

# WORKING FROM MARS

**Staying Productive In  
Uncertain Times**

**20th February | 2 pm SGT**

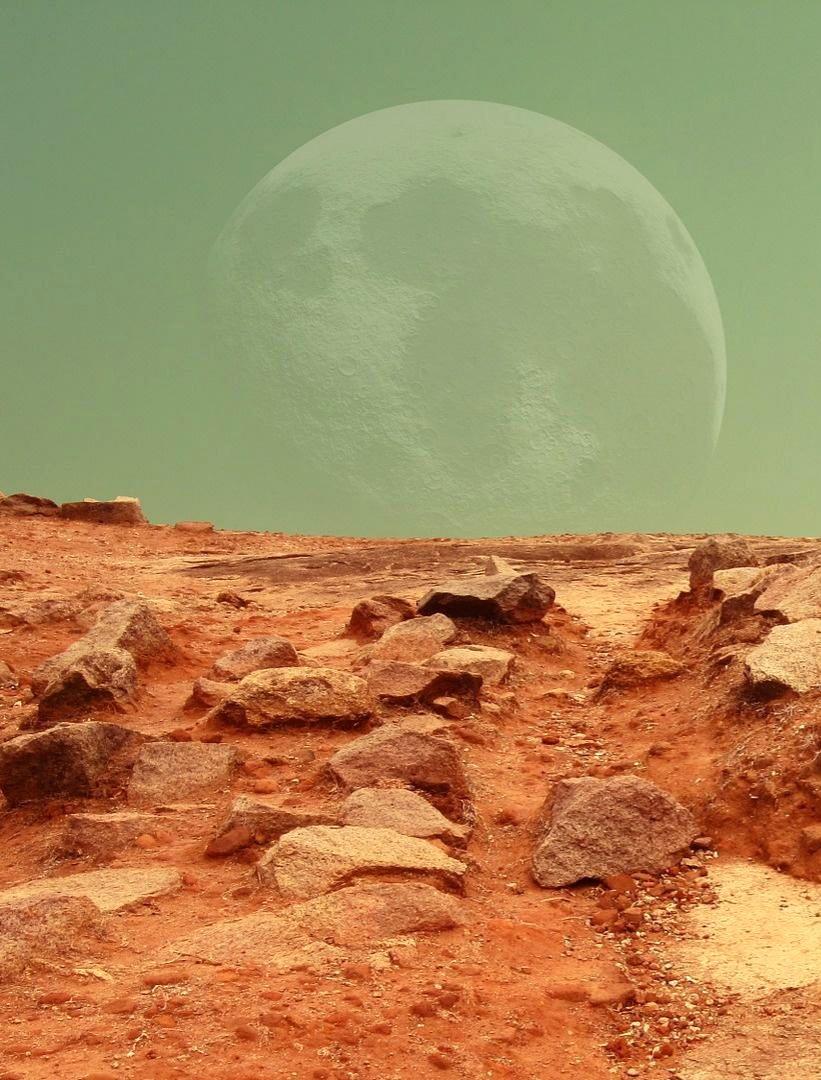


- “Support Group” for Digital Natives in Singapore
- Offline Meetups
  - Next event: Feb 26th!
- Staying Productive Together & Inspire One Another



THE  
MARTIANS





# Martians?

- ‘Operating’ in Different Timezones
- Teams spread across locations & organizations
- Communicators
- Adapt Quickly to Changes
- Know How to Have Fun!



