

Workforce Trends

Times shown in: [Eastern Standard Time](#) and [Coordinated Universal Time](#)

Between **2020 Feb 25 11:00** and **2020 Feb 25 12:00**
23 people sent 226 messages containing **#MITSMRChat**





















11:00:41 16:00:41	MIT Sloan Management Review @mitsmr		Welcome to today's #MITSMRChat! We're focused on how technology trends are shaping the future workforce. https://t.co/mt8GnKwUVJ
11:01:25 16:01:25	MIT Sloan Management Review @mitsmr		First, some #MITSMRChat guidelines. https://t.co/5noYhIkvQD
11:01:26 16:01:26	John W Lewis @JohnWLewis		Hello #MITSMRChat!
11:01:46 16:01:46	Patrick Henz @Patrick_Henz		RT @mitsmr: Welcome to today's #MITSMRChat! We're focused on how technology trends are shaping the future workforce. https://t.co/mt8GnKwUVJ
11:02:01 16:02:01	MIT Sloan Management Review @mitsmr		@JohnWLewis Hi John! How's it going today? #MITSMRChat
11:02:16 16:02:16	Danny Groner @DannyGroner		RT @mitsmr: Welcome to today's #MITSMRChat! We're focused on how technology trends are shaping the future workforce. https://t.co/mt8GnKwUVJ
11:02:21 16:02:21	Sameh Zeid @BiasTest		I am Sameh, Agile Coach in Dearborn, Michigan #MITSMRChat
11:02:23 16:02:23	MIT Sloan Management Review @mitsmr		@Patrick_Henz Happy Tuesday, Patrick. #MITSMRChat
11:03:00 16:03:00	MIT Sloan Management Review @mitsmr		@DannyGroner Welcome to #MITSMRChat! How's life in New York today?
11:03:20 16:03:20	John W Lewis @JohnWLewis		@mitsmr Hi (Allison?), Quite busy, but fine, thanks. How are you? #MITSMRChat
11:03:39 16:03:39	MIT Sloan Management Review @mitsmr		@BiasTest Great to see you back, Sameh. #MITSMRChat
11:03:45 16:03:45	Mwanawalifo @farajamhagama		RT @mitsmr: Welcome to today's #MITSMRChat! We're focused on how technology trends are shaping the future workforce. https://t.co/mt8GnKwUVJ

