

The Silent Trends

Quiet Quitting, Hiring and Thriving



The Silent Trends Quiet Quitting, Hiring and Thriving

March 17, 2023 19:30 – 21:30 IST (GMT + 5:30)

THIS EVENT IS OPEN TO BOTH MEMBERS AND NON-MEMBERS



QUEST SPEAKER

Dr. Prasad Kodukula

PMP, PgMP, DASM, DAASM, PMI Fellow
USA Today Best Selling Author
Global Project Management Ambassador



Melis
Abacioglu
Europe



Maria-Katia
Sanchez
Latin America



Abdul
Saleem
Middle East



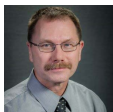
Shahab
Al Yamin
Asia



SESSION MODERATOR
Christopher
Jimenez
North America



OUTRO CHAMPION
Greg
Dubois
North America



Event Recap Greg Dubois

Dr. Prasad introduced The Silent Trends of Silent Quitting, Silent Hiring and Silent Thriving! These are not new but the rate of increase of these trends is new! He provided a Strategy with how to deal with the those silent trends using the LOVE acronym!

L.O.V.E

- L** - Leadership: Must be more than a manager - and everyone is their CEO!
- O** - Open Mindedness: the multi-x team; is open to diverse ideas and team members with acceptance and respect.
- V** - value: provide value for the organization and value for the team members!
- E** - Empathy: be an active listener, truly interested and supportive

This type of culture is important for both the organization and the individual. **Quiet quitting** sometimes occurs when team members have too little responsibility and other times can be the result of team members being overloaded.

Another silent trend that was discussed was **Quiet Firing** - people being let go via text or email.

One key element discussed as critical for individuals, is to have a Plan B. Discussions to prevent quiet quitting and develop **thriving** individuals/teams indicated that providing Training is one of the key ways to keep employees engaged.

Team members desire to change to observe and engage with team members that are thriving and to learn and do what those thriving teammates are doing.

Several panelists listed the following keys to developing Quiet Thriving teams:

- 1) Psychological safety - open communication
- 2) Vulnerable one-on-one talks/check-ins
- 3) Training
- 4) Support work-life balance
- 5) Socialization through challenges/gamification



Asia

Shahab Al Yamin Chawdhury

Question:

What can project leaders take to address the root causes of Quiet quitting ?

Answer:

The root cause of quiet quitting is often a desire to avoid high stress and burnout by taking work/life balance into their own hands. To address this growing workforce need, employers need to evaluate how they are fostering employee well-being in all its interrelated forms: mental, physical, and financial. It's primarily up to managers and leaders to understand and address these root causes. Some strategies include redefining workers' core job tasks, acknowledging their issues, providing solutions that address the root cause of quiet quitting, taking feedback from employees, and putting it into action.



Question:

How can one make a transition from Quiet quitting to Quiet thriving ?

Answer:

Quiet thriving is about focusing on aspects of your job that make you feel better in the role. It involves taking specific actions and making mental shifts that help you feel more engaged on the job. Some ways to transition from quiet quitting to quiet thriving include changing your mindset by reframing negative thoughts with positives, setting boundaries such as having a clear start and finish time and taking regular breaks throughout the day, praising your achievements, and shaping your role around you.



Latin America

Maria-Katia Sanchez

Question:

What can project leaders take to address the root causes of Quiet quitting ?

Answer:

The key element here is prevention and identification of the root causes. What leaders can do to address/prevent the root causes of quiet quitting:
- Building a culture of open communication and creating a Psychological safety work environment.

- Identify each team member's individual needs
 - Conduct regular feedback sessions to identify any issues or concerns that employees may have before they become major problems
 - Address stress, frustration, and potential burnout. Provide mental health and self-care resources
 - Provide opportunities for growth, upskilling and reskilling, professional evolution, development and career advancement.
 - Identify the right means of recognition and rewarding mechanisms.
- By taking these steps, project leaders can create an enabling environment and engaging workplace culture that is more likely to attract and retain employees and reduce the risk of quiet quitting, creating strongly motivated and high-performance teams.



Question:

How can one make a transition from Quiet quitting to Quiet thriving ?

