

# Distributed Workforce How to Remotely Support a Revit Team

**Holger de Groot**  
CEO & Founder

**Maciej Wypych**  
CTO & Co-Founder



## About the Speaker

### Holger de Groot

As the CEO and Founder, my role is to manage the day-to-day operations of Modmation. I am responsible for advising our clients on their Digital Transformation strategies, interacting with various disciplines and advising on BIM matters at all levels.

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## About the Speaker

### Maciej Wypych

As the CTO and Co-Founder, my role is to supervise and develop the Digital Strategy at Modmation. I am responsible for implementing and advising our clients on their Digital Transformation and BIM implementation strategies.

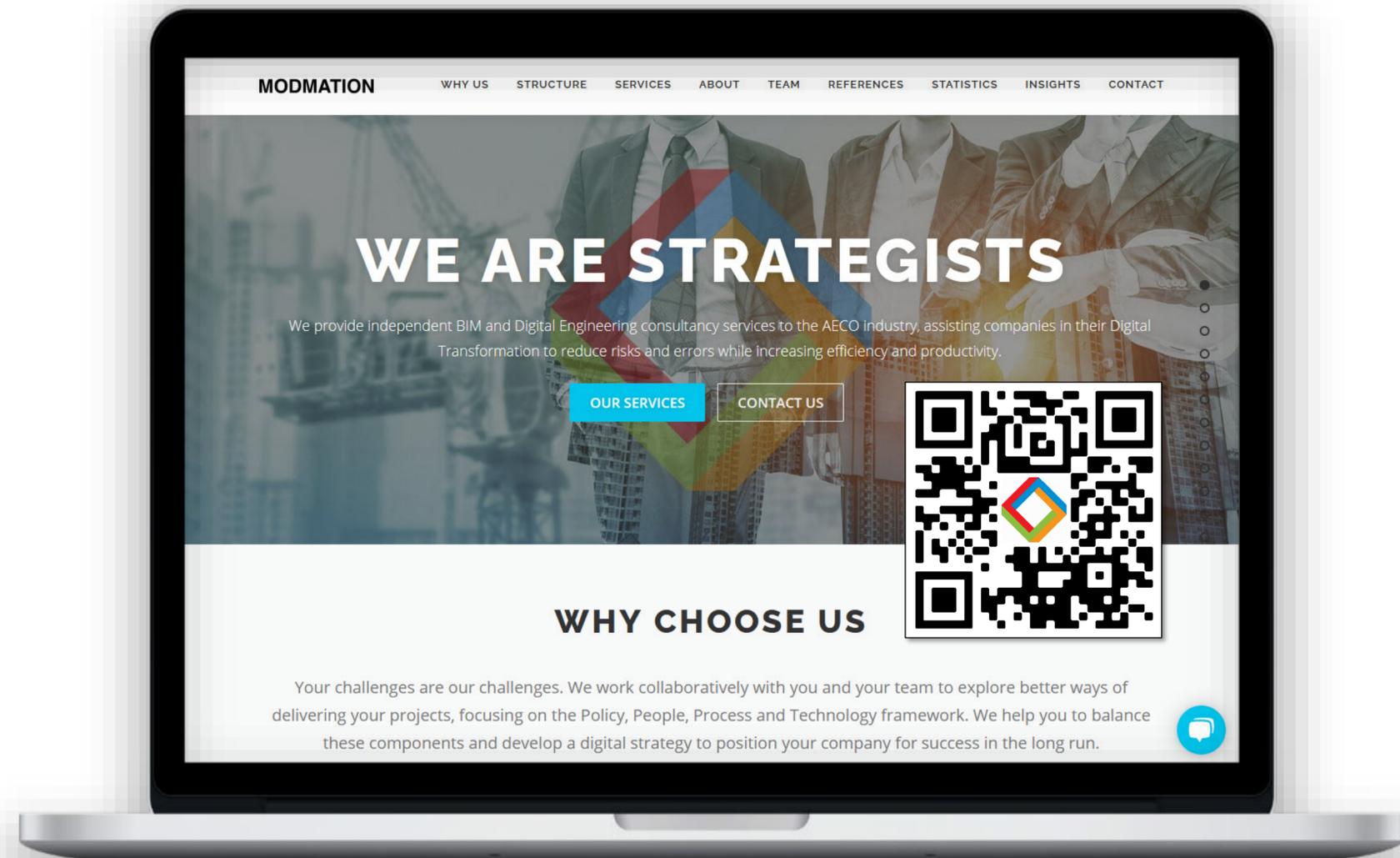
 <https://www.linkedin.com/in/maciejwypych/>