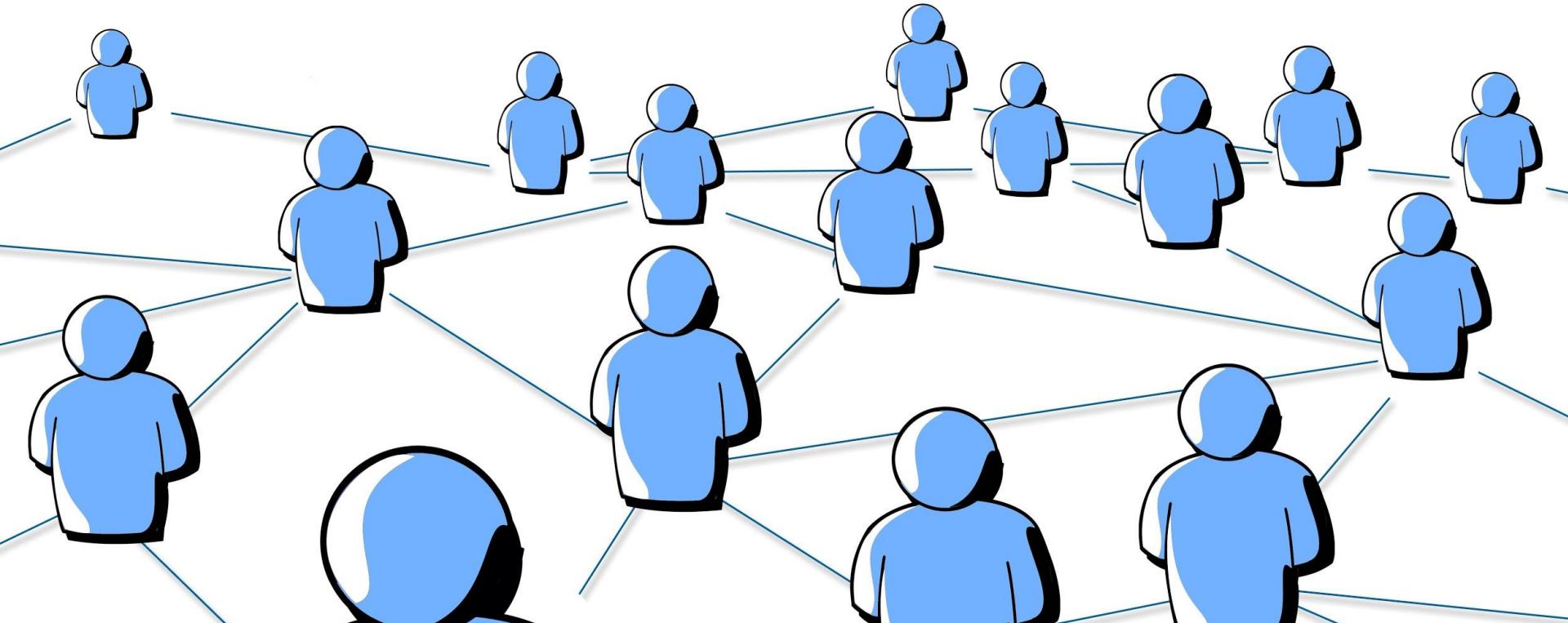
# Uli

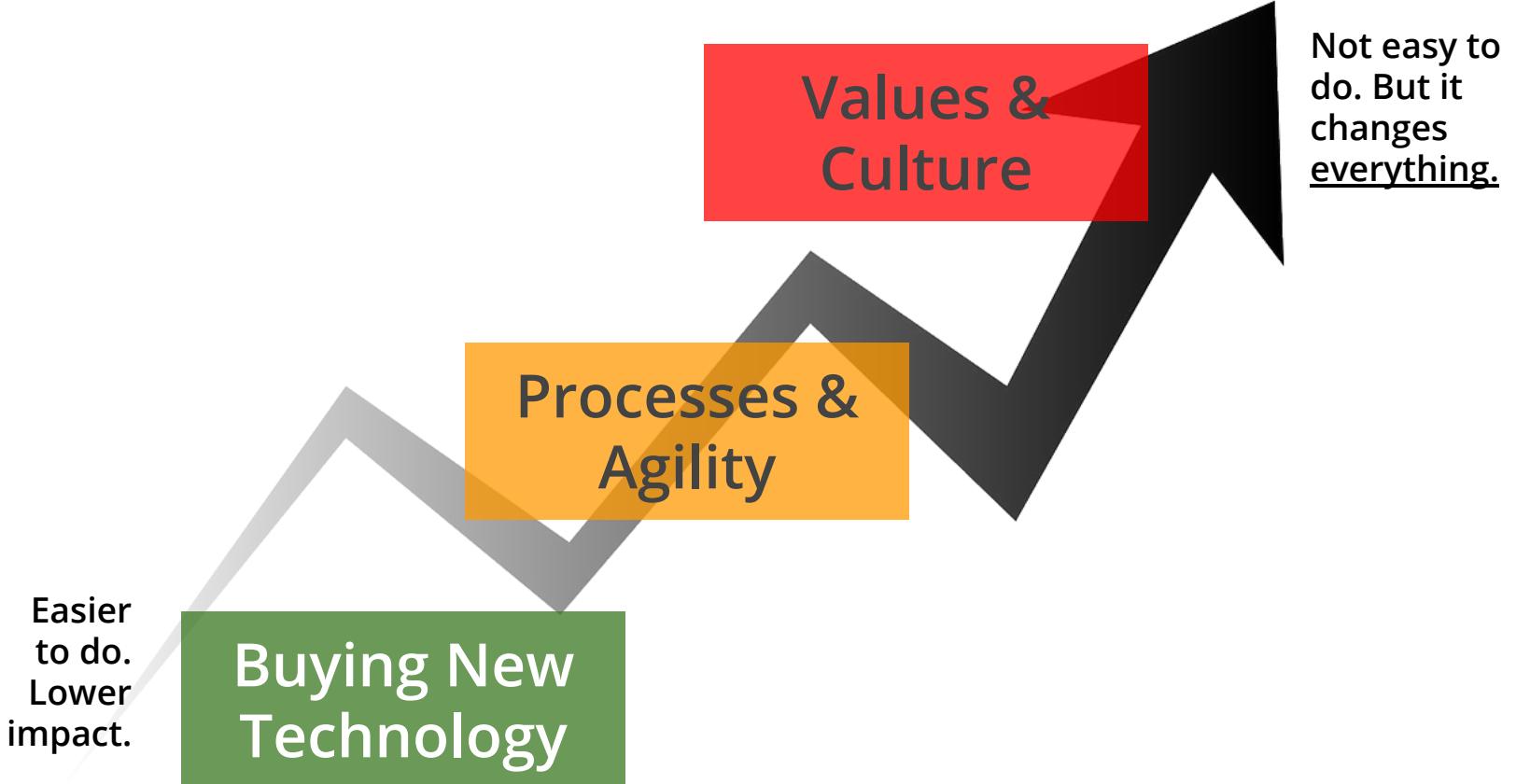
- Catalyst @ Axway
- Ask me about:
  - Corporate Innovation
  - Collaboration Across Departments & Organizations
  - Marketing & Events

