



Drive Productivity with Microsoft Teams

Virtual Workshop Series: Financial Services



Your presenter...



Murugan Balaji

Sr. Solution Engineer, AvePoint Inc.

Microsoft Service Adoption Specialist

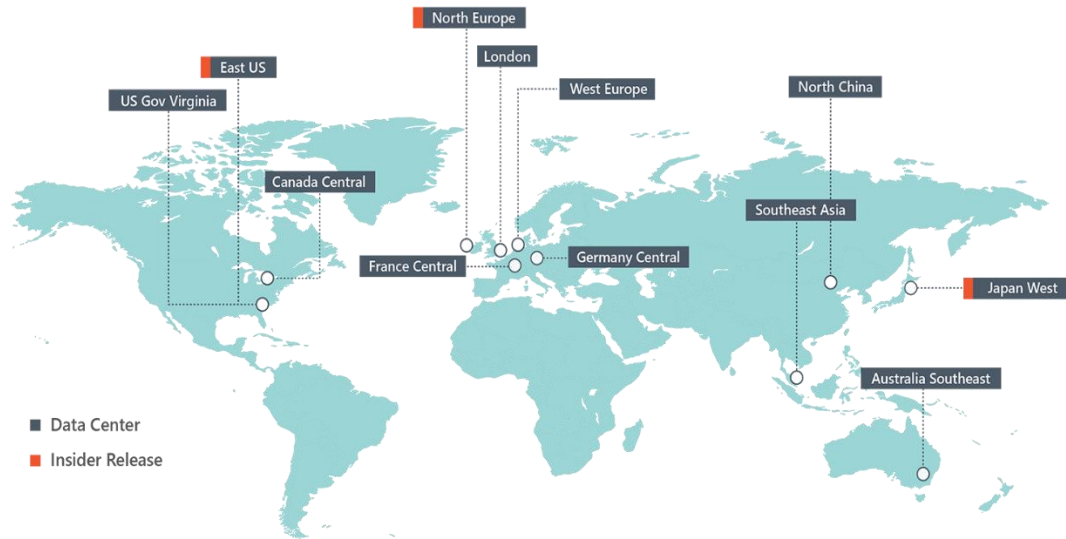
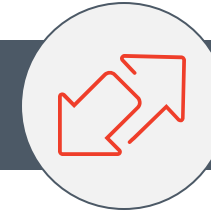
<https://www.linkedin.com/in/muruganchelliahbalaji/>



About AvePoint



Migrate. Manage. Protect.



12 Global Cloud Instances

99.5% Availability Backed by Azure

24/7 World-Class Support

20PB+ Managed Customer Data

ISO Certification



27001:2013

16K
Customers

6M
Cloud Users

88
Countries

7
Continents

AvePoint is headquartered and maintains its principal operational center in Jersey City, NJ, with approximately 1,500 employees across five continents.

Microsoft
Partner



2017 Partner of the Year Winner
Public Sector: Microsoft CityNext Award

2016 Partner of the Year Winner
Technology for Good Citizenship Award

2015 Partner of the Year Winner
Collaboration and Content

2014 Partner of the Year Winner
Public Sector: Public Safety and National Security

Session agenda

The art of the possible (~60 minutes)

Envisioning how Microsoft Teams can fundamentally change the way your teams collaborate, *especially* with remote work and distributed teams

Striking the balance (~50 minutes)

Understand governance and management of Microsoft Teams at scale in your organization. Strike the proper balance between collaboration and control for provisioning, feature availability and compliance.

Getting started... or starting again! (~30 minutes)

Strategies for driving a sustainable adoption program for Microsoft Teams and structuring your rollout activities



Please note that we will be recording this Teams meeting. If you do not wish to be recorded, you are certainly welcome to remain on the line, but we ask that you disable your webcam and mute your microphone for the duration of the meeting. Your continued participation without taking those steps will be deemed your consent to be recorded.

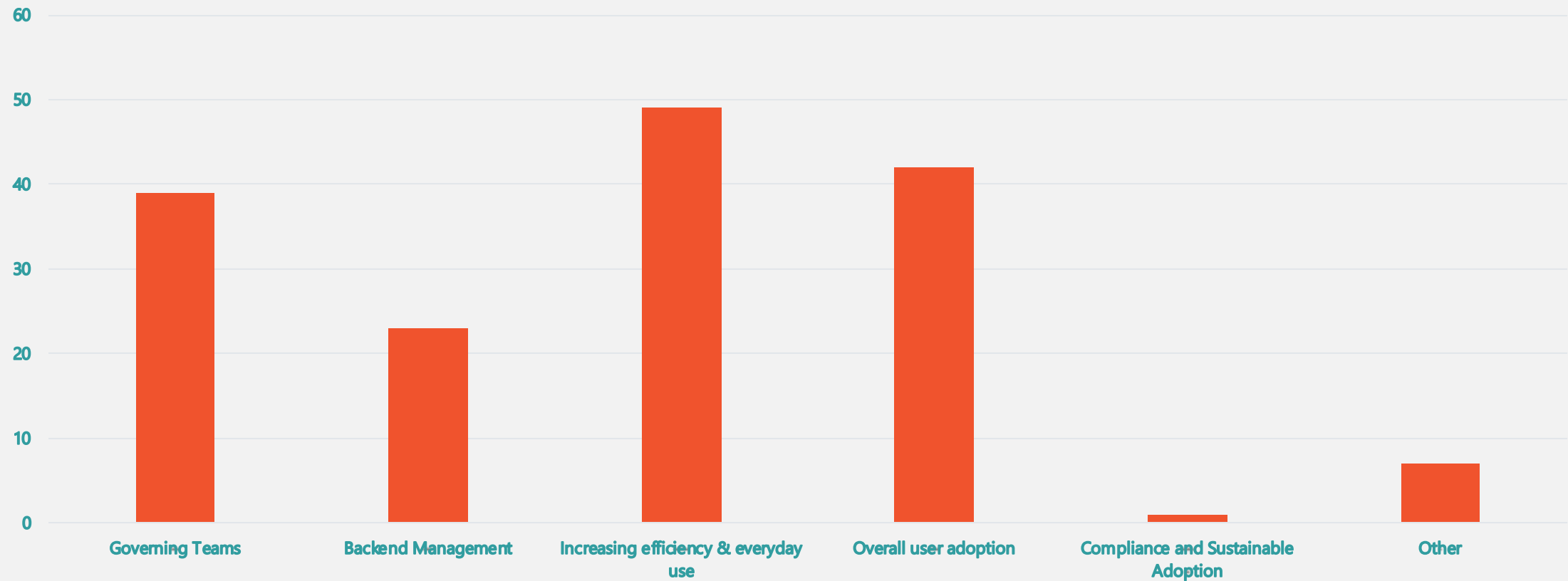
What do YOU hope to get out of the session?



Inc.



Teams Workshop Interest





The art of the possible...

Envisioning how Microsoft Teams can modernize your teamwork

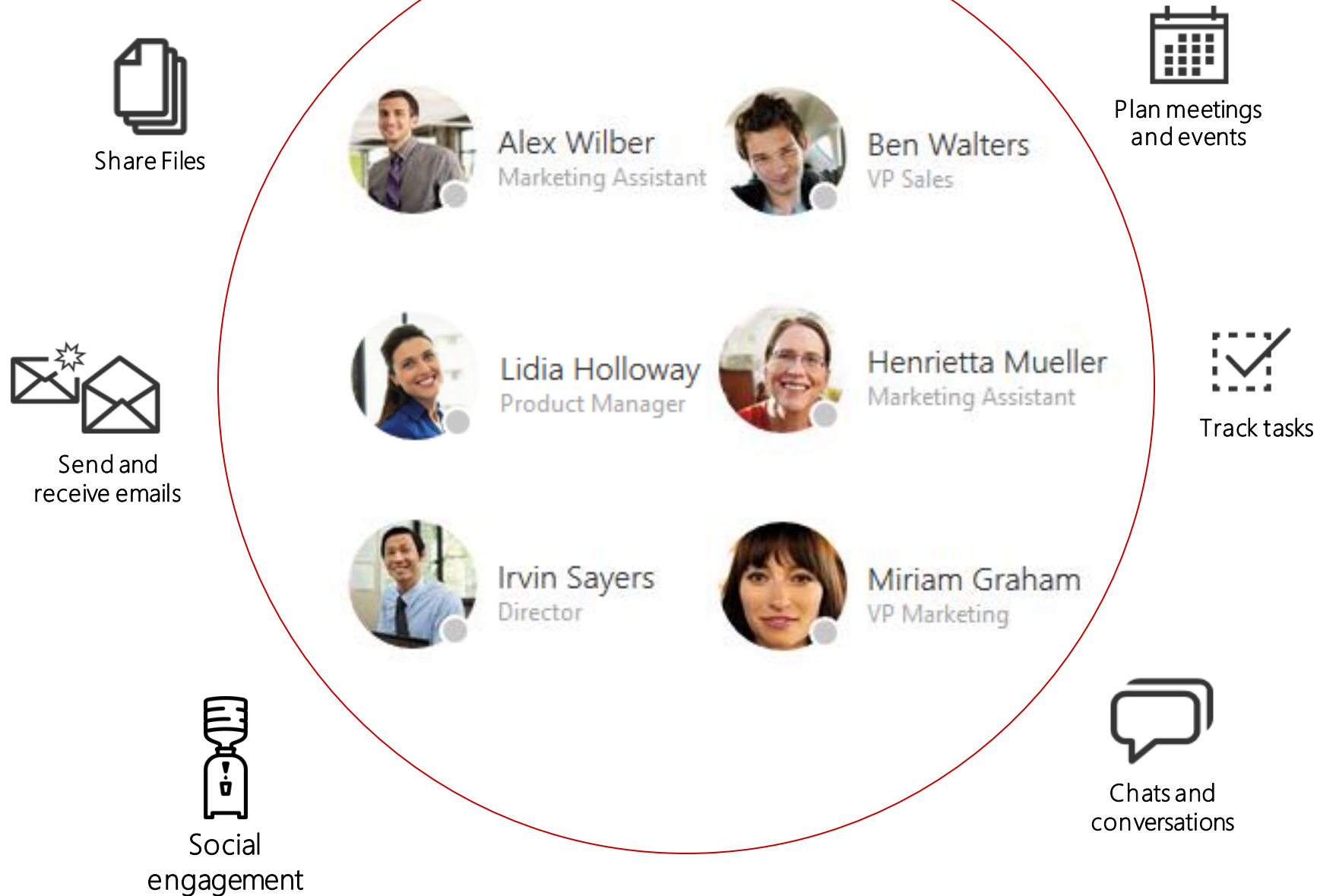
Discussion:

What is the biggest dissatisfaction with the way you collaborate today with remote employees or distributed teams?

slido.com
#16912



"Team | Work"



Financial services industry Trends

Pressure from fees and increasingly low interest rates

Diversifying revenue streams is necessary for increasing profitability

Competition from non-traditional players

Fintechs are driving down the cost of financial intermediation

High cost/income ratio

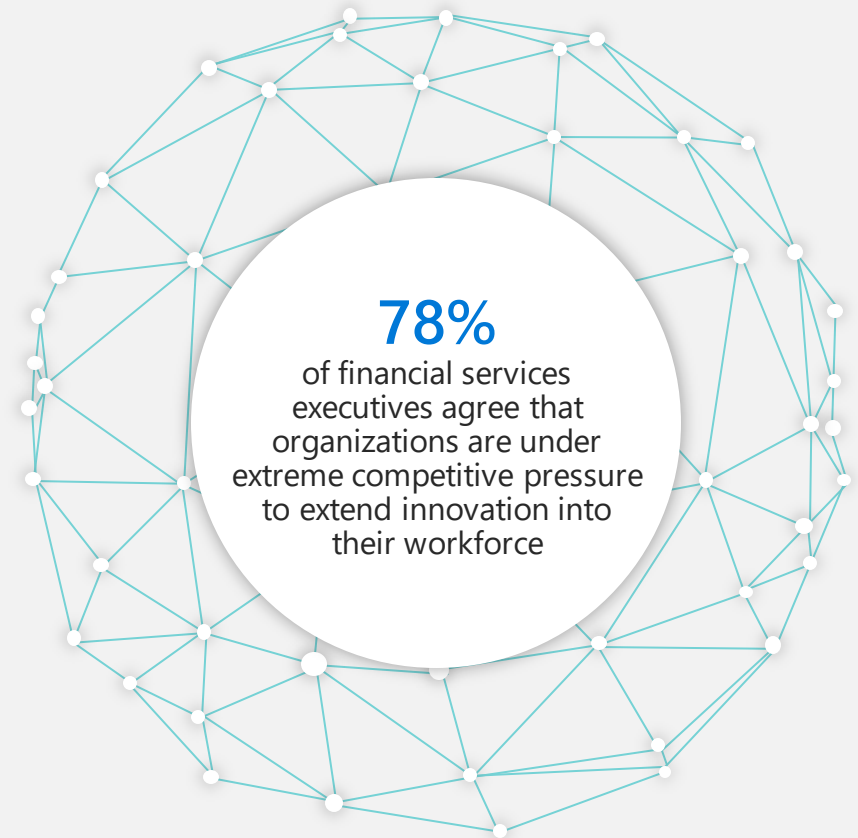
Lack of organizational agility and cumbersome processes

Difficulty hiring and retaining employees

30% annual turnover vs. 0.7% annual job growth

Imperative regulatory compliance

In 2017, regulatory programs and compliance costs mounted to \$3.3B



Financial services industry Trends



Agility, continuity, and risk management for financial services >

April 8, 2020



By [Bill Borden](#), Corporate Vice President of Worldwide Financial Services, Microsoft

It would be an understatement to say that the COVID-19 pandemic has changed our lives, both personally and professionally. As the situation rapidly changes, all of us in the business world are learning and adapting as quickly as possible to respond to the crisis at hand and keep our communities safe. The current implications of COVID-19 on the financial services...[Read more](#)



SANJAY RAVI

General Manager, Automotive Industry

The automotive industry in the time of COVID-19

COVID-19 has impacted our lives in ways many of us could not have imagined. From how we interact with our friends and family to working from home and so much more. For me personally, juggling the complexity of remote work, the immense disruption, and ever-changing priorities and precautions have been a daily learning and growth...[Read more](#)



SHELLEY BRANSTEN

Corporate Vice President, WW Retail & Consumer Goods Industry

Retail in the time of COVID-19

COVID-19 has impacted our lives in ways many of us couldn't have imagined. From how we interact with our friends and family to working from home and so much more. For me personally, juggling the joys of homeschooling my teenage boys with a packed work schedule has been a true personal test. Yet I know...[Read more](#)



The role of open dialogue in financial services compliance >

April 20, 2020



By [Dave Dadoun](#), Managing Director, Global Regulatory Compliance, Worldwide Financial Services

As part of ongoing engagement with financial services regulators and customers, I had the opportunity to attend a Cloud Technology Summit sponsored by the Federal Reserve Bank of Richmond. The conference assembled leaders within the U.S. Federal Reserve System; technology providers; senior risk, compliance and CTOs from major banks; and other key industry participants to...[Read more](#)

<https://cloudblogs.microsoft.com/industry-blog/financial-services/>

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Teamwork

The landscape has changed

2x

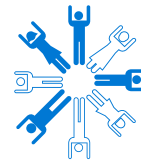
More collaboration

People work on twice as many teams and spend 50% more time collaborating



Internal, external & remote

People need to connect and communicate across organizations, locations & time zones



Diverse workforce

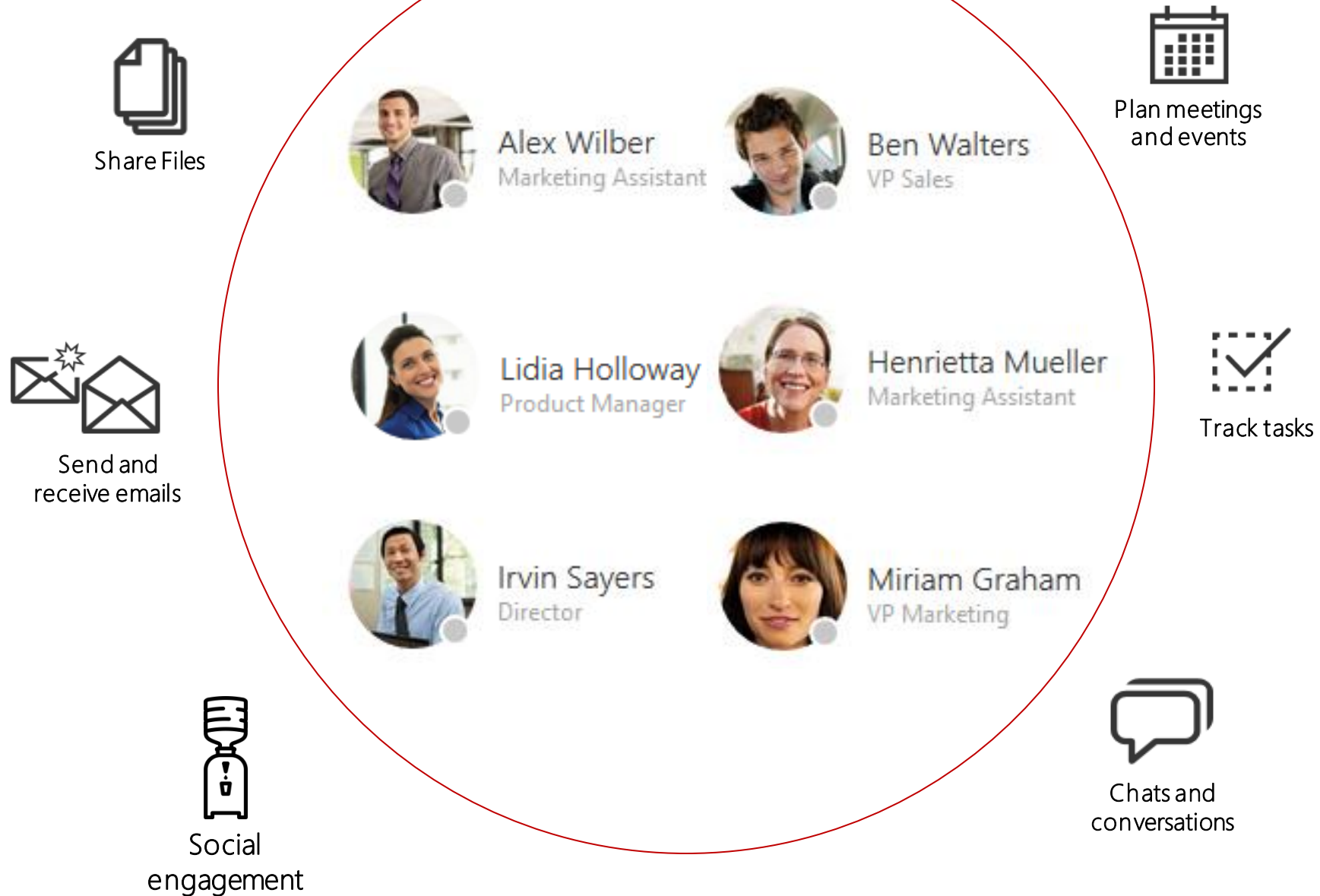
People have different expectations, preferences, skillsets and abilities



Employee engagement

Globally, employee engagement is 15%, but at the best performing companies, 70% of employees are engaged and profits are 21% higher

"Team | Work"



Understanding "Office 365 Groups"



Equipped with Tools...

All apps



Add-Ins



Admin



AvePoint MyH...



AvePoint MyH...



Calendar



Compliance



Delve



dxprovisionin...



dxprovisionin...



Dynamics 365



Excel



Forms



Kaizala



Microsoft Clo...



MOD Demo P...



MyAnalytics



OneDrive



OneNote



Outlook



People



Planner



Power Apps



Power Autom...



Power BI



PowerPoint



Security



SharePoint



Stream



Sway



Tasks



Teams



To Do



Video



Whiteboard



Word



Yammer

What all O365 Groups have in common...

SharePoint stores the files for collab and compliance

Leverage all SharePoint's doc management functionality

Protection, compliance, DLP

Exchange mailbox stores the conversations for compliance

Conversations spool to Exchange for retention, hold and eDiscovery

Additional Office 365 services support the group

Planner for task management

Stream for video sharing

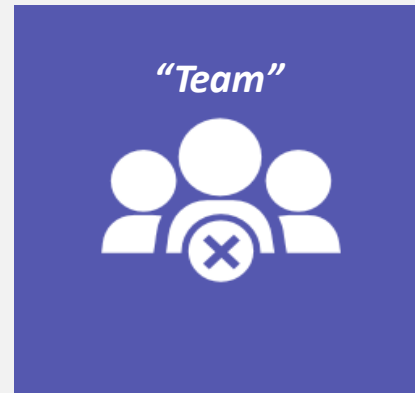
...



"Flavors" of Office 365 Groups



Conversations
happen in
emails



Conversations
happen in
channels and
persistent
chat

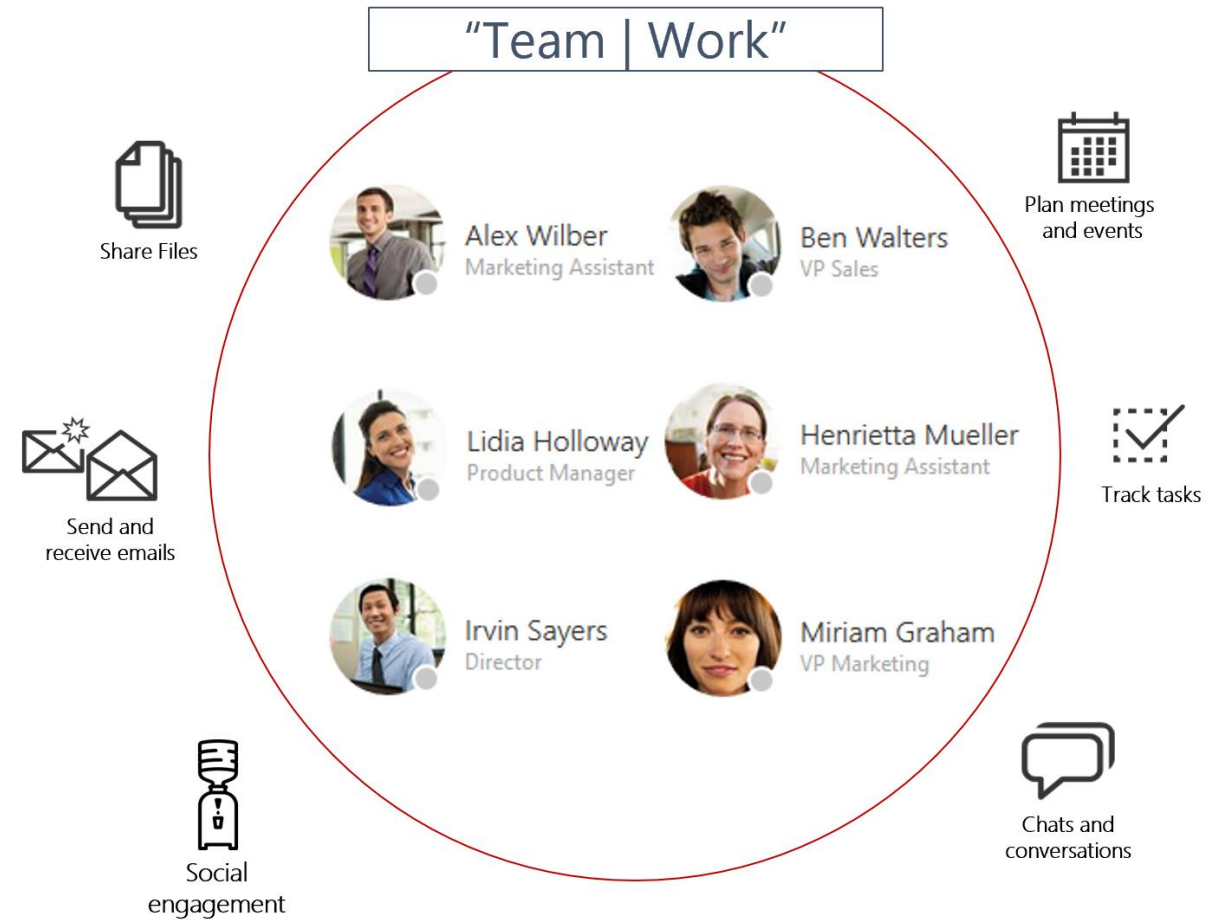
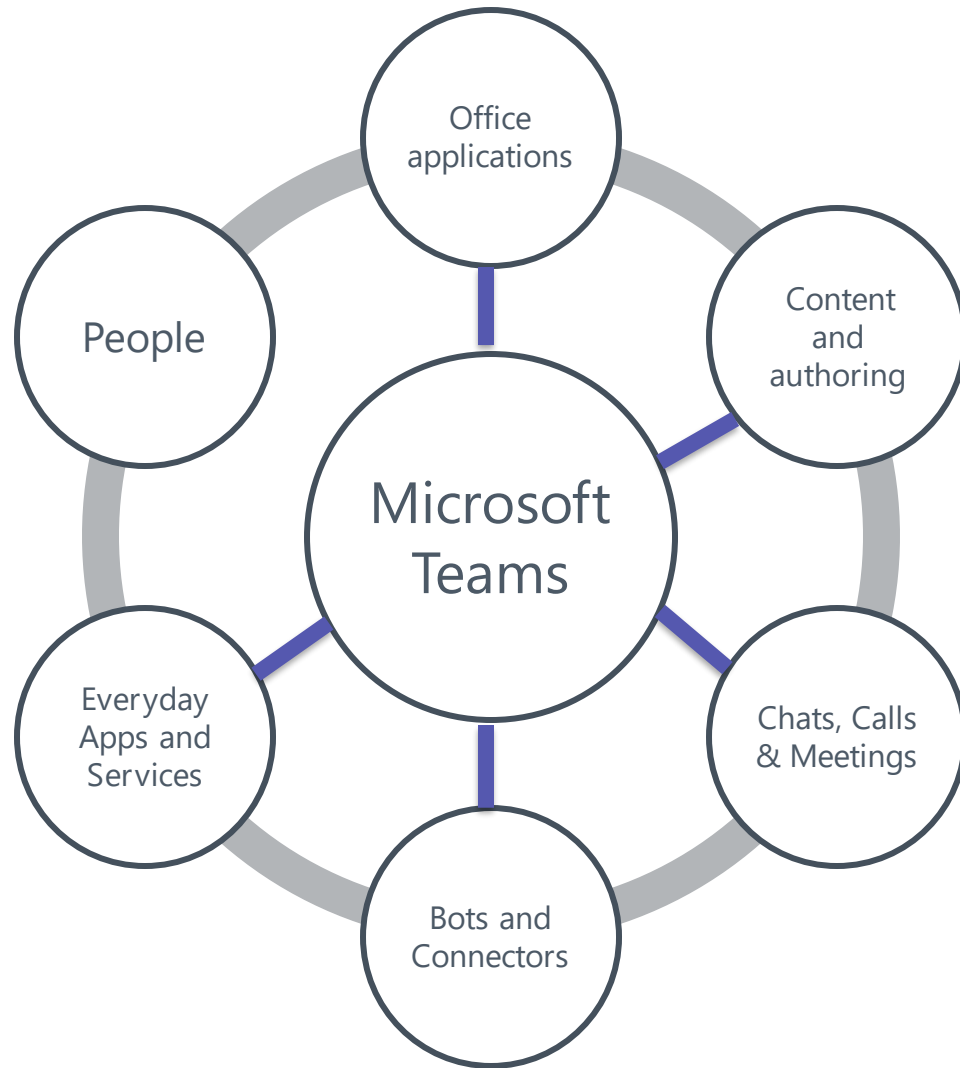


