

10:14:13 From Bert Painter : What is your work role? What brings you here today?

10:14:56 From Erik Nicholson : I coordinate supply chain engagement in the food system for the United Farm Workers, a trade union that represents farm workers in the United States

10:15:18 From Erik Nicholson : I'm here to learn how to better perform my role and support colleagues in this newly imposed virtual world

10:15:19 From Jean Fuller : Jean Fuller; free lance organization design. Virtual work is the future.

10:15:20 From Jagoda Perich-Anderson : Hi, I'm Jagoda. I am a consultant who specializes with multi-stakeholder initiatives. I am also the Secretary of the STS Roundtable. I'm here because of the increased need to facilitate virtual multi-stakeholder needs.

10:15:28 From David Friedman : Clinical Professor at Northwestern University Kellogg School of Management. Teach sometimes about "Work in the Future". Ran an online problem solving collaboration group for a while a few years ago. Interested in how to work across big geographies.

10:15:34 From colleen cuddy : I work at Stanford, Medical Library, Director of Research and Academic Collaboration- I am also in a PhD program in ODC at Fielding Graduate University- writing on STS

10:15:34 From Rahul Sheel : Hello everyone, I am a faculty teaching organisational behavior. I teach in a management school in India. I found this topic interesting and wanted to learn how can I use it in my class.

10:15:39 From Mark Govers : Associate prof at Maastricht Uni and some consultancy work

10:15:49 From Hugh Lester : Hi. I am an architect and Doctoral Candidate in Sociotechnical Systems at Stevens Institute of Technology. I am also an adjunct faculty member in the Built Environment Programs at Stevens. My focus is on operational integration in built environment settings in pursuit of organizational goals.

10:15:59 From Irena Krstic : Hi, I'm Irena, I am an organization design consultant, i am here to learn and collaborate with you all and learn about the challenges and opportunities for improvement regarding virtual work

10:16:00 From Diana Williams : I work with organizations to introduce an agile approach to how the manage and coordinate their work.

10:16:08 From Douglas Austrom : I am an independent organizational consultant based in Indianapolis and an adjunct professor with Indiana University's Kelley School of Business.

10:16:12 From Larisa Oproescu : I'm Larisa, based in Vancouver, BC. I'm the Leader, Culture & Learning for a technical safety regulator. The workshop topics was perfectly aligned wiht what I've been reflecting and working thru to support my organization. I also appreciate the science-based approach which will resonate with our organization

10:16:17 From Bill Zybach : Role: Internal Consultant -Agile/Digital Transformation, 80K person Financial Org; Former Board member of Org

Design Forum. First STS roundtable, but have been doing Socio Tech since the late 80s

10:16:33 From Monika Felício : Organizational development, I work in a "hybrid organization": collocated team in Portugal + remote team.

Curiosity brought me here :)

10:16:33 From Diana Williams : Indianapolis, Indiana

10:16:45 From Jean Fuller : I am from St Savueur Québec

10:16:51 From colleen cuddy : Really liked the case study presented in the 2016 paper which led me to this roundtable

10:18:49 From Elizabeth Merck : What is the work you, your team, or your clients are doing that involves others?

10:19:42 From Mark Govers : Now esp. online education (over night shift) for the last 9 weeks

10:20:31 From Irena Krstic : My team usually delivers in-person workshops, so we've had to move to virtual workshops to accomplish organization design work. We collaborate virtually with at most 50 people and smaller groups.

10:20:38 From Erik Nicholson : 100% of my work is now virtual, since we work in agriculture, we're "essential". Our engagement ranges from engaging the State to get protections for farmworkers from COVID 19 to reaching out virtually to farmworkers affected by the virus to....

10:20:40 From Hugh Lester : I am working with a multidisciplinary team on a design-build competition for a \$74M 676 space parking garage and 25K GSF Community Center being generated as a "white box" for unknown tenant(s).