# The World Has Changed.



# Everything Is Connected







# EnYi

- Founder @ PeraPera.ai
- Ask me about:
  - Learning a foreign language
  - Education technology
  - AI-powered translations and transcriptions



# Home



# Cafes

HOW TO X OR Y REMOTELY  
**TOOLS**

## Collaboration/Documentation

 **Dropbox Paper**

 **G Suite**

## Instant Messaging

 **slack**

## Video Conferencing

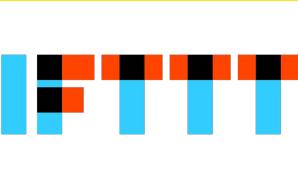
 **zoom**

## Project Management

 **productboard**

 **Trello**  **Airtable**

## Workflow/Notification Integrations

 **zapier**  **IFTTT**

## Password Management

 **1Password**

## Scheduling





## 31 tools teams need for effective remote working (Part 1)

Published on February 3, 2020



Chun Yin Vincent Lau

Cofounder at perapera | Lead at Facebook DevC HK | vincent@perapera.ai

2 articles

✓ Following

<https://rebrand.ly/remote-tools>

HOW TO THRIVE WORKING REMOTELY

# MINDSET

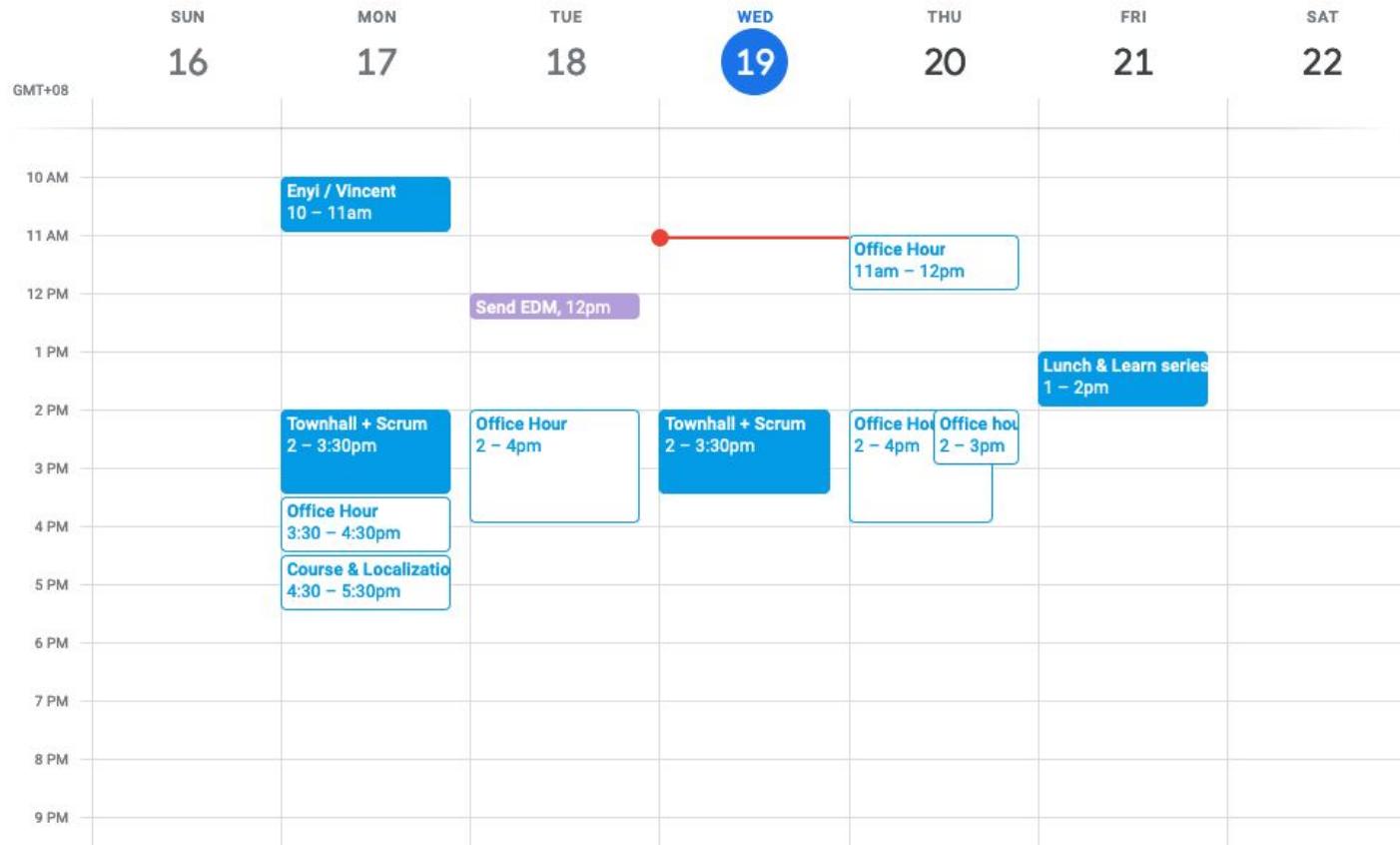




Discover your own momentum and respect others'



# Explore opportunities for doing things together



A photograph of a dense, dark green wall covered in various leafy plants and flowers. A single, glowing pink neon sign is mounted on the wall, reading "breath the" in a cursive, flowing font. The neon light is bright against the dark background of the foliage.