11:04:20 16:04:20	MIT Sloan Management Review @mitsmr		@JohnWLewis It's me! Same on this end, but always worth carving out an hour to 'talk shop' with some friends. #MITSMRChat
11:04:41 16:04:41	Tripp Braden @TrippBraden		I'm Tripp Braden, CEO Speech Writer and Presentation Strategist working on issues surrounding the #futureofwork in Northern Ohio today #MITSMRChat
11:04:47 16:04:47	Tripp Braden @TrippBraden		RT @JohnWLewis: @mitsmr Hi (Allison?), Quite busy, but fine, thanks. How are you? #MITSMRChat
11:04:52 16:04:52	Tripp Braden @TrippBraden		RT @BiasTest: I am Sameh, Agile Coach in Dearborn, Michigan #MITSMRChat
11:05:08 16:05:08	Tripp Braden @TrippBraden		RT @mitsmr: @JohnWLewis It's me! Same on this end, but always worth carving out an hour to 'talk shop' with some friends. #MITSMRChat
11:05:17 16:05:17	Kathryn Lang @Kathrynclang		Hello #MITSMRchat - I'm Kathryn - focus coach, dream ignitor, and purveyor of #snarkyrainbows I wield words that encourage, entertain, and inspire as a content creator and author. https://t.co/PubRdgmzgo
11:05:25 16:05:25	Tripp Braden @TrippBraden		RT @Kathrynclang: Hello #MITSMRchat - I'm Kathryn - focus coach, dream ignitor, and purveyor of #snarkyrainbows I wield words that encour...
11:05:28 16:05:28	MIT Sloan Management Review @mitsmr		Let's roll out Q1: Do you think employees want different things from their jobs and workplaces than they did in the past? #MITSMRChat https://t.co/GM93esp6ON
11:07:09 16:07:09	John W Lewis @JohnWLewis		@mitsmr Definitely! #MITSMRChat
11:07:15 16:07:15	allison ryder @allisonryder		@Kathrynclang maybe if you whisper, the tech won't hear you! Q1... #MITSMRchat https://t.co/UkrFQfBlhj
11:07:23 16:07:23	Sameh Zeid @BiasTest		#MITSMRChat A1: People are less interested in the traditional definition of "job", they look for high-levels in Maslow hierarchy.
11:08:08 16:08:08	Kathryn Lang @Kathrynclang		A1: For the most part, the wants of employees remains the same: security, opportunity for better, fair treatment. #MITSMRChat https://t.co/qoO7RwlHPo
11:08:17 16:08:17	Deb Gallagher @debgall2000		Join my MIT SMR colleague on today's chat on the changing nature of work. #MITSMRchat https://t.co/KafEpSpNLB
11:08:25 16:08:25	Danny Groner @DannyGroner		@mitsmr A1: Most definitely. But the conversation, in my opinion, is too largely on remote work and not nearly enough on the freedom and flexibility to manage their own schedules and responsibilities as they wish. Give me that - and trust - I'll deliver 30% more than asked. #MITSMRChat
11:08:29 16:08:29	Kathryn Lang @Kathrynclang		@allisonryder Great . . . now they know I'm here ;) #MITSMRChat
11:08:38 16:08:38	Tripp Braden @TrippBraden		A1 Yes and no. I think they want similar things and their priorities are different than in the past. They can achieve their career goals in different tays today #MITSMRChat
11:08:44 16:08:44	Tripp Braden @TrippBraden		RT @DannyGroner: @mitsmr A1: Most definitely. But the conversation, in my opinion, is too largely on remote work and not nearly enough on t...
11:08:44 16:08:44	Sameh Zeid @BiasTest		A1: Technology is not the most important thing people look for. They increasingly look for meaning #MITSMRChat
11:08:49 16:08:49	Tripp Braden @TrippBraden		RT @debgall2000: Join my MIT SMR colleague on today's chat on the changing nature of work. #MITSMRchat https://t.co/KafEpSpNLB
11:08:49 16:08:49	John W Lewis @JohnWLewis		@mitsmr A1 #MITSMRChat I think that employees want more flexibility than in the past. But this applies, not only employees, but to all staff, increasing numbers of whom are not employees.
11:08:51 16:08:51	MIT Sloan Management Review @mitsmr		@BiasTest That tracks with our authors who site that people care less about job titles, as well. So purpose and meaning more important? #MITSMRChat