Conversations
happen in
Yammer
posts*

**Yammer is not currently in GCC environments*



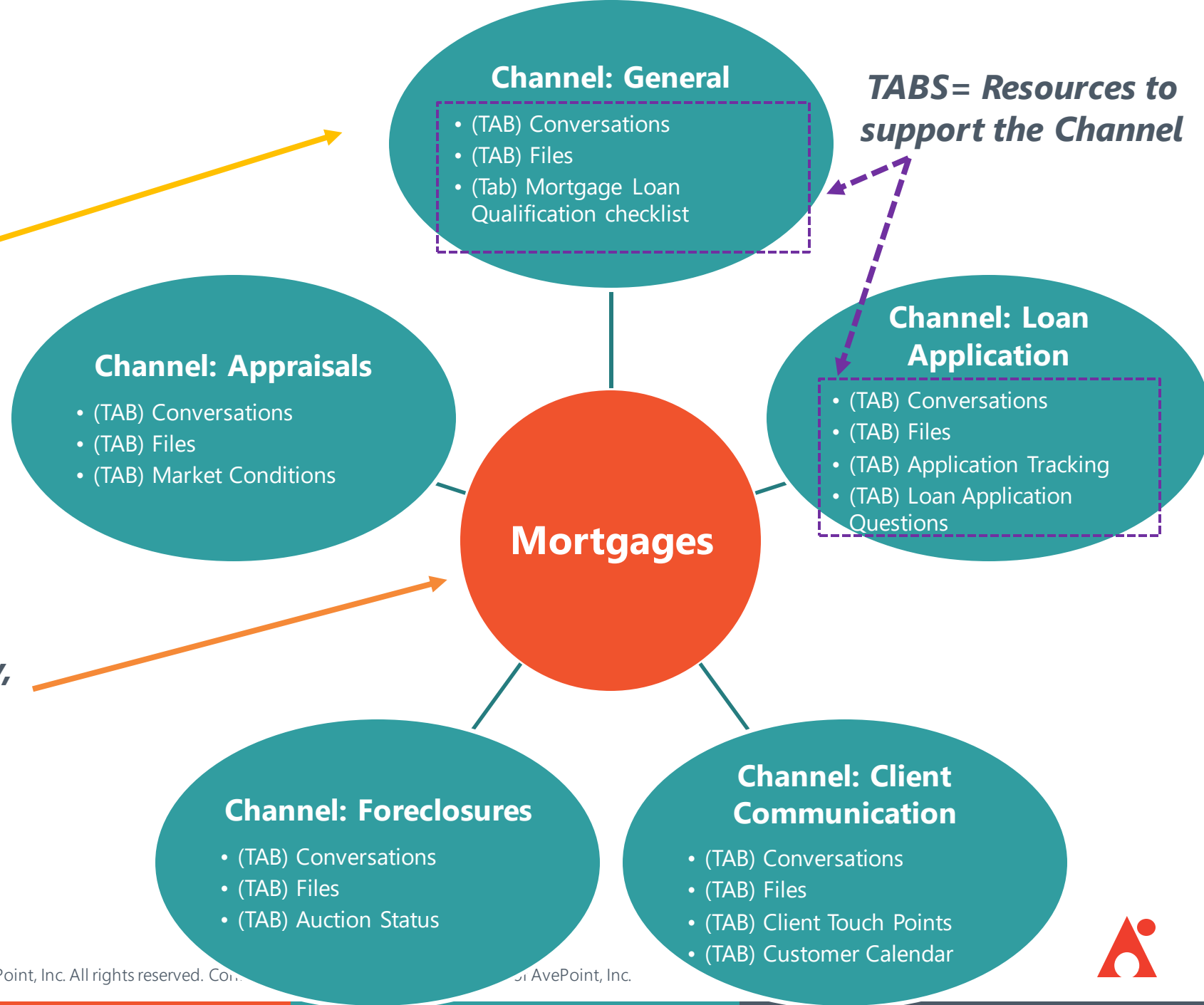
Look familiar?



The basic "shape" of a Team...

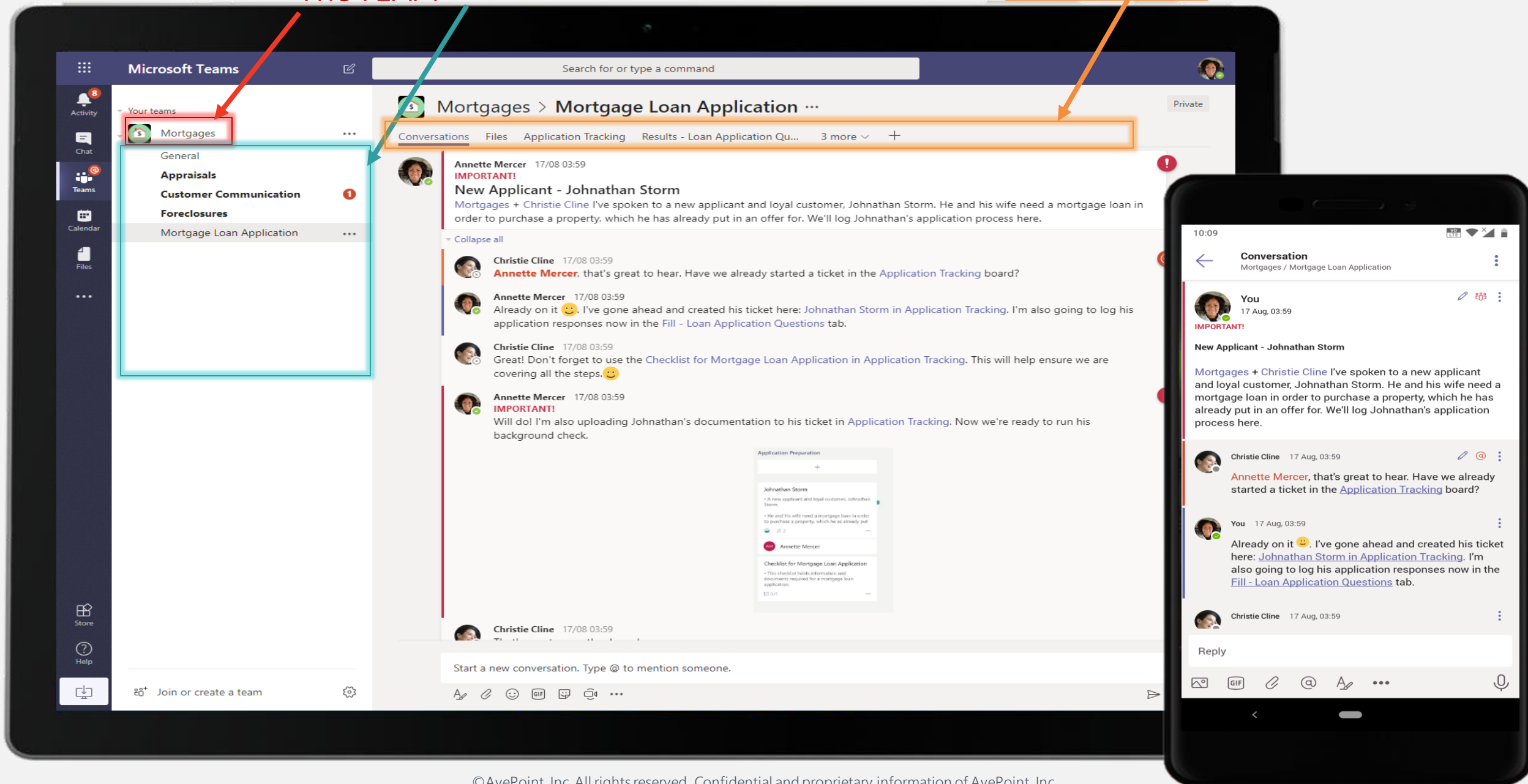
CHANNEL = Focus area & "attention" boundary

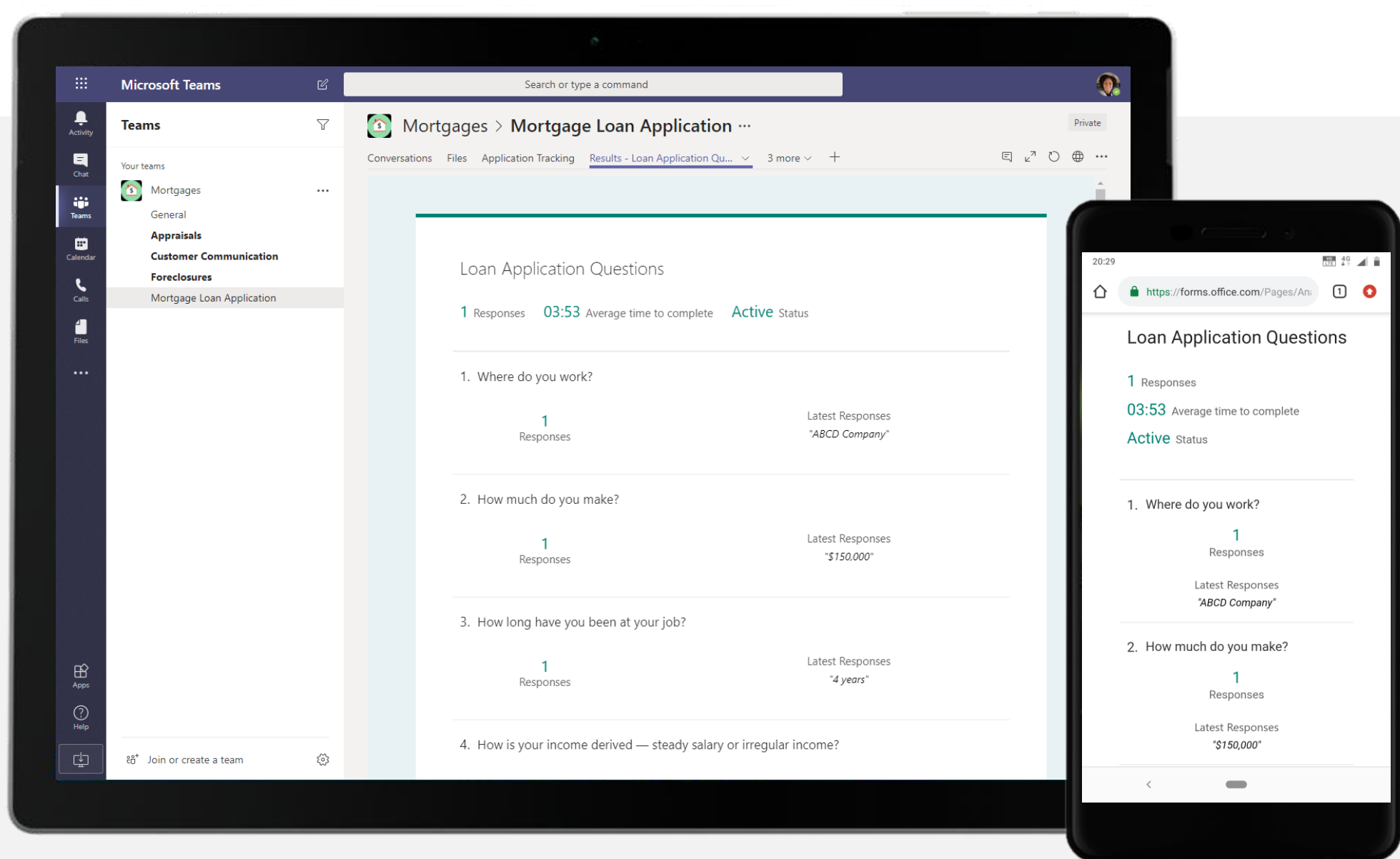
TEAM = Security boundary, O365 Group membership



The TEAM The Team's CHANNELS

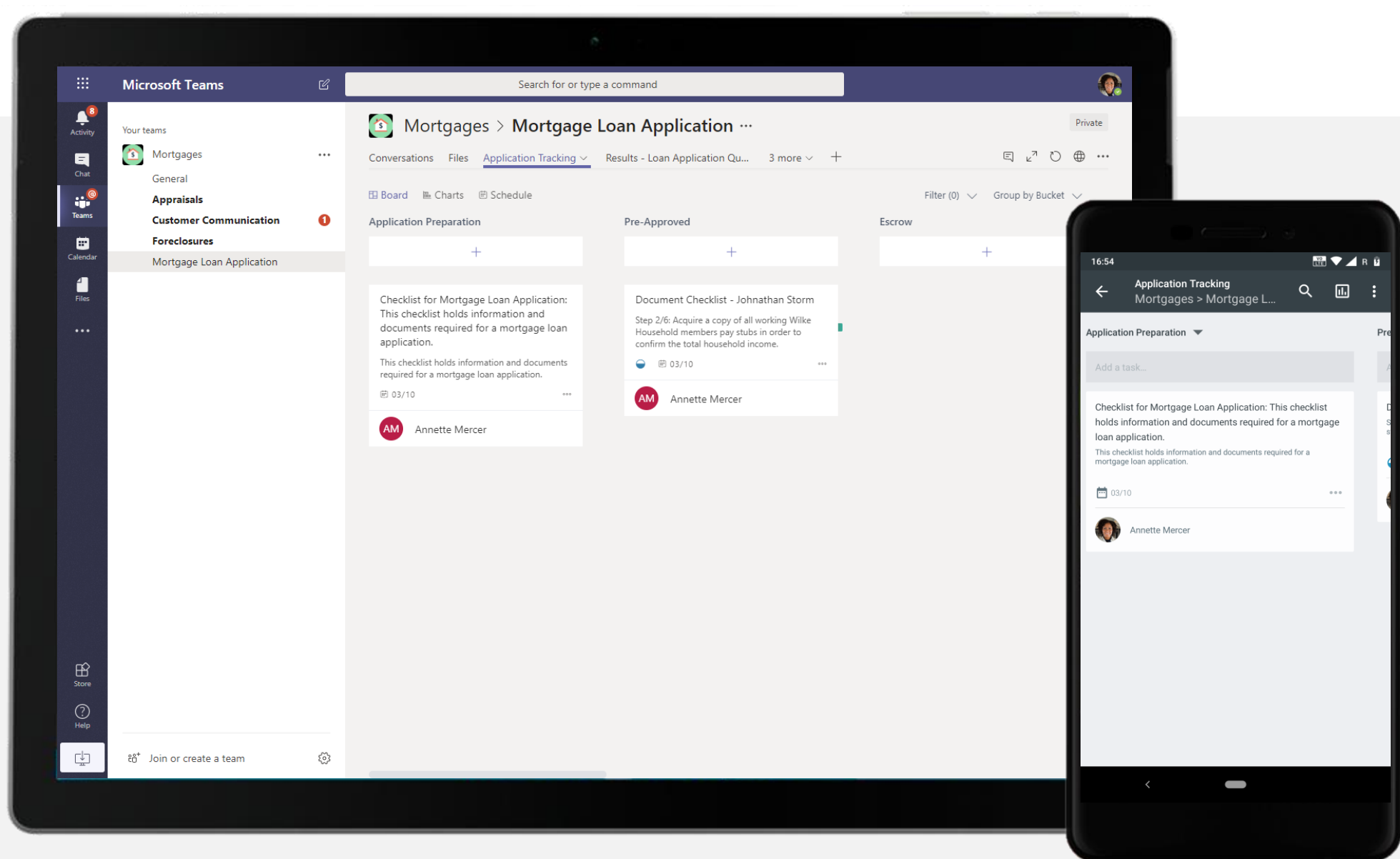
Channel TABS





The integrated Forms application within Teams allows the Mortgage Loan Officer to fill out an application for the customer, which will retain the customer information securely within the channel.





A Planner tab helps her breakdown client-related tasks efficiently and assign stakeholders for each task, without having to leave the Teams app.

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"Conversations" are at the heart of Team collaboration

Search or type a command

Contoso Health > Contoso Health Main Campus ★ ...

Conversations

Files

Huddle Planner

+

Patti Fernandez

8/13 7:34 PM

IMPORTANT!

The dashboard is showing that the patient infection rates are starting to climb post surgery. Can we meet on this sometime today?

Lynne Robbins

8/13 7:34 PM

Yes - We should definitely meet and come up with a plan to get ahead of this. I will be in the office soon.

← Reply

Nestor Wilke

8/13 7:35 PM

I saw this at the Healthcare summit, really great stuff here:

Berkeley Lean-Healthcare-Design-Forum-Jan262017-Final.pptx

...

2 replies from Jordan and Nestor

← Reply

Lynne Robbins

8/13 7:35 PM

Wednesday Construction Notice

Wednesday there will be maintenance in the main lobby from 3-4. Plan accordingly.

Enrico Cattaneo

8/13 7:35 PM

Thanks for the heads up! 🙌

← Reply

Start a new conversation. Type @ to mention someone.

B

I

U

Paragraph ▾

Type a new message

- Persistent and threaded
- Full editing canvas for links, urgency, font and more
- Attach or link files from desktop, Team or OneDrive
- Additional "message actions" leveraging Microsoft and 3rd party applications



Having trouble getting users to store files where they belong?

... what if you could have proper file storage without changing behavior?



Understanding the SharePoint and Teams relationship

The diagram illustrates the relationship between a Microsoft Teams channel and a SharePoint document library. On the left, the Microsoft Teams interface shows a sidebar with navigation options: Activity, Chat (2), Teams, Meetings, and Calls. The main area displays the 'BGLeads' channel, with a list of tabs: General, BG Virtual Stand-up, BG-Dev Workshop 2018, GTM-Sales, Product Strategy, Project Tasks, SP 2019, Technical Partnerships, and 2 more channels. An orange arrow points from the 'BGLeads' channel header to the 'BGLeads' group in the SharePoint interface on the right. The SharePoint interface shows the 'BGLeads' group, a 'Documents' library, and a list of documents. A red 'X' is placed over the 'Field Feedback' document, with a red callout box stating 'Create manually on the site'.

Teams Channel: BGLeads

SharePoint Group: BGLeads (Private group)

Documents:

Name	Modified
BG Virtual Stand-up	July 16
BG-Dev Workshop May 2018 C...	April 24
Field Feedback	March 15
General	November 17, 2017
GTM-Sales	August 14, 2017
Product Strategy	August 14, 2017
Project Tasks	6 days ago
SP 2019	July 3
Technical Partnerships	August 14, 2017



Notifications...

The screenshot shows the Microsoft Teams interface. On the left is a sidebar with a list of teams. The main area displays the 'General' channel of the 'Product Launch' team. A 'Channel notification settings' dialog box is open on the right, showing settings for 'Product Launch > General'. Red arrows indicate the mapping between settings and teams:

- All new posts** (set to Off) points to the 'Product Launch' team.
- Include all replies** (unchecked) points to the 'General' channel of 'Product Launch'.
- Channel mentions** (set to Banner and feed) points to the 'Features In Development' team.
- Reset to default** points to the 'Launch Campaign X' channel.
- Cancel** button points to the 'Contoso News' team.
- Save** button points to the 'Grp_Mktg_My Cool Marketing' team.

The 'Teams' list in the sidebar includes:

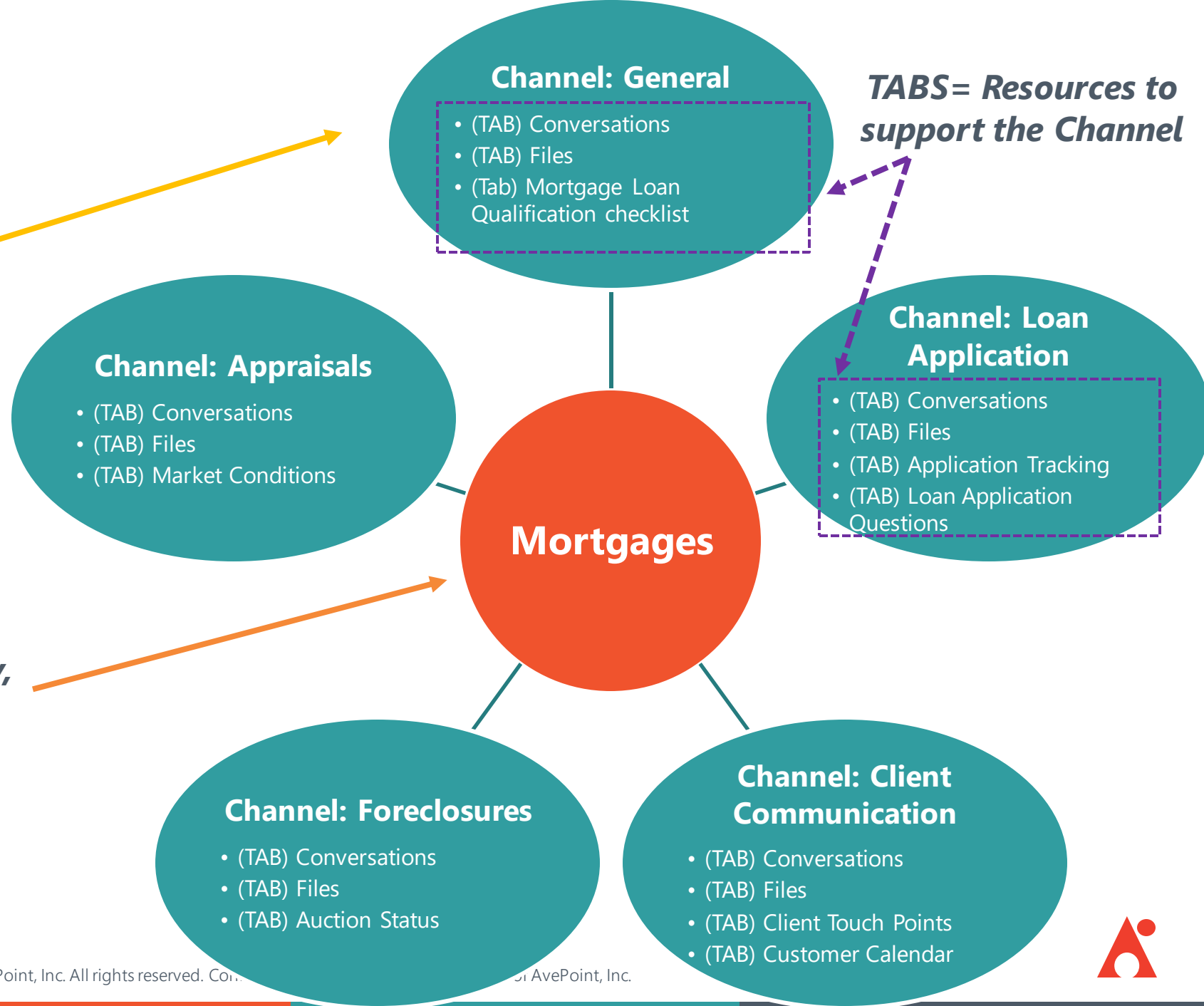
- Your teams
- Product Launch
 - General
 - Features In Development
 - Launch Campaign X
- Contoso News
- Grp_Mktg_My Cool Marketing
 - General
- Grp_Mktg_AvePointIsAwesome
 - General
- Grp_Mktg_DC Workshop Maniacs
 - General
- Follow- Up Actions
- Matt Compliments
- Grp_Mktg_test team 0422
- Grp_Mktg_AP Gov Workshop Prep
 - General
 - Follow up actions
 - Post-Mortem
- Grp_Mktg_Test Team 0820
- Join or create a team

The main channel view shows a post by Miriam Graham titled 'Scope Vision doc?' with a document attachment 'Great White Overview.docx'. Below it is a post by MOD Administrator titled 'Anyone else hangry?'.

