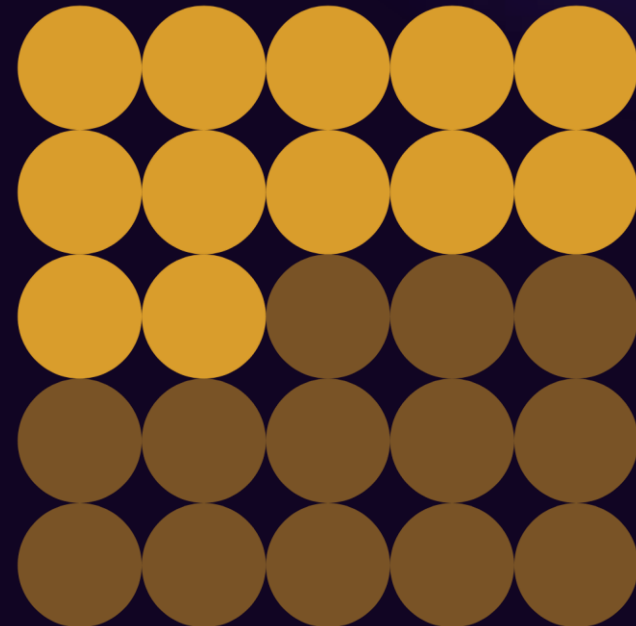


Faster, leaner, happier? How high-pressure teams keep their edge.

Episode #4



Hi, from Sideways 6 🖐️



Emma Johnson
Content & Creative Lead

sideways6
an  interact company



Follow Emma



Get the most from the session

Introduce yourself on the chat

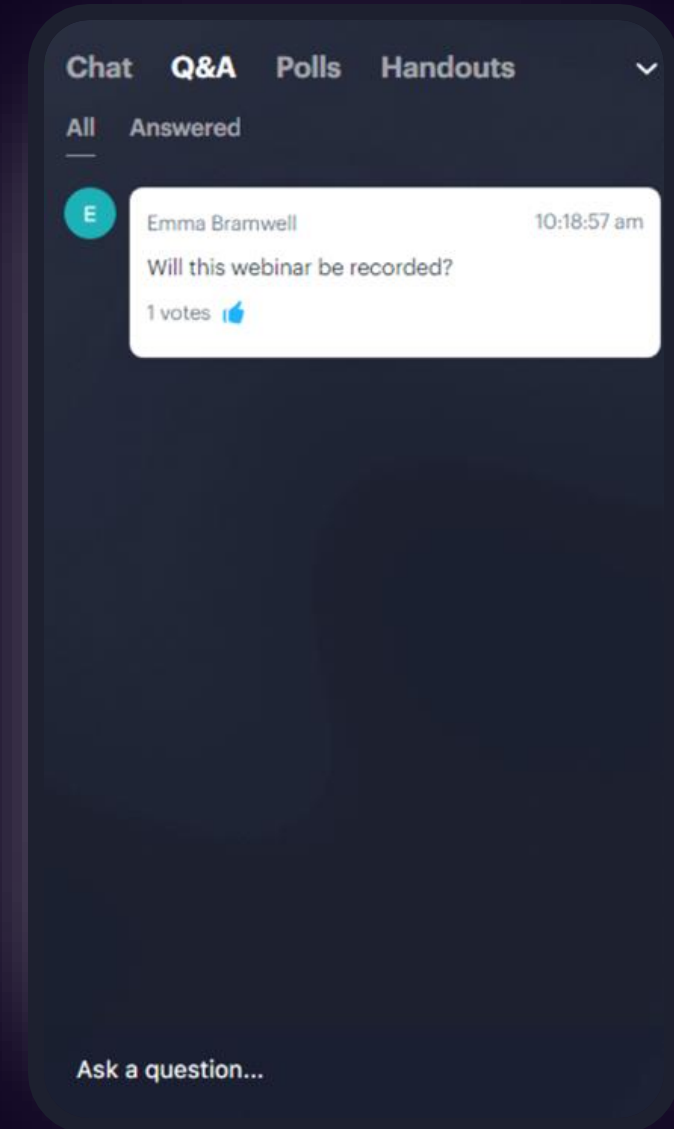
The session is recorded

Ask all the questions

Vote on other questions

Take part in our two polls

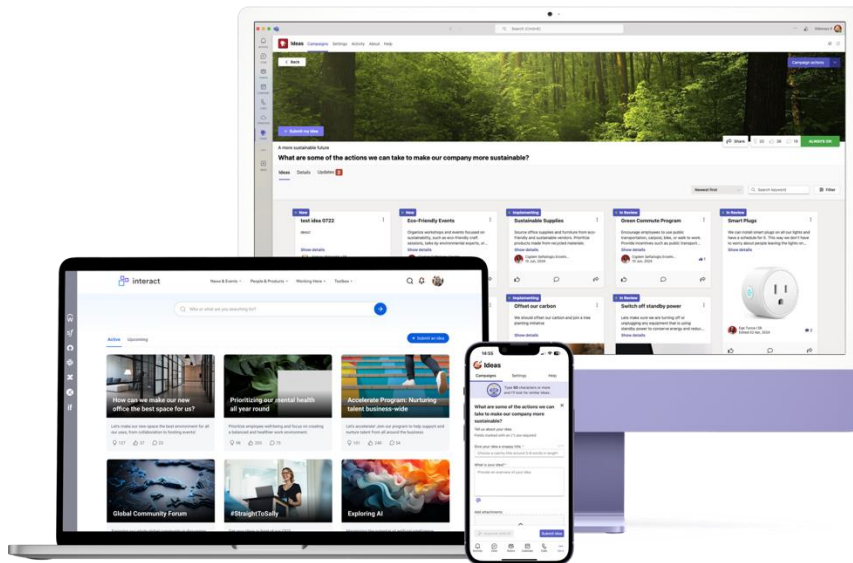
Relax, and enjoy!