11:08:54 16:08:54	Patrick Henz @Patrick_Henz		#MITSMRChat #Q1 Generation Y and Z influence the whole workforce. Values get more important, up to employee activity. Actual example, March 9, most female employees will protest and not come to work.
11:09:00 16:09:00	Tripp Braden @TrippBraden		RT @BiasTest: A1: Technology is not the most important thing people look for. They increasingly look for meaning #MITSMRChat
11:09:40 16:09:40	Patrick Henz @Patrick_Henz		#MITSMRChat #Q1 As technology (AI, streaming, voice assistant) are known from private life, such technology gets expected from the work-place. Home-office on the rise.
11:09:55 16:09:55	Steve Urquhart @Steve_Urq		I'm Steve Urquhart, a #DigitalTransformation change consultant working out of Denver, CO and enrolled in the MIT Sloan Organizational Design for Digital Transformation program. #MITSMRChat
11:10:11 16:10:11	MIT Sloan Management Review @mitsmr		@DannyGroner Ah, so it's not just the space, but also how employees design their own work days? #MITSMRChat
11:10:29 16:10:29	Tripp Braden @TrippBraden		A1 I don't think many employees think of themselves as employees any longer. They look for organizations who are not limited by time on the job and more about their capabilities to get things done #MITSMRChat
11:10:38 16:10:38	Deb Gallagher @debgall2000		#MITSMRchat A1. I'm a parent of two young people who have just entered the workforce. I'm not sure they want different things than I did at that age. A paycheck, a chance to learn and grow and to figure out what I'm good at.
11:10:48 16:10:48	MIT Sloan Management Review @mitsmr		@JohnWLewis So the contract/freelance folks want more flexibility than they've previous had, as well? #MITSMRChat
11:10:57 16:10:57	Tripp Braden @TrippBraden		RT @debgall2000: #MITSMRchat A1. I'm a parent of two young people who have just entered the workforce. I'm not sure they want different thi...
11:11:13 16:11:13	Tripp Braden @TrippBraden		RT @mitsmr: @DannyGroner Ah, so it's not just the space, but also how employees design their own work days? #MITSMRChat
11:11:18 16:11:18	Tripp Braden @TrippBraden		RT @Patrick_Henz: #MITSMRChat #Q1 As technology (AI, streaming, voice assistant) are known from private life, such technology gets expected...
11:11:26 16:11:26	Tripp Braden @TrippBraden		RT @Patrick_Henz: #MITSMRChat #Q1 Generation Y and Z influence the whole workforce. Values get more important, up to employee activity. Act...
11:11:30 16:11:30	Tripp Braden @TrippBraden		RT @JohnWLewis: @mitsmr A1 #MITSMRChat I think that employees want more flexibility than in the past. But this applies, not only employees, ...
11:11:35 16:11:35	Tripp Braden @TrippBraden		RT @mitsmr: @BiasTest That tracks with our authors who site that people care less about job titles, as well. So purpose and meaning more im...
11:11:41 16:11:41	MIT Sloan Management Review @mitsmr		@TrippBraden Maybe more so in the context of if they get health benefits and paid time off? #MITSMRChat
11:12:43 16:12:43	MIT Sloan Management Review @mitsmr		@Patrick_Henz Absolutely! Expectations that our work lives will have the same seamless tech experiences that our home lives offer. That's an often overlooked point when we think about workplace design, especially in orgs with legacy systems #MITSMRChat
11:12:56 16:12:56	Steve Urquhart @Steve_Urq		#MITSMRChat A1 "Once upon a time, workplace technology was far more innovative and superior to anything that was available for consumer use. However, the tables have turned and the opposite is true today." —Joyce Maroney, Kronos https://t.co/I6lOyX3mNV
11:13:19 16:13:19	Tripp Braden @TrippBraden		A1 Today team member wants a bigger role and an opportunity to learn from the best people in what they do. They are more willing to challenge the idea that there's only one way to do a job right #MITSMRChat
11:13:31 16:13:31	Tripp Braden @TrippBraden		RT @Steve_Urq: #MITSMRChat A1 "Once upon a time, workplace technology was far more innovative and superior to anything that was available f...

