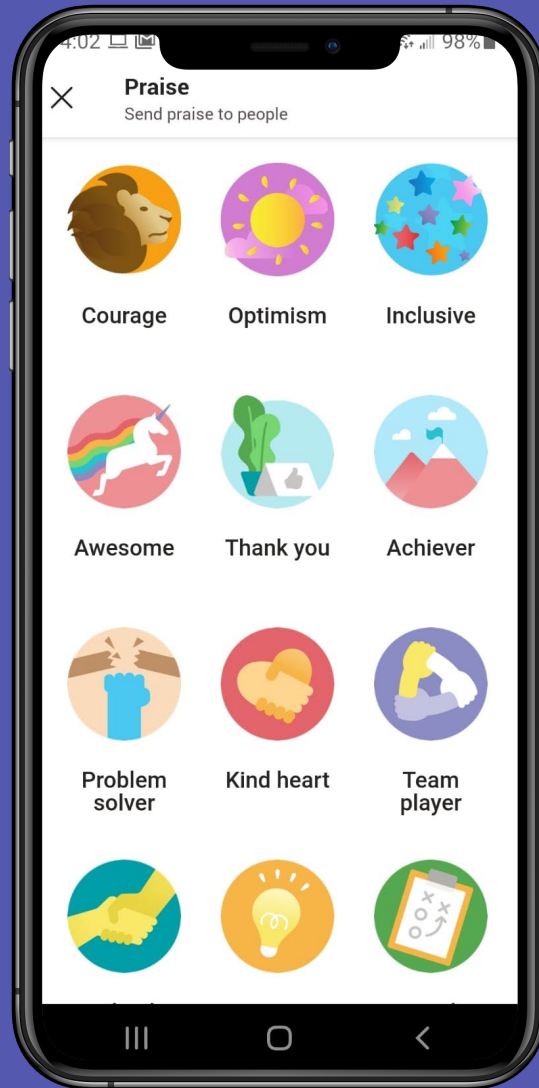
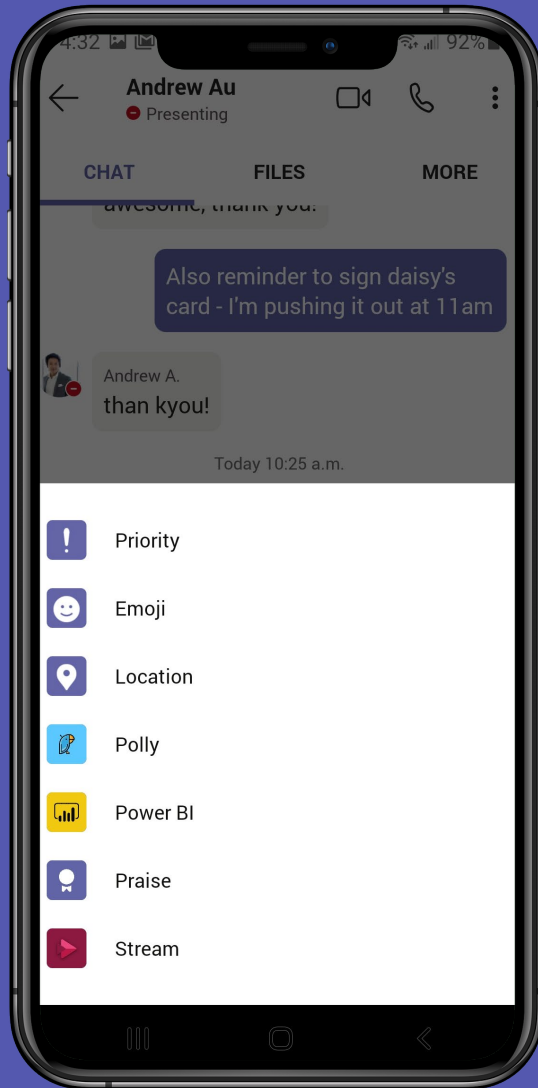
Fix the feedback loop.