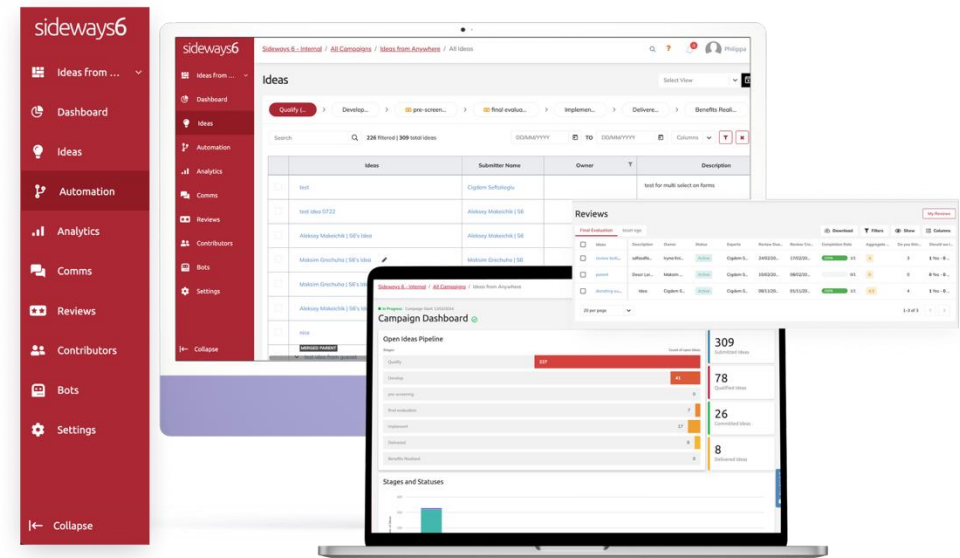
The #1 **integrated** employee ideas platform



The 'Front End'
home for ideas



The 'Back End'
powerful idea management



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Some of the Changemakers we work with



Exchanging Ideas | Speakers



Carlos de Castro

Former VP Global Head
of Continuous
Improvement



Azeeza Sunmonu

Global Head of Commercial
Excellence



Neil Miller

Director of
Product Marketing



Cigdem Seftalioglu

Enterprise
Product Lead



Poll 1 What's your workforce struggling with the most?

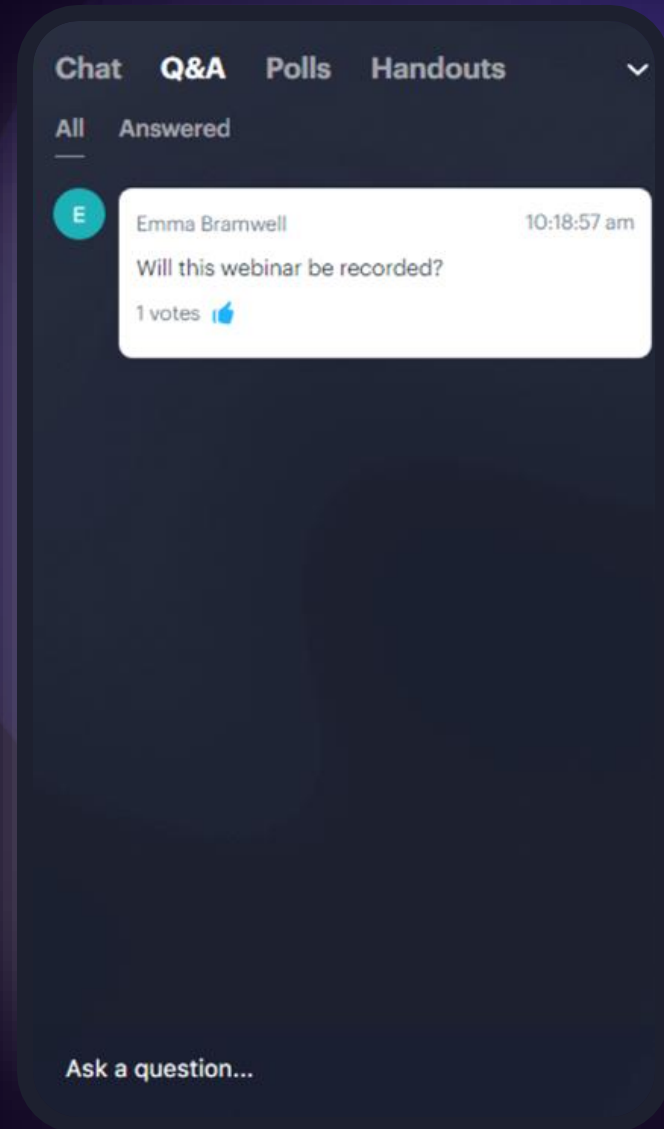
Results



Knowing what to prioritize when you are low on resource was the largest pain point for attendees.

Questions for Carlos?

