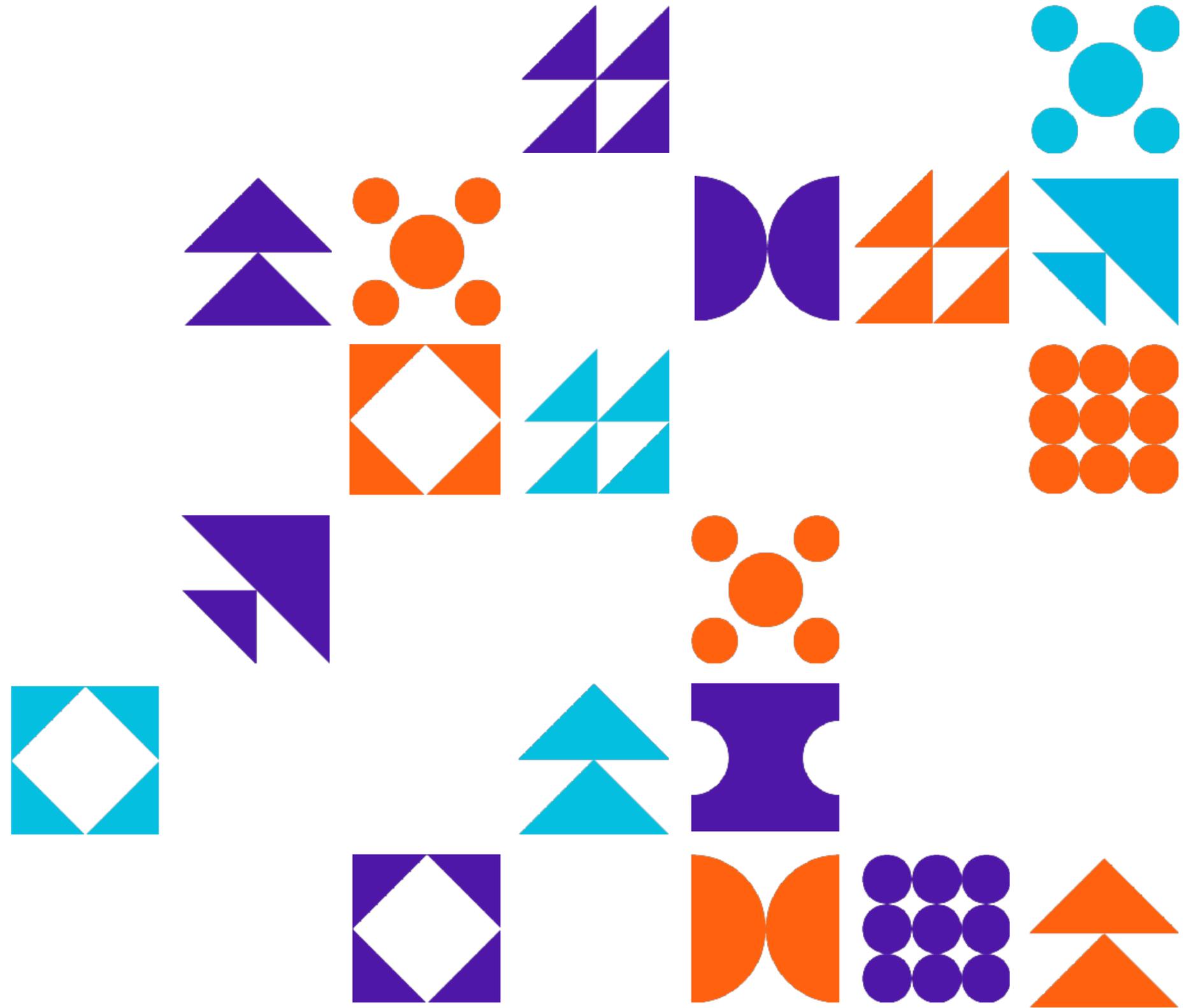


# Fulfilling the Promise of Distributed Work

Mark Cruth

PDD 2024 | PMI-OC

02 24 2024





MARK CRUTH | ATLASSIAN | @MARKCRUTH



Oh hi!

4

minutes

Introduce yourself!

What's your biggest learning so far during the conference?

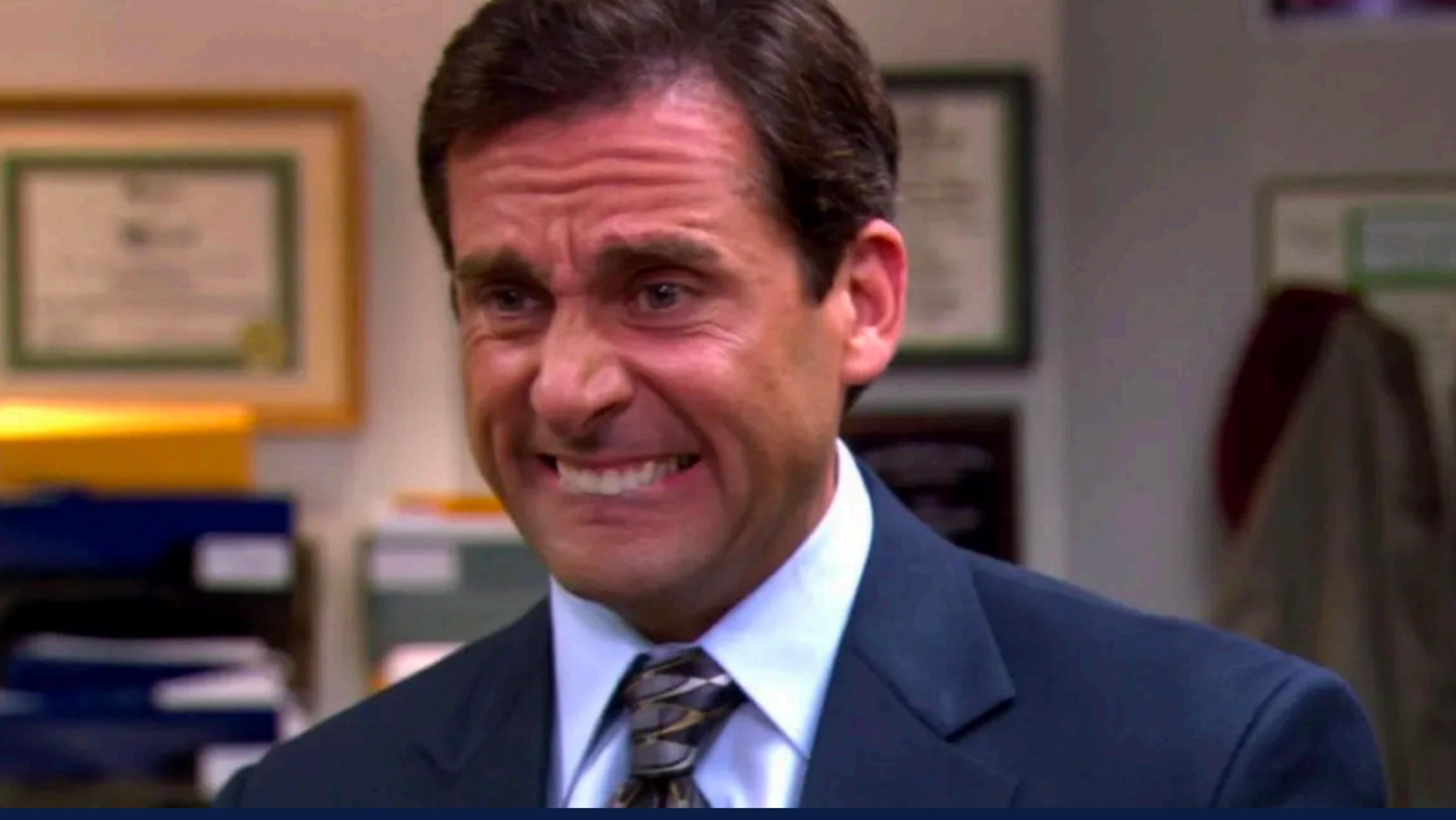
What's Project Management's role in distributed work?