**Overcome your
negativity bias.**

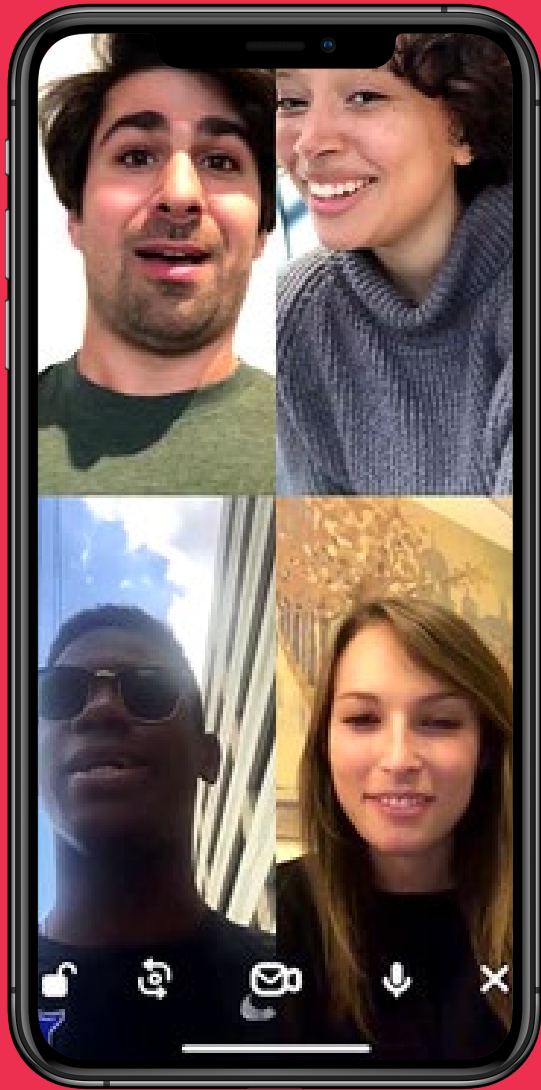






Building team culture







3900



FannieMae

3900

A vibrant crowd of people at a festival, with colorful powder (yellow, blue, pink) being thrown into the air, creating a festive atmosphere. The background is a bright blue sky with scattered white clouds. The text "Unleashing the power of full engagement" is overlaid in white, bold, sans-serif font on the left side of the image.

Unleashing the power of full engagement



Kahoot

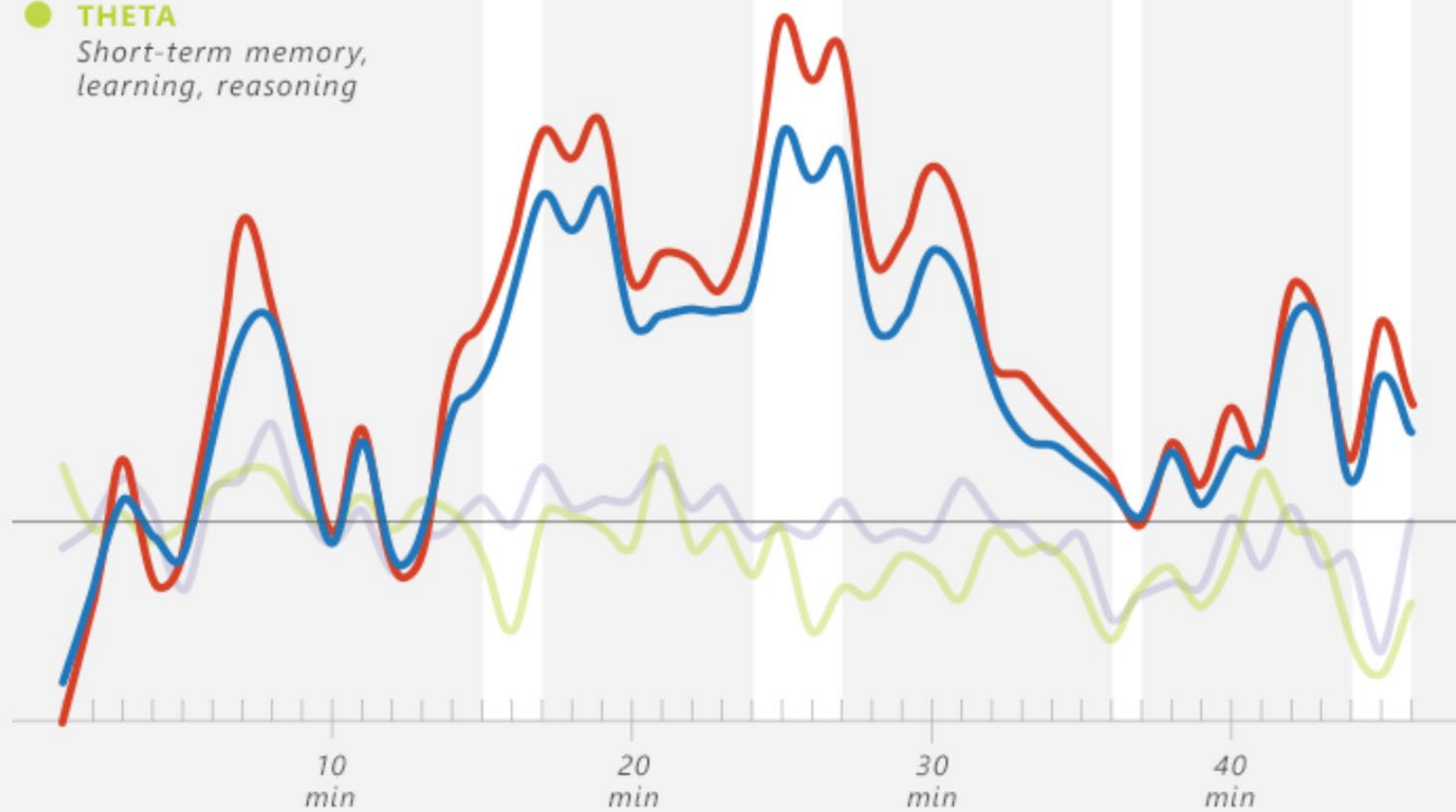
What did top tennis athletes do better than lower ranked competitors during matches?