The basic "shape" of a Team...

CHANNEL = Focus area & "attention" boundary

TEAM = Security boundary, O365 Group membership



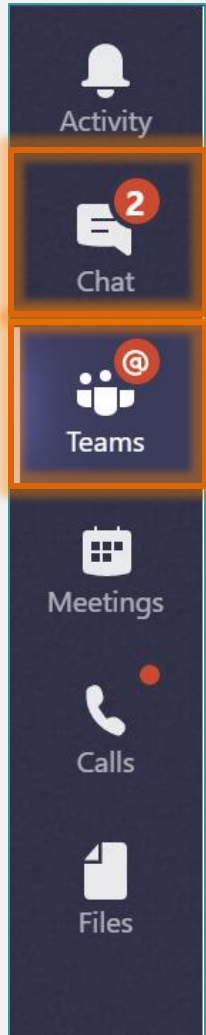
The Difference between Channel Conversations and Chats

Team Conversations

- Threaded
- Visible to all Team members/owners
- Uploaded files go into the SharePoint folder for the Channel
- Conversation history goes into the Team mailbox for compliance needs (hidden)
- Notifications will be sent to those following the Channel + those who are @mentioned

Chats

- *Not* threaded
- Visible only to those in the chat
- Uploaded files go into the OneDrive of the poster and are shared with current chat participants automatically
- Chat history goes into the participants mailboxes for compliance needs (hidden)
- Notifications will be sent to participants



Tabs: Docs and applications in your Team channels...

The screenshot shows a Microsoft Teams channel interface. At the top, there are tabs for 'General', 'Posts', 'Files', 'Wiki', and 'News'. A hand icon is pointing to the 'Add' button (a plus sign) next to the 'News' tab. Below the tabs, there is a large yellow circle containing a green plus sign and two profile pictures of 'Maxine' and 'ky'. Below this circle is a button that says 'Add more people'. At the bottom left, there is a notification that says 'Megan Bowen joined the team.'.

The 'Add a tab' dialog box is open, showing a search bar and a list of apps and files that can be added as tabs. The dialog box has a title 'Add a tab' and a close button (X). Below the title, it says 'Turn your favorite apps and files into tabs at the top of the channel' and 'More apps'. The dialog box is divided into two sections: 'Tabs for your team' and 'More tabs'.

Tabs for your team

Icon	App/Service
	Document Library
	Excel
	Forms
	Jira Cloud
	OneNote
	PDF
	Planner
	Power BI
	PowerPoint
	SharePoint
	Stream
	Website
	Wiki
	Word

More tabs

Icon	App/Service
	Aktivlearn Plus
	AMION
	aulaPlaneta
	Avochato
	BA Insight
	Beedle
	Beesy
	BROCK HAUS
	Calendar
	do book
	EasyIQ

Manage apps

*Note: GCC environments and private channels may have reduced Tab selection





Unlock productivity with

150+ integrations



Key Concepts Covered So Far...

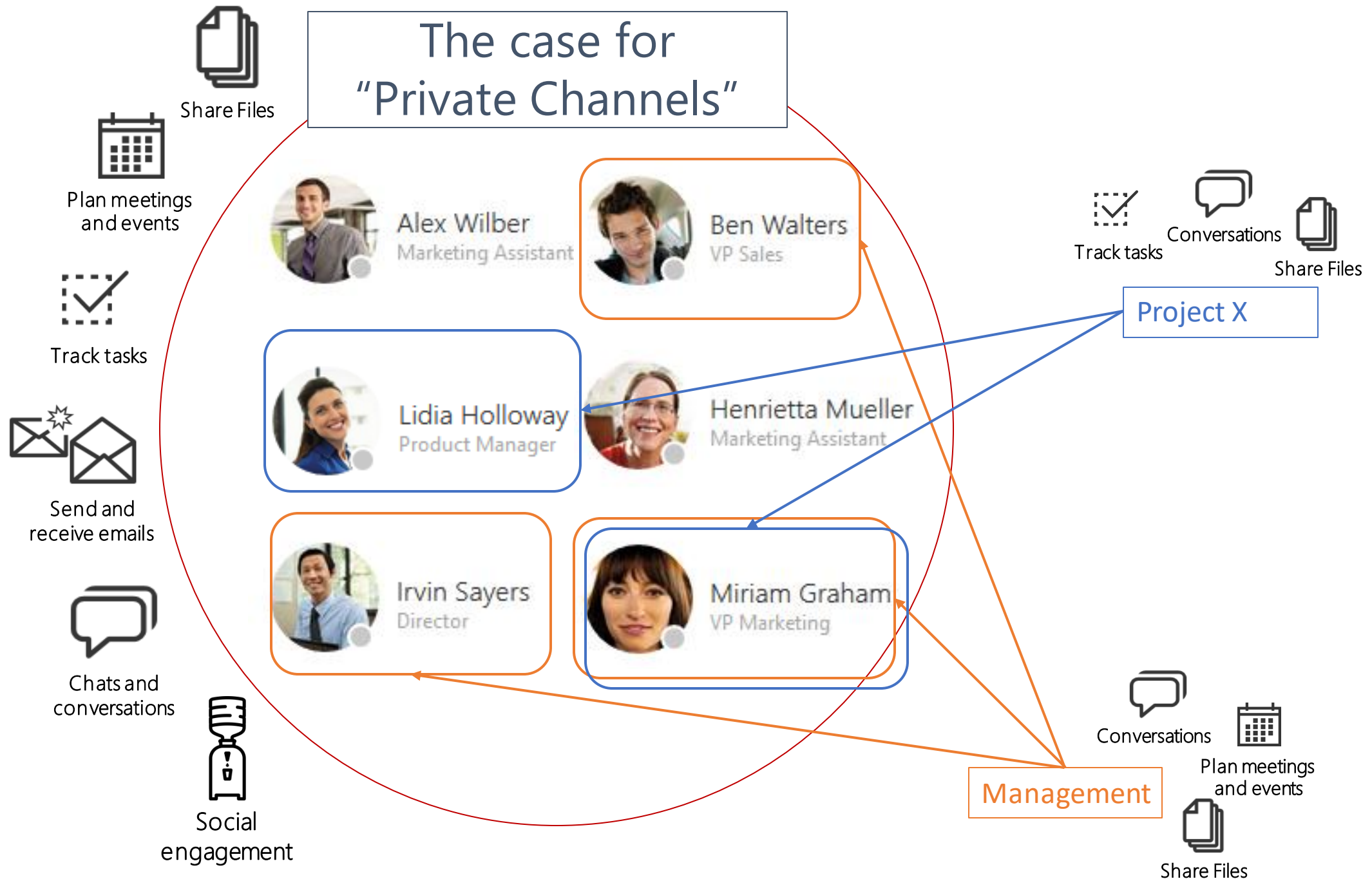
- Introductions & Scope of Conversations
- Discussed the concept & technical approach relating to Teams
- Overview of the initial Information Architecture, Workloads, and elements that make up a team – fundamentally about people and enabling them with common tools
- Pointed out the crucial concept that as O365 evolves, Teams will be a central hub of collaboration and activity going forward



Demo:

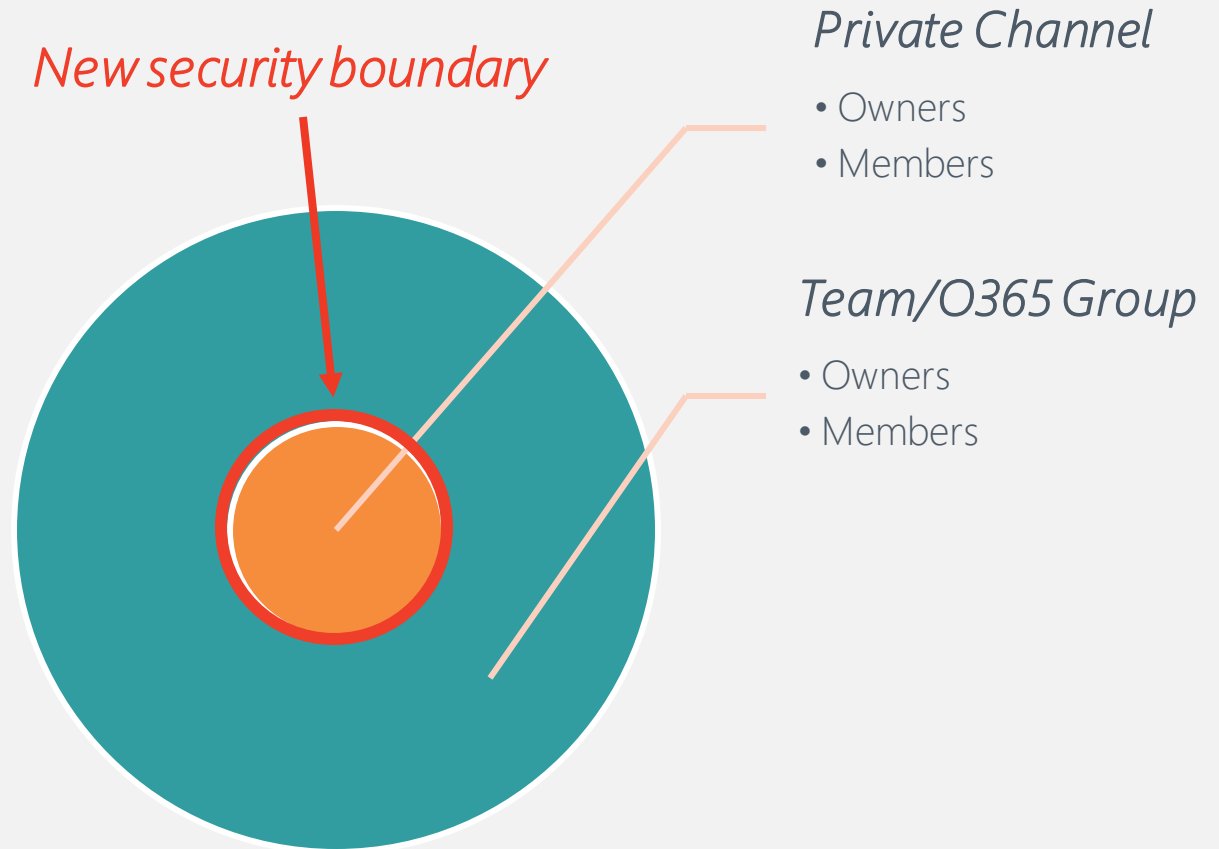
"A day in the life" with Microsoft Teams

- Navigating Teams and Channels
- Creating and participating in conversations
- Using and managing notifications and @mentions
- Creating Teams
- Creating channels
- Document sharing and co-authoring in Channels



Channel “members” and “owners” in private channels

- A subset of the overall team, so PC members/owners must be Team members
- Each PC has it's own list of members/owners, “mastered” in Teams
- PC owners *do not* have to be Team owners



When to Create a Private Channel

Is there already a team that has these people as team members?	Does this work need to be kept private from others?	Are there multiple distinct topics to discuss?	Recommendation
Yes	Yes	Yes	Create a private channel in the existing team or consider creating dedicated private channels for each topic.
Yes	Yes	No	Create a private channel in the existing team.
Yes	No	No	Create a channel in the existing team.
No	No	No	Consider creating a new team.
No	No	Yes	Consider creating a new team and then, depending on the confidentiality of each topic, consider creating separate standard or private channels for each topic.
No	Yes	No	Create a new team or create a new private channel in an existing team.

<https://docs.microsoft.com/en-us/microsoftteams/private-channels#when-to-create-a-private-channel>

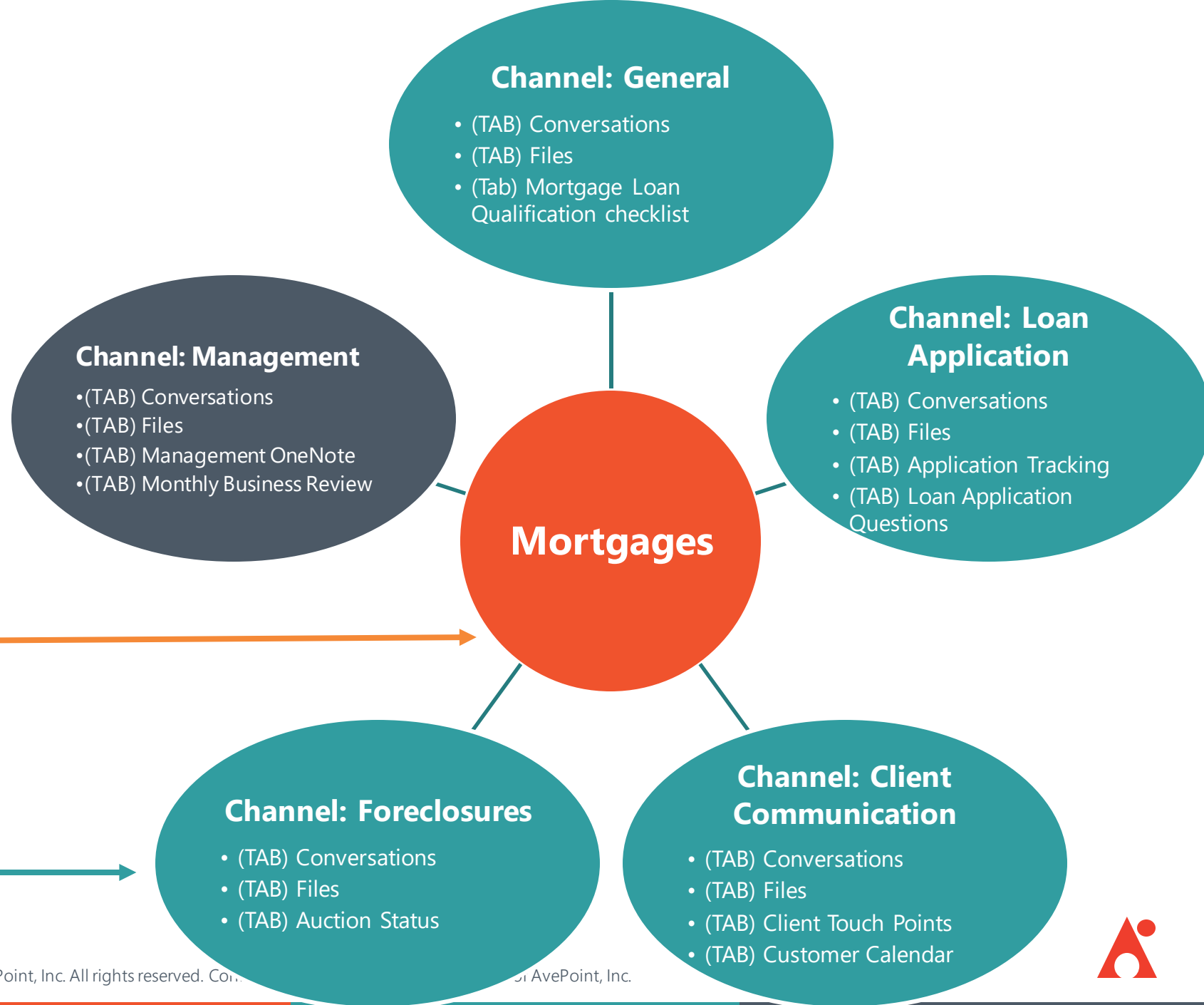


The basic “shape” of a Team...

PRIVATE CHANNEL =
Focus/attention AND
security boundary

TEAM = security boundary,
O365 Group membership

STANDARD CHANNELS =
Focus area & “attention”
boundary



Where does private channel content “live”?

Conversations

- Conversations live in the Team channel
- Protected by Teams via access to the channel
- “spool” into the mailboxes of private channel members for eDiscovery

Files

- Files stored in a new, automatically provisioned SharePoint site collection dedicated to the channel
- Naming convention to help trace channel site to it's parent Team
- Special template for the channel-specific site collection (*TeamChannel#0*)



Does this mean I have to worry about all those new SPO sites?



Teams handles most of the work...

- Teams ensures SPO site members/owners kept in sync with the PC owners/members

Teams PC member/owner change to SPO= immediate

SPO member/owner changes reverted within 4 hours to Team PC settings

- Teams will also ensure the SPO site for the PC lives and dies with the PC

PC deletion triggers SP site deletion, restoration of PC = restore of site

Teams triggers restoration of sites if deleted before PC

But SharePoint is still SharePoint...

- Management of explicit SPO permissions *outside* of SPO member/owner groups is on you.
- PC site collections are *not* visible in the SPO admin center but *are* discoverable through PowerShell and APIs



Key Concepts Covered So Far...

- Microsoft's Philosophy of Teams Collaboration
- Integrating M365 workloads through the Teams Architecture
- The Difference between Private and Standard Channels
- Business considerations for managing Teams and Private Channels



Demo:

Working with Private Channels

- Creating private channels
- Private channels and SharePoint
- Limiting private channels in your team

While Teams excels at collaboration *within* the team...

Email is often the way to converse *outside* of the Team

- Teams do not show in the GAL by default, so you can't use them like a distribution list on CC
- Internal conversations based on email received tend to stay in the inbox instead of Teams

Mitigating the email to Teams handoff

- Consider Guest Access is appropriate
- Enable Teams to show in GAL via PowerShell

```
Set-UnifiedGroup -Identity "TeamName" -HiddenFromAddressListsEnabled $false
```
- Educate users on the "Email a Channel" feature (NOT in GCC!)



Sharing from Outlook to Teams!

The screenshot displays the Microsoft Outlook application window. The title bar reads "Inbox - MeganB@MSIgnite2019a.OnMicrosoft.com - Outlook". The ribbon at the top includes tabs for File, Home, Send / Receive, Folder, View, and Help. The "Home" tab is active, showing various email actions like New Email, Reply, Forward, and Move. A red rectangle highlights the "Share to Teams" button in the "Find" group of the ribbon. The left sidebar shows the "Favorites" section with "Inbox" selected, and a list of folders including Drafts, Sent Items, Deleted Items, Archive, Conversation History, Junk Email, Outbox, RSS Feeds, Search Folders, Groups, and Online Archive. The main pane shows an email from Lee Gu to Megan Bowen, dated Tue 10/29/2019 5:25 AM. The email body contains the text: "Hi Megan, I wanted to touch base on the design updates to our website we discussed last week. I've attached our design guidelines, as well as some website copy I've been working on. Will you speak with your team and let me know if it's something you think you can help us with? Thanks!". The email has two attachments: "Website Copy v3.docx" (166 KB) and "Design Guidelines.pptx" (7 MB). The status bar at the bottom indicates "Items: 34 Unread: 16" and "All folders are up to date. Connected to: Microsoft Exchange".

Replying to Teams messages in Outlook!

The screenshot shows the Microsoft Outlook interface. The top bar indicates the current mailbox is 'Inbox - AlexW@MSIgnite2019a.OnMicrosoft.com'. The left sidebar shows the 'Inbox' folder selected, with 57 items. The main pane displays a list of emails, with the top one from 'Marissa Salazar in Teams' selected. This email is a Teams message from Marissa Salazar to Alex Wilber, dated Monday, 11/4/2019 at 8:28 PM. The message content is as follows:

Microsoft Teams

Hi, Alex

Your teammates are trying to reach you in [Microsoft Teams](#)

Marissa mentioned you in Project Tailspin > Design

Alex 1 day ago
Hi all. I'm working on finalizing the overall event planning docs. Does anyone have a few minutes to review them with me?

Marissa 10 minutes ago
Alex I think we should work a customer co-create session into the morning. I can put something together.

[See More](#)

[Reply](#) [Go to conversation](#)

Install Microsoft Teams now

[iOS](#) [Android](#)

This email was sent from an unmonitored mailbox. Update your email preferences in Teams.



Unprepared attendees

No context shared

Distractions

Are teams getting the most out of meetings?

Remote attendees don't feel included

Lack of follow-through after the meeting

Managing your meeting life in Teams...

Microsoft Teams

Search or type a command

Calendar

Meet now + New meeting

Today < > March 2020 - April 2020 Work week

	30 Monday	31 Tuesday	01 Wednesday	02 Thursday	03 Friday
8 AM	Company All Hands Mark 8 Project Team / Go to Market Plan Lee		UX Sync Mark 8 Project Team / Design Pradeep Gupta		UX Sync Mark 8 Project Team / Design Pradeep Gupta
9 AM	Website Review Mark 8 Project Team / Digital Assets Web Lynne Robbins		Website Review Mark 8 Project Team / Digital Assets Web Lynne Robbins		
10 AM	Social Media Campaign Mark 8 Project Team / Go to Market Plan Lidia		Social Media Campaign Mark 8 Project Team / Go to Market Plan Lidia		Social Media Campaign Mark 8 Project Team / Go to Market Plan Lidia
11 AM					
12 PM	Core Web Team Sync Mark 8 Project Team / Digital Assets Web Prac		Core Web Team Sync Mark 8 Project Team / Digital Assets Web Prac		Core Web Team Sync Mark 8 Project Team / Digital Assets Web Prac
1 PM	Market Plan Review Mark 8 Project Tea	Online Marketing Online Sales and Mar	Market Plan Review Mark 8 Project Team / Go to Market Plan Grac		
2 PM					
3 PM	Mark 8 Project Sync Mark 8 Project Team / Research and Developm				

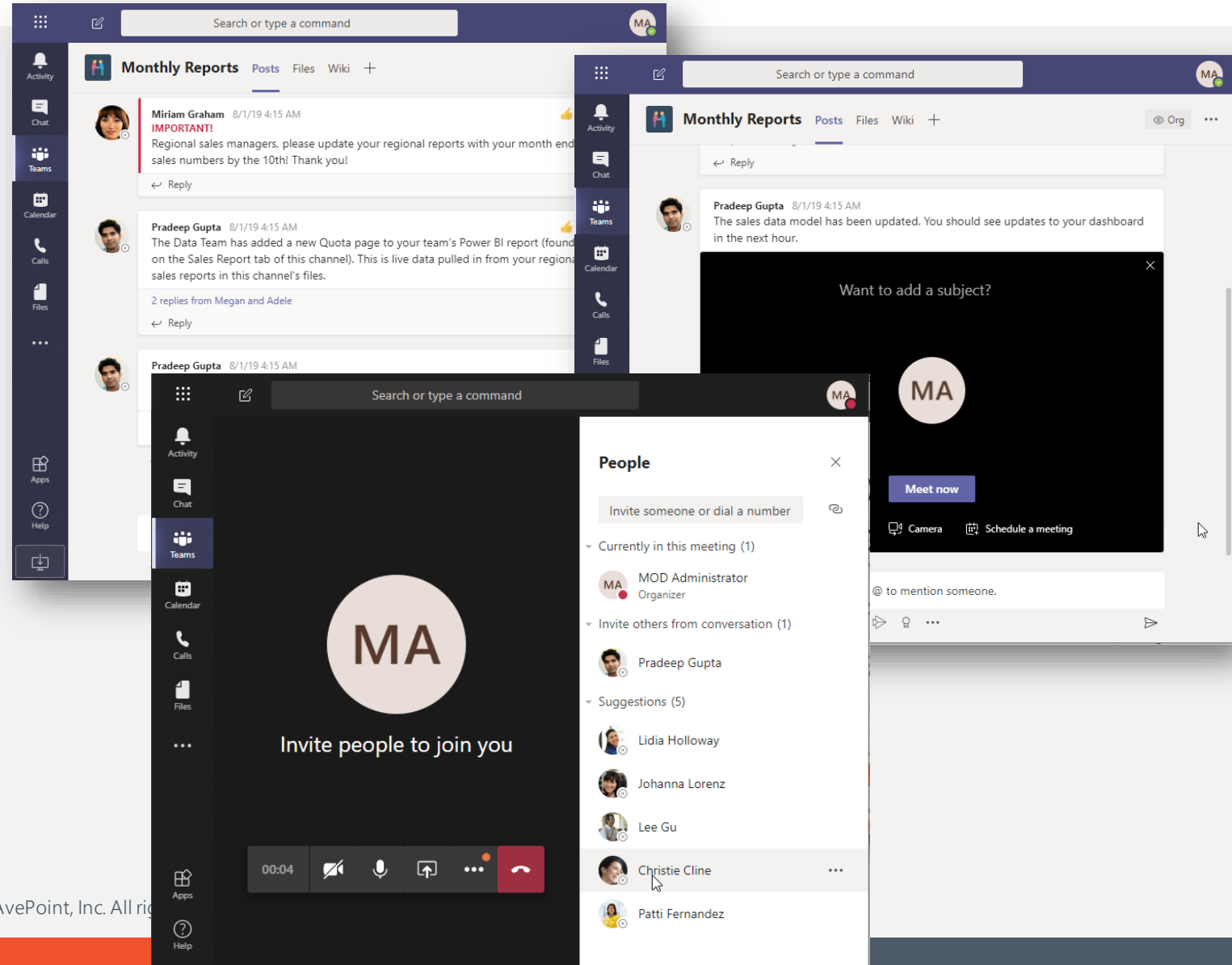
Join current meetings



Initiating quick and easy ad-hoc meetings...