breath the



# Raymond

- Head of Innovation
- Ask me about:
  - IoT
  - Innovation
  - Digital Transformation

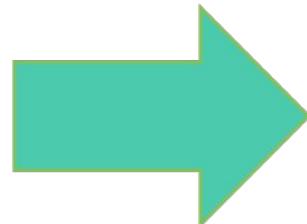
# CONTEXT

- MANY COMPANIES IN SINGAPORE HAVE ACTIVATED EXTENSIVE BCPS FOR THE NOVEL CORONAVIRUS, LESSONS LEARNED DURING THE SARS AND MERS OUTBREAK AND THE REGION'S CLOSE PROXIMITY TO MAINLAND CHINA WITH SINGAPORE BEING A MAIN AIR AND SEA TRANSPORT HUB.
- MEASURES THAT HAVE BEEN IMPLEMENTED INCLUDE REMOTE WORKING ARRANGEMENTS FOR A LARGE PERCENTAGE OF THE WORKFORCE. SOME COMPANIES HAVE PROVIDED PERSONAL PROTECTION SUPPLIES SUCH AS SURGICAL MASKS AND HAND DISINFECTANT FOR EMPLOYEES WHO HAVE TO COME TO THE OFFICE TO PERFORM THEIR JOB DUTIES.

# **BUSINESS CONTINUITY PLAN (BCP)**

- A BUSINESS CONTINUITY PLAN (BCP) CONSISTS OF THE FIVE COMPONENT PLANS:

**Current State Assessment (CSA)**  
**Business Impact Analysis (BIA)**  
**Threat & Risk Assessment (TRA)**

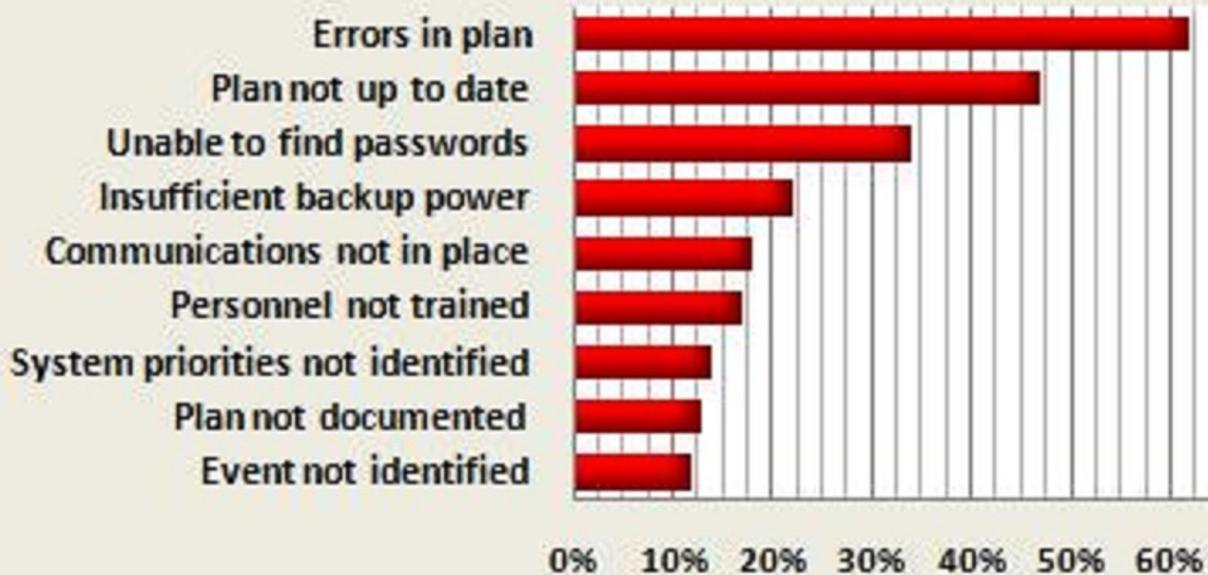


- 1. Business Resumption Plan**
- 2. Occupant Emergency Plan**
- 3. Continuity of Operations Plan**
- 4. Incident Management Plan**
- 5. Disaster Recovery Plan**