Pop them in the chat



Purpose-Driven Teams: the role of purpose in helping teams stay fast, focused and fulfilled

Carlos de Castro

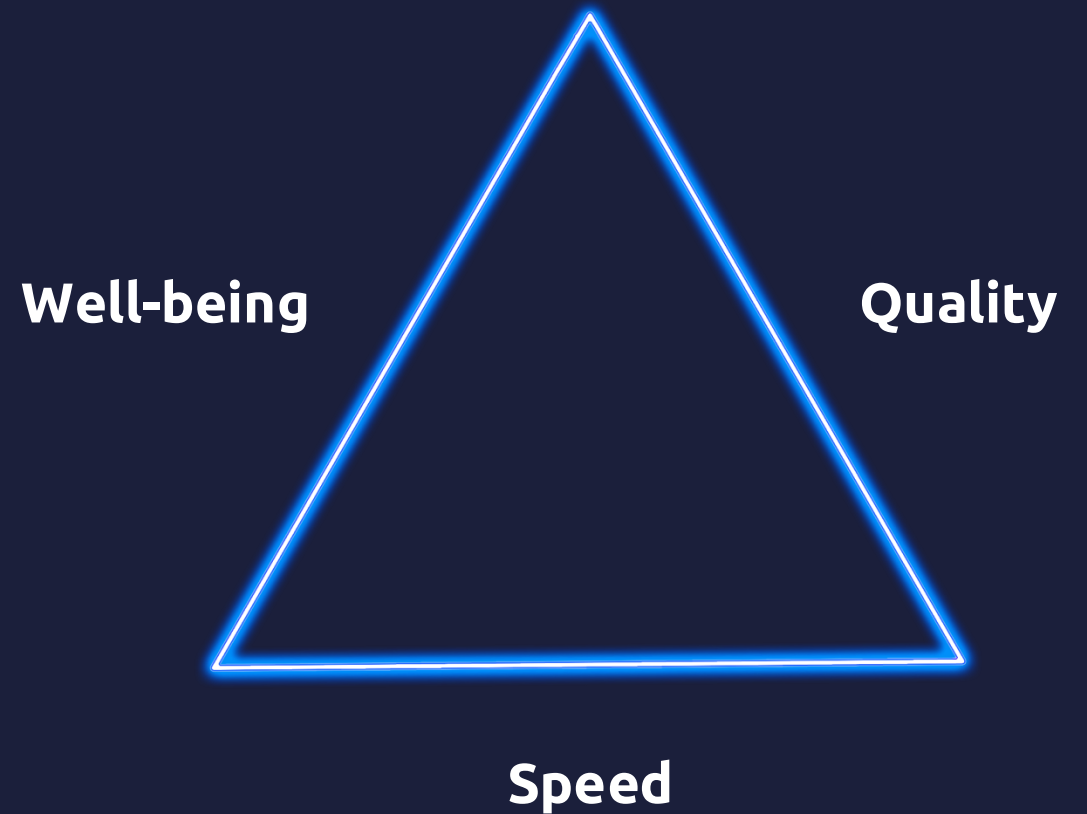
Former VP Global Head of Continuous Improvement, ABB E-mobility



Episode #4 - Faster, Leaner, Happier? How High-Pressure Teams Keep Their Edge

 **The Idea Exchange**

In top-performing teams, purpose is the anchor: when people know why they're pushing, pressure becomes shared mission, not just workload.



Build high performance intentionally,
anchored in a clear, shared sense of purpose.



Connect the dots between daily tasks and
the larger purpose to sustain motivation.



Speed + Quality

Prepare for resilience



Agility + No Burnout

Structured briefings



Well-being + Purpose

Feedback loops

What the leading organizations share in common?

Leadership Playbook:

Leaders articulate the why behind every major push and keep it visible on the floor / walls / dashboards.

Team Cohesion:

Shared purpose is revisited in team-building sessions — reminding people they're part of something bigger than their individual roles.

Managing Conflict & Stress:

In pressure moments, realign disagreements by returning to agreed-upon mission and values (*What's best for our purpose ?*).

High-pressure **doesn't have** to mean high burnout.

When speed, quality, and well-being are **anchored** to shared purpose, they reinforce each other.

This week, take one team meeting and begin by reconnecting everyone to the bigger mission behind your goals!



High-performing teams that truly embody operational excellence remain agile, productive, and resilient, under pressure.



Azeeza Sunmonu

Global Head of Commercial Excellence,
Mundipharma (former GE and Philips)



TOP 10



Episode #4 - Faster, Leaner, Happier? How High-Pressure Teams Keep Their Edge

 **The Idea Exchange**



Structured methodologies +
disciplined execution + adaptive
collaboration

Agile & Lean Practices



Daily Stand-ups

Teams align on priorities, blockers, and progress in 15-minute stand-ups.

Visualizing work helps teams limit work-in-progress and maintain flow efficiency.

Kanban Boards



Sprint Retrospectives

Retrospective sessions refine processes after each sprint, eliminating waste.