"Meet Now"

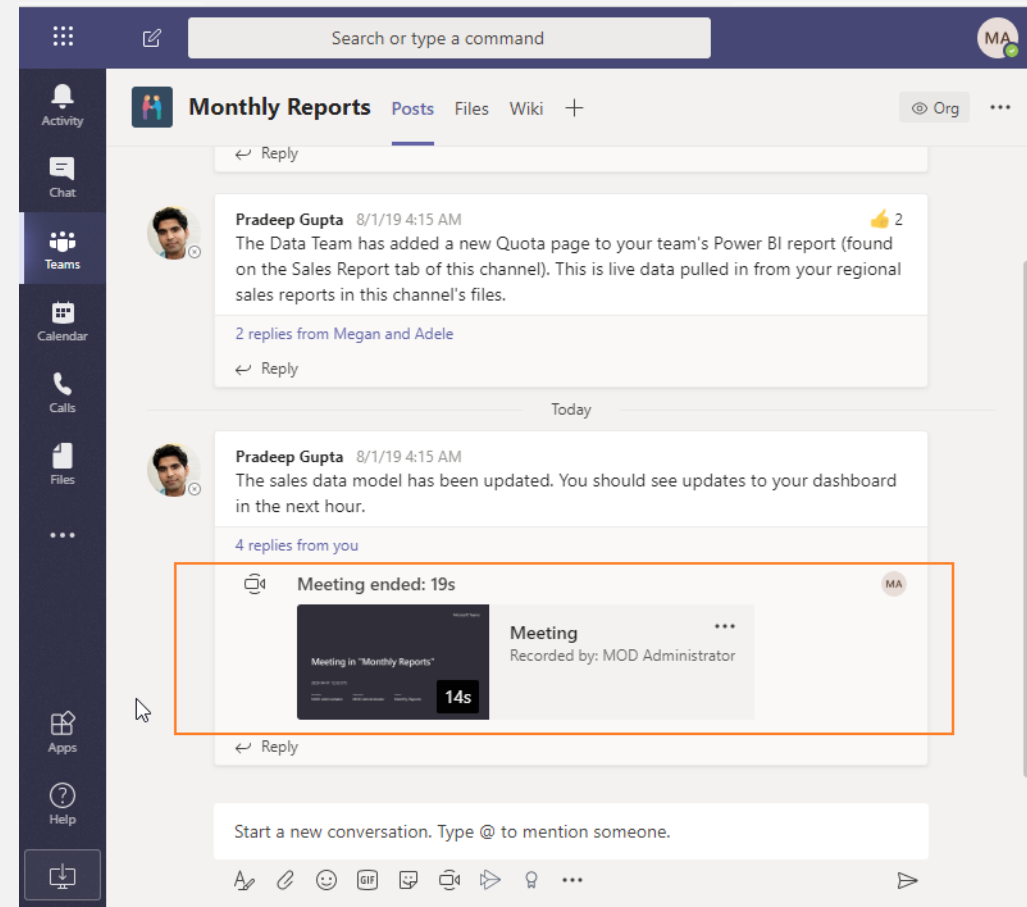
- Evolve naturally from a new or active conversation
- Can have video, audio and screen share
- Easy to invite those from the active conversation as well as others from the team



Reviewing past meetings: *Channel Meetings*

Ad hoc or scheduled channel meetings are just another part of the ongoing conversation...

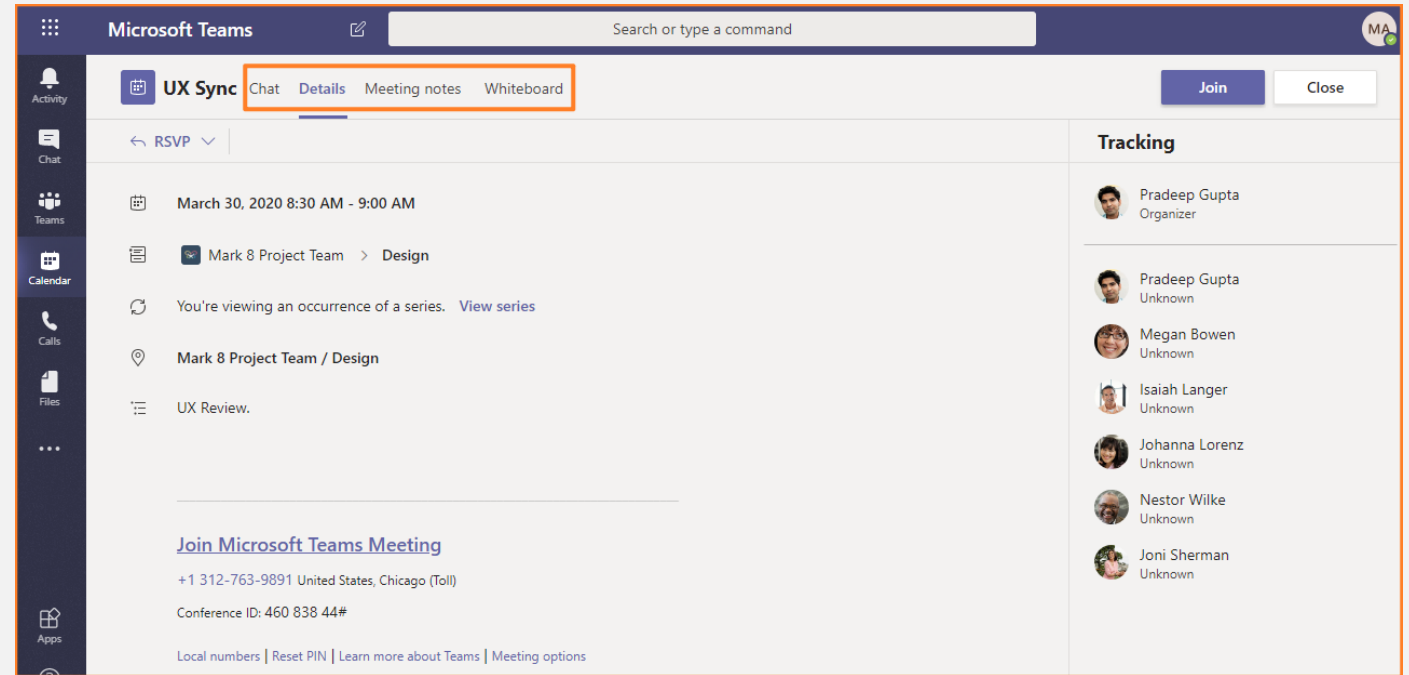
- Appears in-line with the conversation thread
- Includes all chat messages and files and notes shared during the meeting
- If recorded, recording and transcription available for all team members to review



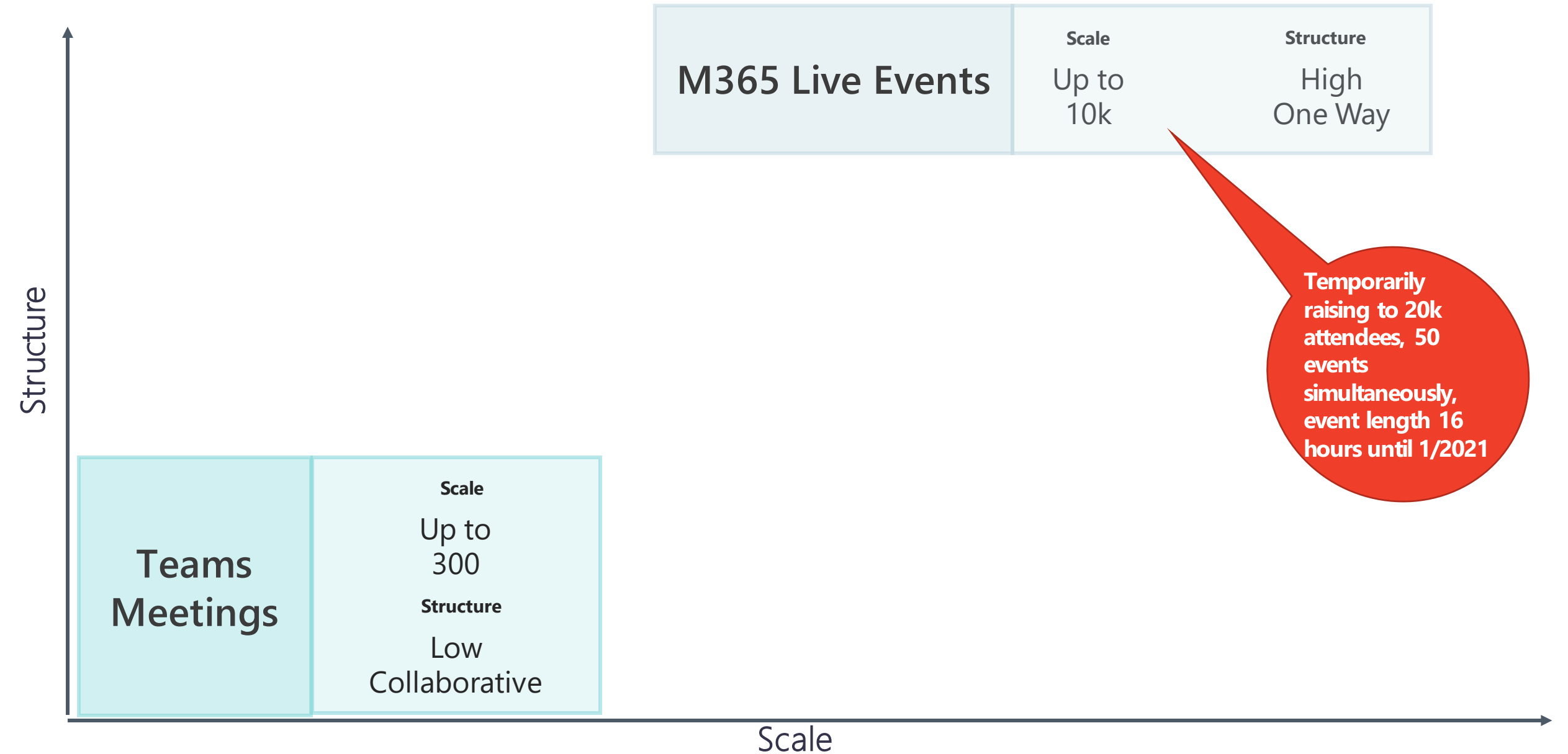
Reviewing past meetings: *Non-channel meetings*

Use the Calendar to access past meetings...

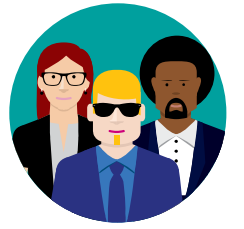
- Includes all chat messages and files and notes shared during the meeting
- If recorded, recording and transcription available for all team members to review



Teams Meetings & Live Events



Guest Access (use with caution)



Anyone with an Azure Active Directory (AAD) account can be added as a guest in Teams.

Can have any email account (Work accounts e.g. Office 365)

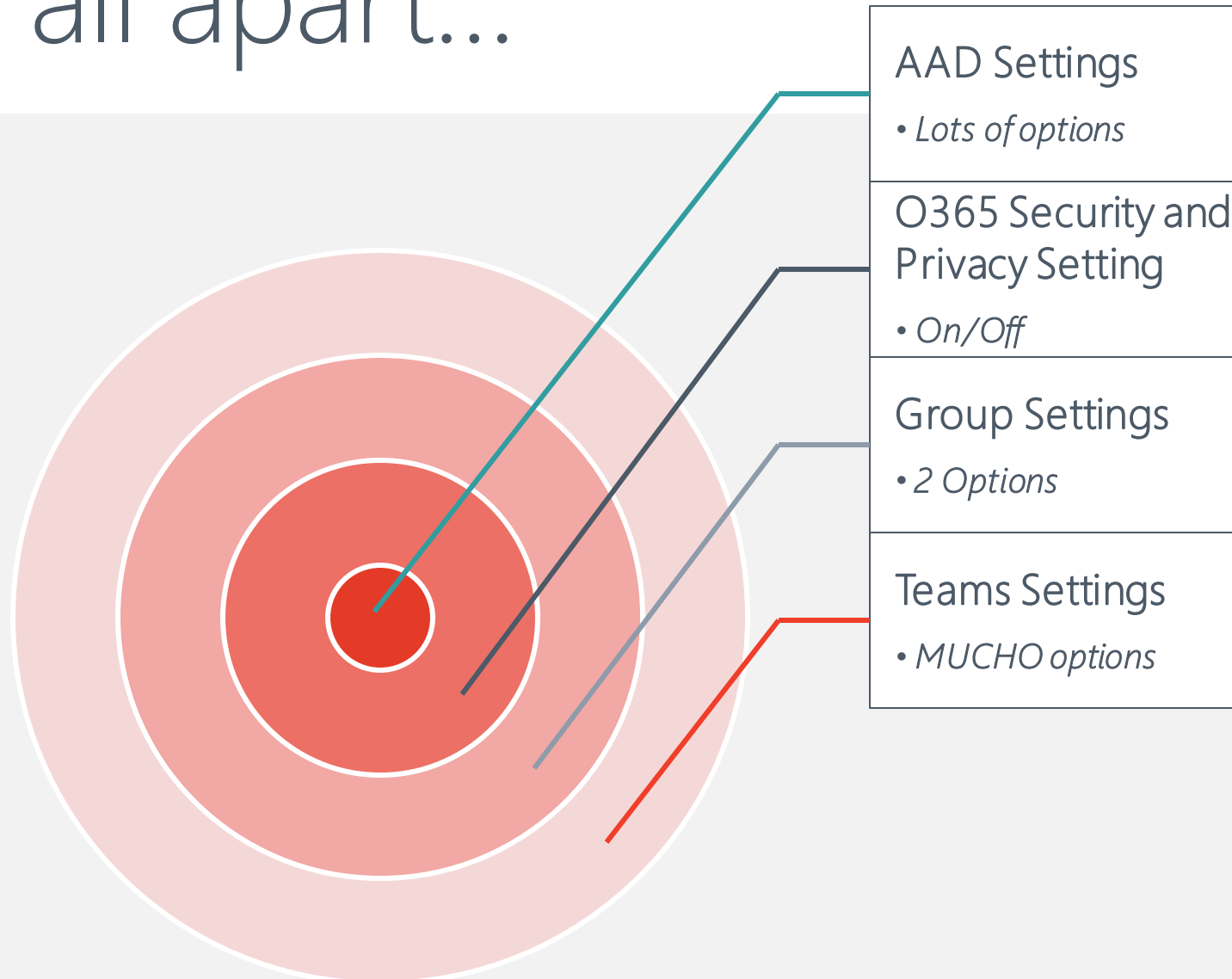
Accounts are added and securely managed within Azure AD through Azure AD B2B Collaboration

IT admins can quickly and easily view, add, or revoke a guest's access to the host tenant

Are included as part of your Office 365 subscription at no additional cost

Are subject to Azure AD & Office 365 service limits

Peeling it all apart...



<https://docs.microsoft.com/en-us/microsoftteams/guest-access-checklist>

@JohnConnected

External Access



How is this different to guest access?

With Teams external access (federation), users from other domains can participate in your chats and calls

With external access (federated chat), the external chat participants have no access to the inviting organization's teams or team resources.

You can also allow external users who are still using Skype for Business to participate.

In order to turn on external access, go to the Microsoft Teams Admin Center, select Org-wide settings > External access.

Key Concepts Covered So Far...

- What we are seeing in this rapidly changing world regarding meetings
- Different ways users can leverage meetings in Teams – impromptu, scheduled, historical
- Variety of meeting types, smaller or broadcast and what is available to organizations
- Video Chat and Options for audio



Demo:
"A day in the life"
with Microsoft
Teams

- Using "Meet Now"
- Scheduling a meeting
- Following up on past meetings

5 Minute Break!



Striking the Balance Between Collab and Control

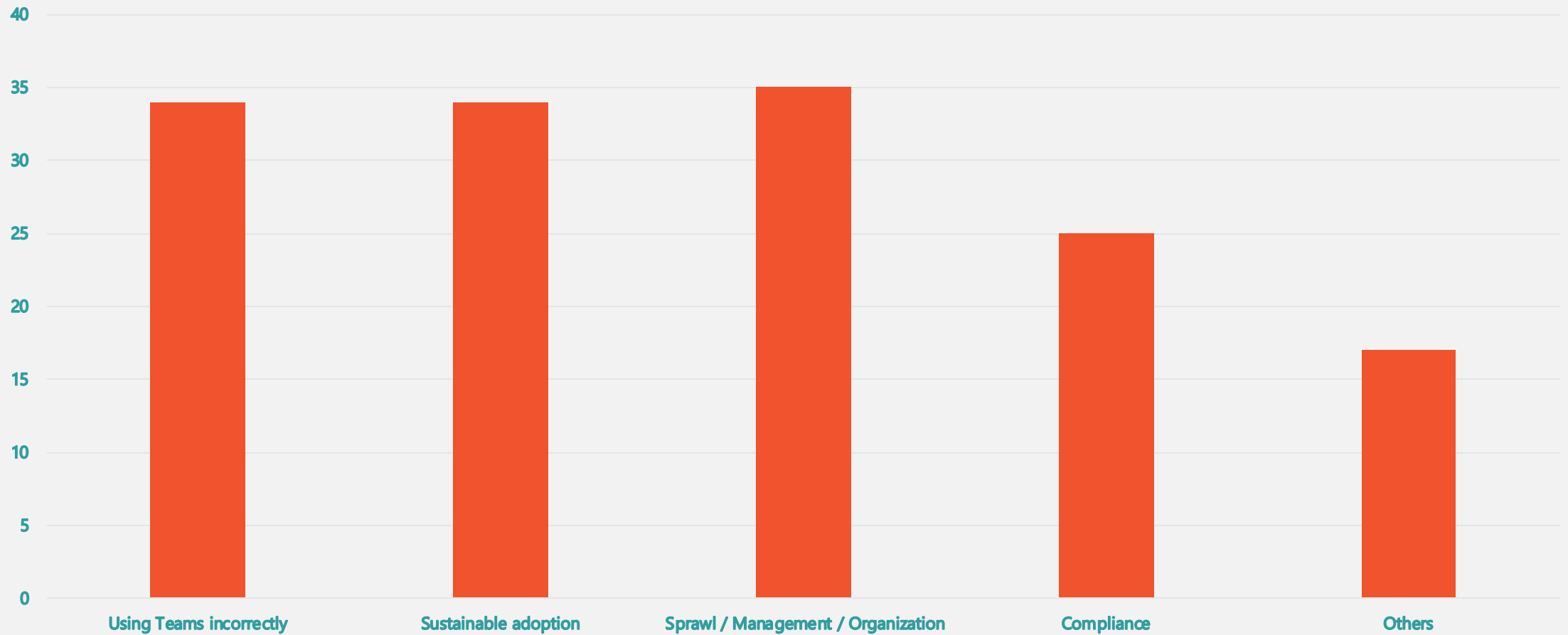
Right-sizing governance for Microsoft Teams

Discussion:

Name your organization's TOP TWO governance and management concerns for Teams and/or Office 365



Teams Challenges

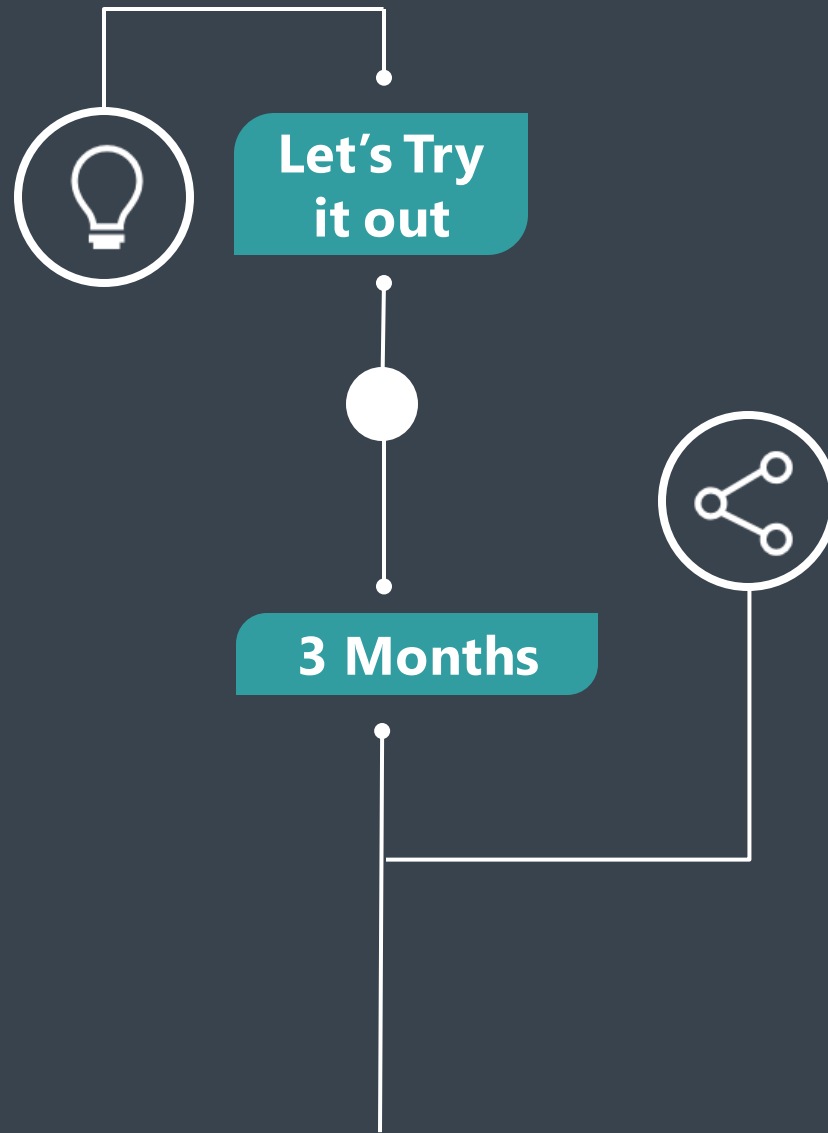


Understanding the “day 2” scenario...

All is Great

Organization pilot Office 365 licenses

- Evaluations of Groups, Teams, Planner, etc.
- Initial roll-out of Exchange, OneDrive, SPO, Teams
- Team of MS Engineers and contractors available to help configure MIP and other protections



Sprawl Begins

Users can:

- Provision anything anytime
- Share anything with anyone
- Delete anything anytime
- Duplicate content/workspaces
- Let workspaces live forever

Understanding the "<1 Year" scenario...

The Shutdown

- Realizing the security threat company decides not to move forward with all/some O365 services till proper security control are in place.
- Workspaces created without owners / classification
- Duplicate/unnecessary/unused workspaces



6 Months



1 Year



Support, Operations, & IT Nightmare

Employees get involved in:

- Manually provisioning thousand of workspaces
- Handling 40-50 change request daily
- Only option to manage workload is to grant elevated privileges

Understanding the “ >1 Year” scenario...

Let's Build it

- PowerShell / API driven integrations built and designed to manage issues
- Engineers, support staff, and additional SMEs required
- Changes to Microsoft app models, APIs, and features a full-time job for SMEs



1 Year



1.5 Years



TCO Increases

The advantages of moving to cloud is diminished.

- More engineers are hired to keep up with Microsoft updates
- Potential cost increases from blanket governance policies (AAD premium, default retention policies, audit history, etc.)

Understanding the "2 Year" scenario...

Over-Privileged Users

Microsoft Office365 limitations starts surfacing:

- Over-privileged owners can delete sites permanently
- Accidental or intentional data loss difficult to police and recover from
- Change in purpose of a site or types of content does not change the policy for the site
- Ownership does not adapt to changes in the business



2 Years

Around
Same Time



Permission Challenges

Office365 makes sharing too easy:

- Users can share sensitive documents with wrong audiences
- Employees change role/dept/project but can still access old files/sites
- Content managers fail to validate permissions of workspaces

Good governance precedes great adoption.

Frictionless self-service with robust IT manageability is an attainable goal.

So are satisfied users.

Office 365 Groups is a membership service

1 User creates new group for collaboration

2 Group identity created in Azure Active Directory

3 Group experience populated in app of choice



To govern Microsoft Teams you must govern Office 365 Groups

One Identity

Azure Active Directory (AAD) is the master for group identity and membership across Office 365 (Exchange, SharePoint, etc.)