# Independent Consultancy

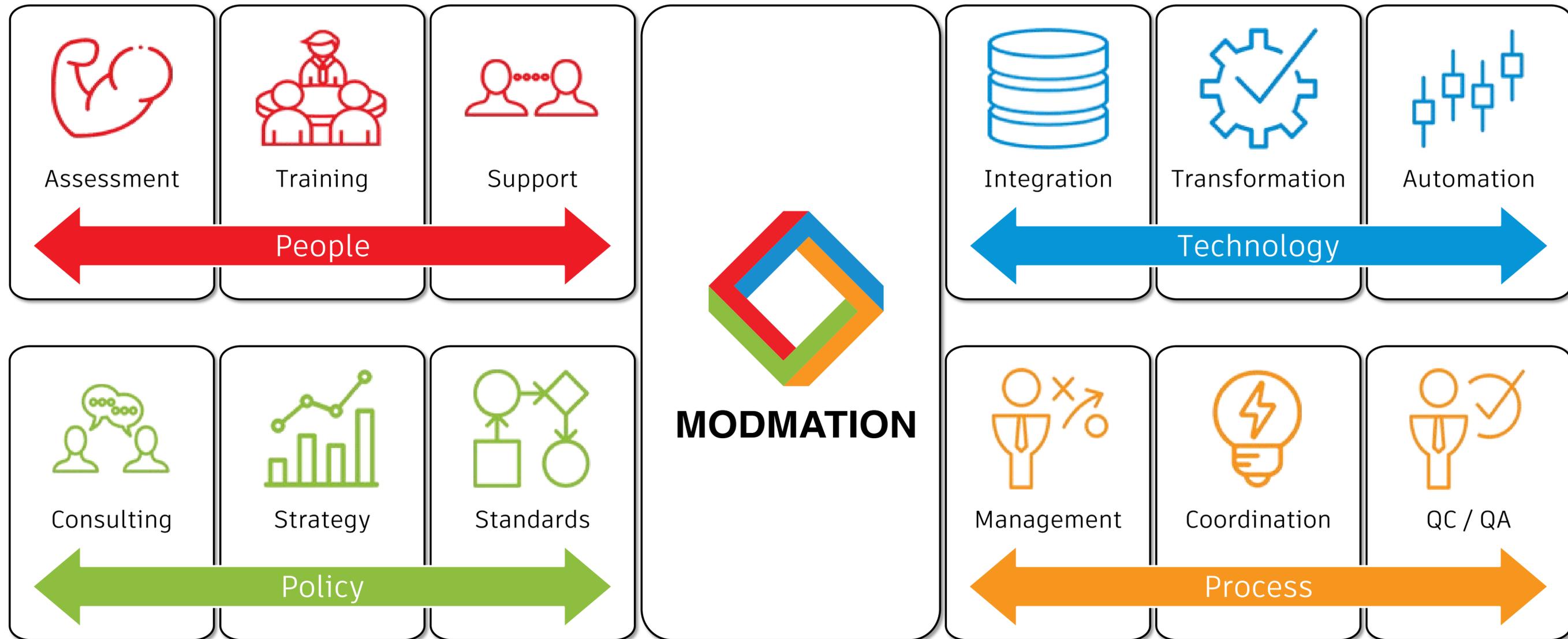
Design Technology plays an ever-increasing role in all aspects of today's AECO industry.