**Remote Work** = Individual

**Distributed Work** = Team

**Remote Work** = Individual

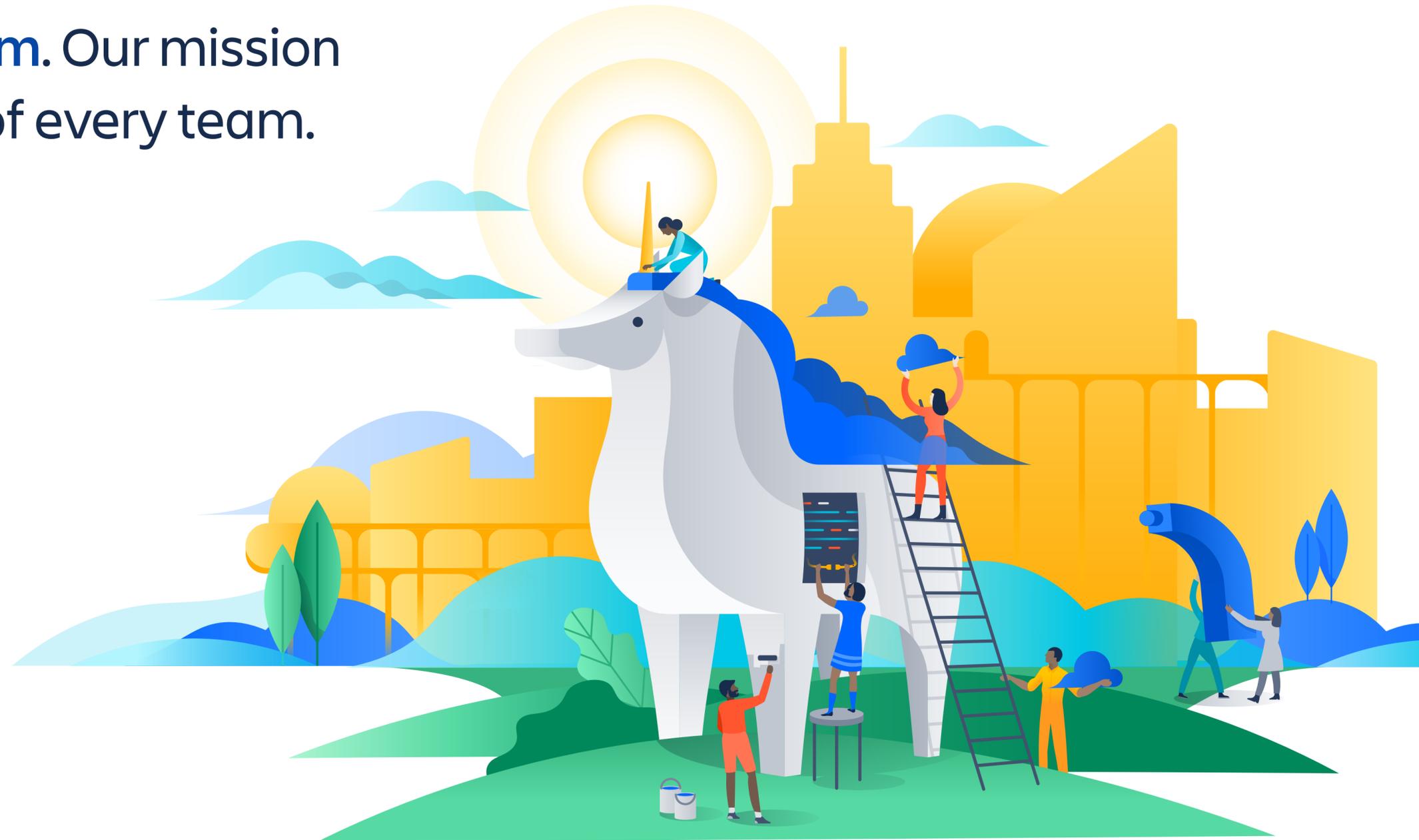
**Distributed Work** = Team

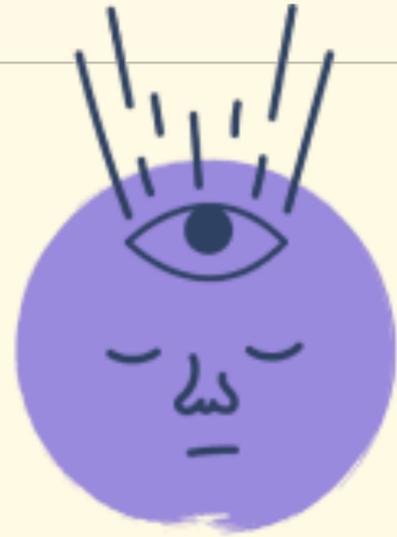


# OUR MISSION

---

We believe behind every great human achievement, there is a **team**. Our mission is to unleash the potential of every team.





SPECIAL REPORT

# The state of teams

Atlassian's ongoing study revealing macro-level trends and providing leaders with research-backed ways to foster happier, higher-performing teams