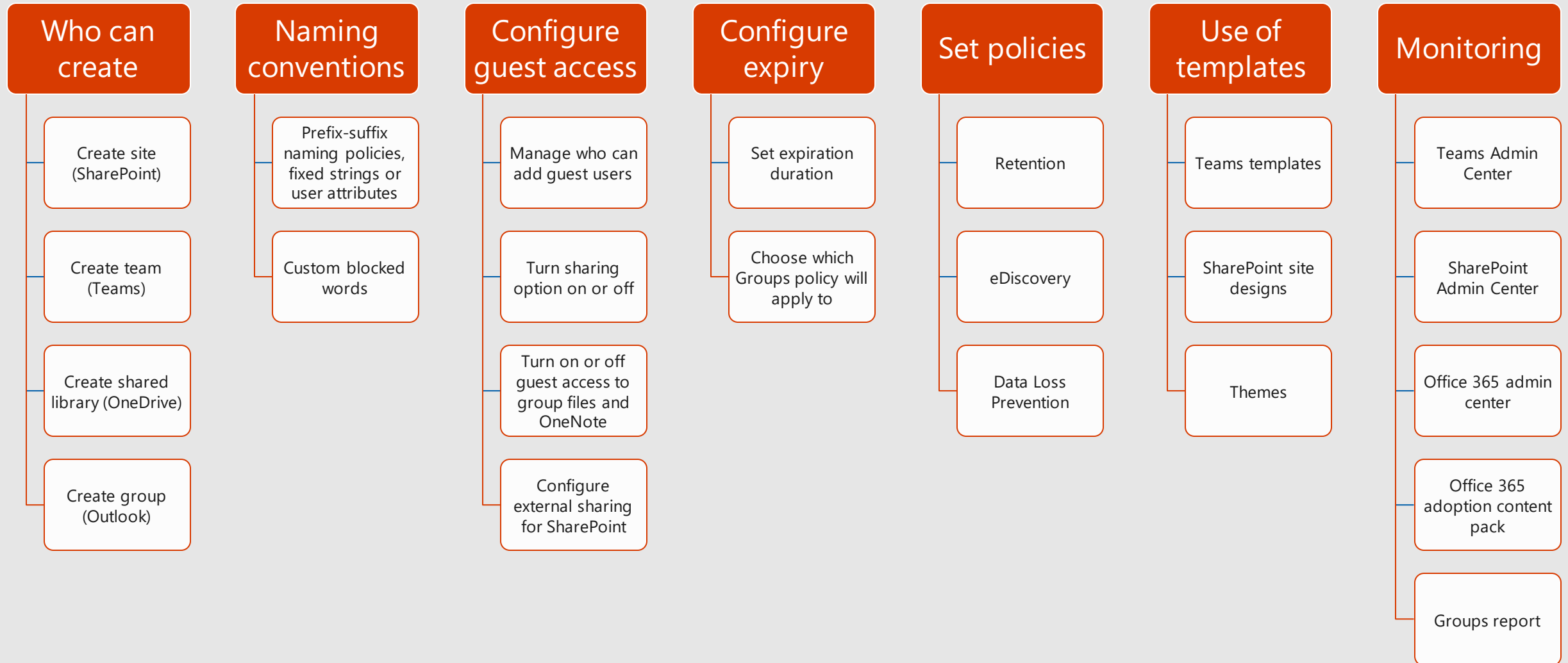
Federated Resources

O365 services extend with their data (e.g. Group messaging, SharePoint Team Site, OneNote, Planner)

Loose coupling

Services notify each other of changes to a group (e.g., creation, deletion, updates).

Control governance before day one



Let's keep it simple...



For collaborative workspaces in O365, customers want to govern:

How are Teams
requested, approved
and created

Provisioning

How are availability,
compliance and
changes over time are
managed

Management

How do I
retain/expire/dispose of
Teams as appropriate

Lifecycle



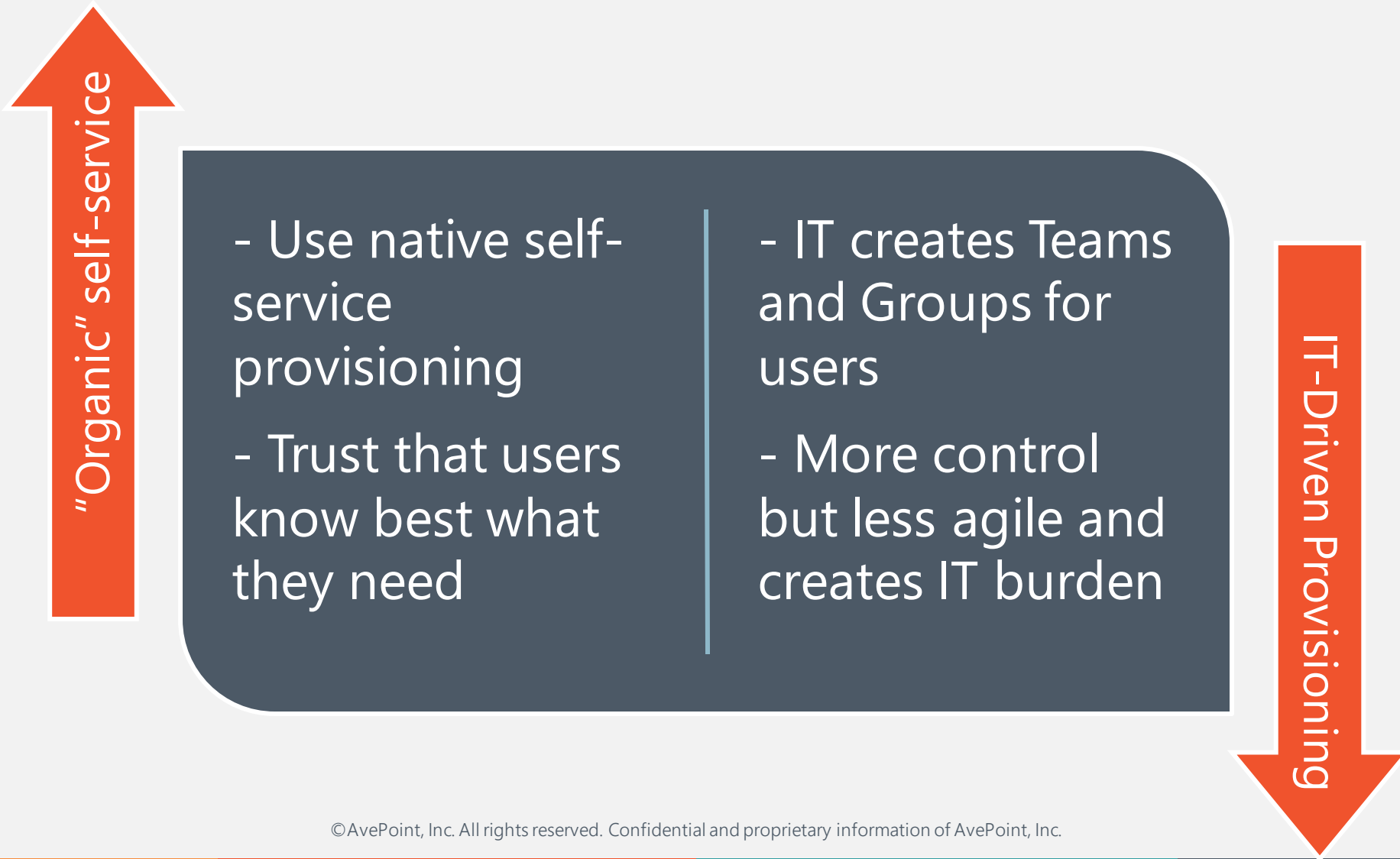
Consideration 1

How Teams are
Born

- Sprawl
- Duplication
- Appropriateness
- Convention
- Cataloging



Two (ish) options for group/team creation



When considering native self-service...



You should be thinking about:

Impact on user experience and business agility

Desire/need to mandate options and settings

What can/can't be adjusted afterwards



Microsoft's native tooling to help govern Teams provisioning...

Restricting self-service creation

Can restrict creation to select group of users

Set group visibility

Options for public/private, hidden membership/group

"Classification"

Set one "classification" per group and have it displayed on Group page

Usage Guidelines

Link to acceptable use policy etc.

Dynamic Membership

Set group membership by AAD attribute

Naming rules

Prefix/Suffix, blocked words

<https://blogs.office.com/en-us/2017/04/06/whats-new-in-office-365-groups-for-april-2017>



You CAN limit who can create Groups- affects all Group flavors

```
GroupCreationAllowedGroupId 319c90a7-67ad-4bc4-83a4-759508d5da45
```

The screenshot displays the Microsoft 365 user interface with a top navigation bar showing the user 'Adele Vance'. The main content area is partially obscured by two error messages. The background page shows options for 'Choose how you see People' and a list of 'People you frequently contact'.

Plan and Office 365 Group Creation Disabled

Your organization's global admin has turned off the ability to create new Plans and Office 365 Groups.

Ok

Sorry, the ability to create groups has been turned off by the person who manages your email.

OK

The background page also shows a 'Create a group' dialog box with fields for 'Choose a name', 'Add a description', and 'Privacy' (set to 'Public - Anyone can see what's inside').



"AzureADDirectorySetting" Template allows restriction of self-service group/team creation

Also allows definition of several other options

<https://docs.microsoft.com/en-us/microsoft-365/admin/create-groups/manage-creation-of-groups?view=o365-worldwide>

```
Administrator: Windows PowerShell
PS C:\windows\system32> Get-AzureADDirectorySetting

Id                                DisplayName      TemplateId      Values
--                                -
ed777fcb-0844-4e0d-adca-fcdc202dacb7 Group.Unified    62375ab9-6b52-47ed-826b-58e47e0e304b {class SettingValue {...}

PS C:\windows\system32> (Get-AzureADDirectorySetting -id ed777fcb-0844-4e0d-adca-fcdc202dacb7).Values

Name                                Value
-----
CustomBlockedWordsList
EnableMSStandardBlockedWords      false
ClassificationDescriptions
DefaultClassification
PrefixSuffixNamingRequirement
AllowGuestsToBeGroupOwner          False
AllowGuestsToAccessGroups          True
GuestUsageGuidelinesUrl
GroupCreationAllowedGroupId        319c90a7-67ad-4bc4-83a4-759508d5da45
AllowToAddGuests                   True
UsageGuidelinesUrl
ClassificationList
EnableGroupCreation                False
```



But don't repeat the mistakes of the past...



If self-service is disabled...

- You MUST have an alternate strategy
- Legacy, overly manual provisioning processes will also kill Teams adoption and burden your operations teams

Automation can provide the “middle way”

- Automation can create sustainable, alternative provisioning workflows
- Powershell, Power Apps, Power Automate and/or 3rd party applications are options



Group "Classification"

Microsoft Teams Search or type a command

Join or create a team

Create your team

Collaborate closely with a group of people inside your organization based on project, initiative, or common interest. [Watch a quick overview](#)

[See your organization's guidelines.](#)

Team name

Description

Privacy

Private - Only team owners can add members

Classification

Pretty Safe

Classification allows organization to protect data based on our policies and standards.

Pretty Safe - You know like iffy but still safe

WickedlyPrivate - Probably don't show anyone

Toxic - Don't you DARE!

[Create a team using an existing team as a template](#)

[Create a team from an existing Office 365 group](#)

Cancel Next



Classification and Privacy...

Search or type a command

Richland Hammer Time > General ...

Private Toxic

Conversations Files Task Plan +

Add more people Create more channels Open

MOD Administrator 10/24 12:26 PM
Tab conversation has begun.

Task Plan

← Reply

MOD Administrator 10/24 12:26 PM
Hey @Adele Hello

← Reply

MOD Administrator 10/24 12:28 PM
This doc needs attention
Hey @Adele..

Project tracker1.ods



Understanding Classification- *Today*

Can be applied to Sites and Groups

Set at "container" level where Labels are at item level for docs and emails

Currently requires application via PowerShell

PowerShell used by an admin to create and apply classifications

Can be selected by user if self-service site collection provisioning is enabled in SharePoint

Microsoft signaling same for O365 Groups in future

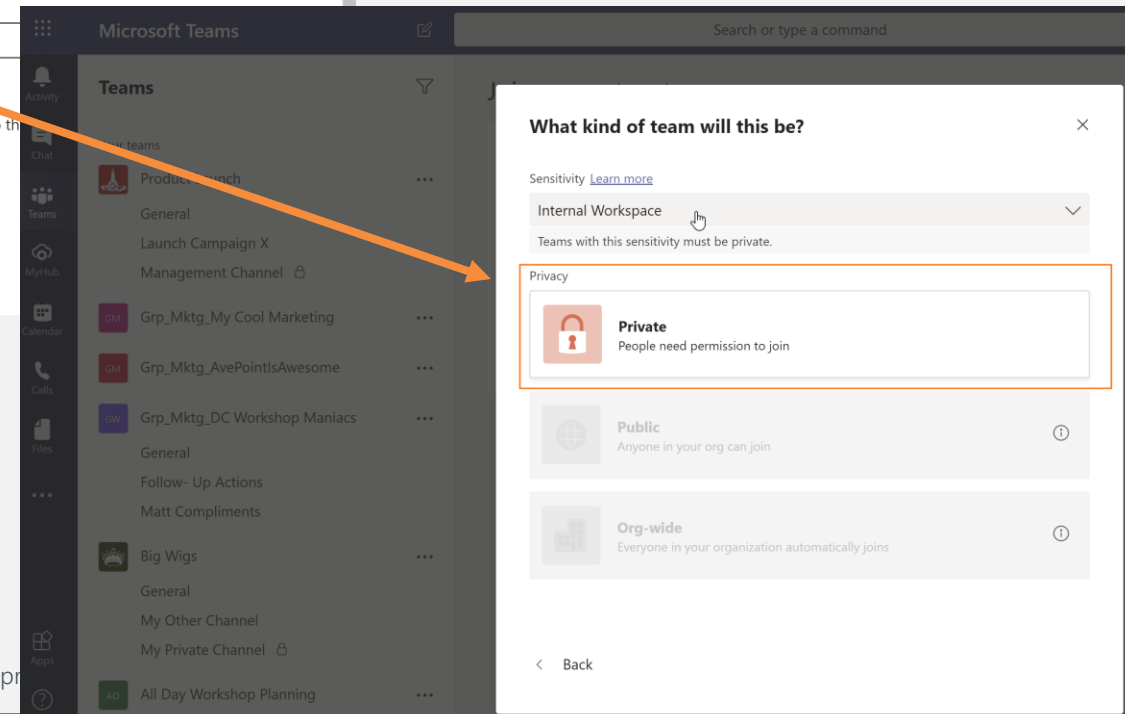
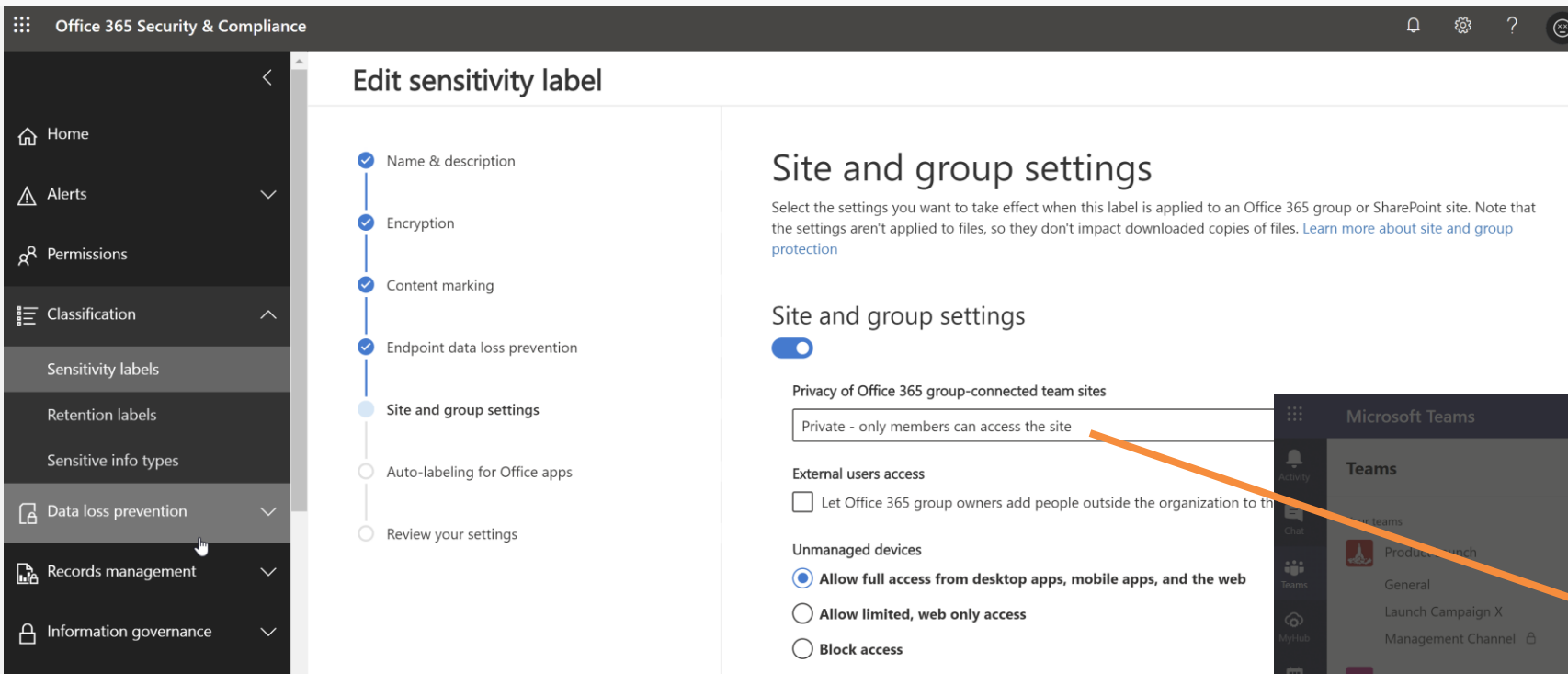
Does not drive any action currently

Currently no impact on retention or expiration



Sensitivity Labels for teams, groups and sites

Creating the Sensitivity Labels in Security and Compliance Center



Team creation wizard

<https://docs.microsoft.com/en-us/microsoftteams/sensitivity-labels>

Private or Public- What's the impact?

Microsoft Teams

Search or type a command

Join or create a team

Create your team

Collaborate closely with a group of people inside your organization based on project, initiative, or common interest. [Watch a quick overview](#)

[See your organization's guidelines.](#)

Team name

Description

Privacy

- Private - Only team owners can add members
- Private - Only team owners can add members
- Public - Anyone in your organization can join
- Org-wide - Everyone in your organization will be automatically added

Cancel Next



Understanding "Public" content visibility

The screenshot displays the Microsoft Teams interface. On the left, the navigation pane shows the 'Contoso News' channel selected. The main area shows the 'General' channel page. A red box highlights the 'Public' visibility setting in the top right corner. A red arrow points from this box to the 'Settings' dropdown menu in the 'People and Groups' section, specifically to the 'Everyone except external users' option.

Search or type a command

Contoso News > General ...

Public

Conversations Files Wiki GAO +

Here are some things to get going...

Office 365

People and Groups > Contoso News Members

Groups

- Contoso News Members
- Contoso News Visitors
- Contoso News Owners
- More...

New Actions Settings

Name	About me	Title	Department
<input type="checkbox"/> Contoso News			
<input type="checkbox"/> Everyone except external users			

Using the native “naming policy” for Teams and Groups...

Set the naming policy and custom blocked words

1. Now you can set the prefixes and suffixes. Run the following commands in Azure AD PowerShell:

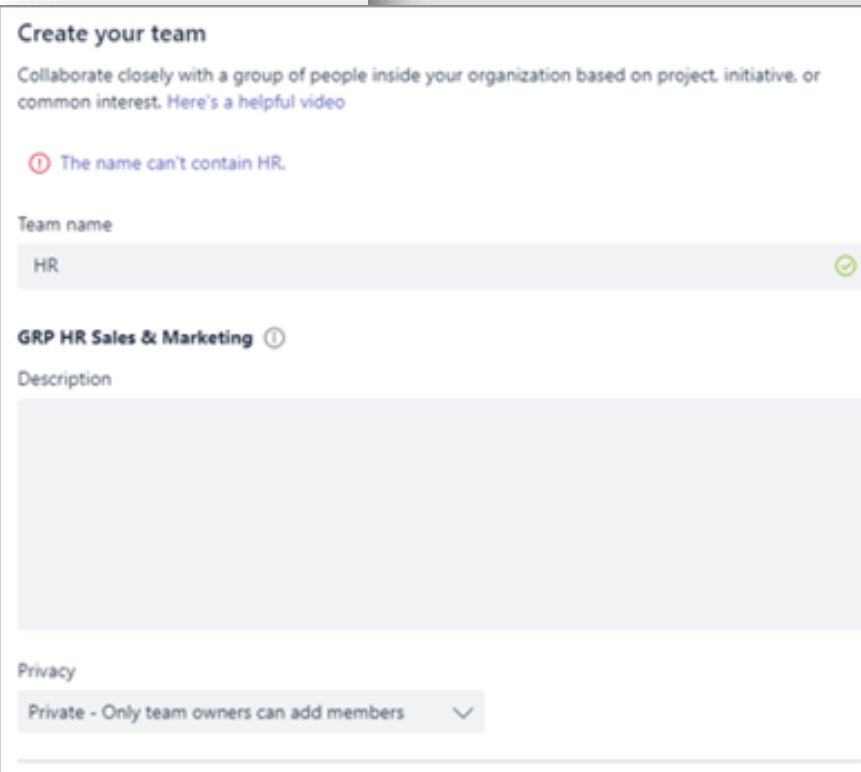
```
$Setting["PrefixSuffixNamingRequirement"] = "Grp_[Department]_[GroupName]_[Country]"
```

2. Now set the custom blocked words that you want to restrict by typing below. Add your own custom words that you want:

```
$Setting["CustomBlockedWordsList"]="Payroll,CEO,HR"
```

3. Save the settings for the new policy to be effective by typing:

```
Set-AzureADDirectorySetting -Id (Get-AzureADDirectorySetting | where -P  
"Group.Unified" -EQ).id -DirectorySetting $Setting
```



Create your team

Collaborate closely with a group of people inside your organization based on project, initiative, or common interest. [Here's a helpful video](#)

ⓘ The name can't contain HR.

Team name

HR

GRP HR Sales & Marketing ⓘ

Description

Privacy

Private - Only team owners can add members

Limited Prefix/Suffix options

- Fixed text
- AAD properties of the requestor
- Dept, Company, Office, State/Province, Country/Region, Title

Requires *clean* AAD

- AAD properties must be current and complete

“Blocked” words

- MSFT list
- “Custom list”



Using the native “Dynamic Membership” for Teams and Groups...

The screenshot shows the Azure Active Directory admin center interface. On the left, the 'Group' tab is selected, showing fields for 'Group type' (Office 365), 'Group name' (My Cool Dynamic Group), 'Group description' (Enter a description for the group), and 'Membership type' (Dynamic User). On the right, the 'Dynamic membership rules' tab is active, showing the 'Add dynamic membership rule' section with 'Simple rule' and 'Advanced rule' buttons. The 'Add users where' section is configured with 'department' as the attribute, 'Equals' as the operator, and 'Cool People' as the value.

Based on AAD Attributes

- AAD properties drive membership
- Not based on Security Group Membership

Requires *clean* AAD

- AAD properties must be current and complete

The screenshot shows the 'Dynamic membership rules' dialog box. The 'Add dynamic membership rule' section has 'Simple rule' and 'Advanced rule' buttons. The 'Advanced rule' section is selected, showing a text box with the rule definition: (user.department -eq "Cool People").



Demo:

Governing provisioning of Office 365 Groups

- Limiting self-service O365 Group Creation in PowerShell
- Additional Group creation settings in Azure AD
- The impact of these settings to users

Also consider...



Additional PROVISIONING ideas from the field

- *Guidance to the user for what to use and when*
- *User/Division-level workflows*
- *Teams "Templates"*
- *Approval when necessary*
- *More flexible naming policies*
- *Setting guest access/external setting per team*
- *Metadata collection for cataloging your collab workspaces*
- *Named data owners*



Considerations 2

Ongoing Operations

- Day to day administration of Teams
- Monitor for Group Usage and Adoption
- Ensure users aren't doing what they shouldn't
- You're old friend hasn't gone anywhere...



Microsoft native tooling to help govern Teams management...

Teams Admin Center

Day to day management of the Teams service with policies and settings

Usage Reporting

Track and monitor usage and adoption

Audit Reporting

Report on user activity within Microsoft Teams

<https://blogs.office.com/en-us/2017/04/06/whats-new-in-office-365-groups-for-april-2017>



The Teams Admin Center...

The screenshot displays the Microsoft Teams Admin Center for the 'X1050 Launch Team'. The left sidebar contains navigation options: Dashboard, Teams, Manage teams (selected), Devices, Locations, Users, Meetings, Messaging policies, Voice, Analytics & reports, and Org-wide settings. The main content area shows the team's details, including a pink 'XL' icon, a public privacy setting, and a team email address. Below this, the 'Team members' tab is active, showing a list of five team members with their display names, user names, titles, locations, and roles. A search bar is located at the top right of the team members list.

