

PROJECTIVITY

ОЖИДАНИЯ ОБМЕН

EXPECTATIONS EXCHANGE

О Б М Е Н О Ж И Д А Н И Я М И

M.C. TRITON

www.projectivity.ru



CAREER

05/2018 — current MC Triton, Czech rep.

Project Partner. Development programmes at personal, team and company levels.

06/2017 — 05/2020 Parker Hannifin Corp. CEE Management Board

Distribution Manager for Central and Eastern Europe. CEE Management Team board member

03/2008 — 05/2020 Parker Hannifin Corp.

General Manager Russia

03/1998 — 07/2007 LLC AGNI

General Manager and co-owner

ALEXEY DRAKIN

EDUCATION

Chemical Technology University

Physical Chemistry, Moscow

EM Lyon, MBA

General Management

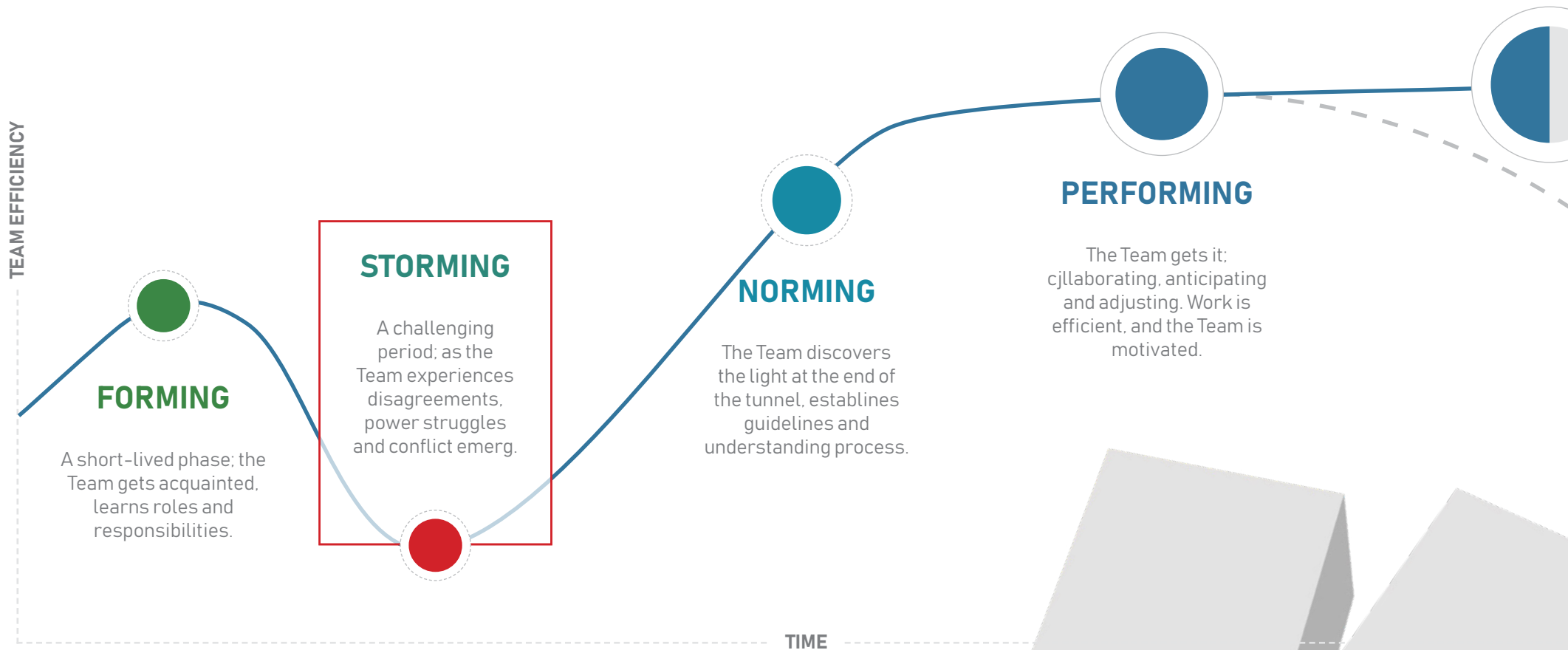
Agile Project Management

PSM Certificate

PwC Business Academy,

Business coaching Diploma ICF member

Tuckman's Model of **TEAM FORMATION**



* Potentially well-formed team



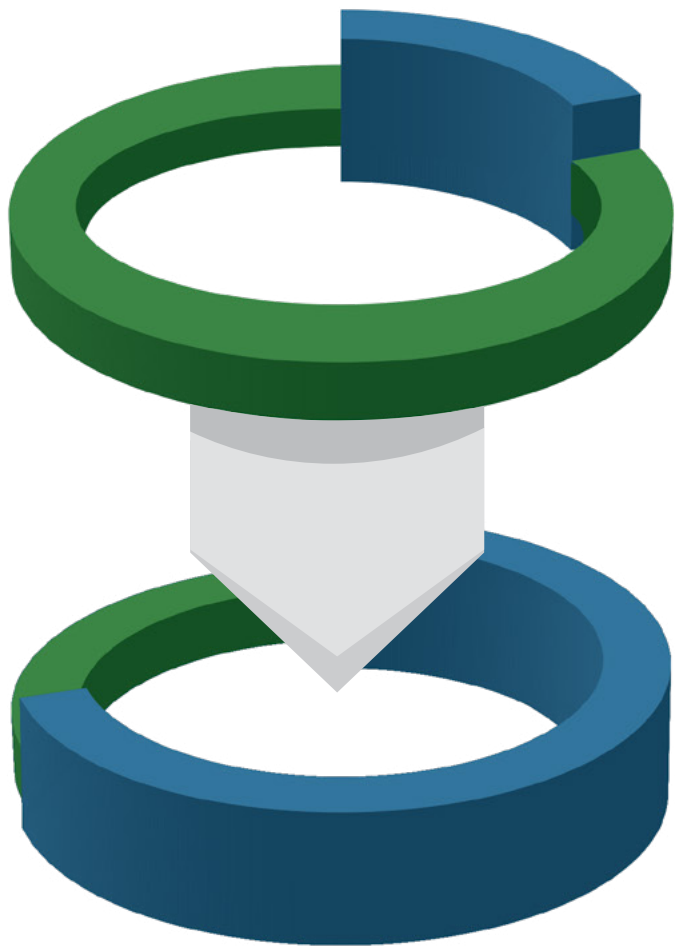
Great talents
BUT NOT WINNING

1997-1999 NY Rangers

2000 Team Russia

2003-2005 Real Madrid

81% Of respondents believe they know perfectly well about expectations of their partners



30% 63% of those partners strongly disagree and insist they are not understood at all.

SOME STATISTICS

Mutual understanding in professional environment

IBM & ECONSULTANCY REPORT

Mutual understanding in professional environment

EXPECTATION EXCHANGE



Individual or Team practice aiming to improve communication flow in organization.



PRIOR TO EXCHANGE

Each participant will have to dedicate at least one hour in order to fill in a given template and exchange those templates with an opponent before personal meeting takes place.

1-2



PERSONAL MEETING

Two hours meeting to review exchanged templates, make clarifications and present views. Use of meeting room to conduct Exchange is considered to be good practice.

2-3



FINAL RESULT

Partners try to conclude the Exchange results by making estimation of areas where expectations are matching and where they are not. Further planning.

HOW THE PROCESS WORKS

EXPECTATION EXCHANGE

PRIOR TO EXCHANGE



What I expect from
my Partner



What I do not expect
from my Partner



What my Partner can
expect from me



What can not be
expected from me



PERSONAL MEETING



Important!

Be respectful to your
opponent as you simply
learn his point of view



Pay attention!

To definitions and
statements you make to
ensure proper ethics

FINAL RESULT