Data-Driven Decision Making

- ❑ Real-Time Dashboards (**KPIs**): High-frequency metrics (e.g., cycle time)
- ❑ **A/B Testing** (Hypothesis-Driven Development)



Stress-Testing & Preparedness

- **Chaos Engineering:** Proactively injecting failures (risk appetite management; "fail fast")
- **War-gaming** (Military & Tech): high-pressure scenarios (e.g. cyberattacks, server crashes)



Cross-Functional Collaboration & Empowerment

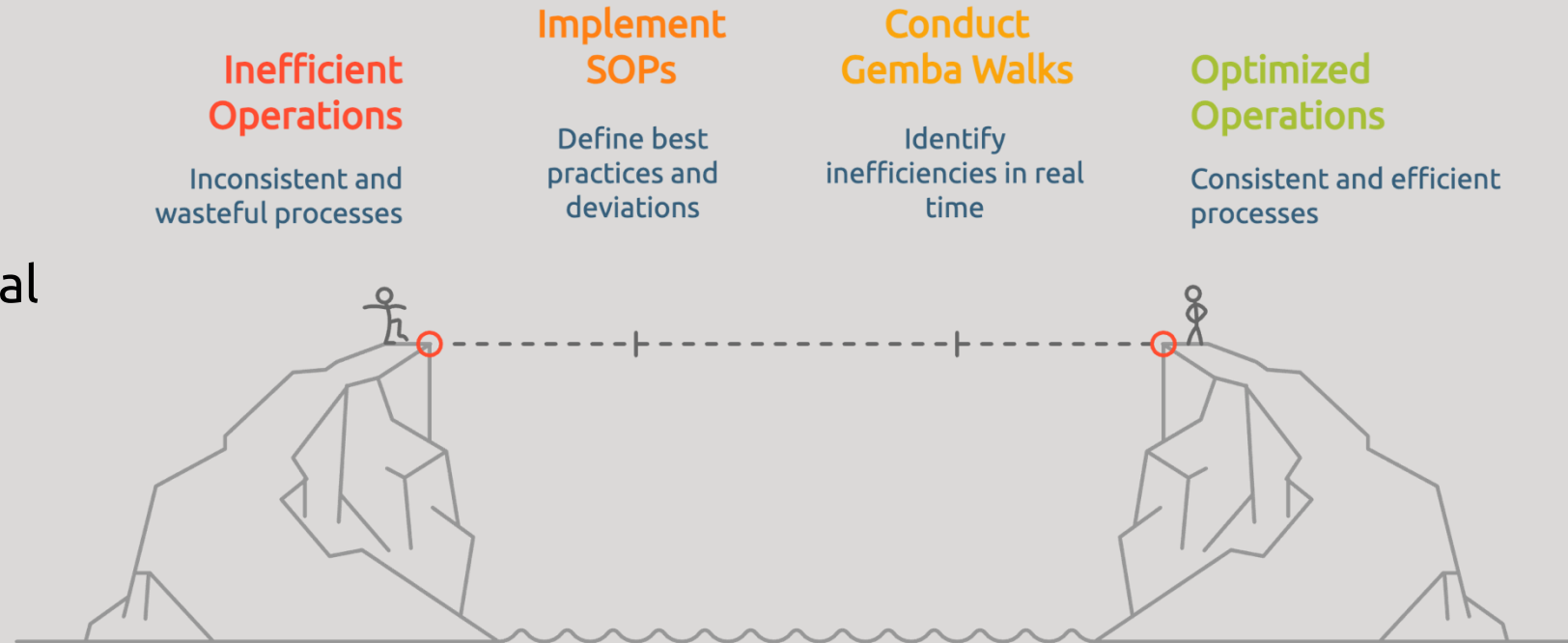
- ❑ Use of small, autonomous teams
- ❑ DevOps - Blending development and operations





Standard Work

- ❑ Standard Operating Procedures (**SOPs**): best practices + deviations when context demands
- ❑ **Gemba Walks:** (identify inefficiencies + support in real time)





Psychological Safety & Blameless Post-mortems

- ❑ Open **dialogue** = **innovate** faster
- ❑ Blameless Incident Reviews: focus on **systemic fixes** vs. **individual blame**





Automation & Tooling for Efficiency

- ❑ CI/CD Pipelines: Automated testing and deployment (**productivity**)
- ❑ **AIOps** (AI for IT Operations): machine learning (predict and resolve issues) before they impact customers
- ❑ **AI overlay** in data sets to predict tender win-loss probability