Microsoft Teams & Skype for Business Admin Center

Dashboard \ Manage teams \ X1050 Launch Team

X1050 Launch Team

Privacy: Public

Mail: X1050LaunchTeam@teamworkdemob.onmicrosoft.com

Team members | Channels | Settings

+ Add team members | Remove | 5 Team members

Display name	User name	Title	Location	Role
Angela Donohue	AngelaD@teamworkdemob.onmicroso...	Sr Product Marketing Manager	-	Member
Christian Schacht	ChristianS@teamworkdemob.onmicros...	Sr Product Marketing Manager	-	Member
Heidi GlouDEM...	HeidiG@teamworkdemob.onmicrosoft...	-	-	Owner
Jeff Teper	JeffT@teamworkdemob.onmicrosoft.co...	-	-	Member



Teams “policies & settings”

Policies

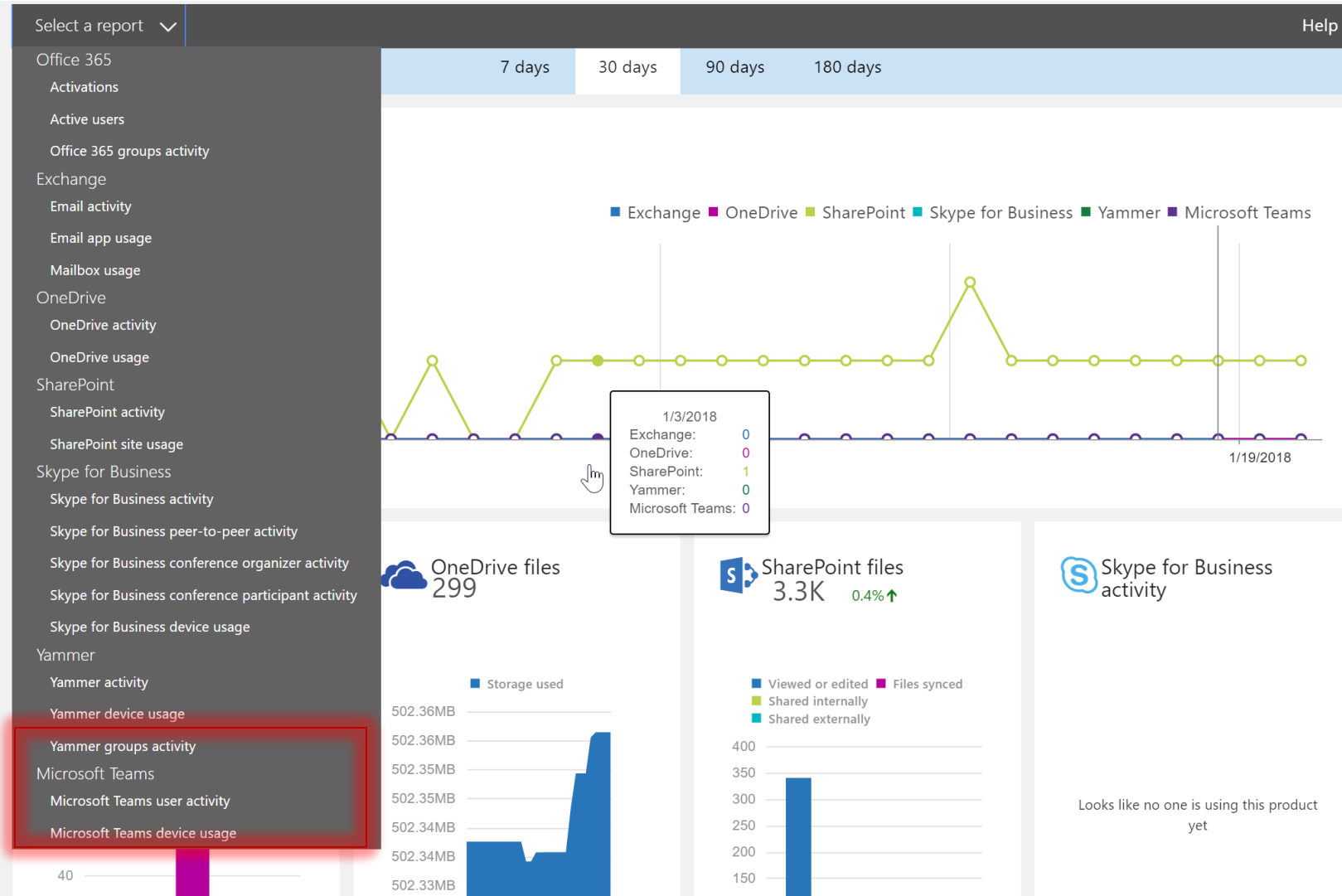
- A collection of configuration settings
- Applied to some or all users
- Examples: messaging policy, meeting policy, voice policy, etc.

Settings

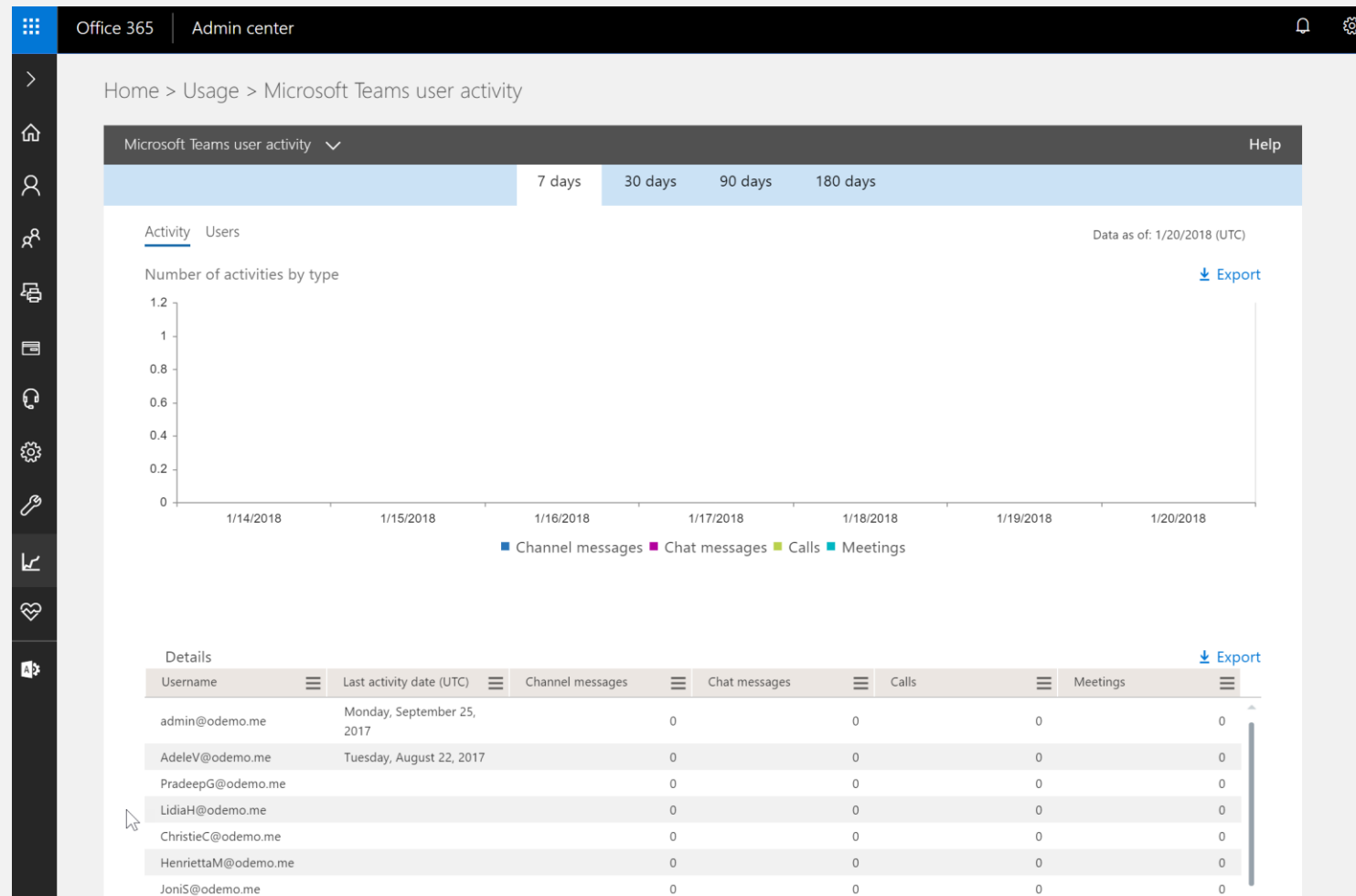
- A collection of configuration settings.
- Generally grouped by modality.
- Per tenant only.
- Examples: guest, federation, audio conferencing, etc.



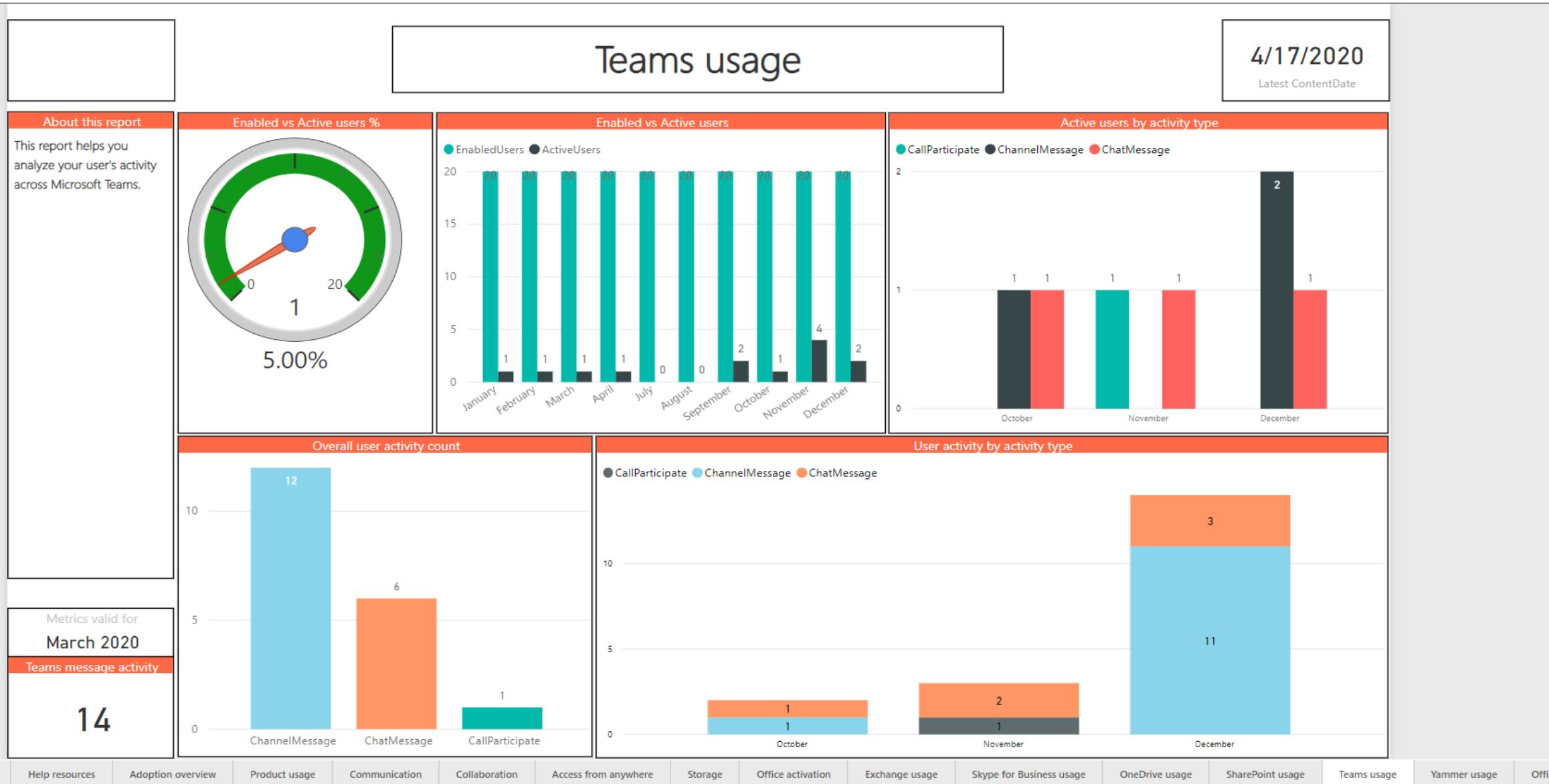
Monitoring for adoption and usage



Monitoring for adoption and usage



Monitoring for adoption and usage



Audit reporting for Teams...

The screenshot shows the Office 365 Security & Compliance center. The left navigation pane includes links to Home, Alerts, Permissions, Classifications, Data loss prevention, Data governance, Threat management, Search & investigation, Content search, Audit log search (selected), and eDiscovery. The main content area is titled 'Audit log search' and includes a search bar with a 'Clear' button. Below the search bar, a dropdown menu shows 'Show results for all activities'. A search filter is applied, showing 'Microsoft Teams activities' and 'User signed in to Teams'. The results table has columns for Date, IP address, User, Activity, Item, and Detail. The table is currently empty, displaying the message 'Run a search to view results'.

Limited detail currently

- User sign-ins
- No "Team" centric pivots
- Check "Group" activities for more actions

Non-admins allowed

- Set permissions in Sec & Compliance center



Your old friend still needs to be dealt with...



Example: Management of Teams (SharePoint)

Operational Governance

- Standardized look & feel
- Authorized features / workflow
- Publishing settings
- Site Creation

Information Governance

- Azure Information Protection (AIP)
- DLP and Audit Settings
- Records Management

Look and Feel
Quick launch
Navigation Elements
Change the look

Site Actions
Manage site features
Enable search configuration export
Reset to site definition

Site Collection Administration
Recycle bin

Search Result Sources
Search Result Types
Search Query Rules
Search Schema
Search Settings
Search Configuration Import
Search Configuration Export

Site collection features
Site hierarchy

Site collection audit settings

Portal site connection
Site collection app permissions
Storage Metrics

Content type publishing
HTML Field Security
Site collection health checks
Site collection upgrade

Web Designer Galleries
Site columns
Site content types

Site Administration
Regional settings
Language settings
Export Translations
Import Translations
Site libraries and lists
User alerts

RSS
Sites and workspaces
Workflow settings
Term store management

Search
Result Sources
Result Types
Query Rules
Schema
Search Settings
Search and offline availability
Configuration Import
Configuration Export



Powershell experts can get me Permissions Reports. But, they don't tell me the whole story...

A	B	C	D	E	F	G
Path	Title/Name	Level	Username	Display Name	E-mail	Account Type
http://intranet/demo/Sales/Shared Documents/North East Invoices/Migration and Tagging.pbptx	Migration and Tagging.pbptx	Item	i:0# wjave\mary.preston	Mary Preston	mary.preston@ave.com	User
http://intranet/demo/Sales/Shared Documents/North East Invoices/Migration and Tagging.pbptx	Migration and Tagging.pbptx	Item	i:0# wjave\susan.adams	Susan Adams	susan.adams@ave.com	User
http://intranet/demo/Sales/Shared Documents/North East Invoices/Migration and Tagging.pbptx	Migration and Tagging.pbptx	Item	i:0# wjave\simon.chen	Simon Chen		User
http://intranet/demo/Sales/Shared Documents/North East Invoices/Migration and Tagging.pbptx	Migration and Tagging.pbptx	Item	i:0# wjave\ben.miller	Ben Miller		User
http://intranet/demo/Sales/Shared Documents/North East Invoices/Migration and Tagging.pbptx	Migration and Tagging.pbptx	Item	i:0# wjave\chris.turner	Chris Turner		User
http://intranet/demo/Sales/Shared Documents/North East Invoices/Migration and Tagging.pbptx	Migration and Tagging.pbptx	Item	i:0# wjave\wojciech.gajda	Wojciech Gajda	Wojciech.Gajda@ave.com	User
http://intranet/demo/Sales/Shared Documents/North East Invoices/Migration and Tagging.pbptx	Migration and Tagging.pbptx	Item	i:0# wjave\julie.mccoy	Julie McCoy	julie.mccoy@ave.com	User
http://intranet/demo/Sales/Shared Documents/North East Invoices/Migration and Tagging.pbptx	Migration and Tagging.pbptx	Item	i:0# wjave\jericho.ren	Jericho Ren		User
http://intranet/demo/HR/Shared Documents/GA Slide.pbptx	GA Slide.pbptx	Item	i:0# wjave\warren.villanueva	Warren Villanueva	warren.villanueva@ave.com	User
http://intranet/demo/HR/Shared Documents/GA Slide.pbptx	GA Slide.pbptx	Item	i:0# wjave\brian.goldstein	Brian Goldstein	Brian.Goldstein@ave.com	User
http://intranet/demo/HR/Shared Documents/GA Slide.pbptx	GA Slide.pbptx	Item	i:0# wjave\hr.owners	HR Owners		SharePoint Group
http://intranet/demo/HR/Shared Documents/GA Slide.pbptx	GA Slide.pbptx	Item	i:0# wjave\susan.adams	Susan Adams	susan.adams@ave.com	User
http://intranet/demo/HR/Shared Documents/GA Slide.pbptx	GA Slide.pbptx	Item	i:0# wjave\laura.callahan	Laura Callahan		User
http://intranet/demo/HR/Shared Documents/GA Slide.pbptx	GA Slide.pbptx	Item	i:0# wjave\ben.miller	Ben Miller		User
http://intranet/demo/HR/Shared Documents/GA Slide.pbptx	GA Slide.pbptx	Item	i:0# wjave\ray.hill	Ray Hill	ray.hill@ave.com	User
http://intranet/demo/HR/Shared Documents/GA Slide.pbptx	GA Slide.pbptx	Item	i:0# wjave\frank.wilson	Frank Wilson		User
http://intranet/demo/HR/Shared Documents/GA Slide.pbptx	GA Slide.pbptx	Item	i:0# wjave\daniel.attardi	Daniel Attardi	Daniel.Attardi@ave.com	User
http://intranet/demo/HR/Shared Documents/GA Slide.pbptx	GA Slide.pbptx	Item	i:0# wjave\jericho.ren	Jericho Ren		User
http://intranet/demo/C-SDemo/_catalogs/users	User Information List	List	i:0# wjave\daniel.attardi	Daniel Attardi	Daniel.Attardi@ave.com	User
http://intranet/demo/InformationTechnology/Project Documents/GASubSiteDirectory.wsp	GASubSiteDirectory.wsp	Item	i:0# wjave\warren.villanueva	Warren Villanueva	warren.villanueva@ave.com	User
http://intranet/demo/InformationTechnology/Project Documents/GASubSiteDirectory.wsp	GASubSiteDirectory.wsp	Item	c:0(s true	Everyone		Domain Group
http://intranet/demo/InformationTechnology/Project Documents/GASubSiteDirectory.wsp	GASubSiteDirectory.wsp	Item	i:0# wjave\da_admin	DA_Admin		User
http://intranet/demo/InformationTechnology/Project Documents/GASubSiteDirectory.wsp	GASubSiteDirectory.wsp	Item	i:0# wjnt authority\system	NT AUTHORITY\system		User
http://extranet/sites/HR/Lists/TaxonomyHiddenList	TaxonomyHiddenList	List	c:0(s true	Everyone		Domain Group
http://intranet/demo/InformationTechnology/Project Documents/AvePoint File Share Navigator vs Connect AvePoint File Share Navigator vs C	AvePoint File Share Navigator vs Connect AvePoint File Share Navigator vs C	Item	i:0# wjave\warren.villanueva	Warren Villanueva	warren.villanueva@ave.com	User
http://intranet/demo/InformationTechnology/Project Documents/AvePoint File Share Navigator vs Connect AvePoint File Share Navigator vs C	AvePoint File Share Navigator vs Connect AvePoint File Share Navigator vs C	Item	c:0(s true	Everyone		Domain Group
http://intranet/demo/InformationTechnology/Project Documents/AvePoint File Share Navigator vs Connect AvePoint File Share Navigator vs C	AvePoint File Share Navigator vs Connect AvePoint File Share Navigator vs C	Item	i:0# wjave\da_admin	DA_Admin		User
http://intranet/demo/InformationTechnology/Project Documents/AvePoint File Share Navigator vs Connect AvePoint File Share Navigator vs C	AvePoint File Share Navigator vs Connect AvePoint File Share Navigator vs C	Item	i:0# wjnt authority\system	NT AUTHORITY\system		User
http://ave2013prodwfe.7777/sites/Powell_Industries/Lists/TaxonomyHiddenList	TaxonomyHiddenList	List	c:0(s true	Everyone		Domain Group
http://intranet/demo/ArchiveListItems	ArchiveListItems	Site	i:0# wjave\warren.villanueva	Warren Villanueva	warren.villanueva@ave.com	User
http://intranet/demo/ArchiveListItems	ArchiveListItems	Site	Excel Services Viewers	Excel Services Viewers		SharePoint Group
http://intranet/demo/ArchiveListItems	ArchiveListItems	Site	ArchiveListItems Owners	ArchiveListItems Owners		SharePoint Group
http://intranet/demo/ArchiveListItems	ArchiveListItems	Site	ArchiveListItems Visitors	ArchiveListItems Visitors		SharePoint Group
http://intranet/demo/ArchiveListItems	ArchiveListItems	Site	ArchiveListItems Members	ArchiveListItems Members		SharePoint Group
http://intranet/demo/InformationTechnology/Notification Pages	Notification List	List	i:0# wjave\warren.villanueva	Warren Villanueva	warren.villanueva@ave.com	User
http://intranet/demo/InformationTechnology/Notification Pages	Notification List	List	i:0# wjave\ben.miller	Ben Miller	Ben.Miller@ave.com	User
http://intranet/demo/InformationTechnology/Notification Pages	Notification List	List	InformationTechnology Owners	InformationTechnology Owners		SharePoint Group
http://intranet/demo/InformationTechnology/Notification Pages	Notification List	List	i:0# wjave\bruce.wayne	Bruce Wayne	bruce.wayne@ave.com	User

How do I prioritize? Anything sensitive in the files and sites?



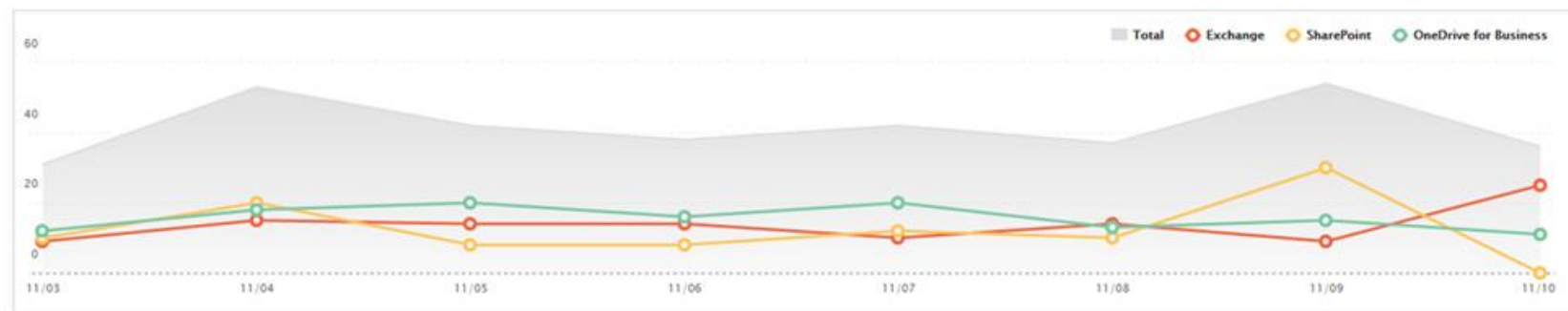
Labels give some insight...

(Sensitivity is indexed)

DLP policy matches

Show data for All policy matches Break down by Services ...

Filters



Date	Rule	Item	Last modified by	Sensitive Information	Sensitive Information count	Severity	Action
2016-11-03T02:56:04	High Volume of Content...	2015 Employee Roster.xlsx	sarad@contos...	Credit Card Number	7	Low	GenerateIncidentReport
2016-11-03T02:56:05	High Volume of Content...	2016-Q1 Expense Accoun...	sarad@contos...	Credit Card Number	3	Low	NotifyUser
2016-11-03T02:56:06	High Volume of Content...	2016-Q2 Expense Accoun...	sarad@contos...	Credit Card Number	4	Low	
2016-11-03T02:56:07	High Volume of Content...	2016-Q3 Expense Accoun...	admin@contos...	Credit Card Number	2	Low	SetAuditSeverityLow
2016-11-03T02:56:08	High Volume of Content...	Company Picnic.xlsx	janed@contos...	Credit Card Number	21	High	NotifyUser
2016-11-03T02:56:09	High Volume of Content...	Expenses-QR1-2016.pptx	janed@contos...	Credit Card Number	14	High	
2016-11-03T02:56:10	High Volume of Content...	New Item Order Form 20...	janed@contos...	Credit Card Number	8	High	SetAuditSeverityLow
2016-11-03T02:56:13	High Volume of Content...	New Item Order Form 20...	janed@contos...	Credit Card Number	12	High	GenerateIncidentReport
2016-11-03T02:56:14	High Volume of Content...	New Item Order Form 20...	janed@contos...	Credit Card Number	18	High	NotifyUser

Feedback

... but must aggregate with permissions for a better picture. And, has it been accessed?



Finding sensitive information in M365 (E3)

DLP Policy Rule One

Name

Conditions

Exceptions

Actions

User notifications

User overrides

Incident reports

Options

We'll apply this policy to content that matches these conditions.

Content contains

Any of these

Sensitive info type	Instance count		Match accuracy		
	min	max	min	max	
U.S. Bank Account Number	1	any	75	100	×
U.S. Driver's License Number	1	any	75	100	×
U.S. Individual Taxpayer Identification Number (ITIN)	1	any	75	100	×
U.S. Social Security Number (SSN)	1	any	75	100	×

Add

+ Add group

Content is shared

only with people inside my organization

only with people inside my organization

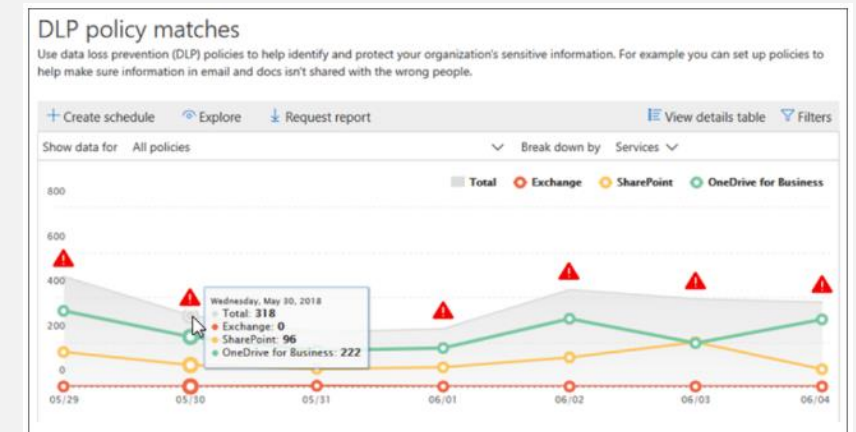
with people outside my organization

+ Add a condition

Teams chat or channel message, or shared in a SharePoint or OneDrive document.