For more than 10 years, we have supported companies, working with virtual team members in over 7 different countries.

The strategies we use reflect our years of experience figuring out what works best to keep teams coherent, efficient and productive.



# Independent Consultancy



# Remote Support Challenges



# A New Way of Working

- Working remotely from home
- Working separated from each other
- Remote work is here to stay
- Opportunity to reimagine collaboration



**As BIM centres on  
collaboration, successful  
teams need to be equipped  
to deal with it.**

Deepak Maini, Autodesk Expert Elite

# Moving Projects to People

- Enable stakeholders
- Think differently
- Adopt digital workflows
- Success stories

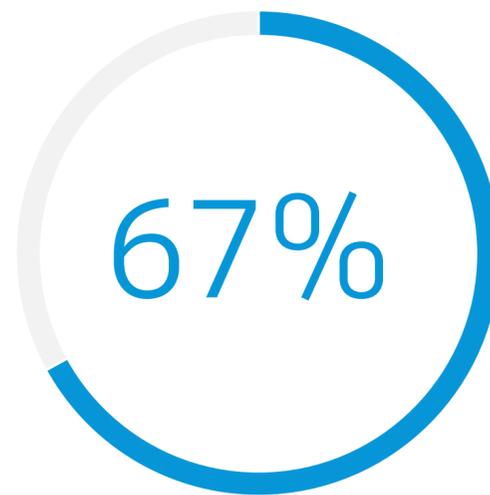


# Companies Perceptions of Distributed Work



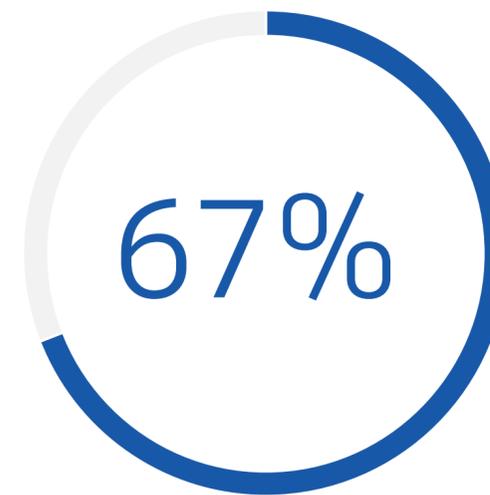
Culture

95% of companies say culture would be at risk.



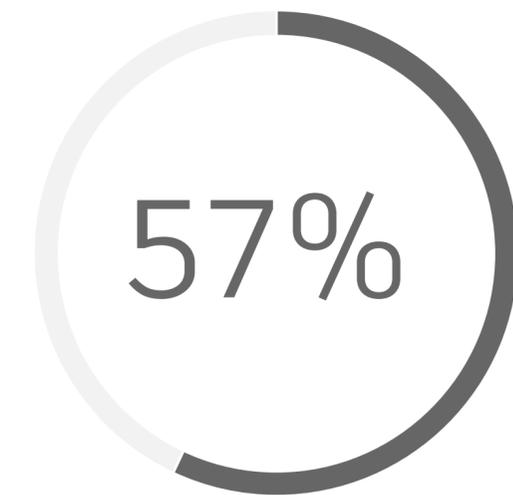
Collaboration

67% of companies worry about collaboration.



Training

67% believe management and training would be too difficult.



Knowledge Sharing

57% would struggle with knowledge sharing.

# Understand the Challenges

As companies are becoming more agile and upgrade their technology, it is important to assemble teams that are capable of working in a remote environment.

When supporting teams remotely, BIM managers need to understand the factors that can make remote work incredibly challenging.

Otherwise, teams may experience declines in performance and engagement when they begin working remotely, especially in the absence of training and support.



# Remote Support Challenges

- Communication
- Face-to-face supervision
- Cohesion within the team
- Access to information
- Professional development



# Rules of Engagement



# Communication

- Digital transformation
- Communication tools
- Set clear expectations
- Means, frequency and timing



# Pyramid of Digital Communication

## EMAIL

Where a written record of what has been said is useful, emails can be great, but not so much if it is urgent.