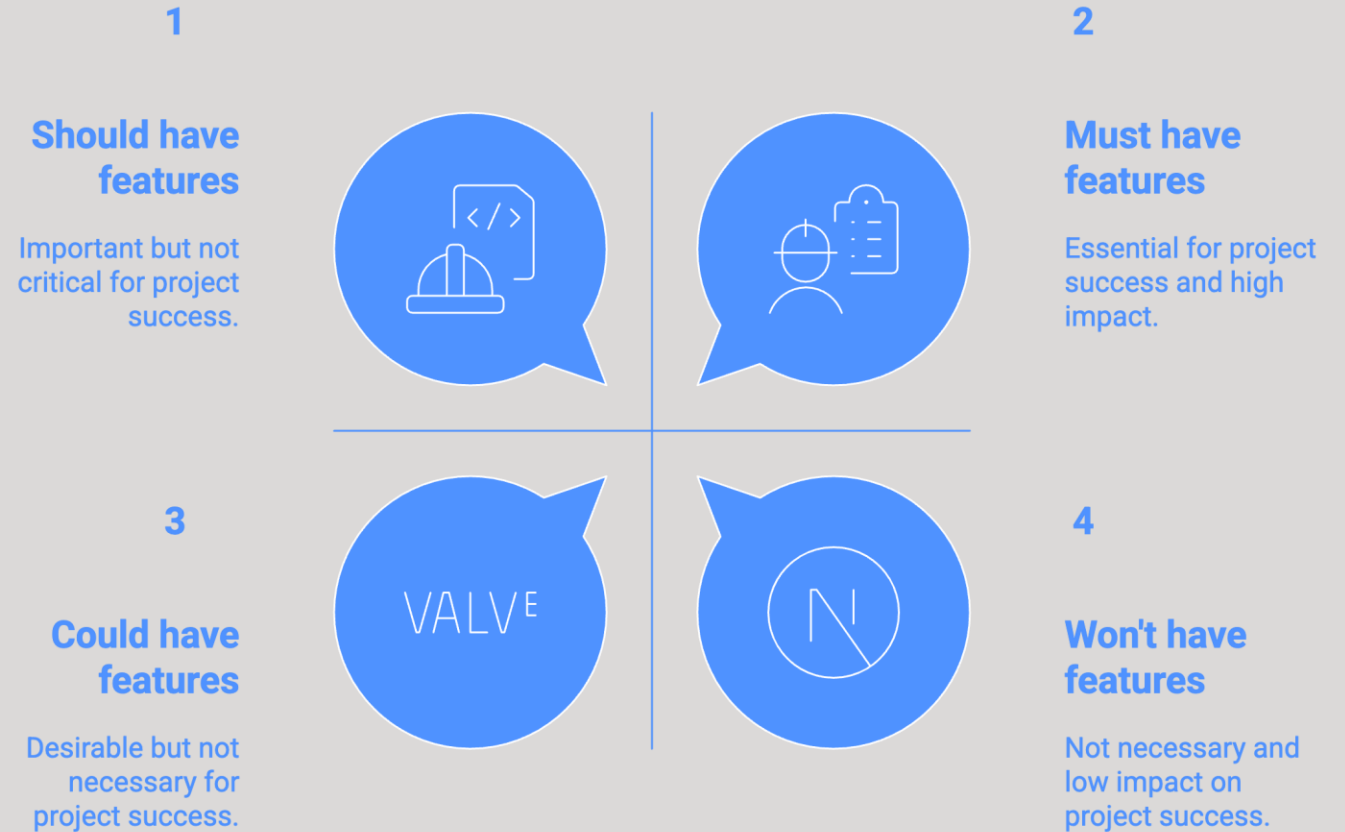




Outcome-Oriented Prioritization

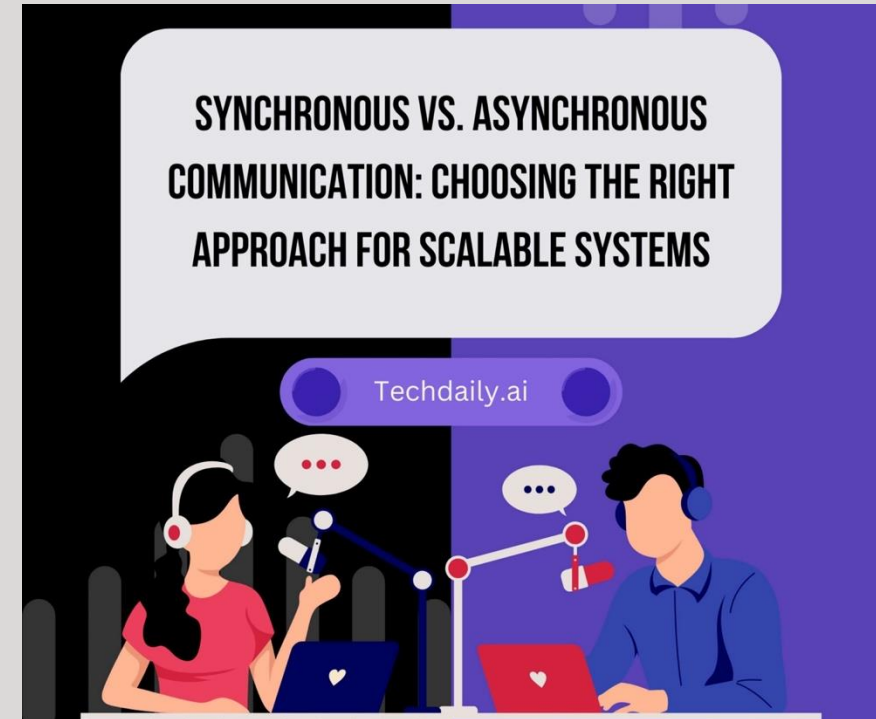
- ❑ **OKRs:** Clear ***objectives and key results*** - aligned on measurable outcomes
- ❑ **MoSCoW Prioritization** (Agile): tasks as "*Must-have, Should-have, Could-have, Won't-have*"

MoSCoW Prioritization Matrix



Scalable Communication (Asynchronous & Synchronous Balance)

Slack/Teams for Async Updates: ▼ meeting overload + teams aligned



Leadership That Removes Barriers

- ❑ ***Servant Leadership*** : prioritize enabling teams
- ❑ Pulling the "***Andon***" Cord: Any member can halt production + problems are fixed immediately