10:20:44 From David Friedman : Designing and delivering high-touch virtual education programs for executives

10:20:48 From Jagoda Perich-Anderson : Focused on facilitating problem solving and innovation decision making with Boards in a virtual environment.

10:20:54 From Steven Alter : Retired as a professor at Univ. of San Francisco 3 years ago. Continuing to extend ideas related to work systems that I had developed over 20+ years. Interested in seeing how the webinar will help clarify ideas.

10:21:06 From Rahul Sheel : Online education and how to make students work meaningfully and create more engagement

10:21:18 From colleen cuddy : supporting research and instruction in a virtual format

10:21:19 From Diana Williams : Online training and coaching executives and teams

10:21:21 From Jean Fuller : I am working with a client similar to what Bert described - manufacturing with engineers, project managers and managers working off site, at home

10:21:36 From Bill Zybach : I have been doing Agile deployment virtually with teams for the past two years. I am now looking at moving to my organizations Digital initiative. We had 20K of our folk virtual before pandemic, now we have 40K

10:21:45 From Larisa Oproescu : How do I engage the organization in a cultural action plan to support Equity, Diversity & Inclusion. How do I best support the changes that are ongoing while being farther than

ever from the changes taking place

10:22:03 From Mark Govers : Co-governing uni

10:22:30 From colleen cuddy : EDI seems particularly challenging virtually

10:22:36 From Douglas Austrom : I teach several courses online in IU's online MBA program. I am also working with the state government to foster a digital thread ecosystem for midwestern manufacturers. I also work with a global insurance company facilitating leadership teams.

10:37:04 From colleen cuddy to Elizabeth Merck (Privately) : sorry I need to drop out for a campus meeting will try to come back if I can and if not will watch the recording and see everyone next week

10:56:21 From Bert Painter : Insights/Questions re: Continuum

10:58:21 From Peter Sorenson : A dynamic application of the Continuum would be that a set of unexplored issues would begin in the U5 / U6 range and after study and intervention it would move on the continuum to the U1 / U2 range. So it is a dynamic model in application.

10:59:46 From Peter Sorenson : For instance the COVID-19 Pandemic is a source of U5 / U6 confusion at the moment. Hopefully, in 18 to 24 months we will have moved at least parts of it to the U2 / U3 range of the continuum.

11:01:41 From Larisa Oproescu : are there supporting tools that might help identify the place on the continuum?

11:04:34 From Bill Zybach : As a consultant, I intentionally move toward the end of U6, as a process consultant, however sometimes I am intentionally at U1 when the process is routine that use in engaging, and then of course manage the tension between the two poles depending on the context...

11:17:22 From Bill Zybach : Interesting to use the framing ...which are most "problematic". I would frame it as most important to address - to move away from the valence of problems or the mental process of problem solving versus design thinking....

11:18:31 From Peter Sorenson : Bill, Moving from "problem" to "opportunity" - from reductionist thinking to expansive thinking. Thanks for that insight!

11:18:56 From Erik Nicholson : and then who gets to make the call in terms of what's problematic/important or what's the opportunity?

11:20:02 From Peter Sorenson : A more inclusive deliberation with more people with different perspectives will lead to a wider set of "problems" or "opportunities" being identified.

11:21:27 From Bill Zybach : Erik - who is involved is dependent on the culture/method is clear. If the context is authority/directive - it would be those who are designated as leaders or experts, however, if the context is inclusive...e.g., design thinking, then a stratified sample from the entire supply chain...

11:21:51 From Bert Painter : What is a key deliberation/conversation (topic) in our virtual work?

11:22:45 From Larisa Oproescu : are the rooms assigned, not seeing a prompt to enter

11:23:01 From Jagoda Perich-Anderson : What types of incentives might motivate change across an industry?

11:23:20 From David Friedman : What are in fact the key sources of value for different segments of our customers, i.e., How much value do they put on knowledge acquisition vs. how much is the experience they have?

