

Session 4 Chat

- 13:10:35 From Jean Fuller : Understanding coordination vs management work for virtual work
- 13:10:36 From Mark Govers : Remote leadership that is really remote - not visible and “leading” without “understanding” what is going on in the online operation.
- 13:10:40 From Wilts Alexander : How to leaders coach and mentor and develop their teams
- 13:10:43 From David Friedman : Observing new leader taking over group of 80 people who are all remote. A few of us know him but most don't... and situation he is dealing with is difficult
- 13:10:45 From Jagoda Perich-Anderson : One leadership challenge I've noted is that some leaders haven't recognized that they need to do things differently in a virtual environment than before; they don't recognize all the limitations and challenges and so don't change their approach to address them
- 13:10:53 From Shelly Anderson : creating the necessary intimacy required among folks to dive into challenging topics.
- 13:11:11 From Elizabeth Merck : I see leaders having a very hard time seeing how to change their operating model and at the same time have any grasp on the future which seems so unknown
- 13:11:25 From Peter Sorenson : Looked at this video that has some startling ideas in it. It is an interview with Michael McNamara (former CEO Flex and my former client). In the interview he says that the acceleration of digital change will make 5 years of change happen in the next 12 months. So . . . how do you design and lead an organization to do that?
<https://emsnow.com/made-in-episode-1-mike-mcnamara-pch-internationals-chairman-and-former-flex-ceo/>
- 13:11:36 From Wilts Alexander : How to build trust and be authentic?
- 13:11:38 From Mark Govers : Start with “what can I do for you?”
- 13:11:39 From Steven Alter : I was involved in a 50 year reunion with people from University. I felt that more could have been said I wrote a little story about reminiscences and realizations based on some common experiences. That succeeded in getting other people to tell more of their stories.
- 13:11:41 From colleen cuddy : How to be visible— effective communication— common in and out of a virtual environment but really and issue now
- 13:11:53 From colleen cuddy : connecting
- 13:12:12 From Larisa Luca : The need to pause and acknowledge that we are leading in a new environment and need to make the challenges to our leadership explicit
- 13:12:20 From Shelly Anderson : Yes- it is tough to establish a personal connection virtually with a larger group
- 13:13:44 From Wilts Alexander : This is pivotal time and this disruption provides an opportunity to innovate. We are challenged with ways to use processes and technology to innovate around leadership
- 13:17:12 From Peter Sorenson : Our turbulent environment today requires that we use the additional lens of the ecosystem level of analysis, synthesis, & action as we design and lead

organizations. In earlier times we could skate by ignoring the larger ecosystem context. Not now!

13:18:40 From Elizabeth Merck : Doug- a few people are in the waiting room waiting to be let in

13:32:56 From Elizabeth Merck : Identify a leadership practice that is not currently working or is absent in your virtual work. Reflecting on what we have shared, what would be more effective?

13:35:36 From Elizabeth Merck : clarity, coordination, communication, connection, climate, caring

14:07:40 From Peter Sorenson : I am pondering upon the challenge of doing the 6C's when there is uncertainty and when there is conflict. How does that change how we approach the 6C's?

14:20:16 From Peter Sorenson : An idea about clarity: "The reason you look long is to develop the perspective necessary to come up with a good plan of action, a way forward, expressed with clarity and ideally as a story. The big lesson is to be very clear where you're going, but very flexible how you get there. Action should animate you. That's the basic discipline of looking backward from the future— but still acting now."

Bob Johansen, *The New Leadership Literacies*, page 22

14:23:10 From Larisa Luca : Wondering if we can venture into intervention strategies at some time in the future.

14:23:29 From colleen cuddy : I like that idea Larisa

14:23:40 From Larisa Luca : the 6C model is fantastic,, thank you so very much

14:24:13 From Larisa Luca : YES!!

14:24:45 From Wilts Alexander : Does anyone remember the book on types of work and how to coordinate that work. It was a little grey book about 100 pages.

14:25:02 From Mark Govers : Will try

14:25:03 From Peter Sorenson : Count me in for the VWC!

14:25:06 From Bill Zybach : I'm interestew

14:25:20 From Jean Fuller : jean is interested very much

14:25:20 From Wilts Alexander : I will participate

14:25:30 From colleen cuddy : VWC is a great idea continues the connection theme :)

14:25:35 From David Friedman : I am interested. Great idea.

14:25:45 From Steven Alter : I will participate.

14:26:09 From Mark Govers : Is RT considering another online event?

14:26:53 From Douglas Austrom : Yes Mark.

14:27:04 From Peter Sorenson : STS RT has a tentative schedule of virtual meetings between now and Jan 2021. We will have at least one per month. Sometimes two.

14:27:10 From Jean Fuller : Thank you so much to the four of you

14:27:14 From Shelly Anderson : thank you all!

14:27:28 From colleen cuddy : Thank you!!!

14:27:29 From Peter Sorenson : Bravo!! Great work VOSS Team!

14:27:29 From David Friedman : Organizers - Thanks for organizing the session.

Participants thanks for your contributions.

14:28:07 From Peter Sorenson : See you at the Virtual Water Cooler!!

14:28:19 From Larisa Luca : Will definitely be there, keep well everyone,, hope we can continue this community. It feels like community