

# ODF Forum

## Curated Content Newsletter

### Discussion 31 March 2021



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## Favourite Article

### Useful/ Controversial

#### *A. Original Items*

- 001 purpose and role of the office
- 002 Social matters most: focus less on work stuff
- 003 New coordination mechanisms
- 004 I really like the idea that physical workplace design should form part of your overall org design
- 005 Coffee machine removal drove up productivity but drove down outcomes
- 006 This was my least favorite - same old same old which doesn't challenge assumptions and doesn't consider tradeoffs
- 007 Liked the multiple dimensions for redesigned the "office"
- 008 The 'Office' is still important to meeting human need for connection. A counter-point to an entirely virtual model
- 009 maintaining culture
- 010 Liked the so close to our reality & context
- 011 Physical office as the space for serendipity
- 012 importance of informal interactions
- 013 Importance of office as a place of serendipitous connections and learning
- 014 Importance of designing in office policies that protect against it being the place where being seen is more important
- 015 The effect on creativity of online
- 016 Liked also the projection to the future
- 017 Recognition of balance needed

#### *B. Most Useful Ideas*

001 Liked the emphasis on connections

002 Make buddy couples

### ***C. Questionable Ideas***

001 Finding and maintaining balance between in and out of office can work

002 office as hub fo unstructured collaboration

003 New generations are growing up in a virtual reality with different mechanisms of adaptation

004 #9 that office still important to connection

005 #13 importance of office for learning

006 Online should stay the exception?

007 #15 creativity online suffers

008 Does unstructured collaboration require close in-personal contact?

009 Meaningful connection on,y happens in person

010 in another article, talked that whistle blowing was up 30% so there's some positives to non-face to face work

011 Good by Performance...My favorite idea, and greatest disappointmnet at lack of substance

# Least Favourite Article

## Useful/ Controversial

### *A. Original Items*

- 001 Not everyone can be agile
- 002 There was no attempt to define impact.
- 003 Yes....very simplistic, over states obvious points
- 004 impact article.....simplistic
- 005 Performance
- 006 It felt like I was being onboarded by Novartis, reluctantly so. :)
- 007 Impact article is conceptual but not actionable without any definition of impact
- 008 [performance] would have like to see results from the data-driven experiments, AND, wanted to hear more about how they are implementingj
- 009 Universal

### *B. Ideas to be discarded*

- 001 'unbossing'

### *C. Potential for Improvement*

- 001 What were the data driven experiments and actual results
- 002 What were the challenges?
- 003 How did they operationalize it?
- 004 Impact is a good idea
- 005 How is the peer review done? How's it working?
- 006 Greater emphasis on how people collaborate and achieve together - as basis for rewards
- 007 I was tempted to call people over there and find out if it's true. Sounded a little too good to be true.
- 008 Define what is impact exactly : I wouldn't oppose it to performance but as a contribution to performance
- 009 Need more examples of objectives, feedback, rewards, recognition
- 010 Recognition across the organization, not only on vertical

011 How do they know if they need to course correct?

012 is it possible to have objectives that span multiple years when everything is so dynamic?