- The way they served
- The way they created opponent errors
- **The way they took breaks**
- The way they rallied back





- **GAMMA**
Integrating multiple senses & information
- **BETA**
Concentration, anxiety
- **ALPHA**
Calm, relaxed
- **THETA**
Short-term memory, learning, reasoning



Breathe



Create your (virtual) commute.

WILL ROBOTS TAKE MY JOB?

[About](#) [Rankings](#)

Enter your job

or show [random example](#)



Kahoot Question

How did ATM's impact the number of tellers employed?

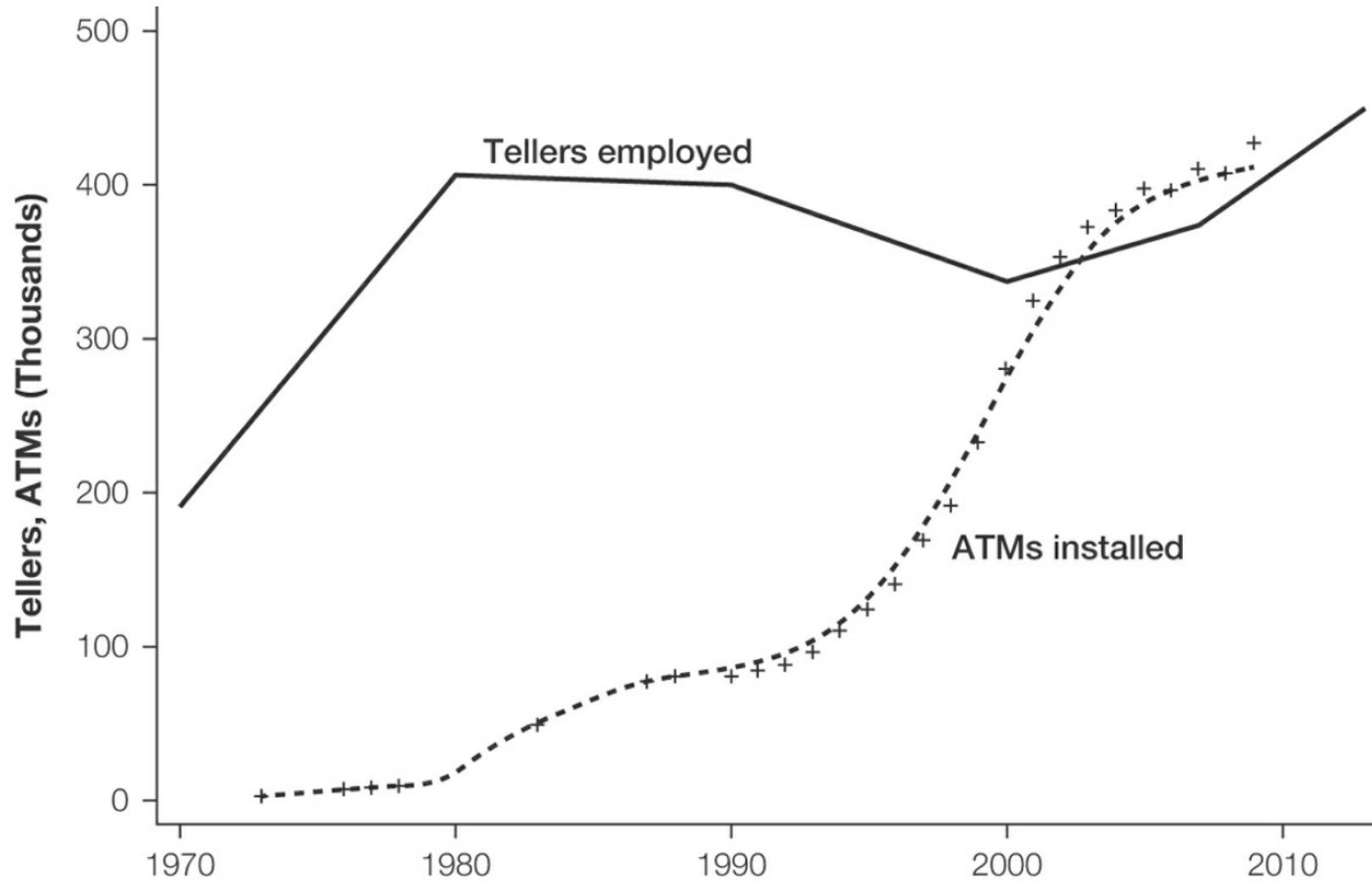
Reduced number of tellers by 40%

Reduced number of tellers by 25%

No material impact

Grew number of tellers by 25%

Grew number of tellers by 40%



Source: Courtesy James E. Bessen, "How Computer Automation Affects Occupations: Technology, Jobs, and Skills," Boston University School of Law, Law and Economics Research Paper No. 15-49 (October 3, 2016);