Team Anywhere

# What is Team Anywhere?



Talent everywhere



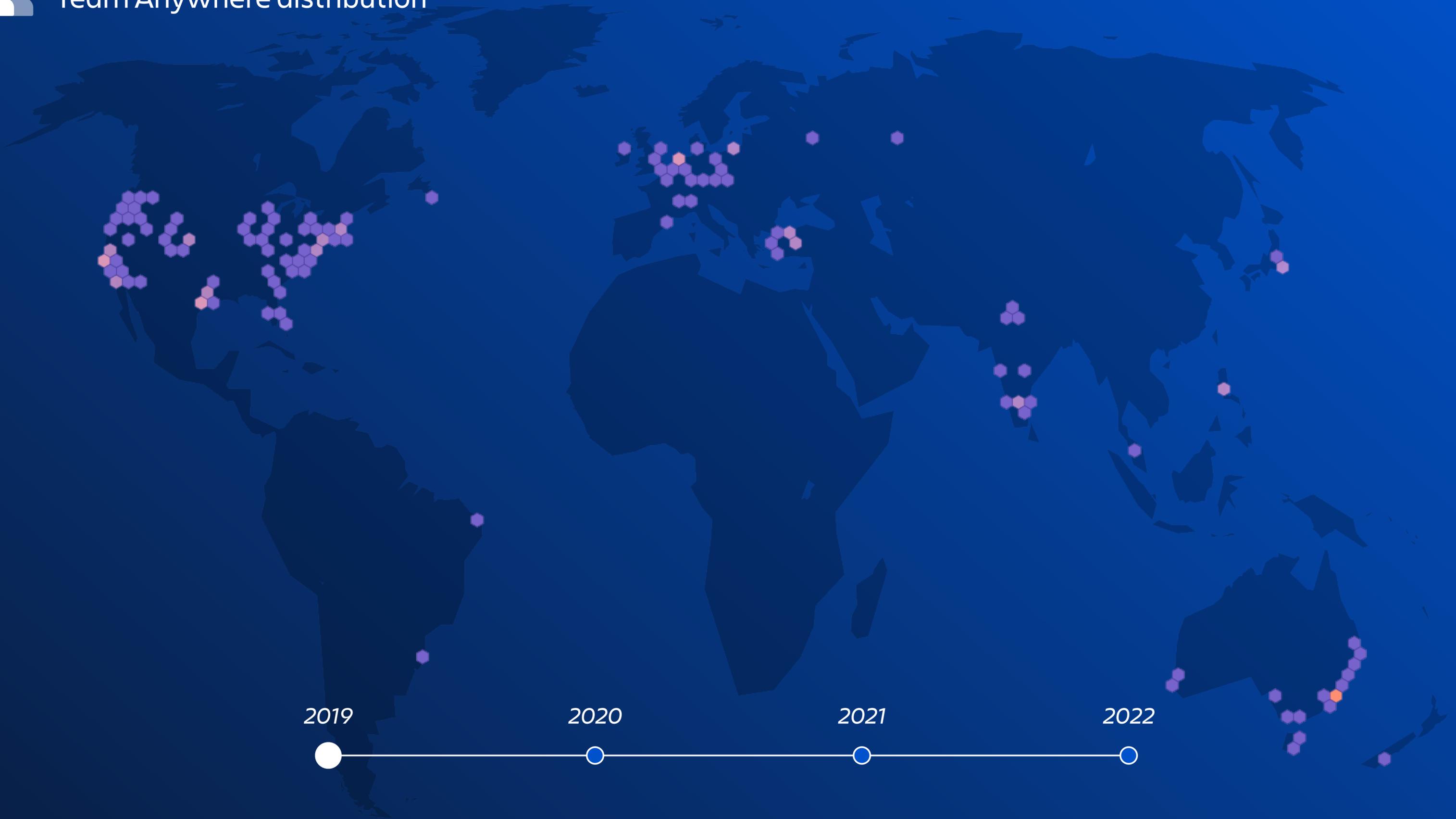
Work flexibly



Reimagine teamwork

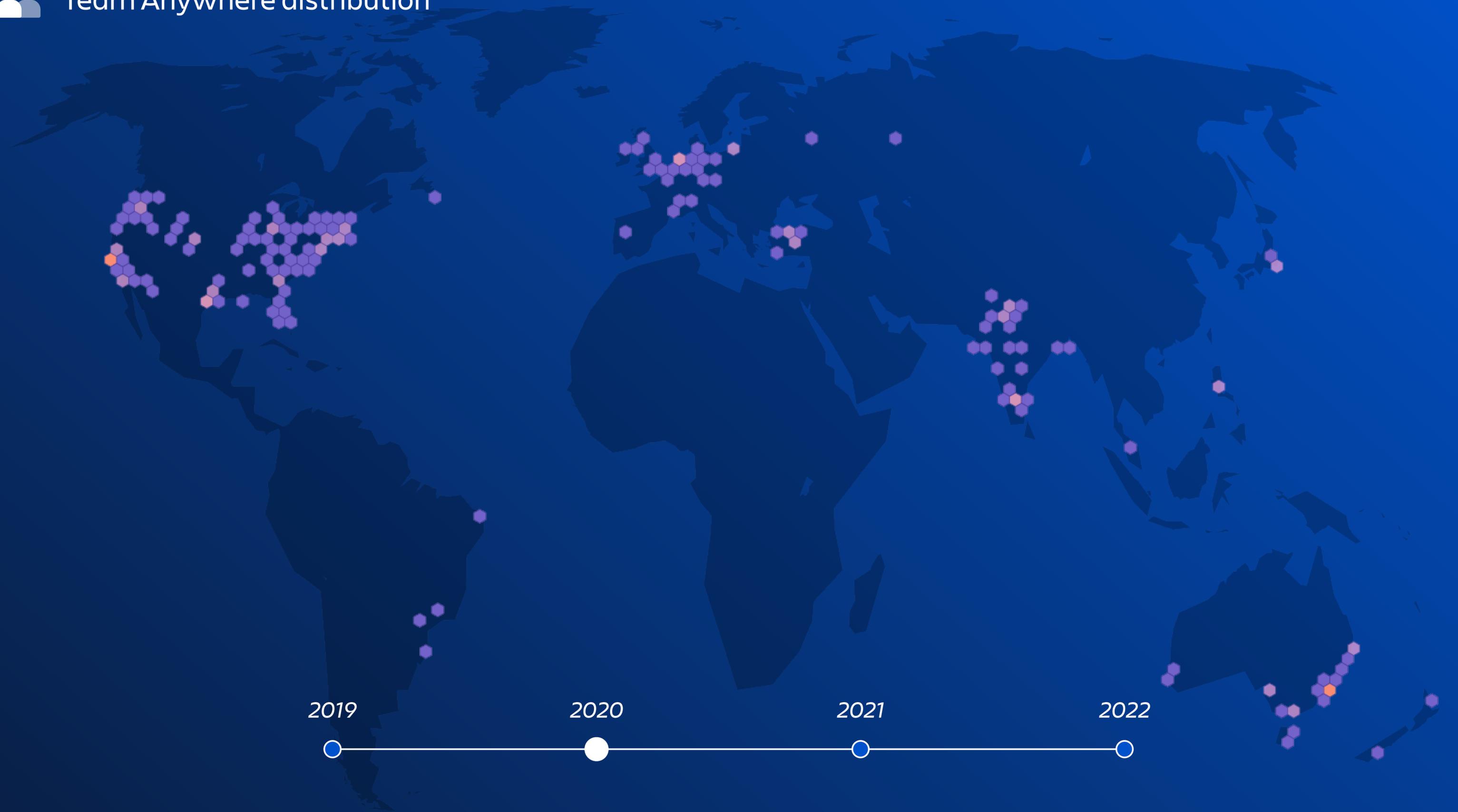


# Team Anywhere distribution



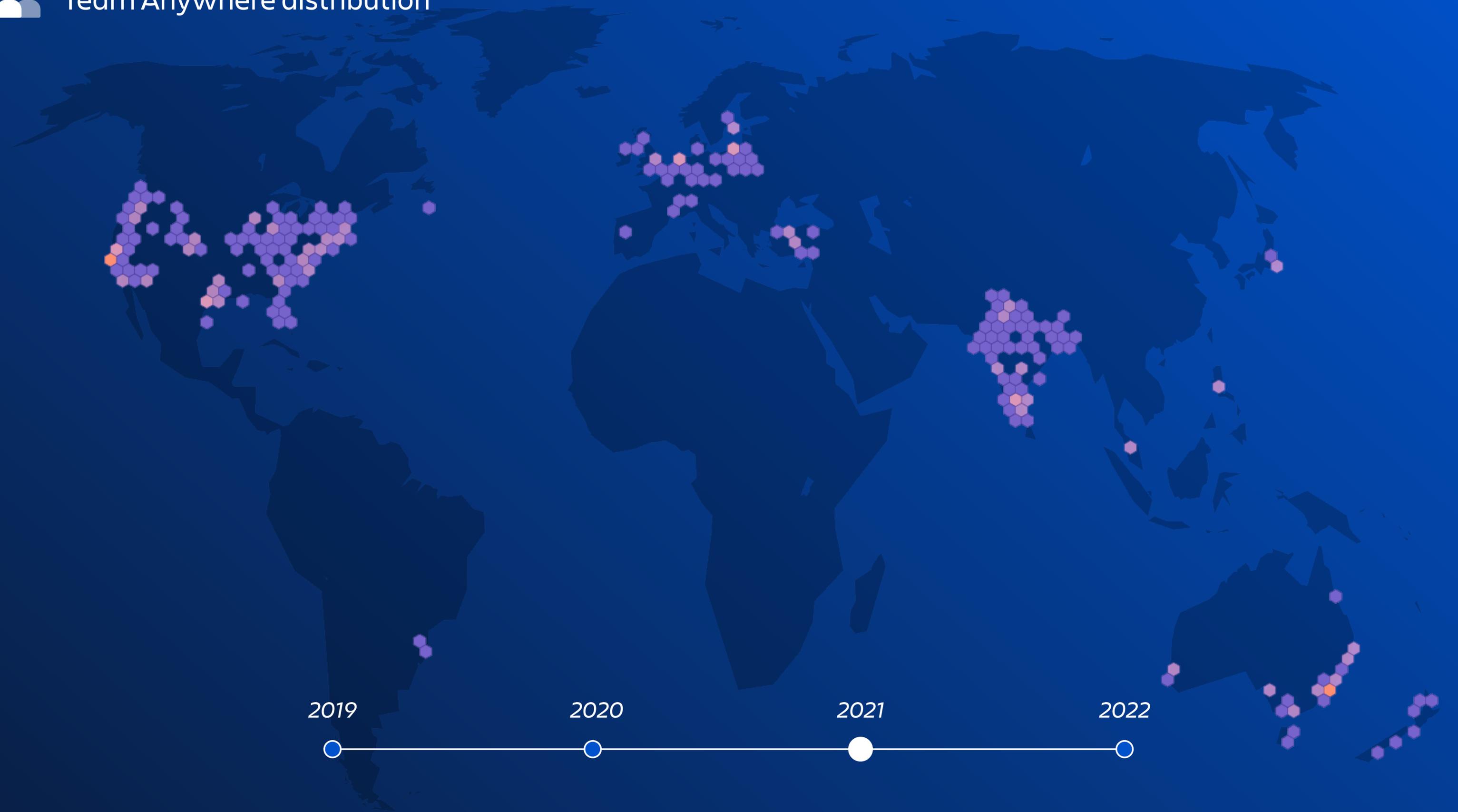


# Team Anywhere distribution



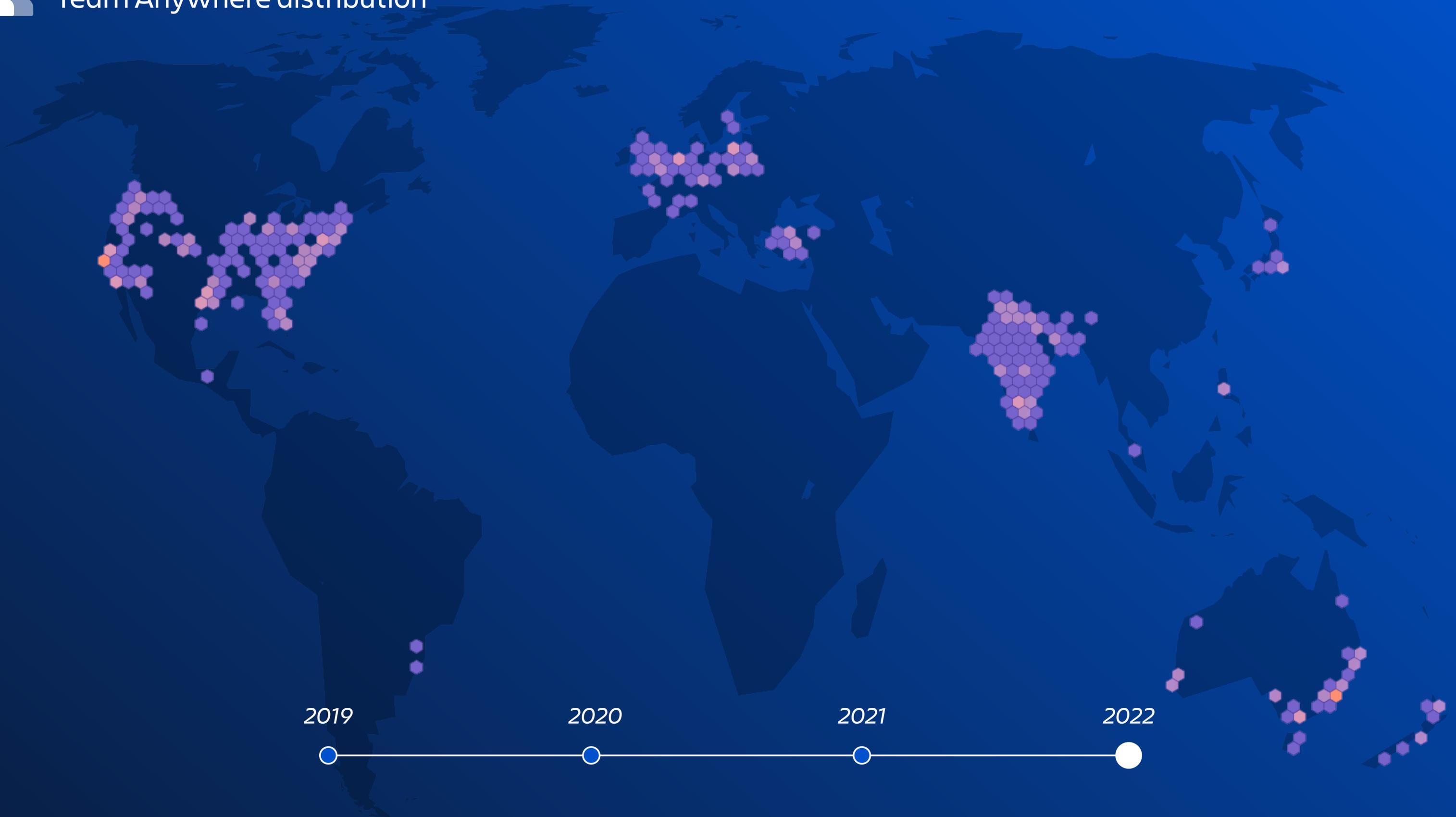


# Team Anywhere distribution





# Team Anywhere distribution



# Team Anywhere

**40%**

LIVE 2+ HRS  
FROM AN OFFICE

2019

2020

2021

2022



# Team Anywhere

**300%**

EMPLOYEE GROWTH  
(3K > 10K)

2019

2020

2021

2022





**A fool with a tool...**

Is still a fool.

**INTENTIONAL**

**1**

**2**

**3**

**INTENTIONAL**

**1**

**2**

**3**

1