Notifications for internal or external sharing.

DLP Policies allow for notifications, as well as visibility into where sensitive content exists.



Demo: *Ongoing management of Teams*

- Teams Admin Center
- Monitoring Team and Group Usage
- Office 365 audit reporting

Also consider...



Additional MANAGEMENT ideas from the field

- Catalog/Inventory reporting
- Recertification and renewal
- Setting and enforcing Policies at the workspace level
- "Right-sized" governance packages for specific needs and divisions
- Offline retention
- Additional Team and item level recovery options
- Delegated administration tools and reporting



Consideration 3

Retention,
Expiration and
Disposition

- How do I know when a Group should be expired
- How do I get rid of it “safely”
- How do I make sure information management policies are enforced?



Microsoft native tooling to help govern Teams lifecycle...

Team "Archiving"

- Removes Team from user's lists of active Teams

- Puts Team conversations and files into "read only"

- Can be reversed by a Team owner

Soft Delete

- Recover deleted Teams and Groups

Group Expiration

- Require owners to confirm their Group is still active and relevant periodically

Retention and expiration of content

- Records management and content compliance policies



Understanding "archived" Teams

Microsoft Teams

Search or type a command

Want an even faster, more collaborative experience? Download the desktop app. [Download](#)

Create a team

Manage teams

Search teams

Active (6)

Name	Description	Membership	People	Type
Big Wigs	A casual forum for senior leadership.	Owner	9	Global
Contoso News	Company News Channel ... everything you need to know ...	Owner	24	Global
Exec Chatter	Exec Chatter	Owner	2	Private
Product Launch	A collaboration area for the Product Launch team.	Owner	11	Global
Test Team	Test Team	Owner		
test123	test123	Owner		

Archived (1)

Name	Description	Membership
DC Posse	DC Posse	Owner

Want to archive "DC Posse"?

This will freeze all team activity, but you'll still be able to add or remove members and update roles. Go to Manage teams to restore the team.

☐ Make the sharepoint site read-only for team members

Cancel Archive

- Manage team
- Add channel
- Add members
- Leave the team
- Edit team
- Get link to team
- Archive Team
- Delete the team



Group expiration helps prune old Teams

The image shows a screenshot of the Azure Active Directory admin center interface, specifically the 'Expiration (preview)' page. The left sidebar contains navigation options: MANAGE (General, Expiration (preview)), ACTIVITY (Audit logs), and TROUBLESHOOTING + SUPPORT (Troubleshoot, New support request). The main content area displays settings for group expiration, including a search bar, a 'Group lifetime (in days)' dropdown set to 'Custom' with a value of '31', and a section for 'Enable expiration for these Office 365 groups' with a list of groups: 'Alex Dept Planning', 'Alex Team YamJam', and 'test'. A 'test' group is highlighted. A modal window titled 'Action Required: Renew your Office 365 group' is overlaid on the right. It shows a notification from 'msonlineservicesteam@microsoftonline.com' dated 'Yesterday, 3:20 PM' from 'MOD Administrator'. The notification states: 'Your Office 365 group 'test' expires in 30 day(s)'. Below this, there is a group card for 'test' with a 'MA' icon and two buttons: 'Renew group' and 'Go to group'. A warning at the bottom of the modal says: 'If you don't renew, the group and its related content from Teams, Planner, Yammer, Sharepoint, Outlook, etc. will be deleted on 9/10/2017'. The footer of the modal includes the Microsoft Corporation address and a link to the Privacy Statement.

Azure Active Directory admin center contoso > Users and groups >

Expiration (preview)

Search (Ctrl+/)

MANAGE

- General
- Expiration (preview)

ACTIVITY

- Audit logs

TROUBLESHOOTING + SUPPORT

- Troubleshoot
- New support request

Group lifetime (in days) Custom 31

* For groups with no owners, notify Admin@odemo

Enable expiration for these Office 365 groups All Select

Select Office 365 groups

- Alex Dept Planning
- Alex Team YamJam
- test

Action Required: Renew your Office 365 group

msonlineservicesteam@microsoftonline.com
Yesterday, 3:20 PM
MOD Administrator

Your Office 365 group 'test' expires in 30 day(s)

test

MA

Renew group Go to group

If you don't renew, the group and its related content from Teams, Planner, Yammer, Sharepoint, Outlook, etc. will be deleted on 9/10/2017

Microsoft Corporation, [One Microsoft Way, Redmond WA, 98052](#) | [Privacy Statement](#)



"Soft Delete" allows whole-hog recovery of deleted O365 Groups

Azure Active Directory admin center

admin@odemo.me
CONTOSO

Dashboard > Contoso > Groups - Deleted groups

Groups - Deleted groups

Contoso - Azure Active Directory

«

Dashboard

All services

FAVORITES

Azure Active Directory

Users

Enterprise applications

All groups

Deleted groups

Diagnose and solve problems

Settings

General

Expiration

Naming policy

Activity

Access reviews

Audit logs

Bulk operation results (Preview)


Troubleshooting + Support

New support request

Delete permanently Restore group Refresh Columns

i This experience is exclusive to Office 365 groups. 30 days after original deletion, groups are permanently deleted.

Search groups

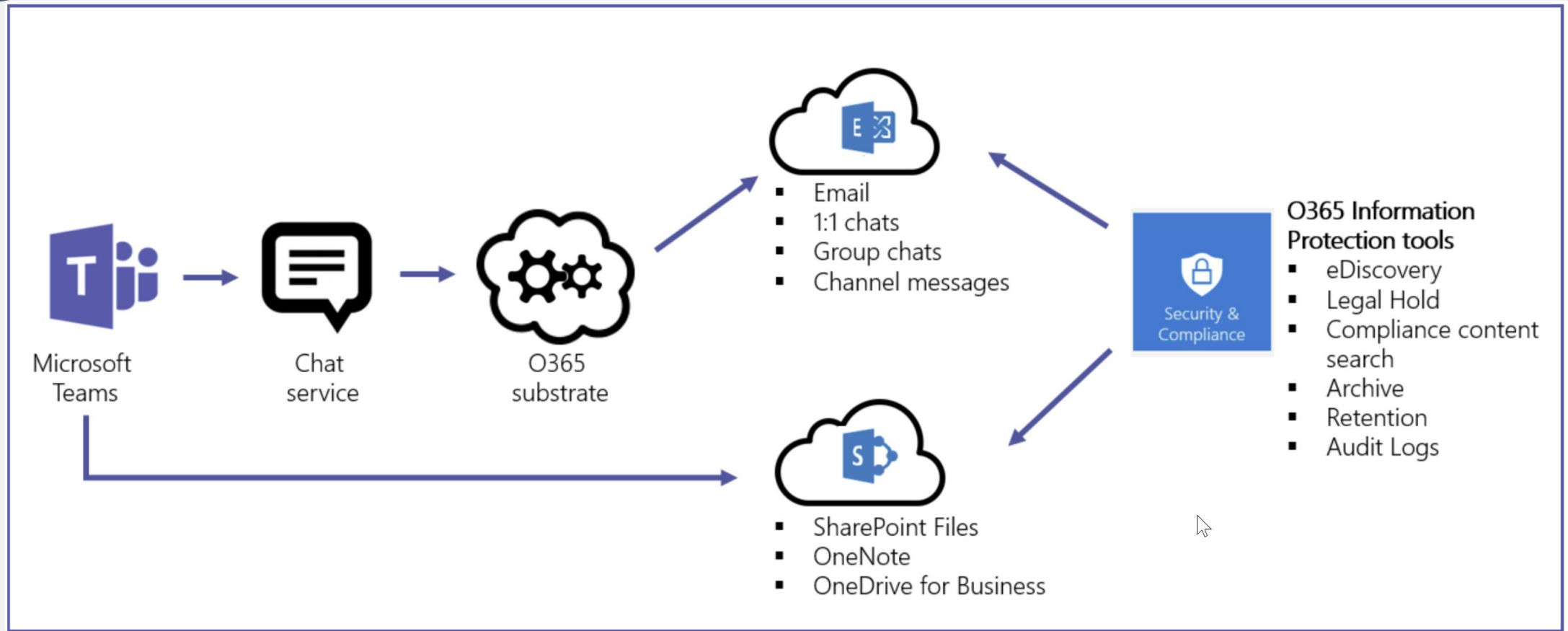
	Name	Membership Type	Deletion date	Permanent deletion date
<input checked="" type="checkbox"/>	 Test Team US	Assigned	2/25/2020, 11:38:45 PM	3/27/2020, 12:38:45 AM



What about retention of *content* within Teams, Groups and Sites?



O365 “Advanced Data Governance” can handle retention/expiration



Using Retention Policies for Teams

Office 365

Security & Compliance

Classifications

Data loss prevention

Data governance

Dashboard

Import

Archive

Retention

Events

Supervision

Threat management

Mail flow

Data privacy

Create a policy to retain what you want and get rid of what you don't.

✔ Name your policy

Settings

Choose locations

Review your settings

Decide if you want to retain content, delete it, or both

Do you want to retain content?

● Yes, I want to retain it

For this long... 7 years

Retain the content based on when it was created

Do you want us to delete it after this time?

○ Yes

● No

○ No, just delete content that's older than

1 years

Need more options?

○ Use advanced retention settings

Back

Next

Cancel

Create a policy to retain what you want and get rid of what you don't.

✔ Name your policy

Settings

Choose locations

Review your settings

Choose locations

Office 365 groups

Skype for Business

Exchange public folders

Teams channel messages

All

None

Choose teams

Exclude teams

Teams chats

All

None

Choose users

Exclude users

Back

Next

Cancel

Feedback

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Understanding O365 "Retention Labels"

Office 365 | Security & Compliance

Home

Alerts

Permissions

Classifications

Labels

Label policies

Sensitive information types

Data loss prevention

Data governance

Threat management

Data privacy

Search & investigation

Reports

Create a label to help users classify their content.

✓ Name your label

● Label settings

● Review your settings

Label settings

Retention ⓘ

On

When this label is applied to content...

● Retain the content

○ Do not retain the content

Documents

Name	Modified	Modified By	Sign-off status
General	September 25, 2017	MOD Administrator	
HBI Stuff	September 11	MOD Administrator	
My Other Channel	September 25, 2017	MOD Administrator	
2018-01-24_17-11-17.png	April 16	MOD Administrator	
✓ Test Doc.rtf	August 23, 2017	Adele Vance	

Share Copy link Download Delete Flow Pin to top Move to Copy to Rename

1 selected

Test Doc.rtf

Document

Name *

Test Doc.rtf

Apply label

High Business Impact (HBI)

None
Clear the label

High Business Impact (HBI)
Retain for 7 years

Low Business Impact (LBI)
Delete after 2 years

Medium Business Impact (MBI)
Retain for 3 years

My New Label

Test Label 2
Retain for 22 years

Demo:
*Lifecycle and "end
of life" for Teams*

- Archiving Teams
- Setting Group expiration
- Retention policies and labels in the Security and Compliance Center

Also consider...



Additional LIFECYCLE ideas from the field

- Periodic renewal/recertification
- Managed de-provisioning workflows
- Offline archiving
- Data export



Key Concepts Covered So Far...

- Strategies for Governing your Teams in Native Functionality
- Elements to Considering in Good Governance
- What we are seeing in the field
- Provisioning, Naming Conventions, Labels, Content and Container Expiration Controls
- Monitoring and Reporting for Oversight





Getting Started...or Starting Again!

Driving sustainable adoption of Microsoft Teams and Office 365

Tune into the messages coming from the mother ship and get insight to ...

How Microsoft is THINKING

- User Voice: <https://office365.uservoice.com/>

What Microsoft (and others) are SAYING

- Ignite On-Demand Sessions: <https://myignite.techcommunity.microsoft.com/videos>
- Tech Community <https://techcommunity.microsoft.com/>
- Microsoft 365 Roadmap (<https://www.microsoft.com/en-us/microsoft-365/roadmap?rtc=1&filters=>)

What Microsoft is DOING

- O365 Message Center: <https://admin.microsoft.com/AdminPortal/Home#/MessageCenter>



GET TO KNOW the Message Center!

Microsoft 365 admin center

Contoso

Message center

Each message gives you a high-level overview of a planned change and how it may affect your users, and links out to more details.

All active messages | High importance | Unread messages | Dismissed messages

Dismiss | Mark as unread | Share

Message title

- New Feature: Add participants to Teams Meeting chat
- Fluid Framework Preview
- New Feature: Sensitivity Labels for Teams
- New Feature: Private Channels**
- New Feature: Microsoft Teams - Meet Now

New Feature: Private Channels

MC194794, Stay Informed, Published date: Nov 4, 2019

We'll soon begin rolling out private channels in Teams that allow focused private collaboration within a team.

- We'll be gradually rolling out this feature beginning November 6, 2019.
- We'll complete the rollout by the end of November.

This message is associated with Microsoft 365 [Roadmap ID 50588](#).

Admin roles that don't have access to the Message center

- Compliance administrator
- Conditional access administrator
- Customer LockBox access approver
- Device administrators
- Directory readers
- Directory synchronization accounts
- Directory writers
- Intune service administrator
- Privileged role administrator
- Reports reader

https://docs.microsoft.com/en-us/office365/admin/manage/message-center?WT.mc_id=365AdminCSH&view=o365-worldwide

Edit Message center preferences

Which messages do you want to see in Message center?

Services

- Microsoft Exchange ☐ On
- Kaizala ☐ On
- Skype for Business ☐ On
- Microsoft Flow ☐ On
- Flow in Microsoft 365 ☐ On
- Microsoft Teams ☐ On
- Mobile Device Management for Office 365 ☐ On

[More](#)

Labels

- Not Labeled ☐ On
- Data Privacy ☐ On

Would you like to receive email communication?

Choose whether you'd like us to email you a weekly digest or notify you when a major update or data privacy breach message is published

- Send a weekly email digest of my messages ☐ On
- Send me emails for major updates ☐ On
- Send me emails for data privacy messages ☐ On

☒ Primary email address
admin@odemo.me

☒ Other email addresses

Please enter up to 2 email addresses, separated by a semicolon

Note: We may occasionally notify you about important updates that aren't covered by these settings

Setting up your “pilot” groups...

Recommendations

- > 300 user orgs should consider having only a subset of users on “targeted” release
- Target for “target” should be IT *AND* power users across depts
- Use this group for O365, Desktop and Application evaluation



Equipping your pilot groups

The screenshot displays the Microsoft 365 Admin Center interface. On the left, the 'Active users' section shows a list of users with columns for Display name, Username, and Licenses. Adele Vance is highlighted. On the right, the user profile for Adele Vance is shown, including her photo, name, and a 'Sign in allowed' status. Below the profile, the 'Licenses and Apps' tab is active, showing a list of licenses and apps assigned to the user.

Display name	Username	Licenses
Adele Vance	AdeleV@M365x758837.OnMicrosoft.com	Office 365 E5, Enterprise Mobility + Security E5
Alex Wilber	AlexW@M365x758837.OnMicrosoft.com	Office 365 E5, Enterprise Mobility + Security E5
Allan Deyoung	AllanD@M365x758837.OnMicrosoft.com	Office 365 E5, Enterprise Mobility + Security E5
Bianca Pisani	BiancaP@M365x758837.onmicrosoft.com	Unlicensed
Brian Johnson (TAILSPIN)	BrianJ@M365x758837.onmicrosoft.com	Unlicensed
Cameron White	CameronW@M365x758837.onmicrosoft.com	Unlicensed
Christie Cline	ChristieC@M365x758837.OnMicrosoft.com	Office 365 E5, Enterprise Mobility + Security E5
Conf Room Adams	Adams@M365x758837.onmicrosoft.com	Unlicensed
Conf Room Baker	Baker@M365x758837.onmicrosoft.com	Unlicensed
Conf Room Crystal	Crystal@M365x758837.onmicrosoft.com	Unlicensed
Conf Room Hood	Hood@M365x758837.onmicrosoft.com	Unlicensed
Conf Room Rainier	Rainier@M365x758837.onmicrosoft.com	Unlicensed
Conf Room Stevens	Stevens@M365x758837.onmicrosoft.com	Unlicensed
Debra Berger	DebraB@M365x758837.OnMicrosoft.com	Office 365 E5, Enterprise Mobility + Security E5
Delia Dennis	DeliaD@M365x758837.onmicrosoft.com	Unlicensed
Diego Siciliani	DiegoS@M365x758837.OnMicrosoft.com	Office 365 E5, Enterprise Mobility + Security E5
Emily Braun	EmilyB@M365x758837.OnMicrosoft.com	Office 365 E5, Enterprise Mobility + Security E5

Adele Vance
Sign in allowed
Change photo

Account Devices **Licenses and Apps** Mail OneDrive

Select location *
United States

Licenses (5)

- ☒ **Enterprise Mobility + Security E5**
2 of 26 licenses available
- ☐ **Microsoft Flow Free**
9998 of 10000 licenses available
- ☐ **Office 365 E3**
24 of 25 licenses available
- ☒ **Office 365 E5**
1 of 25 licenses available
- ☐ **Windows 10 Enterprise E3**
23 of 23 licenses available

Apps (39)

Show apps for:
All licenses

- ☒ **Audio Conferencing**
Office 365 E5
- ☒ **Azure Active Directory Premium P1**
Enterprise Mobility + Security E5
- ☒ **Azure Active Directory Premium P2**
Enterprise Mobility + Security E5
- ☒ **Azure Advanced Threat Protection**
Enterprise Mobility + Security E5

Technology steps

- Set release ring preferences
- Set user-level app access

Support your pilot group

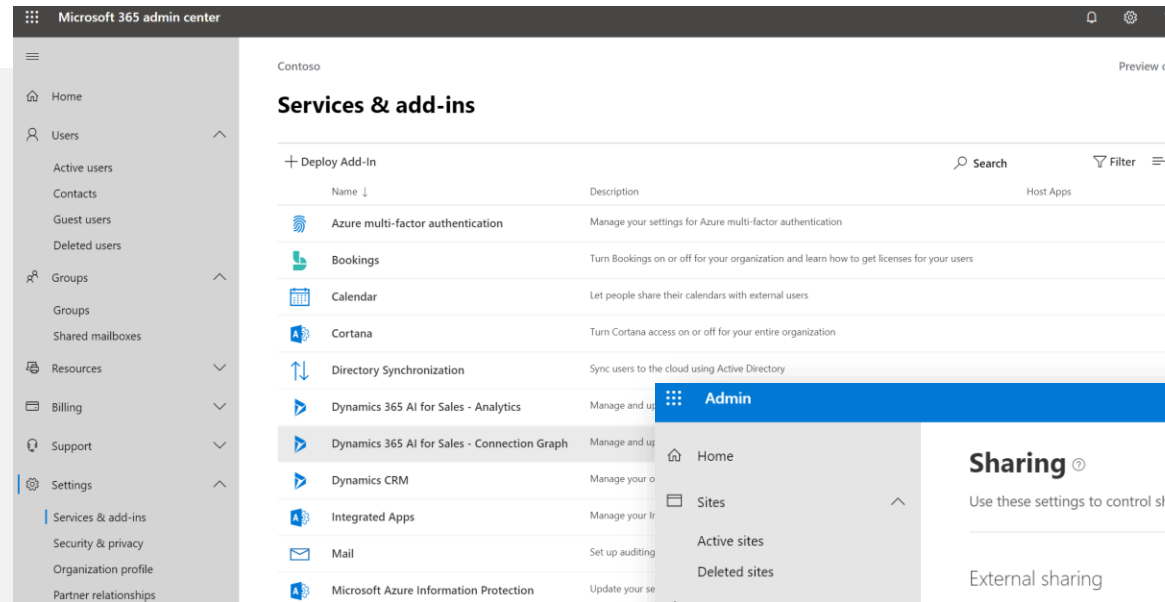
- Establish communication/feedback strategy (Teams is a perfect vehicle)
- Establish an education strategy (Consider Office 365 Champions program)

<https://www.microsoft.com/en-us/microsoft-365/success/champions>

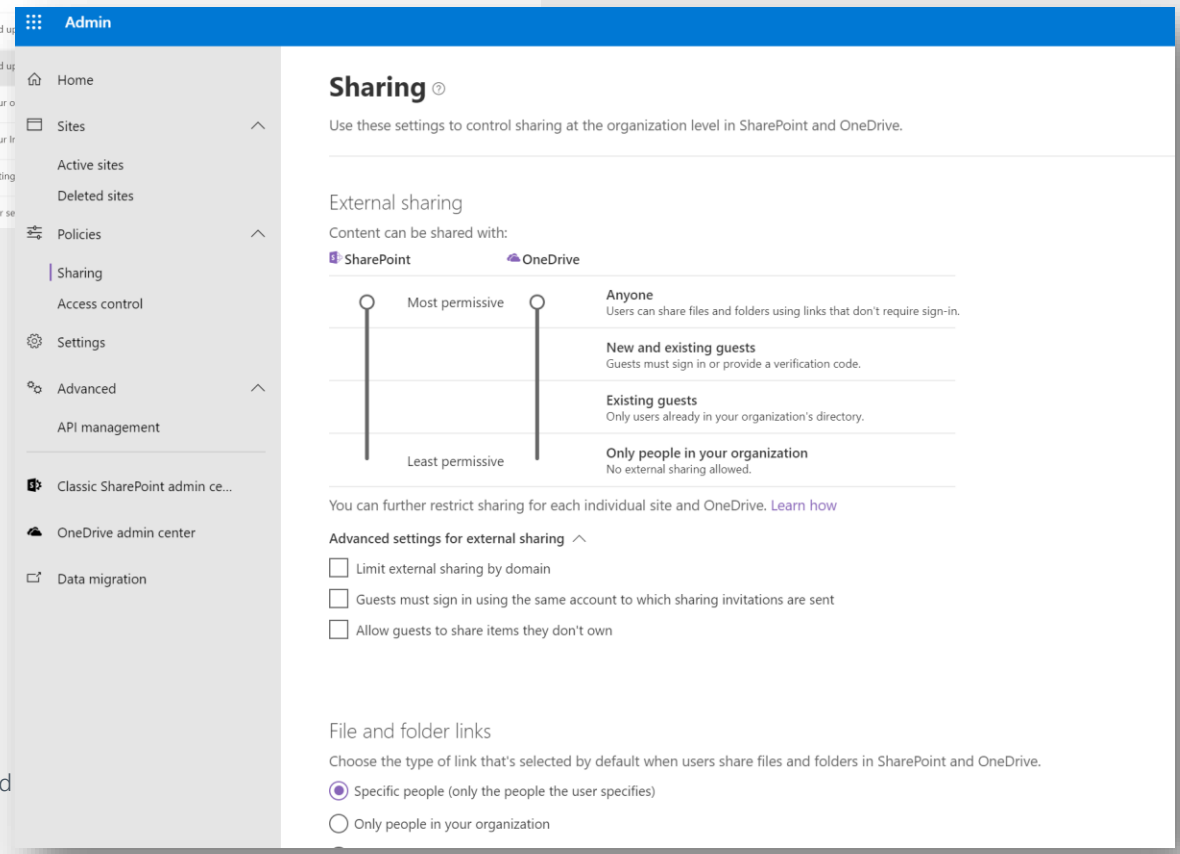


Additional workload-level controls

Tenant level
controls



In-workload
admin settings



"Teams Advisor" helps you deploy Teams *with* Teams

The image is a collage of three overlapping screenshots from the Microsoft Teams ecosystem, illustrating the 'Teams Advisor' feature.

- Top Screenshot (Microsoft Teams admin center):** Shows the 'Teams advisor' option highlighted in the left-hand navigation menu. The menu includes options like Dashboard, Teams, Devices, Locations, Users, Meetings, Messaging policies, Teams apps, Voice, Policy packages, Analytics & reports, Org-wide settings, Planning, Teams advisor, Network planner, Legacy portal, and Call quality dashboard.
- Middle Screenshot (Microsoft Teams admin center - Deployment team):** Shows the 'Deployment team' page. It includes a message: "We can't load the deployment team right now. Please try again. If you continue to have problems, please contact Microsoft customer support." Below this, there's a section for 'Assessment' with a list of assessments and a 'Vanity domain' checkbox.
- Bottom Screenshot (Microsoft Teams application):** Shows the 'Meetings and Conferencing' section. It features a 'Set up this project' area with a 'Project kickoff' task. Below this, there are several 'Get ready for meetings and conferencing' tasks, including 'Learn about deploying meeting and conferencing', 'Configure org-wide meetings settings', 'Configure conference bridges', 'Configure meeting policies', and 'Configure default and alternate languages'.

Planning a Teams pilot? Microsoft has done a LOT of the work for you...

Adoption guidance:

<https://aka.ms/TeamsAdoption>

Use Teams to roll out Teams:

<https://docs.microsoft.com/en-us/microsoftteams/teams-adoption-your-first-teams>

Building Champions program:

<https://go.microsoft.com/fwlink/?linkid=854665>

O365 Champions program:

<https://aka.ms/O365Champions>

Learn and earn cert:

<https://aka.ms/AdoptionCert>

Training for IT Team:

<https://www.edx.org/course/enabling-teamwork-microsoft-teams-3>

Adopt Microsoft Teams

If you're a small business, or if you want to roll out Teams starting with chat, teams & channels, and meetings, use our prescriptive [Get started guidance](#), which is designed to get you up and running quickly. If you're a large organization with a hybrid or on-premises Skype for Business configuration, or if you want to roll out voice features (such as Office 365 calling plans or phone system), you can start with our Get started guidance, but you'll need the additional guidance below, under **Deeper adoption guidance**.