# BENEFITS OF DRAFTING A DISASTER RECOVERY PLAN

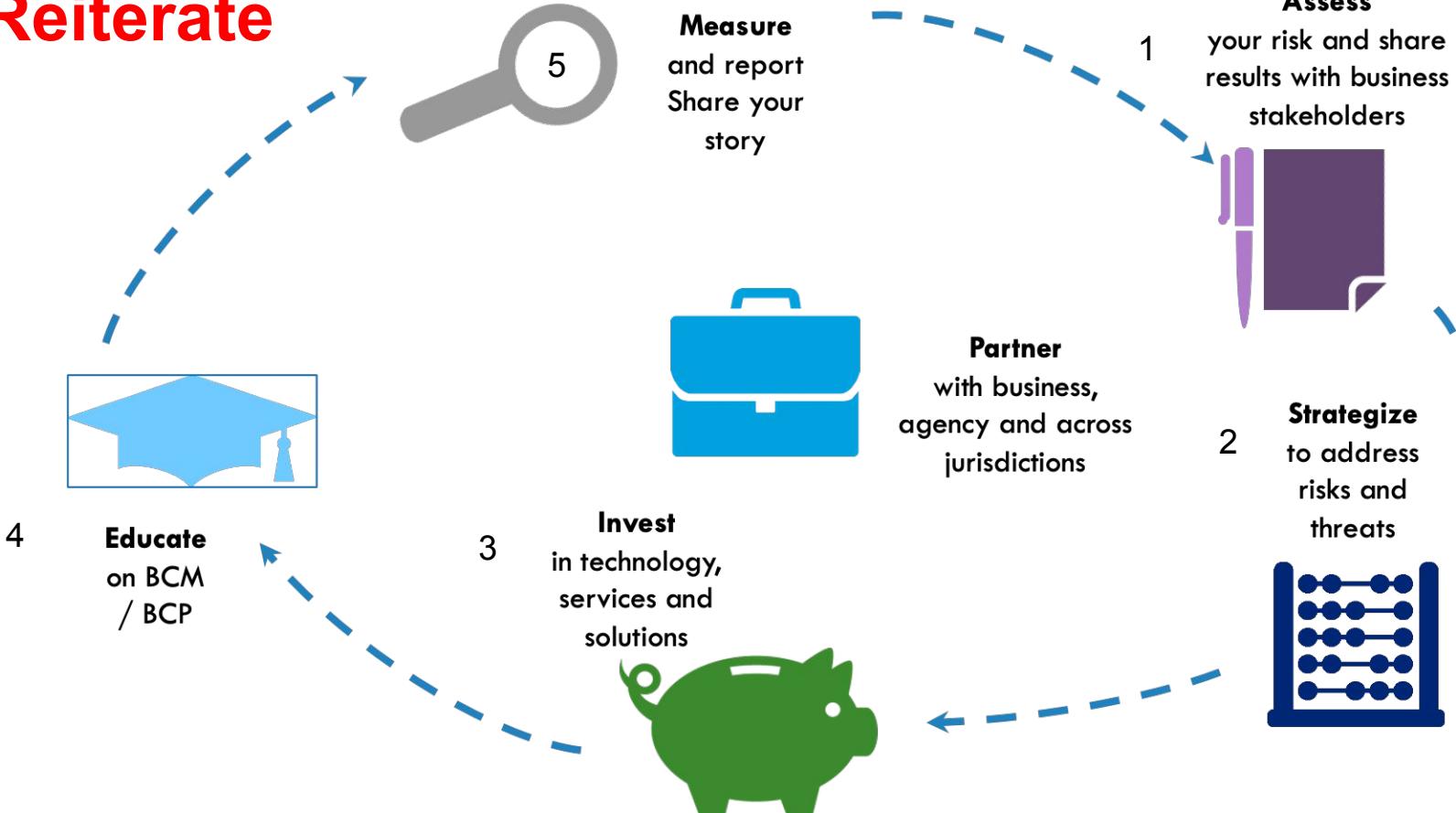
- PROVIDING A SENSE OF SECURITY
- MINIMIZING RISK OF DELAYS
- GUARANTEEING THE RELIABILITY OF STANDBY SYSTEMS
- PROVIDING A STANDARD FOR TESTING THE PLAN
- MINIMIZING DECISION-MAKING DURING A DISASTER
- REDUCING POTENTIAL LEGAL LIABILITIES
- LOWERING UNNECESSARILY STRESSFUL WORK ENVIRONMENT