A photograph of a paved road winding through a dense forest of evergreen trees. The road is illuminated by a warm, golden light from a low sun, creating a strong contrast between the dark foliage and the bright sky. The road has white dashed lines and a solid center line. The text "Job less evolution." is overlaid in white, bold, sans-serif font across the lower portion of the image.

Job less evolution.

Chances create choices.





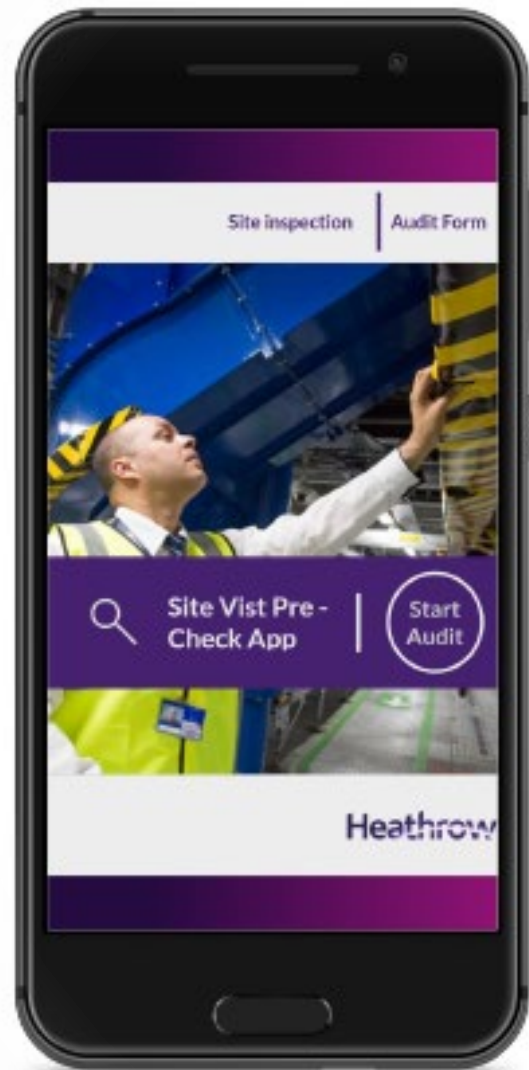
D

Tokyo Stockholm **STAR ALLIANCE** San Diego Santiago de los Caballeros Panama Cairo



UNPROW

Security Officer



Kahoot Question

How much money did Samit save Heathrow Airport in one year?

\$100,000

\$250,000

\$500,000

\$800,000

\$1,500,000



Samit Saini

IT User Adoption Specialist, Heathrow



CHANGE MANAGEMENT



**Change has
never been this
fast and will
never be this
slow again.**

Justin Trudeau,
Prime Minister of Canada



SUCCESS VS FAILURE

Kahoot

What percent of organizations are experiencing change failure?

