

Building Degreed: How to Create Dynamic Teams



Best practices for building teams and retaining talent



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Currently Learning

**Parenting and staying current on
industry best practices.**



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**Cooking and staying current on new
technologies.**



Coming together is a **beginning**,
staying together is **progress**,
and working together is **success**.

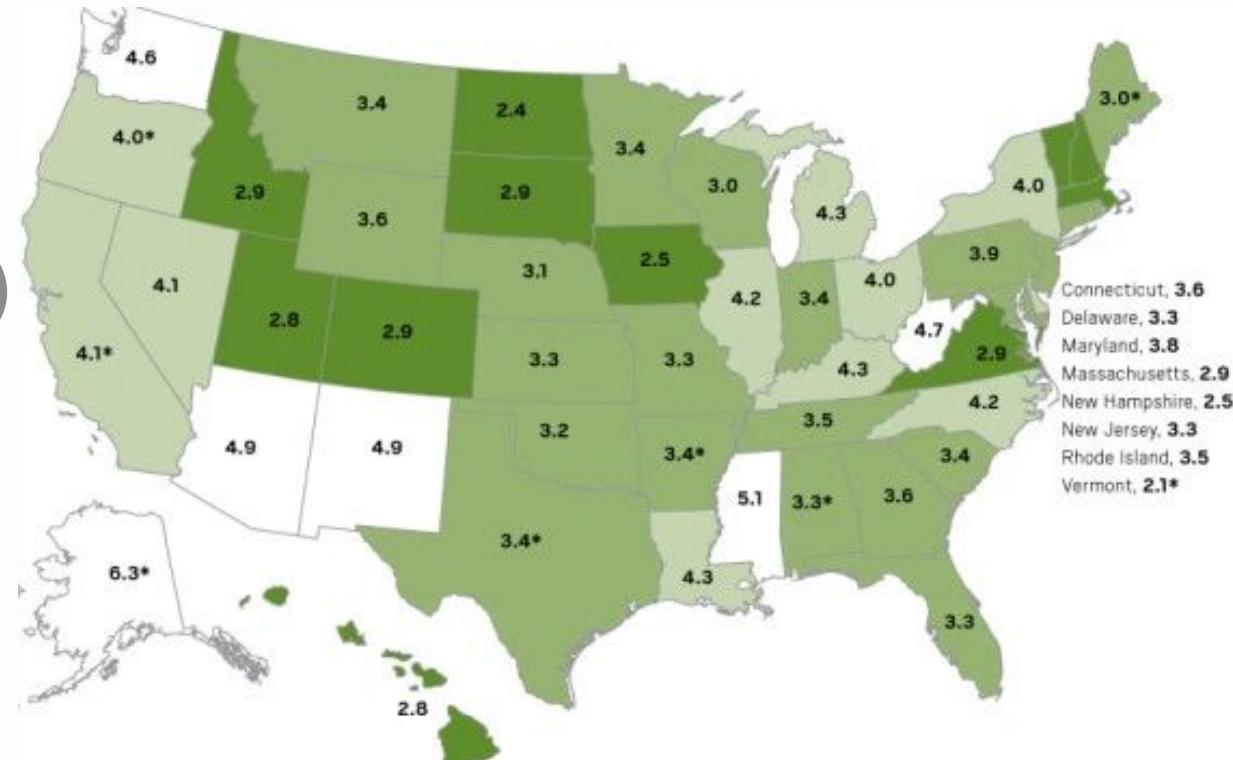
- Henry Ford

- The problem
- 5 best practices
- Conclusion and Q&A



The Problem

- **3.4% Unemployment Rate (December 2019)**
- **Growing Demand**



- Currently US market faces 472K tech talent shortage
- Growing salaries with median of \$100K per year
- It is not about the location

Top Regions by Talent Supply



Quick Facts: Software Developers

2018 Median Pay 	\$105,590 per year \$50.77 per hour
Typical Entry-Level Education 	Bachelor's degree
Work Experience in a Related Occupation 	None
On-the-job Training 	None
Number of Jobs, 2018 	1,365,500
Job Outlook, 2018-28 	21% (Much faster than average)
Employment Change, 2018-28 	284,100

If it is so hard to hire then why don't we promote internally?

Only between 15%-28% are internal hires.



Hiring software talent has never been more difficult. According to Bureau of Labor and Statistics IT workforce will exceed 1.2 million by 2026

Five Best Practices

Best Practice#1 Build a great Brand



Degreed Reviews

4.4 ★★★★☆



Recommend
to a Friend



Approve
of CEO



Chris
McCarthy
17 Ratings



Best Practice#2 Interview well

- Make it difficult
- Good competency tests
- Include stakeholders and team members
- Test for cultural fit



Best Practice#2 Interview well and skills to look for

- Team work
- Problem solving
- Communication
- Learner attitude



What is the most important skill for your organization?

Best Practice#3 Build a great team

- Team contributors
- Diversity
- Good communication
- Work/Life Balance
- Never be afraid to take action when the team needs it



Best Practice#3 Build a great team and Gen Y challenges

- Make it Fun
- Make it Meaningful
- Make work time flexible
- Allow for social connectivity at all times



Best Practice#4 Challenge, Trust and Listen

- Know when to move out of the way
- Intrinsic Motivation
 - Technical Challenges
 - Collaborative Decision making process
 - Appreciate and reward great work



Best Practice#5 Praise and Recognize the team

- Establish practices that allow for top talent to be recognized and promoted
 - **Reviews**
 - **Regular feedback**
 - **Empower teams and individuals**



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Individual commitment to a group effort—that is what makes a team work, a company work, a society work, a civilization work.

Vince Lombardi

Thank you!