## DRP BCP Shortfalls



Facts Source: [http://www.e-janco.com/DRP\\_BCP\\_Audit.html](http://www.e-janco.com/DRP_BCP_Audit.html)

# Reiterate



# TAKEAWAYS

- **PART 1 - PREPARE:**
- OVERVIEW OF CORONAVIRUS AND ITS DIFFERENCE WITH SARS AND MERS
- DISCUSS THE KEY DIFFERENCE AND SIMILARITIES OF A BUSINESS CONTINUITY AND PANDEMIC RESPONSE PLAN.
- DETERMINE THE CRITICAL BUSINESS FUNCTIONS OR PROCESSES TO BE PROTECTED
- DISCUSS THE POSSIBLE PANDEMIC RESPONSE STRATEGIES TO BE ADOPTED.
- PREPARE THE PANDEMIC RESPONSE PLAN
- **PART 2 - TAKE ACTION:**
- DETERMINE THE ACTIVATION PROCEDURES ALIGNING TO THE AUTHORITIES ADVISORY
- ESTABLISH THE COMMUNICATION PROTOCOLS, CHANNELS AND PROCEDURES
- DISCUSS THE POLICIES AND PRECAUTIONARY MEASURES TO TAKE
- GET INTO ACTION : TEST THE PLAN!
- KEY SUCCESS FACTORS

# Alin

- People Success Consultant @ Up! Advisory
- Ask me about:
  - Talent Development
  - High Performance Culture
  - Digital HR
  - Employee Engagement



**LinkedIn**

™

TM



# How does HR function support business in uncertain times?





up!

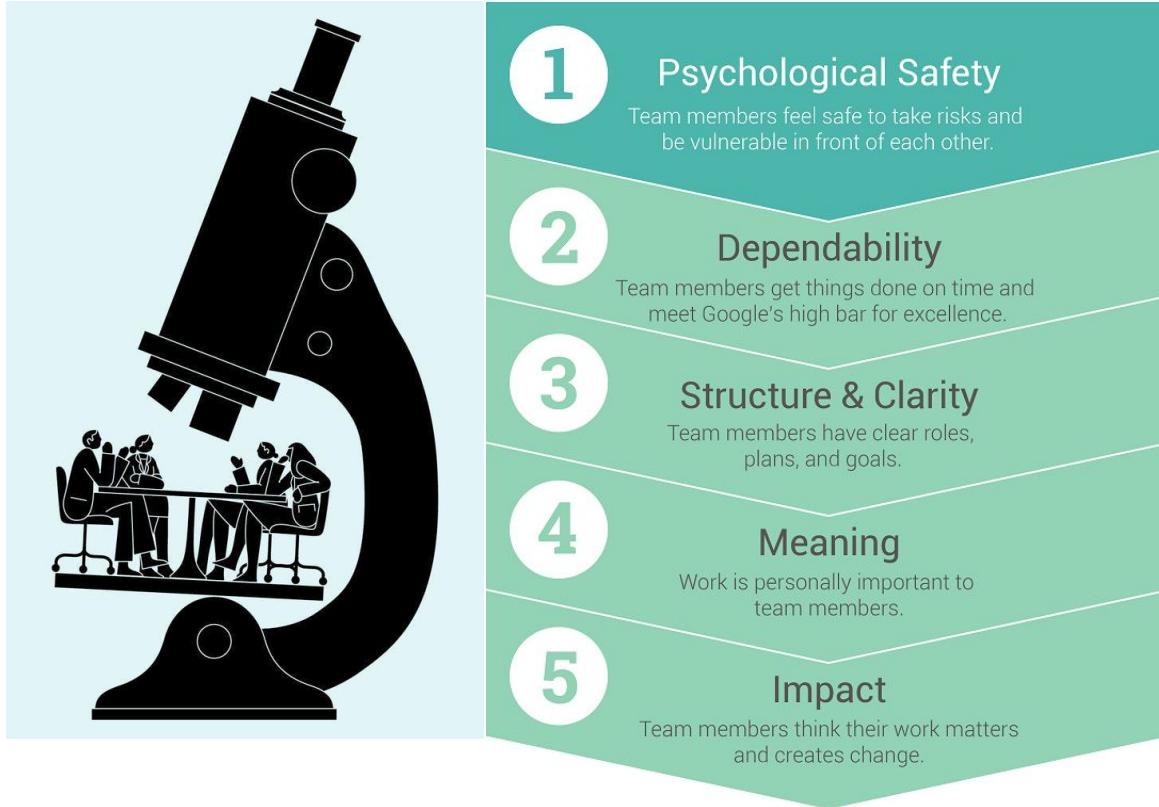




You could have the best system in place  
BUT

CULTURE  
EATS STRATEGY  
FOR BREAKFAST  
AND TECHNOLOGY  
FOR LUNCH  
AND THEN...





