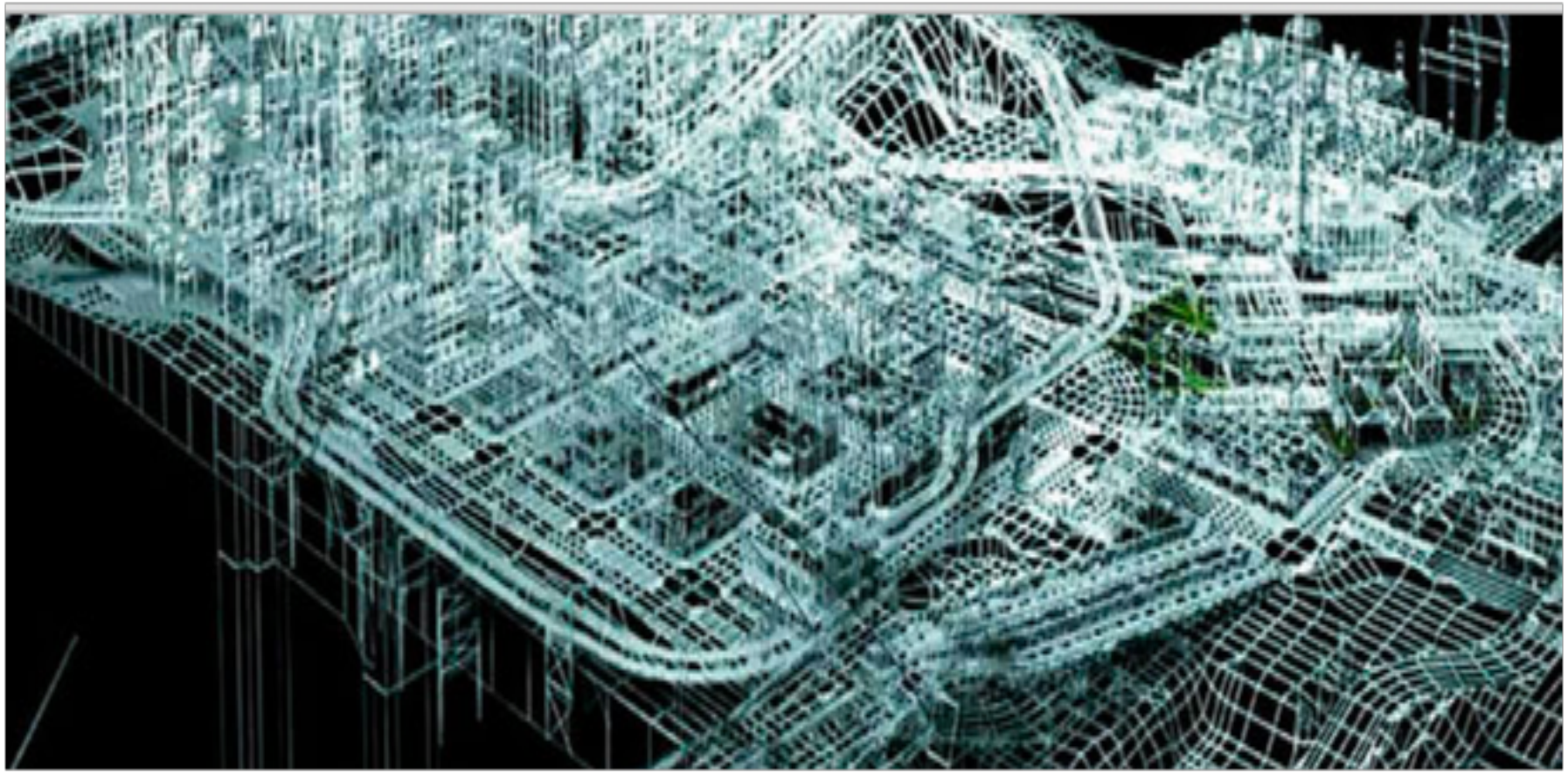
The Paradox of Virtuality:

Beyond VOSS



Bert Painter, Pam Posey, Douglas Austrom, Betsy Merck, Betty Barrett, Ram Tenkasi
Virtual Organizations as Sociotechnical Systems: NSF OCI 09-43237

Virtuality … *occurs when digital representations stand for…[or] substitute for, the physical objects, processes, or people they represent.*