11:23:21 From Mark Govers : How to get the human touch in again?
Working in zoom is to 1-diemnsional

11:23:22 From Jean Fuller : How much work needs to be standardized vs customized?

11:23:34 From Pam Posey to Elizabeth Merck (Privately) : there has been a great stream of comments in chat about deliberations. we might want to acknowledge that we will follow up next time

11:23:39 From Bill Zybach : Where do the variety of work processes, from routine or business as usual, to our disruption/innovation, where they fit on Uncertainty scale so they the conversations can be contextual.

11:23:40 From Larisa Oproescu : how do we bring the right people together for effective coordination

11:23:56 From Peter Sorenson : For a City: How do we ensure we have enough revenue for our city when our taxing power has been constrained by the State of Texas. And our plan developed by our citizens call upon us to do specific things to make the city more livable.

11:24:03 From Rahul Sheel : How to get objectives from multiple stakeholders and make them agree?

11:24:09 From Erik Nicholson : in my work, coming to agreement as an Industry about precisely this question is the issue; are we trying to figure out simply how to survive or use this pandemic to build a more resilient industry for the future

11:24:17 From Hugh Lester : How to decide which conceptual design options to advance when the criteria for selection are many and often conflicting when best value is subjective in a fixed budget design build process.

11:24:26 From Steven Alter : This is a research topic related to systems analysis and design: What types of tools would make it easy to use knowledge related "facets of work" (e.g., decision making, communicating, collaborating, coordinating, improvising, etc.) within systems analysis and design exercises that typically focus on process models, data models, etc. ?

11:24:38 From Pierre van Amelsvoort : how to slow down

11:24:56 From Diana Williams : For organizations that have grudgingly moved to remote work, whats the strategy to move back to onsite work? Are they going back to in person?

11:24:56 From Hugh Lester : Agreed, Pierre.

11:25:39 From Mark Govers : Humanize virtual work

11:25:42 From Peter Sorenson : How do we as org designers learn the virtual tools we need to use to help / support clients in tackling their most challenging issues?

11:26:08 From Bill Zybach to Elizabeth Merck (Privately) : Hi Elizabeth, can we get a copy of the chat?

11:26:21 From Mark Govers : Being able to shut down; to avoid being 24/7 in action. Price vs. work

11:26:27 From Mark Govers : Private vs. work
11:26:43 From Pierre van Amelsvoort to Elizabeth Merck (Privately) :
is not to you you did t wonderfull but for the society
11:26:50 From Bénédicte Monroe : how to slow down - yes
11:27:12 From Elizabeth Merck : we will see about how to get copies of
chat. I actually do not know but think that is possible.
11:27:32 From Jagoda Perich-Anderson : understanding uncertainty can
help ID key topics ; seems like they are interdependent sometimes?
11:27:44 From Pierre van Amelsvoort : next thursday is a holiday!
11:27:54 From Rahul Sheel to Elizabeth Merck (Privately) : You could
save it by clicking on those 3 dots on the right
11:27:56 From Erik Nicholson : Great seeing everyone today, literally!
11:28:39 From Elizabeth Merck : Done
11:28:43 From Bill Zybach to Elizabeth Merck (Privately) : HI
Elizabeth, I found out to down load the text - it right next to this
chat!
11:28:59 From David Friedman : Thanks for the session -- nice to meet
everyone.
11:29:03 From Larisa Oproescu : thank you so much, great session!

11:29:04 From Mark Govers : Good time mngt Betsy! And hosting!
11:29:05 From Peter Sorenson : Wonderful workshop VOSS Team!!!
11:29:19 From Jagoda Perich-Anderson : Thanks, look forward to the
rest of the sessions.
11:29:22 From Peter Sorenson : You can save chat as a file and send it
out.
11:29:49 From Rahul Sheel : Thanks a lot! It was a very good session.
Nice to meet everyone virtually. Look forward to next week.
11:29:53 From Pierre van Amelsvoort : thank you
11:29:54 From Bénédicte Monroe : Great!