\*Research source: Project Aristotle



# Psychological safety



A sense of confidence that the team **will not ridicule** someone for speaking up.

The members believe that the team is **safe for risk-taking**.



## Skills/Competencies that enable psychological safety

1. Approachability
2. Composure
3. Conflict Management
4. Directing Others
5. Interpersonal Savvy
6. Listening
7. Managerial Courage
8. Motivating Others

\*Source: Lominger competency model



# Where to you start?





Company culture is not 'fluff'

Desired culture can be achieved  
to get your teams ready for the next big  
disaster





*Keith B Carter*

- 3 Lives: NUS Prof, NY Fashion, Wall St Tech
- Ask me about:
  - Is AI fake news? (Actionable Intelligence)
  - Its 2020... Why do we still use Excel?
  - Importance of ecosystems and No UI...



THE  
MARTIANS

Love  
Good Deeds &  
Encouraging Others

It's Raining Outside,  
but *WE* can do this!



# Presentation Key Points

## 1) Start Strong

Just like a good movie, start out to really grab the audience

## 2) Power Of 3

Have 3 or less points

## 3) Play on Emotions

People Remember Their Feelings

1. Summarize key point
2. Loop back to the beginning
3. Ask the audience to work

Excerpt from:

Making Good Presentations Speak

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EB20 COM

REUTERS

Excerpt from:

Making Good Presentations Speak

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“Be still when you have nothing to say; when genuine passion moves you, say what you’ve got to say, and say it hot.”

D.H.

Lawrence



# 9 Techniques



1. Know your audience
2. Structure your presentation
3. Design your presentation

# 9 Techniques

A blue microphone on a stand is positioned on the left side of the frame, angled towards the center. The background is dark with blurred, colorful lights (bokeh) visible at the bottom and right.

4. Eye Contact

5. Body Language

6. Voice Modulation

# 9 Techniques



7. Movement
8. Engage your audience
9. Practice makes perfect

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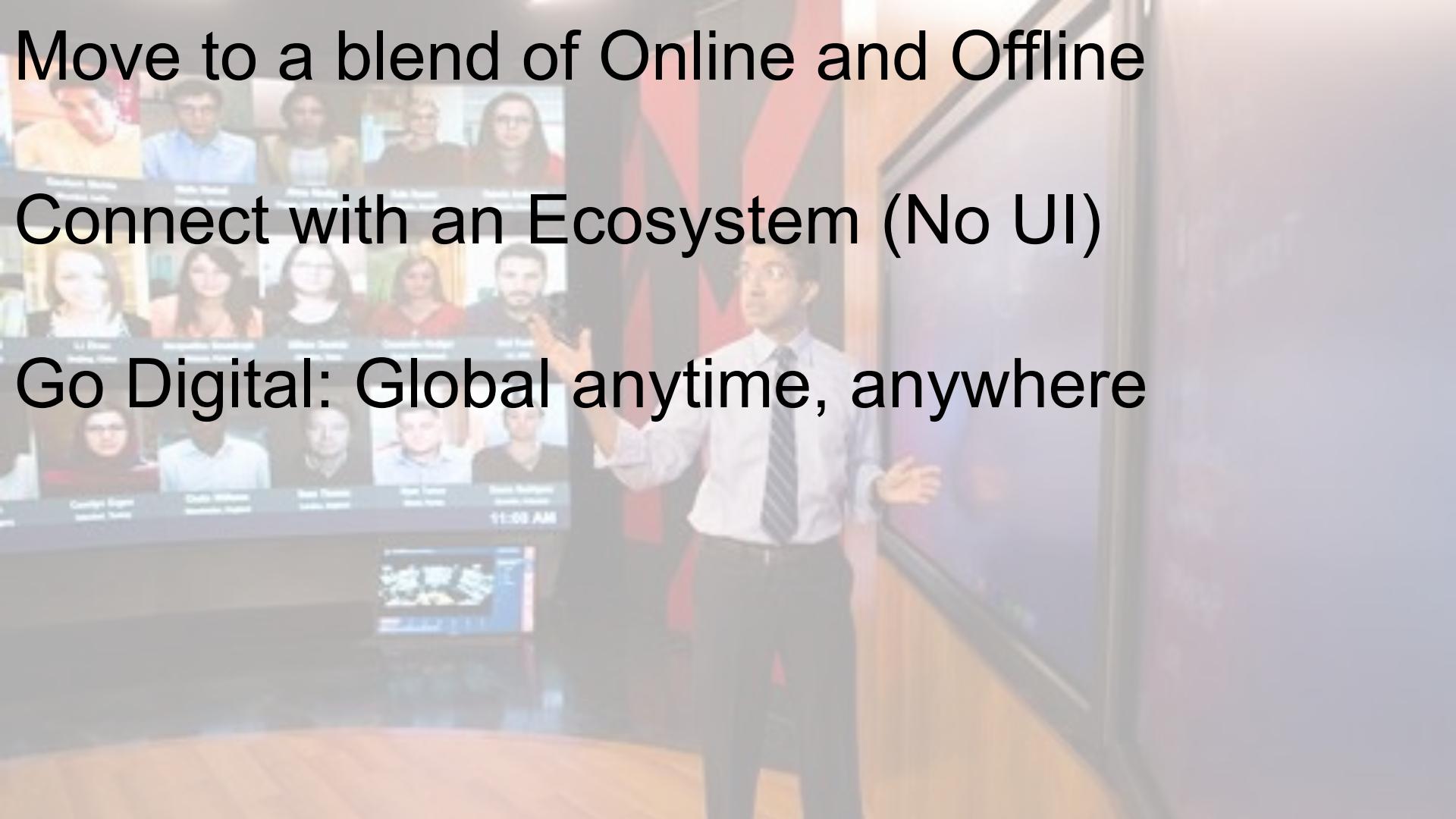
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Move to a blend of Online and Offline