Distributed (team)work

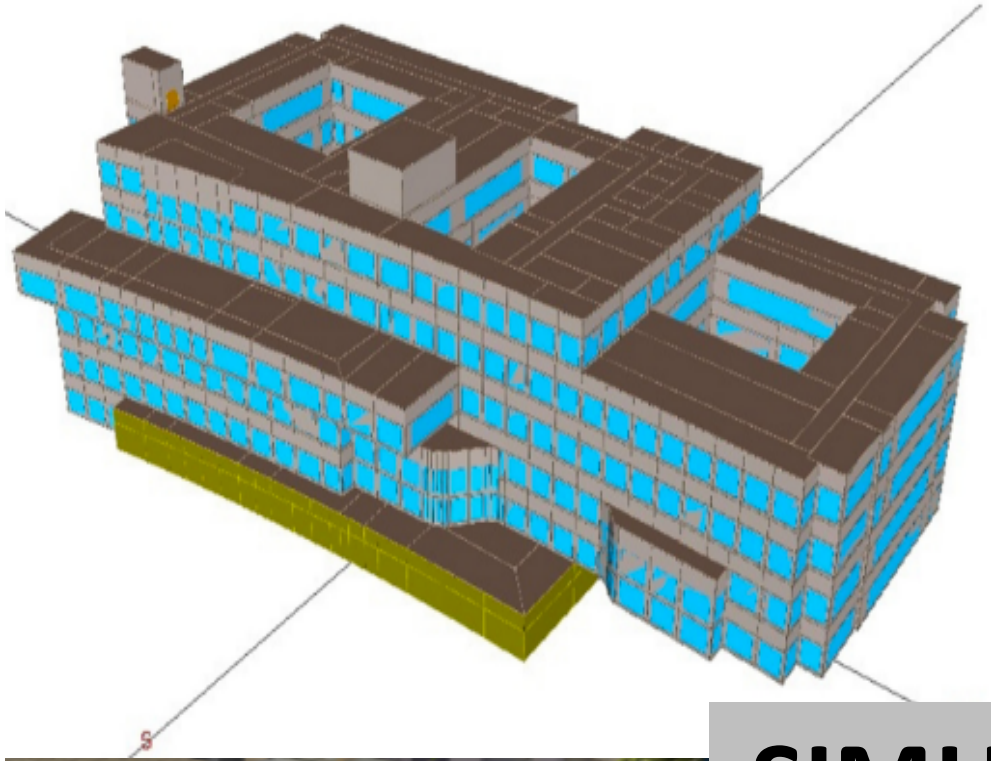
Simulation

Remote control

DISTRIBUTED (TEAM)WORK

Hyper-Connected, Easily Distracted

Connection ≠ Coordination



SIMULATION

REMOTE CONTROL
JPL: NASA Control Center

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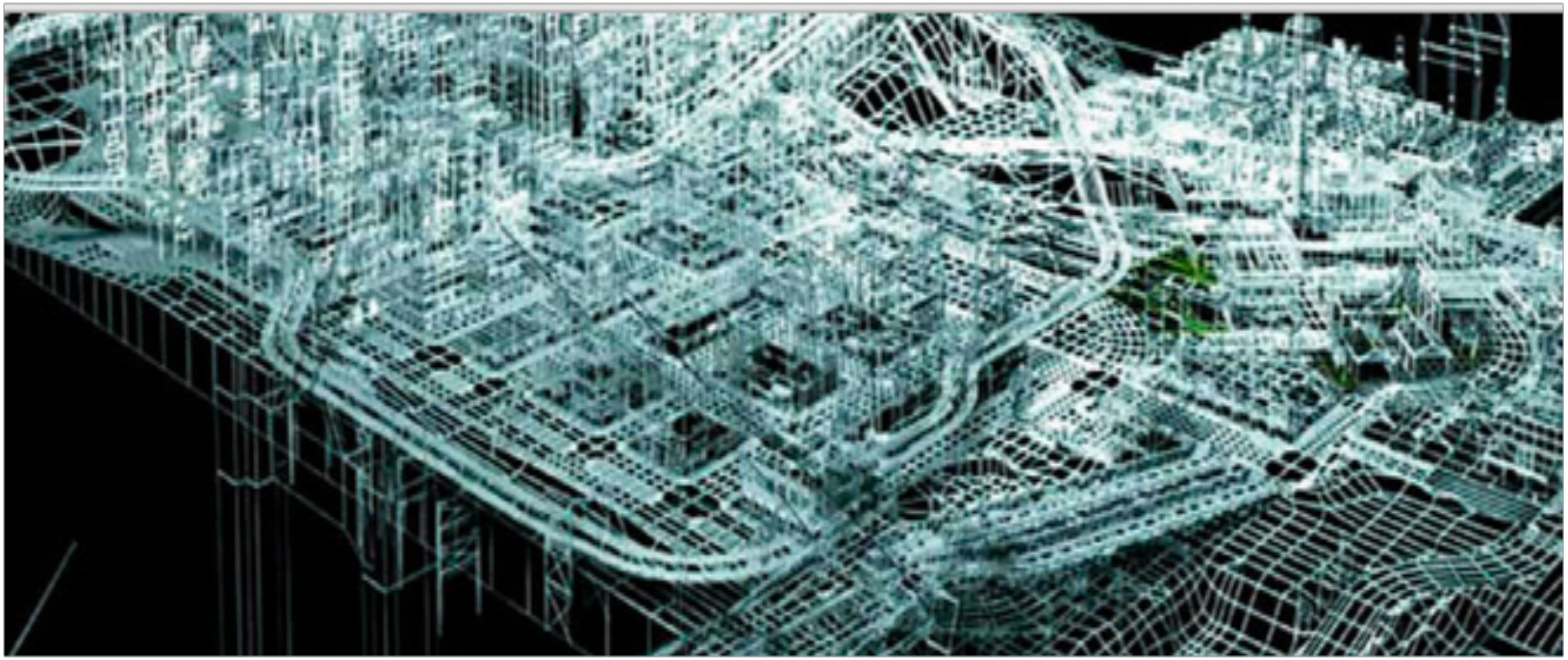
The Virtues of Reality

Ross Douthat AUG. 20, 2016

Philip Sowels/Future Publishing, via Getty Images

VIRTUALITY is changing both the WAY we work and the NATURE of our work and even the way we live!



- How does virtuality change how we work and the nature of work itself?
- Will living/working in virtual reality change us as much as it will change our work?
- How do we think of and use virtuality in our work (is it visible or invisible to you)?
- How much of virtual work is deliberately designed?
- What are the paradoxes you see … and how will you deal with them?