## MESSAGING

Chat programs are great for the multi-tasker and quick instant messages where you need real-time interaction.

## AUDIO CALL

Audio conferencing or phone calls are more personal but much easier than facilitating a video conference.

## VIDEO CALL

Video conferencing or face-to-face communication gives you more visual clues of what is going on with the other person.

Human Bandwidth – Effort versus Quality

# Establish Daily Check-Ins

Establish a daily check-in call with your remote team to make sure there is nothing blocking them from achieving their goals.

This could be a series of one-on-one calls, if your team members work more independently from each other, or a team call, if their work is highly collaborative.

Make regular and predictable calls, providing a forum in which your team members know that they can consult with you.

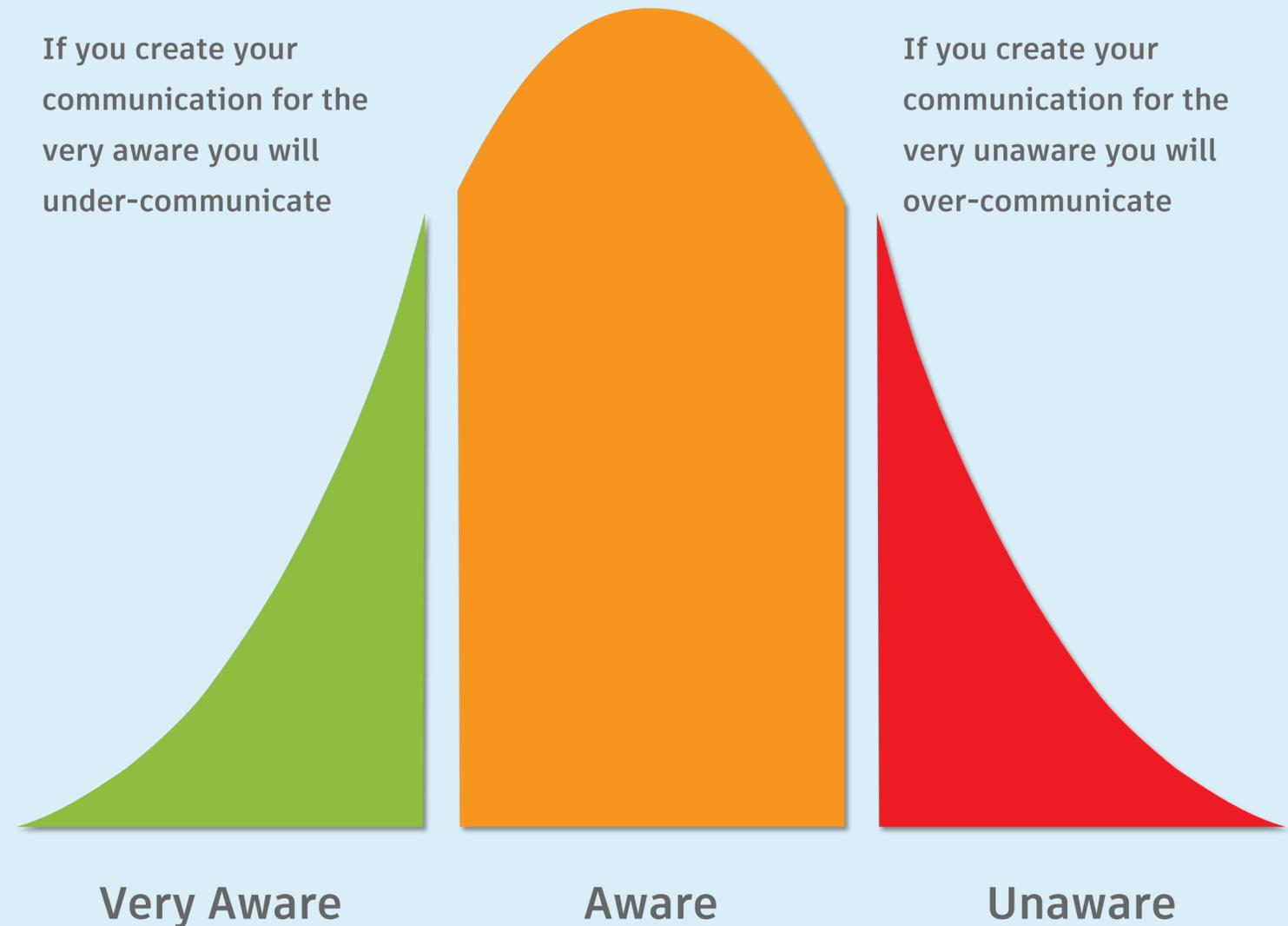


# Over-Communicate

In a non-distributed workforce, lack of communication can already be a challenge, but when your team is working remotely under-communication is a key risk.

Beyond your daily check-ins, over-communicating is imperative when it comes to your team's tasks, duties, responsibilities and desired outcomes.

BIM managers need to over-communicate and create opportunities such as regular meetings for everyone to talk about their (Revit) challenges.



# Rules of Engagement

Establish “Rules of Engagement” (ROE) with your team members for every project that you support remotely.

- Use video conferencing for daily check-ins but use instant messaging when something is urgent.