Connect with an Ecosystem (No UI)

Go Digital: Global anytime, anywhere

Let us consider how we may spur one another on toward **love** and **good deeds**, not giving up meeting together, as some are in the habit of doing, but rather **encouraging** one another!

Hebrews 10:24-25

Love  
Good Deeds &  
Encouraging Others

Keep In Touch  
Prof. Keith B. Carter



Advanced Computing for Executives  
School of Computing

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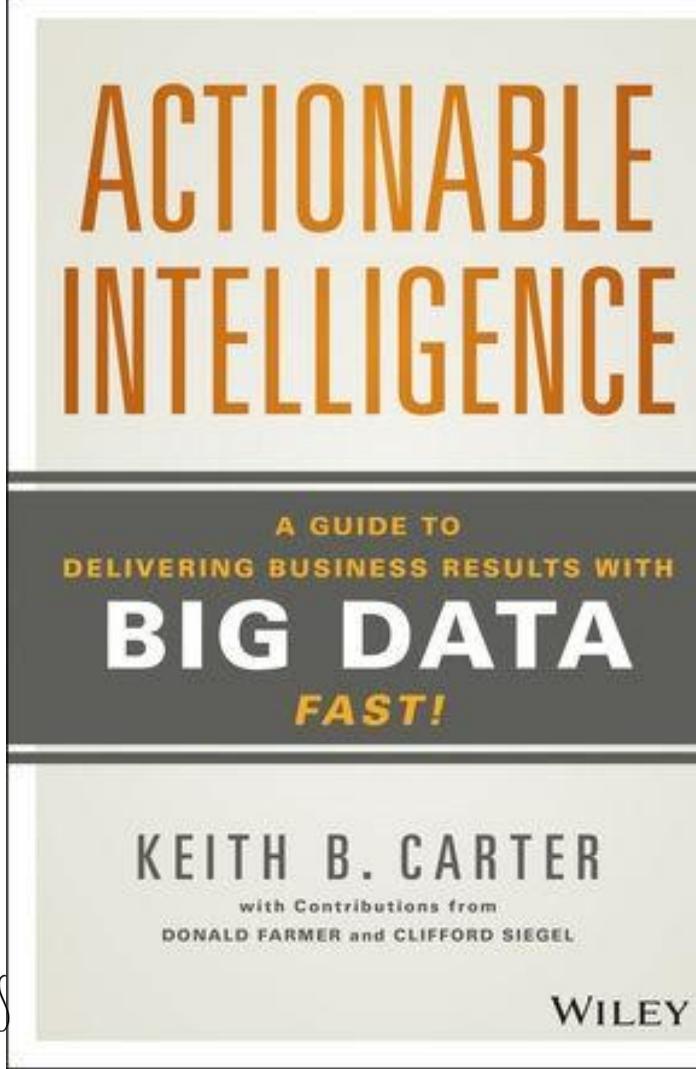
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[ace.nus.edu.sg](http://ace.nus.edu.sg)

*Keith B Carter*





# Nicholas

- Executive Producer @ The Flying Kick Asia
- Ask me about:
  - Storytelling
  - Filmmaking Techniques
  - How to break into Film/Media Industry

# Get Involved!

- **Sign Up:** For Our Newsletter
- **Stay Tuned:** Next Online Meetup  
Coming Soon!
- **Want To Speak?** Get in Touch!
- **Meet Us In The Real World :**  
Come To Our F2F Meetups  
Upcoming: 26 Feb 2020
- **Get The Slides:** On Our Website!





THE  
MARTIANS

It's Raining Outside,  
but *WE* can do this!

