How might we improve the project assignment/scheduling process?

1. Get key skills required for project
2. Get list of resources matching skills
3. Rank resources according to needs for project
4. Look at existing project timelines – to get idea of resources
5. Other Project pipelines visibility – to help roll off/roll on resources

How might we make it easier to balance internal activities with our workload?

1. Plan ahead of time internal activities and pencil them out in our calendars
2. Training people on time management
3. Sharing stories or lessons learned from colleagues
4. More regular events organised by TC
5. Let people know what is on/coming so they could plan in advance

What might help us achieve our goals and support our personal growth and development?

Regular catch up with CA to assess progress

Pencil in our calendars training activities ahead of time, so plan project work around this

Sharing of stories from colleagues as Ambassadors of Avanade – helpful for new joiners

Understanding what a goal and clarity on is how to achieve it, very important

How might our leaders make us feel inspired and motivated?

Come up with team activities to challenge us and may be with some form of rewards scheme

Provide us with regular feedback, both positive and needs improvement

Help us make our contributions/efforts more visible to rest of Avanade, through any channels

What might make us and our work feel more valued by the company

Getting recognition for great work done for clients or internally

Recognise the outstanding client work deliveries

Share stories of great work done by colleagues so rest of company can learn from them