Answer:

- To make a transition from Quiet quitting to Quiet thriving (Flourishing in the workplace, experiencing high levels of engagement, productivity and job satisfaction) here are some strategies that can be implemented:
- Foster a culture of communication: Encourage open and honest communication among team members and between team members and management.
 - Provide support and resources: Ensure that team members have the resources they need to succeed, including training, tools, and support from top management. This can help reduce frustration and increase engagement.
 - Empower team members: Provide team members with autonomy and decision-making power.
 - Encourage a healthy work-life balance by providing flexible schedules, time off, and wellness programs. This can reduce stress and increase job satisfaction.
 - Provide opportunities for growth, professional evolution, and career advancement
 - Continuously evaluate and improve: Regularly evaluate team performance and processes, and make adjustments as needed.
 - Recognition and reward good performance: Recognize and reward team members for their contributions and achievements. Project management teams can shift from a culture of Quiet quitting to Quiet thriving, leading to increased engagement, productivity, and job satisfaction for all team members.



Europe Melis Abacioglu



Question:

What can project leaders take to address the root causes of Quiet quitting ?

Answer:

Understand where it is coming from. Is it a lack of passion, alignment of purpose, workload, or change of priorities? Where is the exact cause? Is it specific to the person or the entire organization? Have genuine conversations. Create small solutions, test them, see if they change anything, and repeat.

Question:

How can one make a transition from Quiet quitting to Quiet thriving ?

Answer:

Quiet thriving: no one size fits all but we know that time affluence makes people very happy so fewer meetings, no meetings after 5 pm, and similar arrangements make people happy, extending this to field workers in possible ways also increases happiness. Autonomy makes people happy so giving them the chance to exercise their hybrid/flexibility options helps with thriving. Meaningful social connections support well-being- vulnerability in your team makes sense. Getting help from a third-party well-being company and encouraging use through your use makes a difference



North America Chris Jimenez



Question:

What can project leaders take to address the root causes of Quiet quitting ?

Answer:

To address the root causes of quiet quitting, project leaders can take the following steps:

- Encourage open communication
- Create a work environment that encourages team members to share their thoughts and ideas openly
- Listen actively and create an atmosphere of trust
- Conduct regular check-ins to monitor their progress, understand their needs and identify any issues they may be facing.
- Address concerns immediately
- Provide opportunities for growth and development and foster a positive work culture

Question:

How can one make a transition from Quiet quitting to Quiet thriving ?

Answer:

Making a transition from quiet quitting to quiet thriving involves taking proactive steps to identify the root causes of your disengagement and dissatisfaction in your work environment, and then shifting your mindset and behavior to focus on growth, development, and self-care. This may involve identifying opportunities for career development, cultivating positive relationships with colleagues, focusing on your strengths, and practicing self-care to support your physical, emotional, and mental well-being. By taking these steps, you can shift from feeling disengaged and unfulfilled in your work to feeling more engaged, productive, and satisfied.



Middle East
Abdul Saleem



Question:

What can project leaders take to address the root causes of Quiet quitting ?

Answer:

The quiet quitting is increasing especially in the new generation workforce. The focus is shifted from job position, company, package, etc. to more on values, passion, etc. The employees like to spend time with family, friends, and other entertainment. The organizational culture plays a vital role in this. How much a company can engage employees to be part of the journey, makes the difference. The project leader should be able to show what is in it for him/her. How this task is delivering value to him/her, as a division/department, and as an organization as a whole. Still, some organizations don't provide proper communications about the organization's way ahead. Many employees face burnout, accelerated stress levels, and lifestyle diseases. After the pandemic employees started focusing on these points.

Question:

If you want to achieve something differently, you have to do something differently, we as leaders, what can we do differently in 2023?

Answer:

Build an organizational culture to be engaged, and valued throughout. Policing and micromanagement hate employees. Leaders should focus on influencing rather than applying authority. The pandemic has given a different level of realization to all that, more focus is needed on health, happiness, and work-life balance. The project leaders need to focus on a couple of below points to quiet thriving.

- EMPATHY
- LISTENING
- COMMUNICATE TRANSPARENCY
- VALUE OPINION



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Collaboration



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