- Establish your teams' expectations on the best way and time to reach you for ad hoc calls.
- Make sure that your team members also know how they can reach you in case of an emergency.

After all, the most important factor is that all your team members share the expectations for communication.



# Cloud Collaboration



# Access to Information

Remote team members are often surprised by the added time and effort needed to gain access to knowledge.

- Knowledge Sharing Platform

This phenomenon extends beyond training & support to company standards, templates and workflows.

- Internal / Cloud Storage

And data corruption when using unsupported workflows such as file-based worksharing via VPN or FTP.

- Cloud Collaboration



# Cloud Collaboration

Autodesk Construction Cloud connects workflows, teams and data at every stage of construction, bringing every project team together from design to turnover on a single construction software solution.

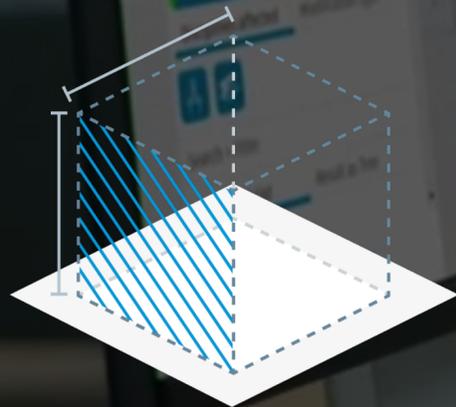


## Autodesk Construction Cloud

# Cloud Collaboration

Autodesk Construction Cloud connects workflows, teams and data at every stage of construction, bringing every project team together from design to turnover on a single construction software solution.

Design



Plan



Build



Operate



# Cloud Collaboration

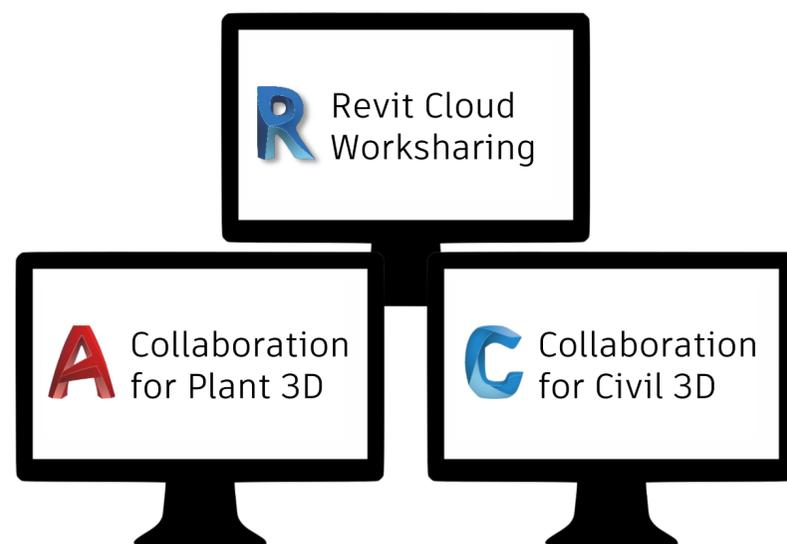
Autodesk BIM Collaborate is a cloud-based design collaboration and co-ordination software that connects remote teams, helping them to edit and share information on a single platform. BIM Collaborate Pro, formerly known as BIM 360 Design, adds cloud collaboration capabilities for model authoring.