Removing Barriers

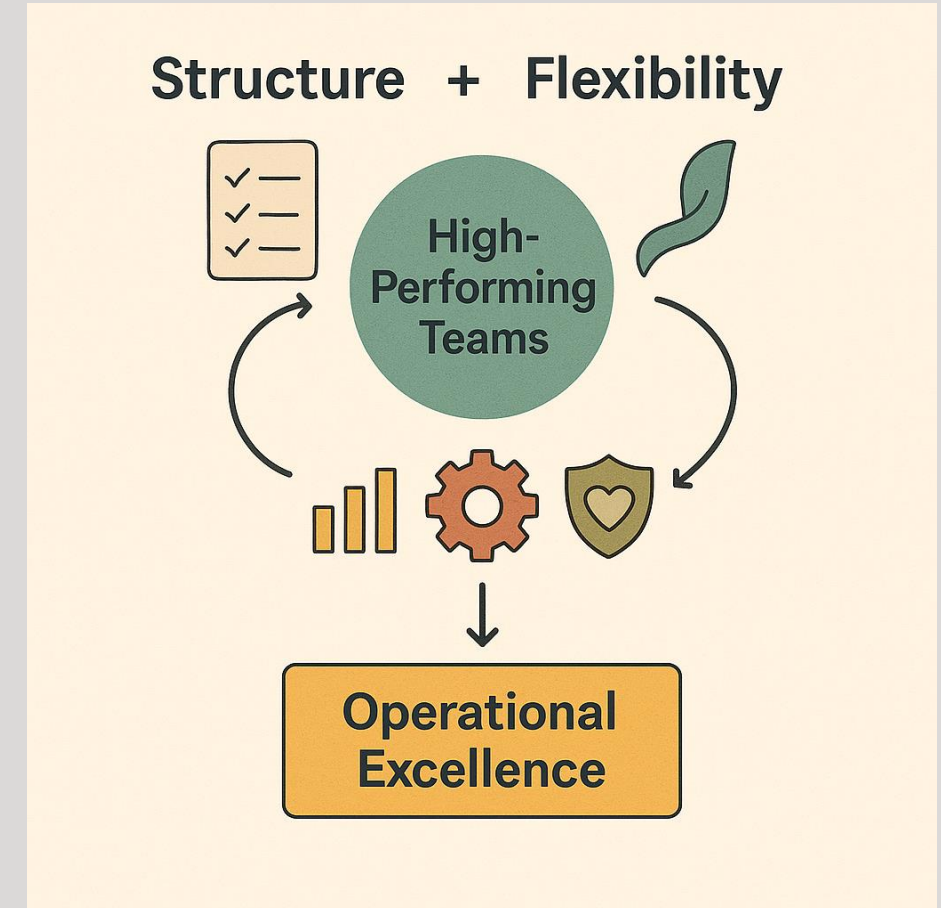
unlocking collaboration





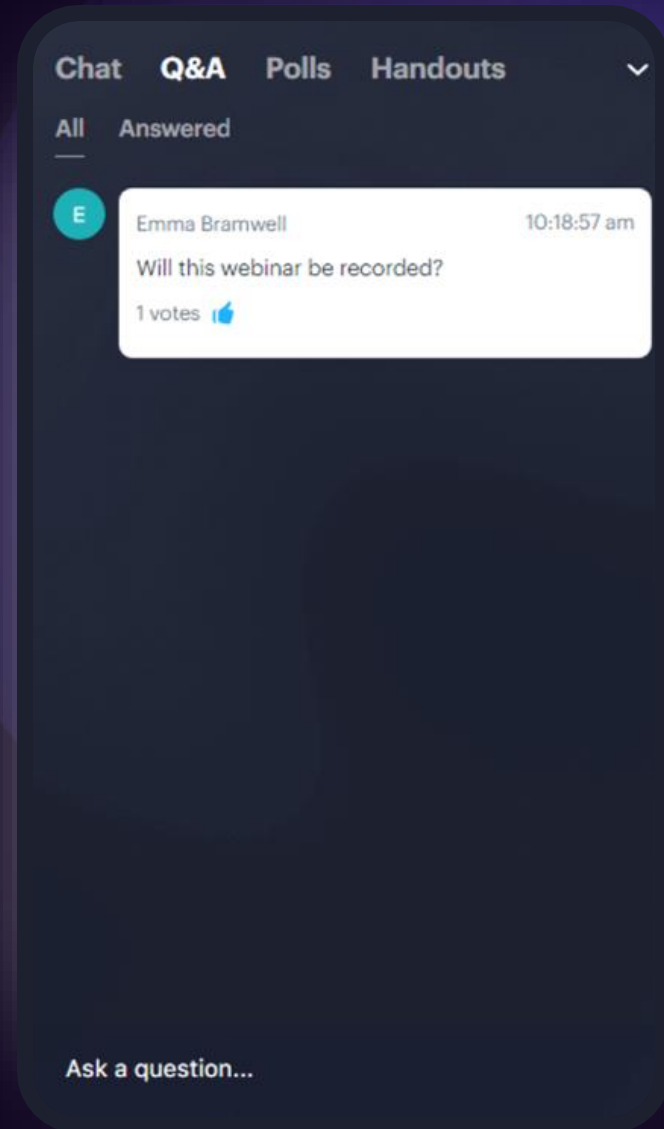
Key Takeaway:

- ✓ High-performing teams = **structure** (process discipline) + **flexibility** (adaptive mindset)
- ✓ Use **metrics, automation, and psychological safety** + continuously refine approach = "**operational excellence**"



Questions for Azeeza?

Pop them in the chat



**Empowering brilliant people with
tools designed for their workflow,
not against it**



Neil Miller
Director of Product Marketing
Kissflow



Scan to connect



Hire brilliant people

Give them clear objectives

**Force them to use tools designed for
someone else's workflow**

**Workers spend
5 WEEKS per
year toggling
between
applications
(9% of all time)
(HBR)**

**Context
switching can
diminish
productivity by
40%
(TechSmith)**

**Micro-
frustrations and
manual work
drag on team
productivity
and motivation**

The real problems



Legacy technology is
too hard to change

SaaS tools can't be
easily customized

IT doesn't have time to
solve this

Spreadsheets and
email aren't powerful
enough and are
ungovernable

High performing teams:

Know what they want to automate

Know what is possible

Wish they could do it on their own



- **SN Aboitiz Power Group**
 - Three teams: HR, Safety, IT
 - Existing tools had legacy vulnerabilities
 - 100+ active automated processes

“The team feels empowered as Kissflow helps accelerate our digital transformation aspiration.”