# Collaboration **Practices**

ATLASSIAN TEAM PLAYBOOK

# Build strong teams with Plays

Plays are **free** workshop resources for addressing common team challenges and starting important conversations.

Explore Plays

## HOW TO USE PLAYS

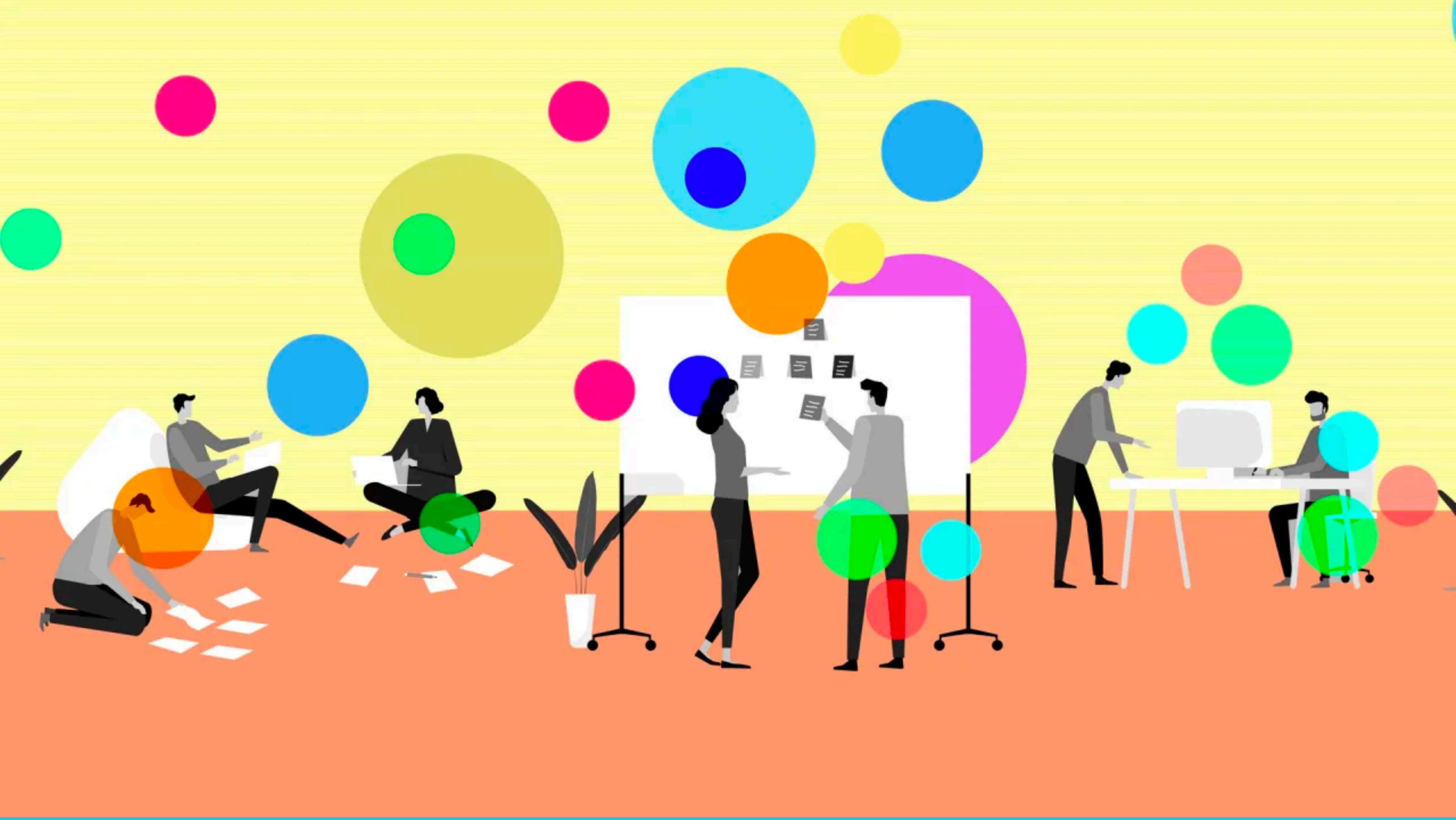
1. Do the prepwork

2. Run the Play

3. Leave with a plan

Running Plays regularly [can](#)





# TEAM Shaping

Team  
Poster

Roles &  
Responsibilities

# TEAM Shaping

Team  
Poster

Roles &  
Responsibilities

Working  
Agreements

Network of  
Teams

# Working Agreements

As a team, create a list of expectations of each other so you can work together successfully and avoid misunderstandings that may come up.