27%

32%

55%

91%



Why did change fail?



**Harvard
Business
Review**

62% poor communication

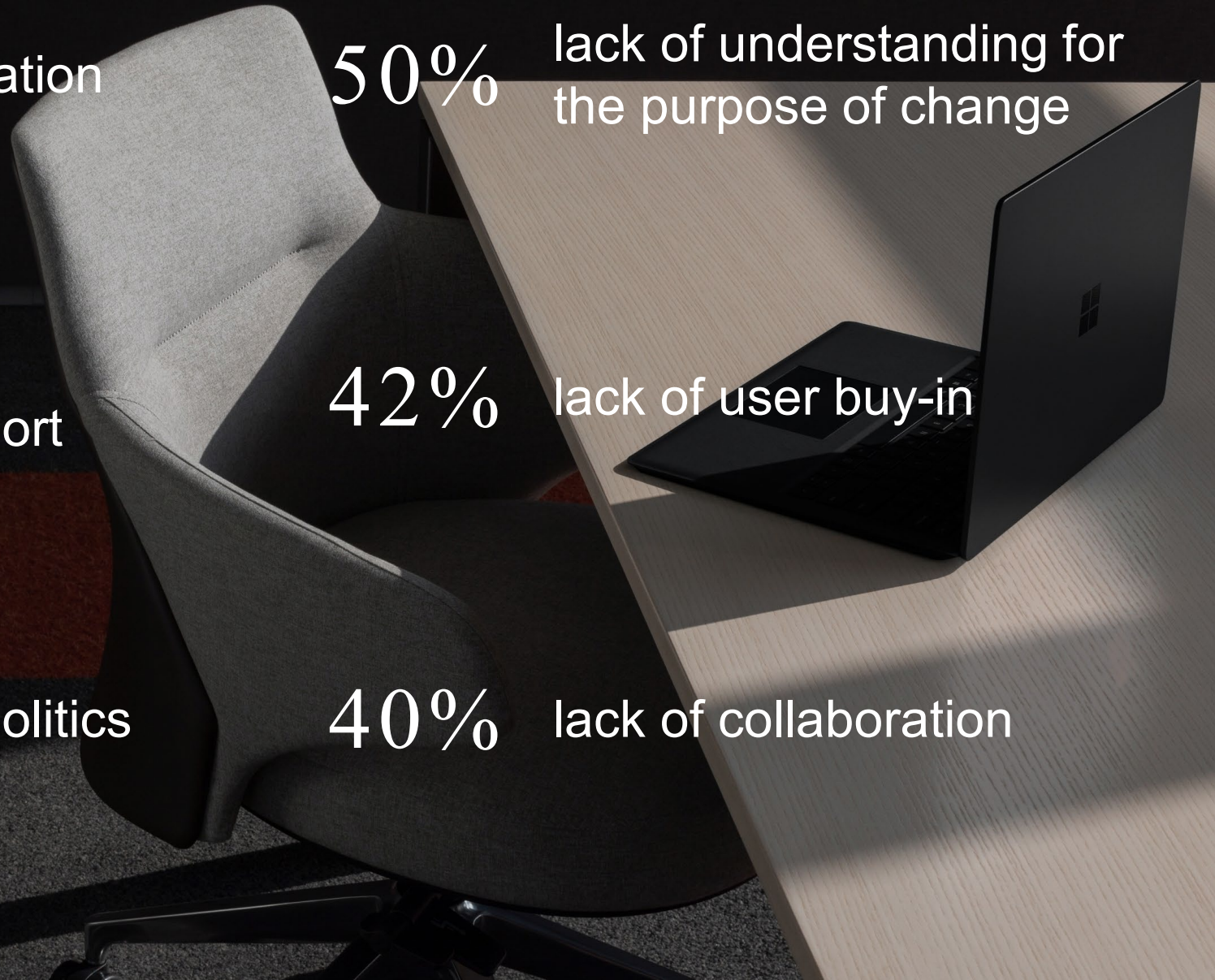
50% lack of understanding for the purpose of change

54% insufficient leadership support

42% lack of user buy-in

50% organizational politics

40% lack of collaboration





A.I. will not transform the outcome.
Cultural intelligence will.

Return or rethink?



[Linkedin.com/in/auandrew](https://www.linkedin.com/in/auandrew)