Modern tools must be:

- Powerful enough for enterprise use cases
- Governable
- Simple enough for business users
- Create automation, integration, collaboration, dashboards, reports

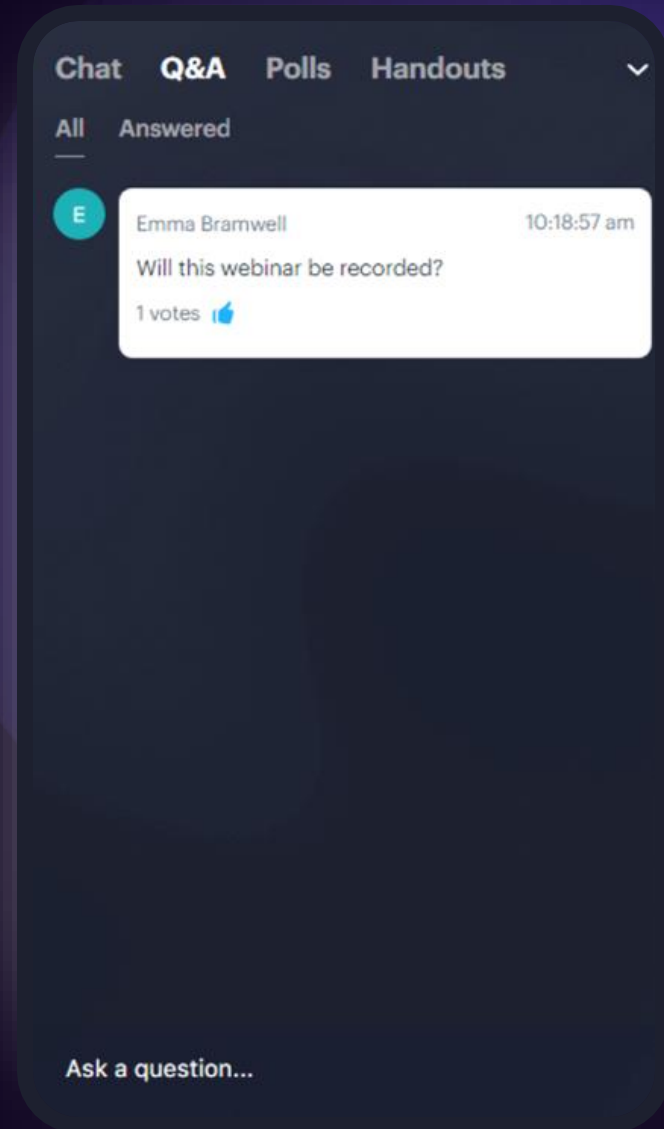


"Tool Autonomy = Team Autonomy"

Reclaim time, reduce friction, maintain flow state

Questions for Neil?

Pop them in the chat



Turning pressure into progress: how measurement keeps teams sharp and outcomes clear



Cigdem Seftalioglu Ercetin

Lead Product Manager
Sideways 6



Scan to connect



Episode #4 - Faster, Leaner, Happier? How High-Pressure Teams Keep Their Edge

 **The Idea Exchange**

Activity is easy. **Impact** is hard.
Measurement turns pressure into progress.

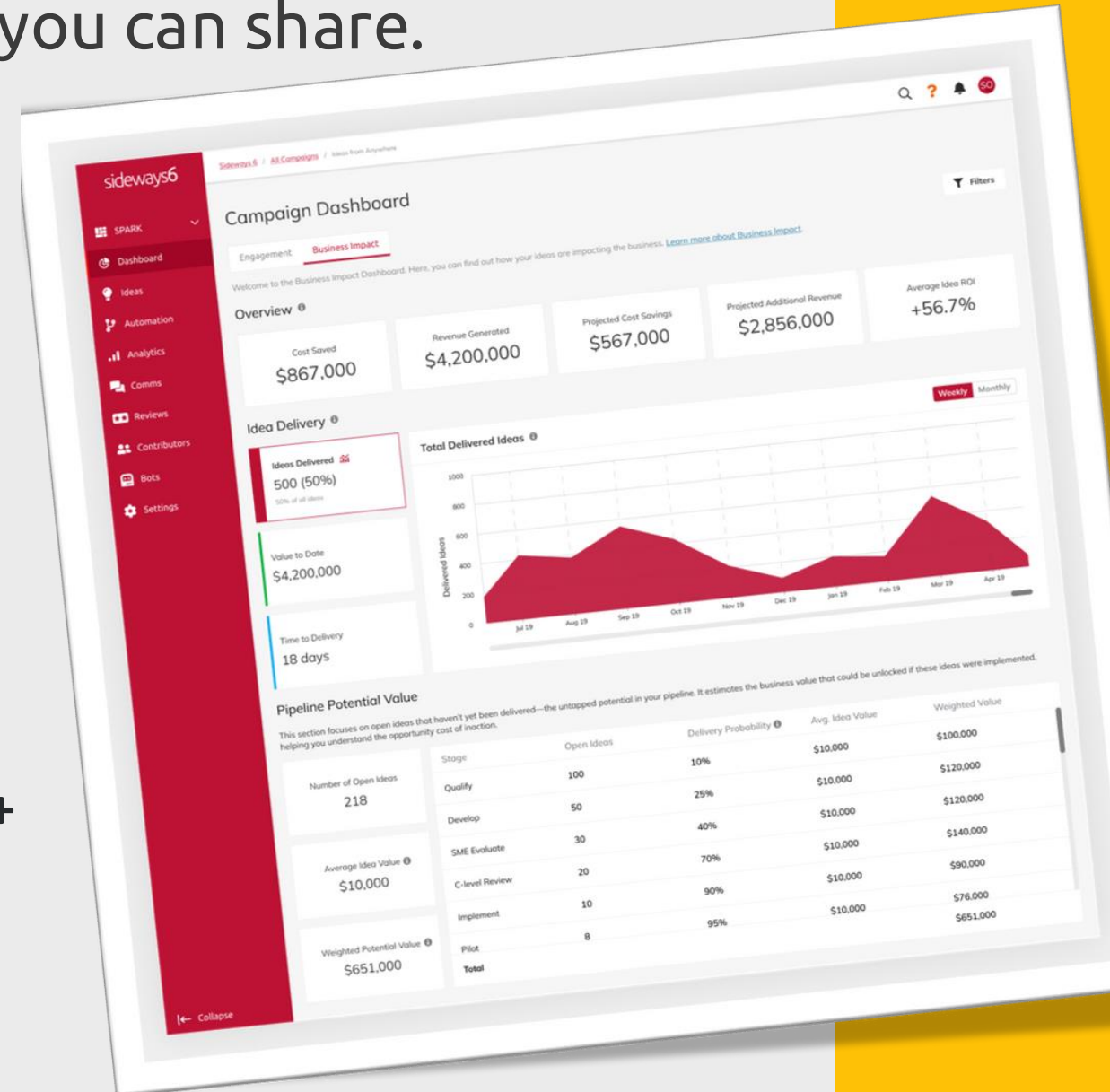
- High-performing teams stay sharp by turning pressure into focus
- Measurement keeps effort aligned to what moves the needle
- Shift underway:
activity & volume → clarity & outcome