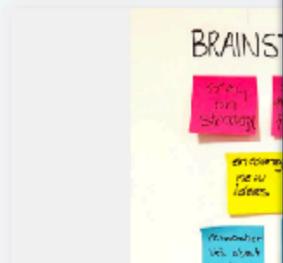
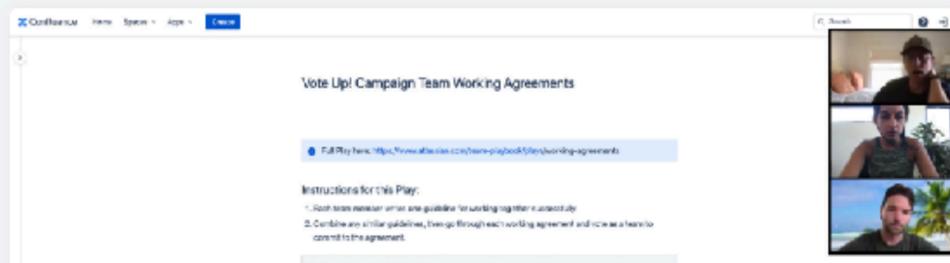
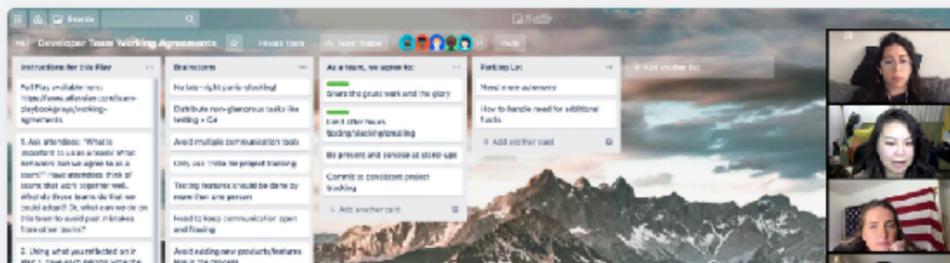
Jump to instructions

  
**PREP TIME**  
**5 MINS**

  
**RUN TIME**  
**60 MINS**

  
**PEOPLE**  
**2-10**

## Working Agreements in action



<https://bit.ly/3R7tx8C>

2

# Communication **Patterns**

# Communication **Patterns**

Atlassian

- Threads
- Later
- Direct messages
- Mentions & reactions
- Drafts & sent
- Slack Connect
- More

- Evangelism
- # customer-wow-practices
- # customer-wow-practices-le...
- # customer-wow-practices-te...
- # exec-cab-planning
- team-anywhere-transforma...
- # team-health-product-helix
- # team23\_content
- OKRs
- # csi-fy23-okr-planning
- # csi-kr-wow-training
- Brand
- # andopen-swag
- # at-working-group
- # brand-champions-council
- # brand-partners
- Unread mentions

# customer-wow-practices-team



Ingrid Blake 1:48 AM  
Video

Monday, May 8th



Hey, team, hope everyone's doing well. I have a couple of updates to share and then some things coming up for this week. So I'll start with the C SI... [View transcript](#)

2 replies Last reply 4 days ago

Ingrid Blake 3:23 AM

FYI I've started with the skeleton of a blog and @ mentioned you fine folks in some sections to start fleshing out <https://hello.atlassian.net/wiki/spaces/CWOW/blog/2023/05/08/2581491185/Team+23+Blog>

**Team 23 Blog in Customer Ways of Working Practices**

Last updated a minute ago by Ingrid Blake

Like blogpost Watch More actions...

Added by Confluence Cloud

1 reply 4 days ago

Message #customer-wow-practices-team

Rich text editor toolbar with icons for Bold, Italic, Underline, Link, List, Bulleted List, Table, Code, and Quote.

Rich text editor toolbar with icons for Add, Text Color, Emojis, Mentions, Video, Voice, and Link.