 Autodesk BIM Collaborate

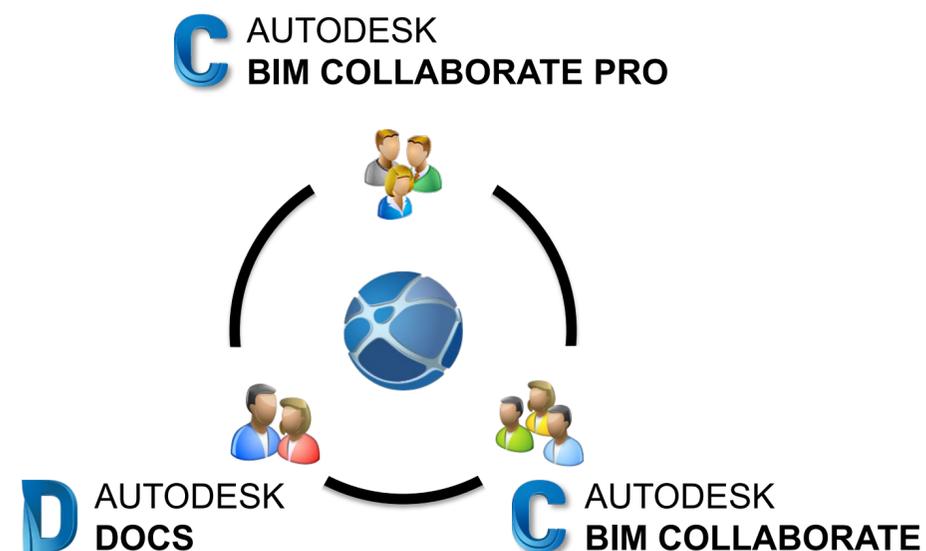
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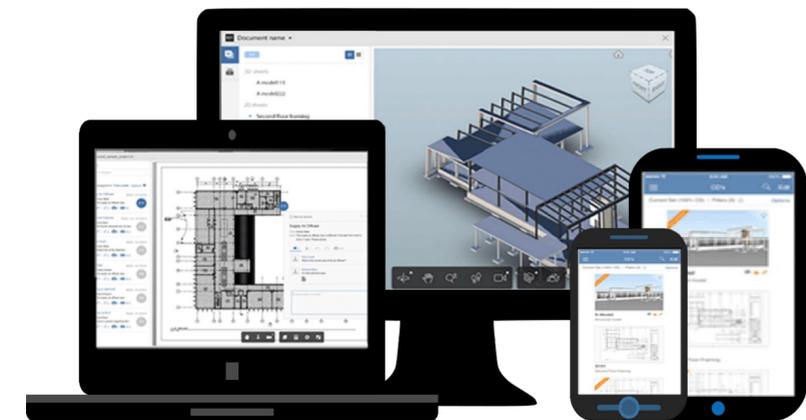
Working anytime, anywhere in  
Revit, Civil 3D & Plant 3D.

**Designers (Authors)**



Centrally manage your data in  
a unified platform.

**Reviewers**



Shared feedback, view insights  
& detect clashes on any device.