Business Impact Dashboard

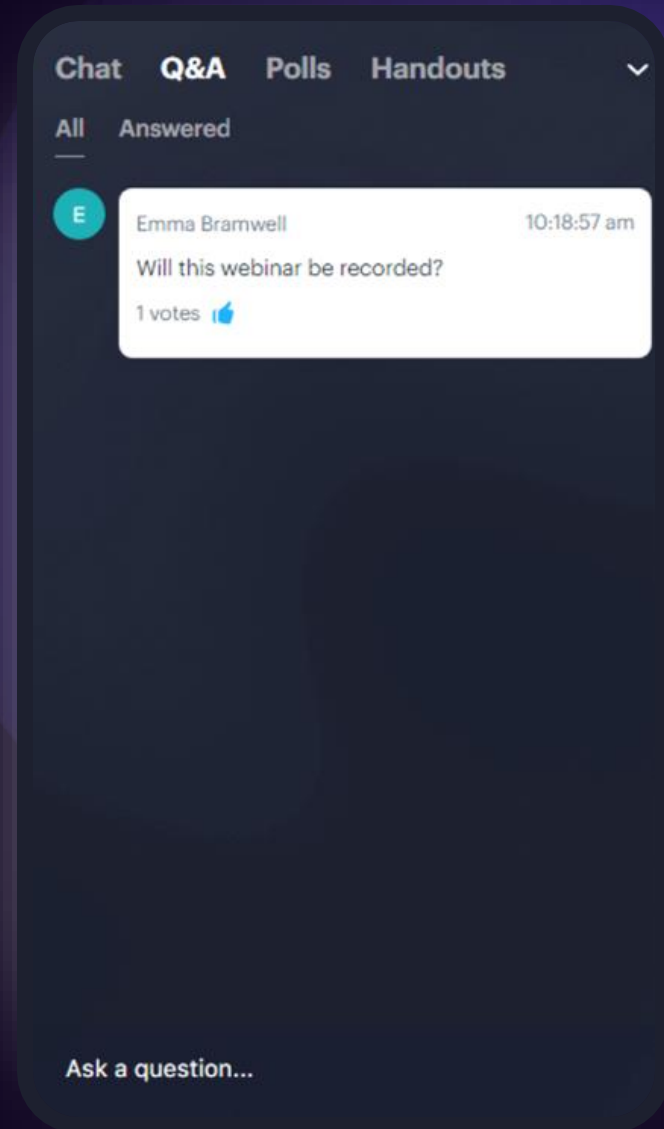
Impact you can measure. **Outcomes** you can share.

- Powerful, customizable dashboard for outcome measurement
 - See the real impact of ideas: financial returns, hours freed up, or progress on sustainability goals
 - Spot the potential still in the pipeline
 - Give leaders the proof to keep investing
- **Curry's** example: **30+ ideas delivered** in 5 months with **six-figure benefits** and **3,000+ hours repurposed**



Questions for Cigdem?

Pop them in the chat



Measuring impact – demo and peer to peer discussions



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Business Impact Dashboard

Our final interactive
drop-in session on  Microsoft Teams
with



Katherine Kaur Olivier

 **Tuesday 16th September at 15:00 (BST)**

 Free to attend

 No slides, just real examples, chat, and walkthroughs

See the Business Impact
Dashboard in action –
register now to join us live.



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Poll 2 If you could fix one thing, what would it be?

Results



Priorities and accountability lead, visibility still counts. Surprising to see wellbeing at zero.

Q&A

Thanks for joining

We'll be back on the 21st
October – register now

Measuring the Impact of
Improvement Initiatives beyond
time and money saved