Atlassian

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# Meeting Agenda

**9:00 AM - 9:05 AM**

Welcome and Meeting Intro

**9:05 AM - 9:20 AM**

Discuss Blog Post

**9:20 AM - 9:45 AM**

Brainstorm Slide Share Imagery

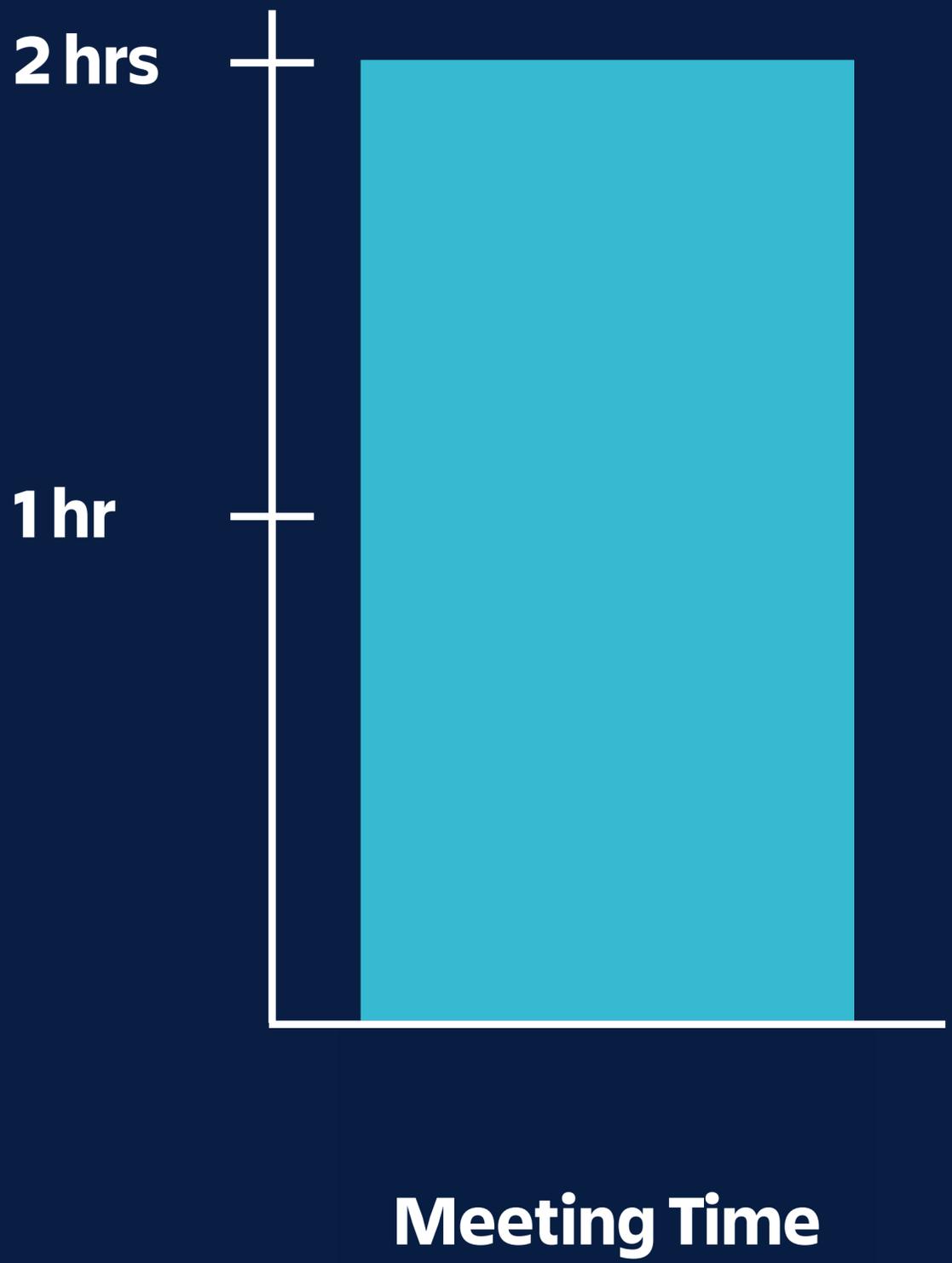
**9:45 AM - 9:55 AM**

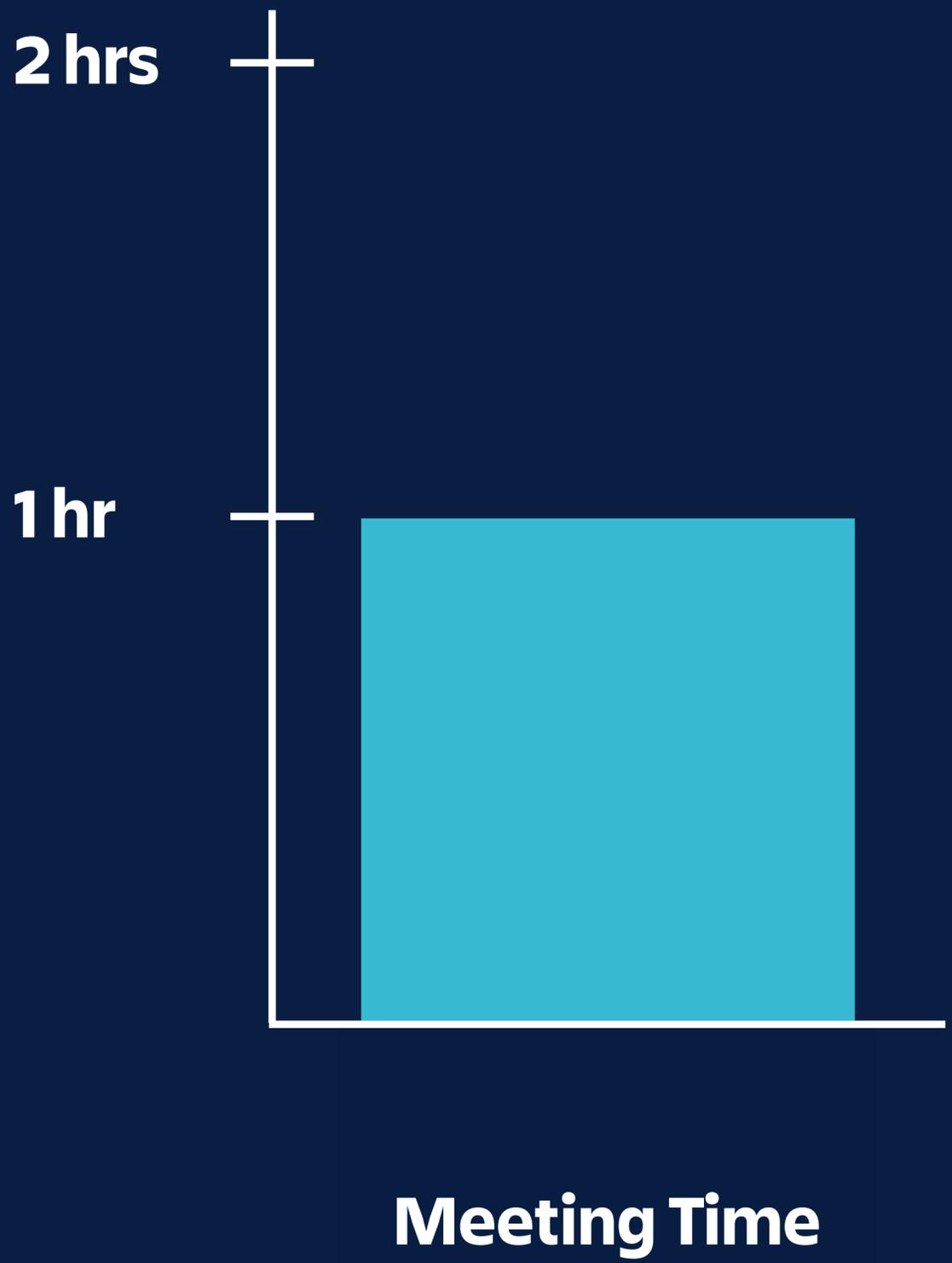
Talk about business cards

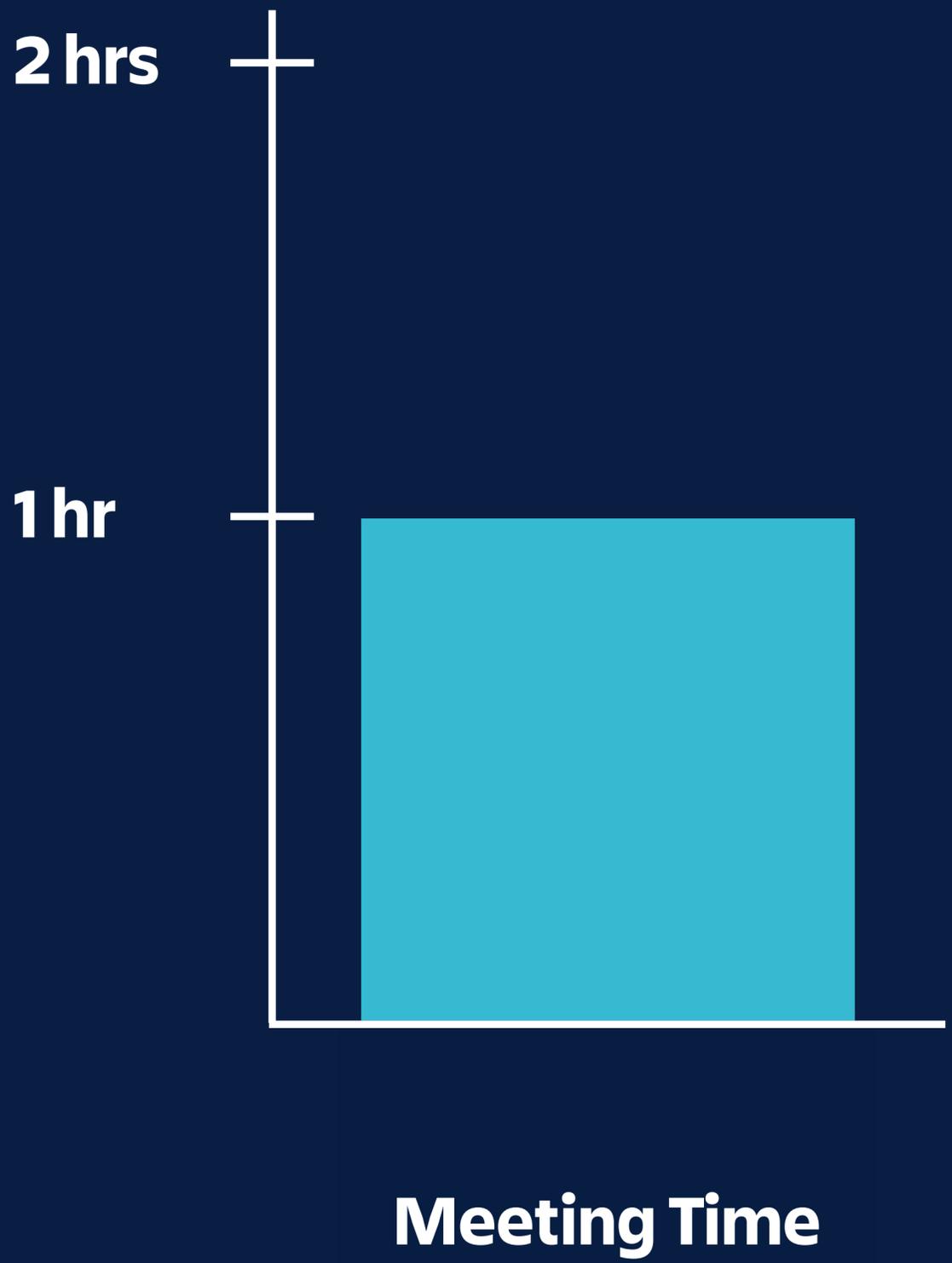
**9:55 AM - 10:00 AM**

Closing Remarks

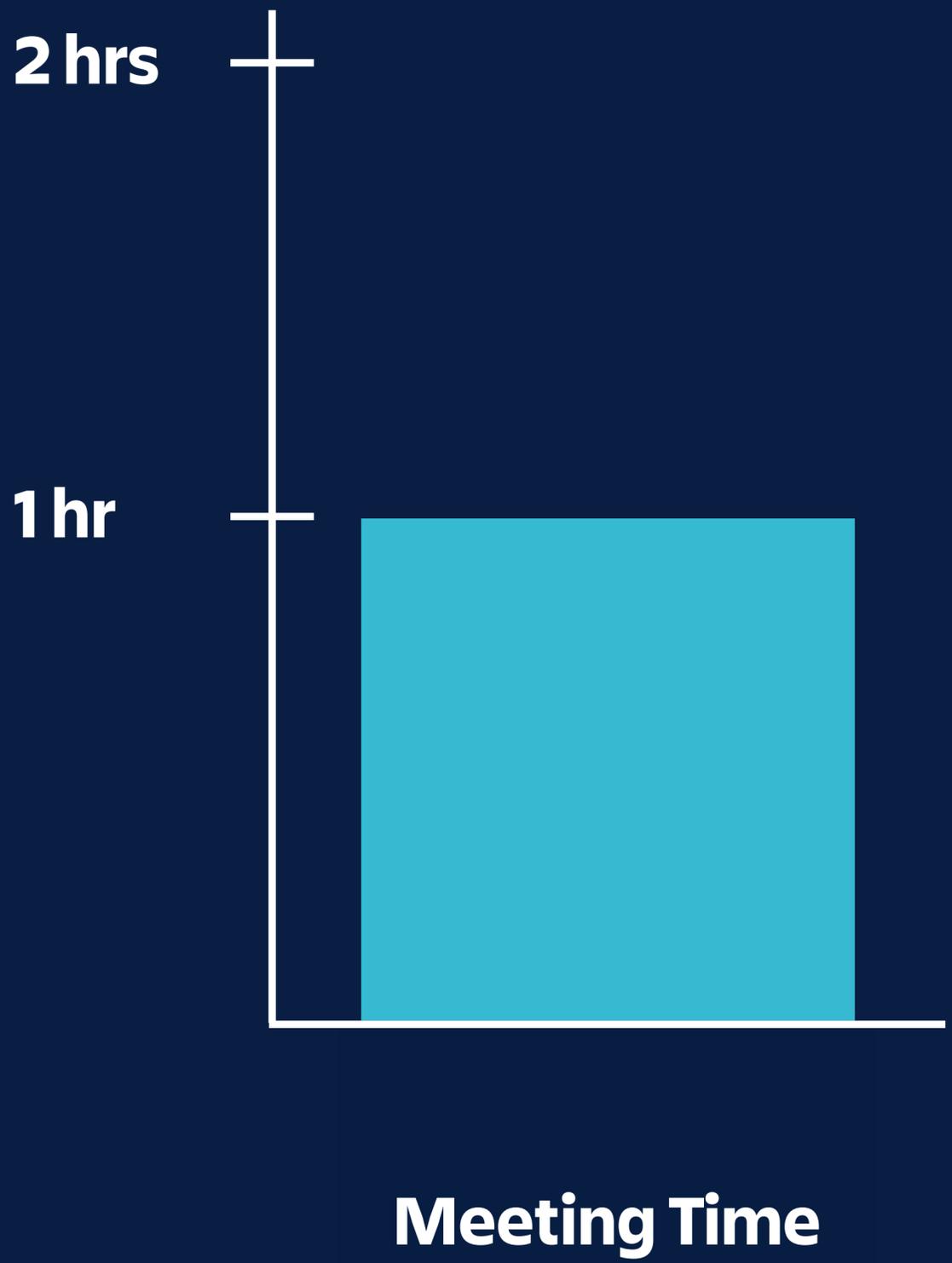








**Attendees**



**Attendees**

# Ritual reset

Reflect on and re-evaluate your team meetings and processes to create more space for what matters.



Jump to instructions



PREP TIME  
10 MINS



RUN TIME  
90 MINS