**Decision Makers**

# Coaching, Mentoring & Managing



# Professional Development

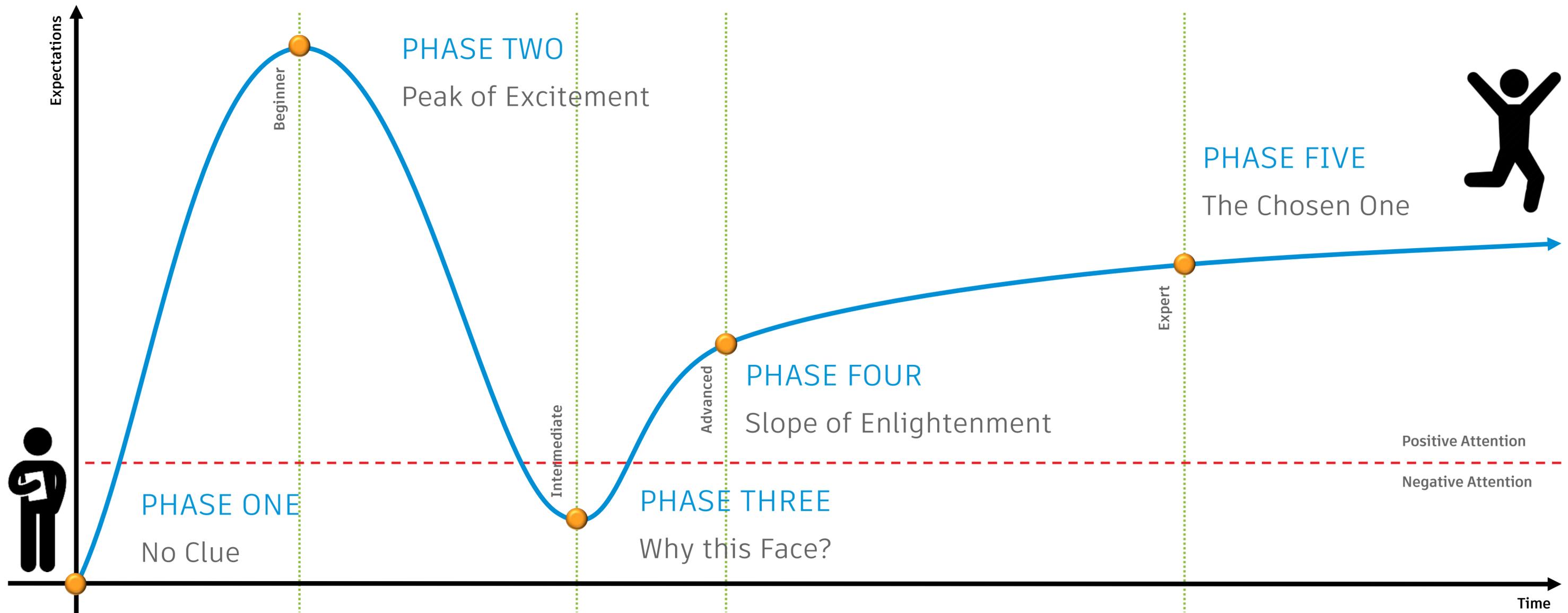
Companies want their teams to learn quickly, to improve efficiency and productivity. Achieving these goals involves managing, mentoring and coaching.

The primary differences between managing, mentoring and coaching are based on the relationship between the individuals and what outcome they are looking for.

The best BIM managers understand the differences between the disciplines of leadership and management, and mentor and coach more than they manage.



# Five Phases of Revit



# Coach, Mentor or Manager

Coaching is a more personal, generally short-term relationship that is fostered to achieve personal or professional development.

Mentoring is a mutually beneficial relationship with the purpose of developing a specific skill rather than achieving a task - it generally lasts a year or longer.

Managing is a professional relationship used to achieve operational results. It is indefinite in duration and defined by organizational structure.



# Summary



# Summary

1. Understand the challenges
2. Regular structured check-ins
3. Multiple communication options
4. Ongoing support and encouragement
5. Mentor and coach more than you manage
6. You got this!



# Thank You!