Quick start



Introduction to teams and channels



Plan your first teams



Empower your champions



Training & certification



Tools and Downloads

Deeper adoption guidance

Adoption plans can be simple to complex, depending on your environment. For large-scale deployments, step through the guidance below to ensure your organization has a smooth transition to Teams.

1

Start

- Get started
- Understand teams and channels
- Create your first teams
- Assess cultural and organizational readiness

2

Experiment

- Create your champions program
- Governance quick start
- Define usage scenarios
- Onboard early adopters and gather feedback
- Onboard support

3

Scale

- Define outcome and success
- Optimize feedback and reporting
- Drive awareness and implement training
- Schedule service health reviews



Demo:
*A practical pilot
strategy for Teams*

- Keeping up on the pace of change in Office 365
- Enabling access to Teams and features for pilot teams
- Using Teams to roll out Teams
<https://docs.microsoft.com/en-us/microsoftteams/teams-adoption-your-first-teams>

What we're all realizing about Teams adoption...

"Empty" deployments are trouble

May see some early adoption spikes but soon drops off and hard to get users back

Need "gravity" to get sustained active usage

With "Daily Active Usage" as a goal, Teams needs to be hosting real business processes, not general collaboration

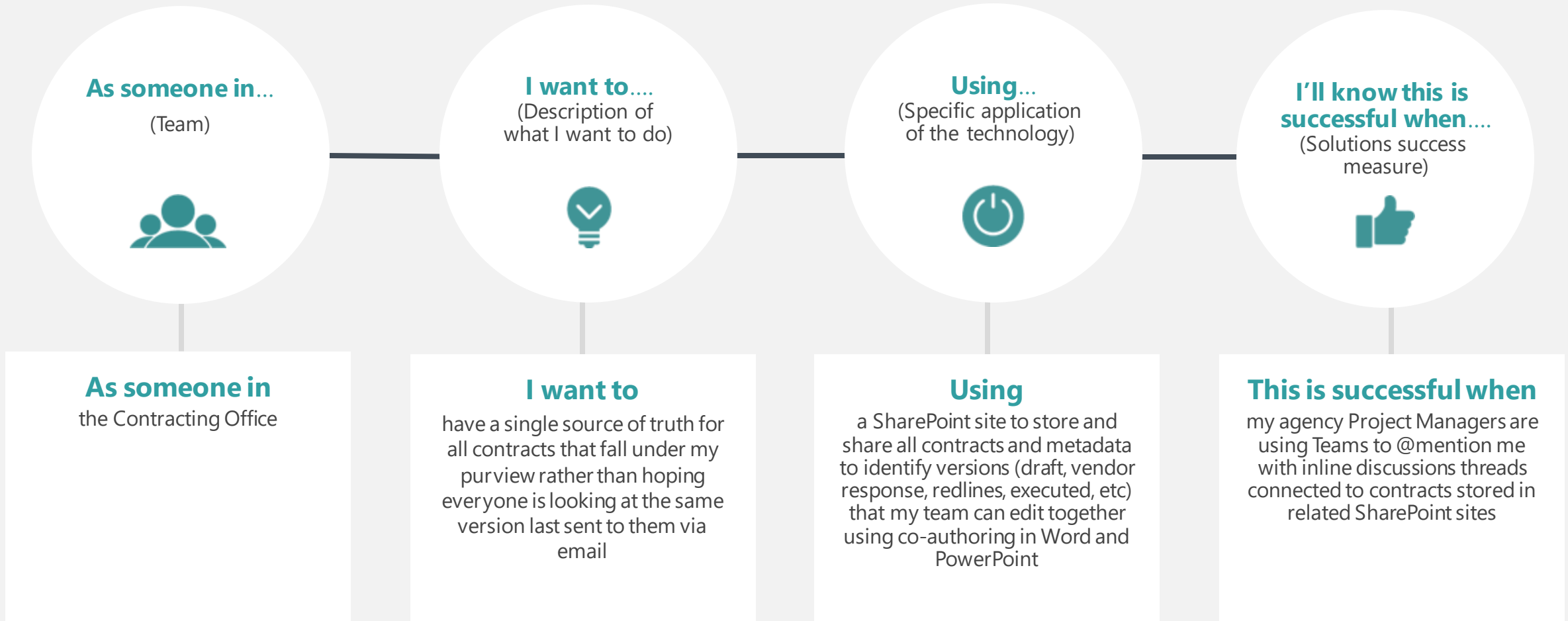
Many need help re-structuring the way they work

The more they see Teams as the way to make their work easier, faster and more effective, the more they will use it



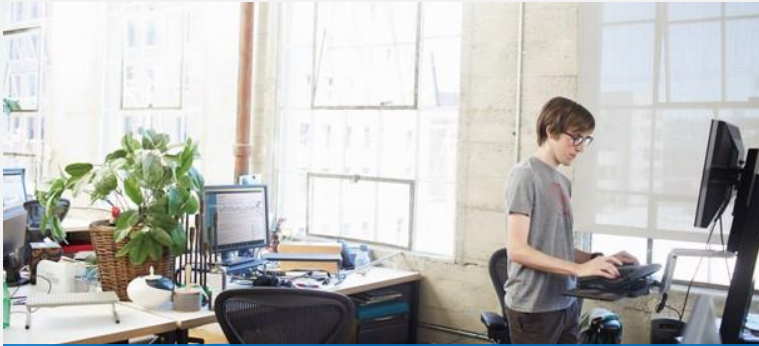
Not sure how to begin?

To help identify team scenarios, consider using the framework below



“Mission-ready” scenarios for Teams

Engineering, Research & Development



Share best practices across geographies

Operations, Manufacturing & Logistics



Improve and monitor business processes

Sales, Marketing, PR & Communications



Align Sales and Marketing teams

HR & Legal Services



Gather & process forms from employees

Accounting, Finance & Procurement



Pull data and build financial reports

Administration

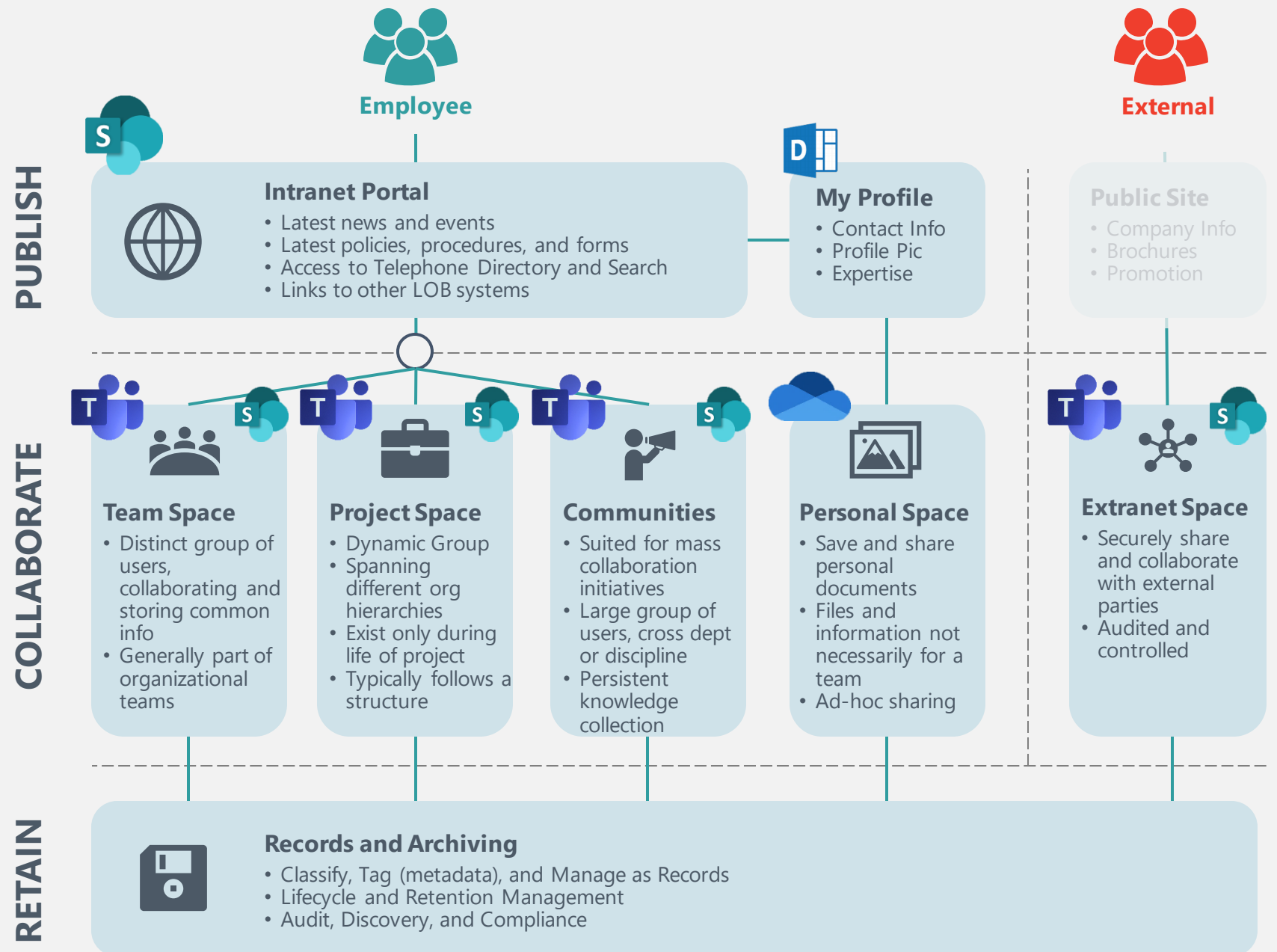


Organize teams and manage calendars

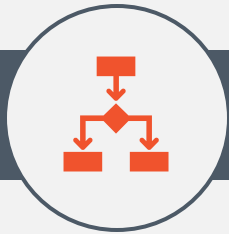


A Best-Practice Approach to Information Architecture and Knowledge Management in Office 365

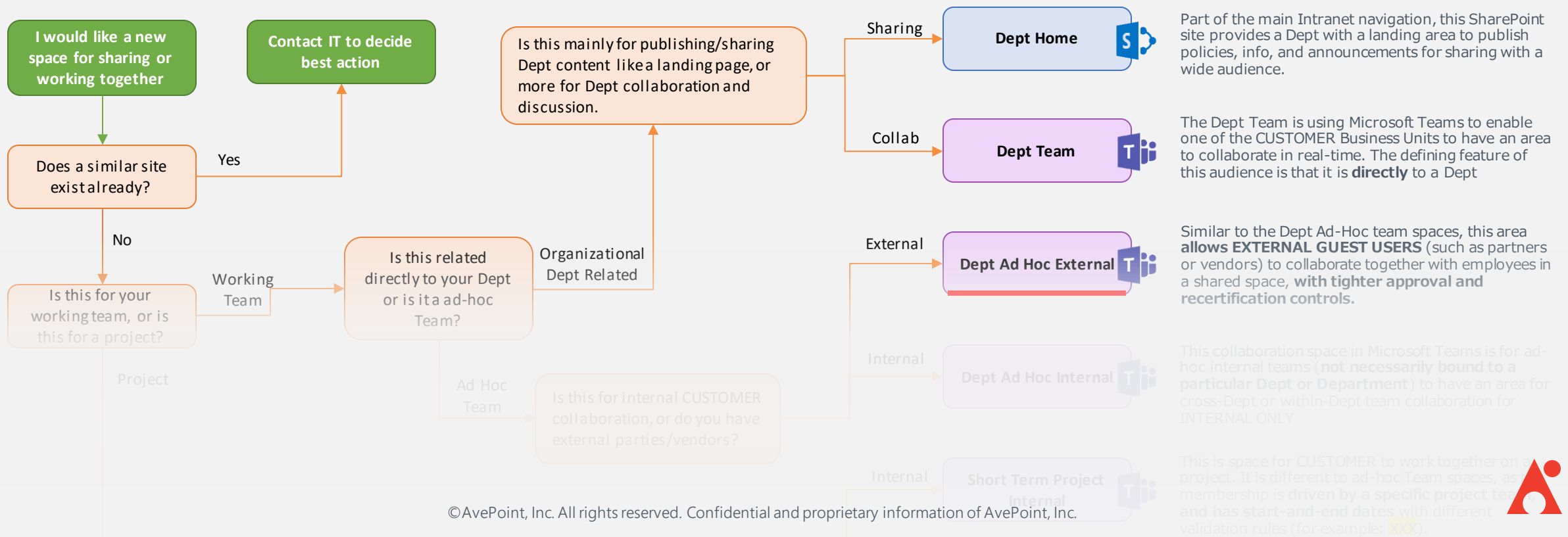
Don't try and organize your information by department... think about the information type instead.



Decision Trees Map the Business to the Templates



Helps with adoption making it easy for users, and helps clarify IT Governance



Demo:
*Making it easy for
users to do the right
thing*

- Guiding users to the right choices
- Leveraging business ready templates



Activity



Chat



Teams



MyHub



Calendar



Files



...



Apps



Help



MyHub

Chat

Home

Start a request

Workspaces

Requests

About

New request > New Workspace Request

Are you working on a project with more or less than 5,000 people involved?

Less than 5,000 Users

Do you already have access to a workspace for the collaboration required?

No

Do you require chat based functionality to communicate with your team? Or is email functionality more appropriate for communication?

Chat Based Is Needed

Do you need to work with individuals that don't work for our company? These individuals may be contractors or other outside laborers.

Select one

Internal Only

Outside Access Required

Outside Access Required

Questionnaire Management > Workspace Re...

Save As Draft Save and Activate Cancel

Please drag your desired questions and services from the left pane onto the workspace to configure the question order and logical branches in the right pane. You can view the [step-by-step guide](#) for reference.

Questions

Are you working on a project with more or less than 5,000 people involved?

Do you already have access to a workspace for the collaboration required?

Does your project require custom development to display information?

Services

Add End Points Automatically

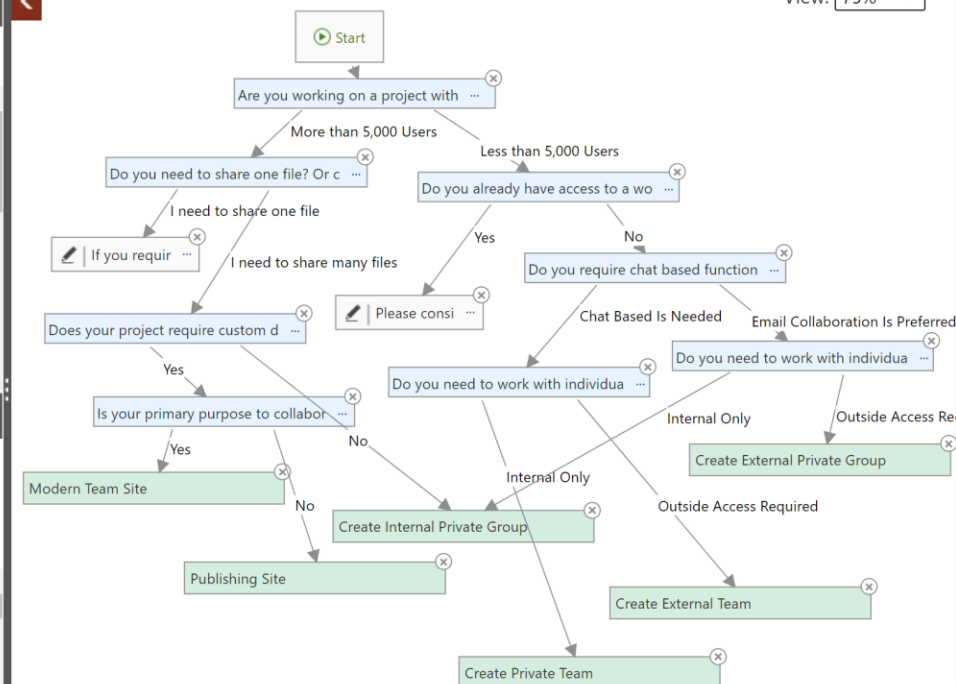
Change Management(2)

Change Site ownership

Change SharePoint Quota

Create(15)

View: 75%





Activity



Chat



Teams



MyHub



Calendar



Files



Apps



MyHub

Chat

Home

[Start a request](#)

Workspaces

Requests

About

New request > Create Private Team

[Step 1. Request information](#)

[Step 2. Basic settings](#)

[Step 3. Advanced settings](#)

Request summary *

Need a workspace for the new clinical trial

Notes to approvers

Please approve ASAP!

Team template

- ☐ Create a team from scratch
- ☒ Create a team from an existing team

Select one

Board Meeting

Clinical Trial

Employee Onboarding

Performance Review

Quarterly Conference

Clinical Trial



“Templates”
are more
than just
channels and
configuration.

*A template framework that
includes the site components,
and the lifecycle components.*



Activity



Chat



Teams



MyHub



Calendar



Files



Apps



Help



MyHub

Chat

Home

[Start a request](#)

Workspaces

Requests

About

New request > Create Private Team

Step 1. Request information

[Step 2. Basic settings](#)

Step 3. Advanced settings

Primary team contact

IA Ian Anderson

Secondary team contact *

RH Ray Hill ×

Team owners *

IA Ian Anderson ×

Team members ⓘ

How to add team members?

Manually

Manually

Dynamically

Team policy

Team policy

Private Team Policy

Cancel

Back

Next

"Track the business users throughout the lifecycle".

A centrally managed policy for settings and controls.



New request > Create Private Team

Step 1. Request information

Step 2. Basic settings

[Step 3. Advanced settings](#)

Metadata

Purpose *

Project Management

Region *

US

Access Level

Internal

Object Type

Team

Critical Business Application * ⓘ

☐ Yes☒ No

Team name and ID ⓘ

Team name *

Trial0151629

_US

Team description

Cancel

Back

Submit

"Catalog of metadata, usage and governance attributes"

A naming convention tailored for the workspace

✕


Cancel request

Sign out

Search in Requests

Summary ▾	Service ▾	Modified ↓ ▾	Assigned to ▾	Status ▾
<div><div></div><div>Need a workspace for the new clinic...</div></div>	Create Private Team	2020-02-27 08:58:45		<div><div></div><div>In progress</div></div>
Request for Private Team - Stephen	Create Internal Private Group	2020-02-27 04:24:51		<div><div></div><div>Completed</div></div>
IT DevOps for wordpress	Create Private Team	2020-02-27 03:49:26		<div><div></div><div>Completed</div></div>
IT Team DevOps internal project	Create Private Team	2020-02-24 07:56:48		<div><div></div><div>Completed</div></div>
New Matter	Create Private Team	2020-02-24 06:46:18		<div><div></div><div>Completed</div></div>
Need Team for Audit	Create External Team	2020-02-24 06:45:18		<div><div></div><div>Completed</div></div>
aaaa	Create Private Team	2020-02-24 02:53:53		<div><div></div><div>Completed</div></div>
Modern Site Request	Modern Site Creation	2020-02-21 07:45:42		<div><div></div><div>Cancelled</div></div>
zlkcn lkcn klz c,,m z,,x m,,zcx	Create External Team	2020-02-20 10:25:03	Ian Anderson	<div><div></div><div>Rejected</div></div>





Team Space

- Distinct group of users, collaborating and storing common info
- Generally part of organizational teams


Backup: All
External Users: No
Recert: Annual
Reporting: Ad-hoc
 +
Default Labels
Metadata Presets



Project Space

- Dynamic Group
- Spanning different org hierarchies
- Exist only during life of project
- Typically follows a structure


Backup: All
External Users: No
Recert: Annual
Reporting: Ad-hoc
 +
Default Labels
Metadata Presets



Extranet Space

- Securely share and collaborate with external parties
- Audited and controlled

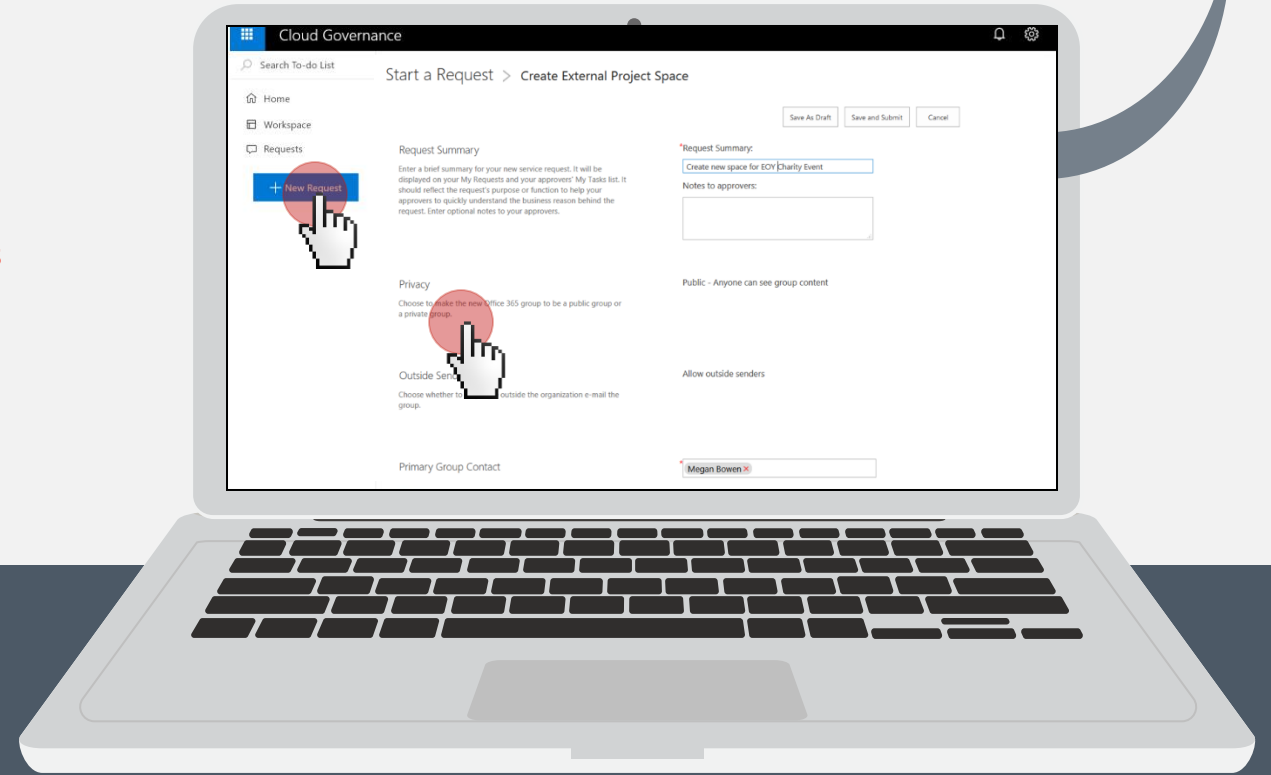
Backup: All
External Users: Yes
Recert: 6 Months
Reporting: Annual
 +
Default Labels
Metadata Presets



EOY Charity Event

- External Sharing: On
- Recertification / Reporting: On
- URL: /sites/PROJ_EOYCharityEvent

LABELLED
TAGGED



Bringing It Together



So what's the next step?

Resources and opportunities to continue this journey

Bringing all of this back to your teams...

Microsoft Resources

- Adoption guidance:
<https://aka.ms/TeamsAdoption>
- O365 Champions program:
<https://aka.ms/O365Champions>
- Building a Champions program in your organization:
<https://go.microsoft.com/fwlink/?linkid=854665>

AvePoint Guidance

- Take this workshop to your organization!
- AvePoint can tailor a 1:1 workshop for your key stakeholders
- Contact your AvePoint Account Representative



Packaged Solution Offerings from AvePoint

AvePoint's packaged solution offerings around Teams governance and adoption will give your IT team the tools they need to maintain operational oversight in Office 365, while enabling your business users to quickly and securely collaborate using the full Office 365 stack.

Want more structured guidance and advice?



Teams Governance Workshop

Define and clarify governance in the context of Teams and help identify goals of Teams in the organization.

- 1-day on-site tailored workshop
- Current state discovery
- Best practice recommendations and follow-ups



Teams Best Practices Assessment

In addition to the Teams Governance Workshop, AvePoint will help provide a Starter Teams Governance Policy Outline along with a Best Practices Assessment.

- 3-day on-site tailored workshop
- Current state discovery
- Best practices assessment
- Starter Teams governance policy outline



Teams Governed Pilot

Build on the recommendations from the Teams Governance Workshop and Best Practices Assessment to implement a Governance Pilot for key business units by trialing Cloud Governance and automated templates.

- 5-day on-site tailored engagement & 40-day governed Teams pilot
- Best practices assessment
- Strategic roadmap, IA planning, and starter governance policies
- Functional design for pilot of governance and templates
- Governed Teams Adoption Pilot



thank you

Gracias

ευχαριστώ

Danke

Grazie

благодаря

Hvala

Obrigado

Kiitos

شكراً

Tak

Ahsante

Teşekkürler

متشكراً

Salamat Po

감사합니다

Cám ơn

شكريه

Terima Kasih

Dank u Wel

Děkuji

நன்றி

Köszönöm

ありがとう
ございます

ໂພນລຸ້ນລຽ້ນ

Dziękuję

谢谢

Tack

Mulțumesc

спасибо

Merci

תודה

多謝晒

дядкую

Ďakujem

Ευχαριστώ



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