PEOPLE  
4-10

## Ritual Reset in action

**AUDIT RITUALS**  
Let's take stock of all of our current rituals

**TIP FOR TEAMS OF TEAMS**  
If you're a "Team of teams", focus on the shared rituals of the people participating in this Play

**Follow-up**

Task	Owner
Re-think and propose how this team engages with non-team stakeholders and working groups	@Joc...
Plan a format for team innovation time	@Chr...



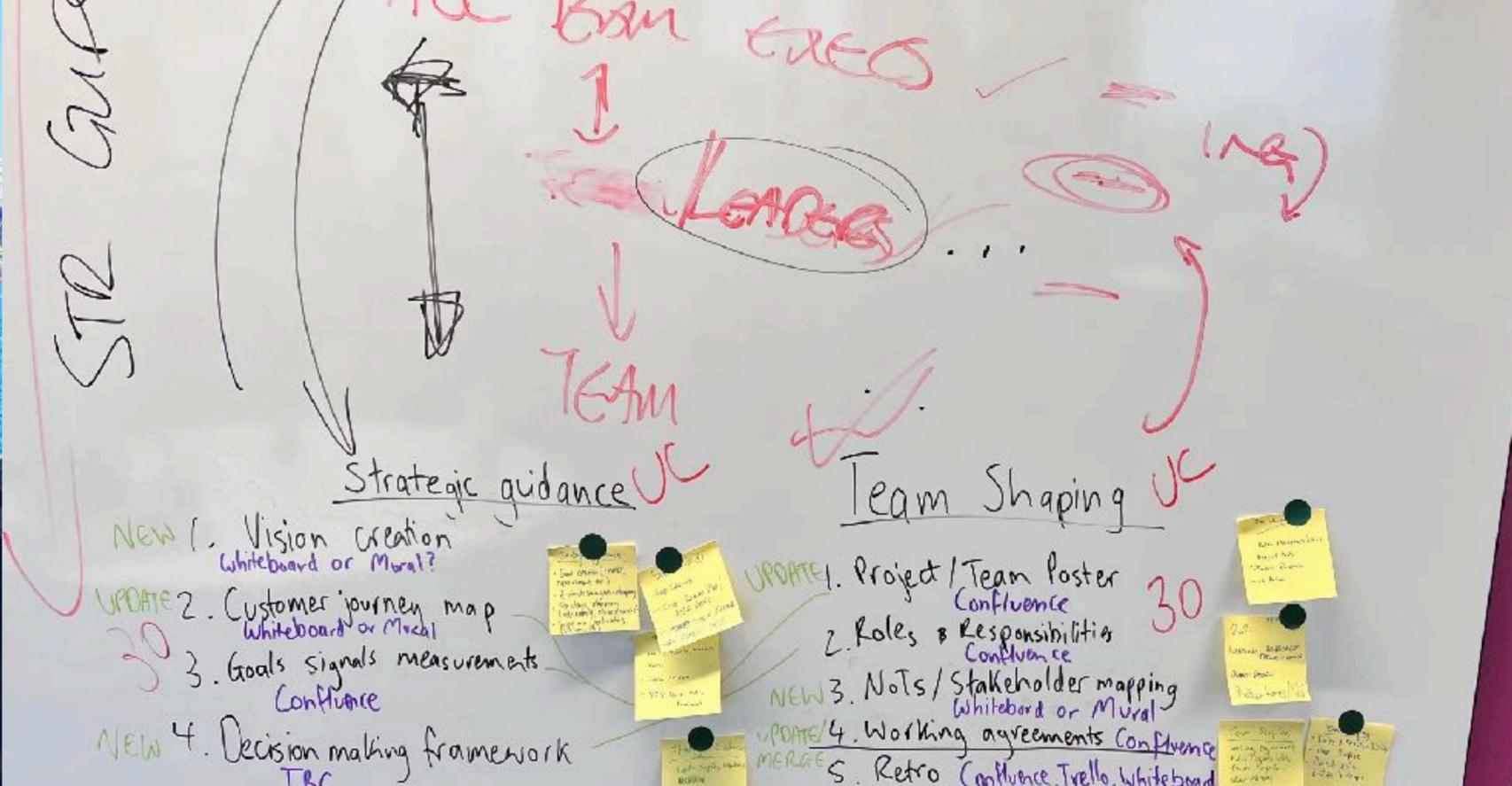
<https://bit.ly/3CUEGG1>

3

Connecting as  
**People**



# **Intentional Togetherness**







# My User Manual

Get to know your teammates and how to effectively work with them by sharing user manuals, which include communication preferences and more.



[Jump to instructions](#)

		
<b>PREP TIME</b>	<b>RUN TIME</b>	<b>PEOPLE</b>
<b>30 MINS</b>	<b>60 MINS</b>	<b>2-10</b>

## My User Manual in action



<https://bit.ly/3Ewy95g>

# INTENTIONAL

1

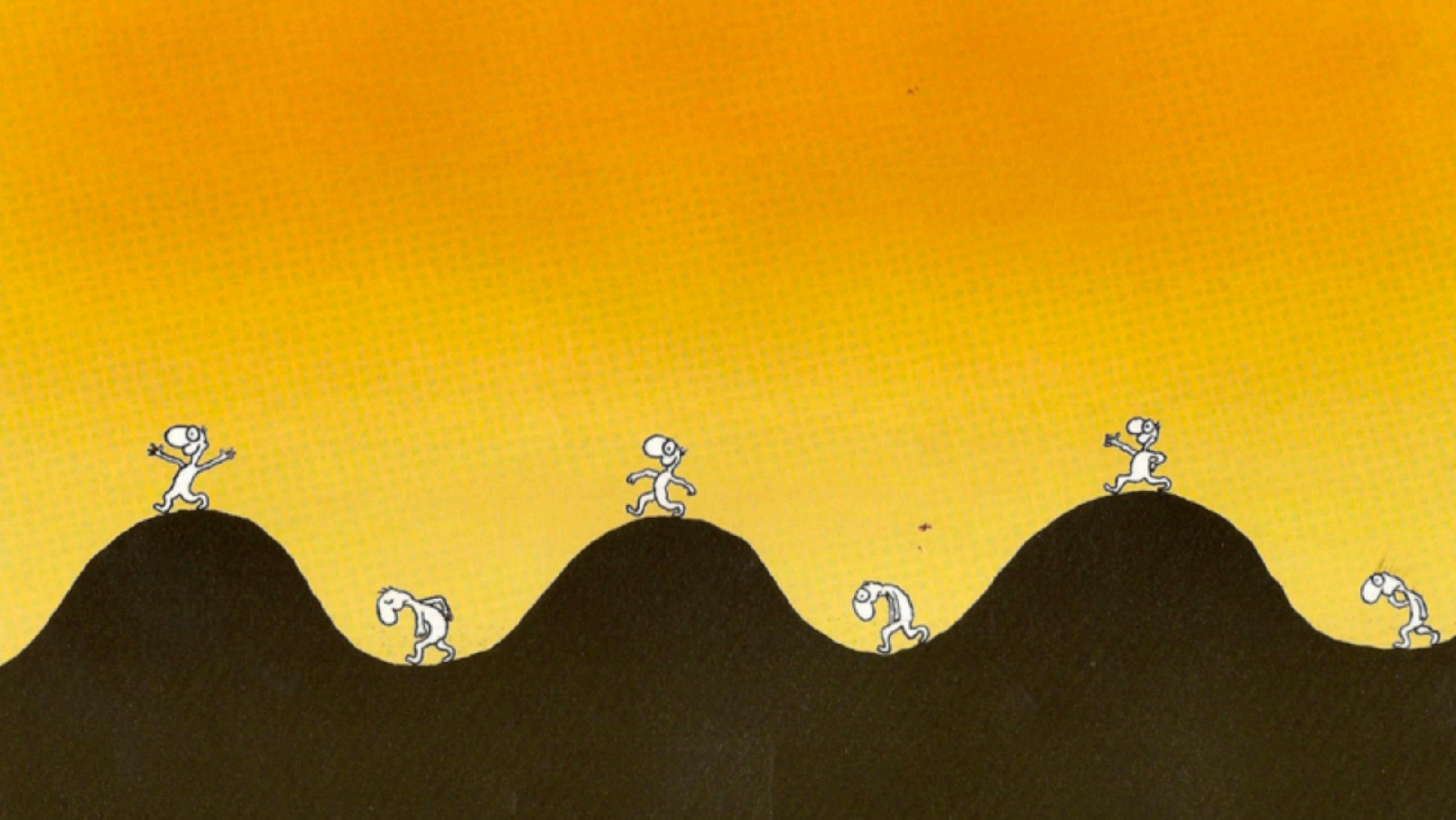
Practices

2

Patterns

3

People



**DYSFUNCTION IS THE GAP  
BETWEEN WHAT YOU KNOW  
AND WHAT YOU APPLY**

5  
minutes

# Let's **Experiment!**



Find a partner

Pick one of the intentional areas / practices that resonated with you

Identify how you can become more intentional with it in your company

5  
minutes

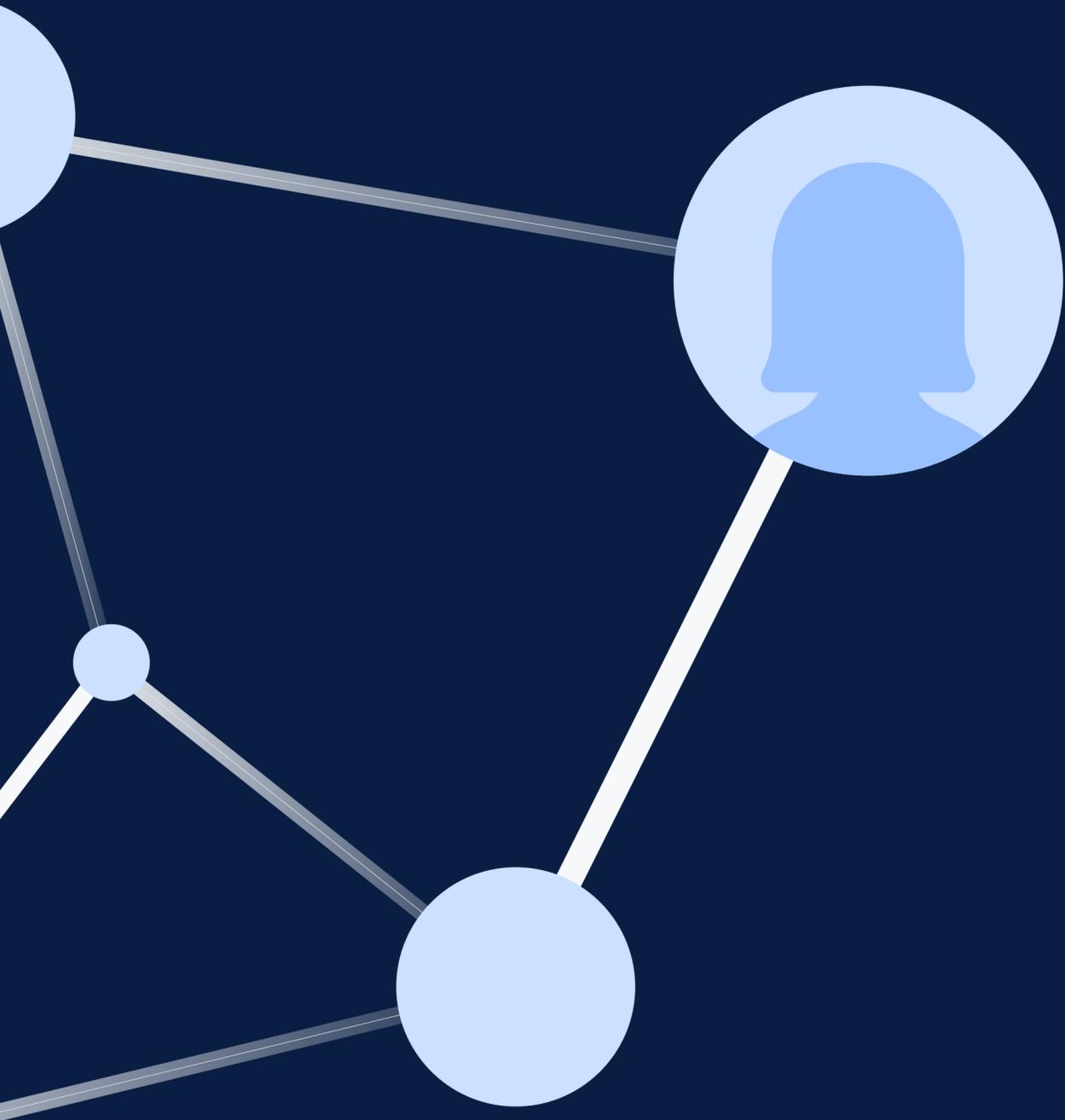
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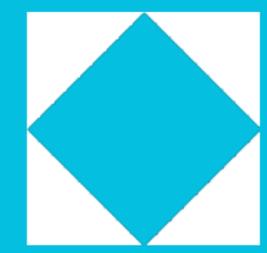
***YOU*** are the key to  
***making distributed***  
***teamwork WORK***

***YOU***

The word "YOU" is written in a bold, italicized, cyan-colored font. It is centered horizontally and surrounded by several yellow starburst or spark-like shapes of varying sizes, creating a celebratory or glowing effect.



THANK YOU!



MARK CRUTH  
ATLASSIAN  
MCRUTH@ATLASSIAN.COM

Let's Connect!