11:13:38 16:13:38	Tripp Braden @TrippBraden		RT @mitsmr: @Patrick_Henz Absolutely! Expectations that our work lives will have the same seamless tech experiences that our home lives off...
11:13:43 16:13:43	Tripp Braden @TrippBraden		RT @mitsmr: @JohnWLewis So the contract/freelance folks want more flexibility than they've previous had, as well? #MITSMRChat
11:13:58 16:13:58	Kathryn Lang @Kathrynclang		@mitsmr @JohnWLewis Freelance folks tend to want to find ways to create a stable income and build relationships that will help them grow. #MITSMRChat
11:14:01 16:14:01	allison ryder @allisonryder		@DannyGroner some have been talking about this for a while https://t.co/EjCaXaiUbF #MITSMRchat
11:14:35 16:14:35	MIT Sloan Management Review @mitsmr		@BiasTest @TrippBraden Are they? Or are more people open to non-traditional work arrangements? #MITSMRChat
11:14:55 16:14:55	René Sánchez Puls @rspuls7		RT @Patrick_Henz: #MITSMRChat #Q1 As technology (AI, streaming, voice assistant) are known from private life, such technology gets expected...
11:14:58 16:14:58	MIT Sloan Management Review @mitsmr		@DannyGroner @BiasTest The one word it might boil down to is "trust," no? #MITSMRChat
11:15:33 16:15:33	Tripp Braden @TrippBraden		A1 If we are becoming a freelance driven workplace our managers and leaders need to know how to motivate and inspire to attract the best talent available #MITSMRChat
11:15:40 16:15:40	Tripp Braden @TrippBraden		RT @Kathrynclang: @mitsmr @JohnWLewis Freelance folks tend to want to find ways to create a stable income and build relationships that will...
11:15:43 16:15:43	MIT Sloan Management Review @mitsmr		@Ekateri74491064 Right! How do leaders set this tone and show they're listening to what employees (or the market) are saying they need? #MITSMRChat
11:15:45 16:15:45	Tripp Braden @TrippBraden		RT @allisonryder: @DannyGroner some have been talking about this for a while https://t.co/EjCaXaiUbF #MITSMRchat
11:15:51 16:15:51	Tripp Braden @TrippBraden		RT @mitsmr: @DannyGroner @BiasTest The one word it might boil down to is "trust," no? #MITSMRChat
11:17:21 16:17:21	Tripp Braden @TrippBraden		@mitsmr @DannyGroner @BiasTest Trust, but self trust is a big part of how people make their decisions. If we can increase their self awareness productivity can be unleashed #MITSMRChat
11:17:32 16:17:32	Tripp Braden @TrippBraden		RT @mitsmr: @Ekateri74491064 Right! How do leaders set this tone and show they're listening to what employees (or the market) are saying th...
11:17:35 16:17:35	John W Lewis @JohnWLewis		@Kathrynclang @mitsmr They do. I've been there! As an "associate" (freelancer/contractor) for a company which had approx. equal numbers of employees and associates, we are treated almost the same (although paid very differently). But there were important differences! #MITSMRChat
11:17:40 16:17:40	MIT Sloan Management Review @mitsmr		Q2. Do you feel that companies are helping their employees develop and maintain the skills they need in order to be successful in the future? #MITSMRChat https://t.co/Juq5Ro83qC
11:17:45 16:17:45	Tripp Braden @TrippBraden		RT @JohnWLewis: @Kathrynclang @mitsmr They do. I've been there! As an "associate" (freelancer/contractor) for a company which had approx. e...
11:17:51 16:17:51	Kathryn Lang @Kathrynclang		@mitsmr @DannyGroner @BiasTest Yes - trust is vital - from both sides! #MITSMRChat
11:18:50 16:18:50	Kathryn Lang @Kathrynclang		A2: Some companies worry about training employees out of the job. If we are focused on investing each other and building the relationship then we grow together. #MITSMRChat https://t.co/1406iQM5c1
11:19:40 16:19:40	Tripp Braden @TrippBraden		A2 Yes, we still suffer from the idea that career paths are linear paths versus zigging and zagging to find great opportunities to exploit both our and organizations strengths #MITSMRChat
11:19:46 16:19:46	Tripp Braden @TrippBraden		RT @Kathrynclang: A2: Some companies worry about training employees out of the job. If we are focused on investing each other and building...

11:19:49 16:19:49	Tripp Braden @TrippBraden		RT @Kathrynclang: @mitsmr @DannyGroner @BiasTest Yes - trust is vital - from both sides! #MITSMRChat
11:19:51 16:19:51	MIT Sloan Management Review @mitsmr		@Kathrynclang Right, that's definitely a concern. How do companies retain their best employees, especially when they offer them training that may make them valuable to other organizations? #MITSMRChat
11:19:52 16:19:52	Tripp Braden @TrippBraden		RT @mitsmr: Q2. Do you feel that companies are helping their employees develop and maintain the skills they need in order to be successful...
11:20:04 16:20:04	Sameh Zeid @BiasTest		A2: Yes, most companies are embarked into Agile transformation which redefine how people are managed. It increases empowerment, self-organization, higher collaboration, less concerned about title and status, less hierarchy, etc #MITSMRChat
11:20:04 16:20:04	Danny Groner @DannyGroner		@mitsmr A2: Absolutely. I was the recipient of generosity from a company that helped nurture me at just the right period of my career - to foster my maturity. For 10 consecutive quarters, I was asked to find and attend a workshop or conference that would push me further. #MITSMRChat
11:20:12 16:20:12	Tripp Braden @TrippBraden		RT @mitsmr: @Kathrynclang Right, that's definitely a concern. How do companies retain their best employees, especially when they offer them...
11:20:16 16:20:16	MIT Sloan Management Review @mitsmr		RT @TrippBraden: A2 Yes, we still suffer from the idea that career paths are linear paths versus zigging and zagging to find great opportun...
11:20:26 16:20:26	Tripp Braden @TrippBraden		RT @BiasTest: A2: Yes, most companies are embarked into Agile transformation which redefine how people are managed. It increases empowermen...
11:20:36 16:20:36	Tripp Braden @TrippBraden		RT @DannyGroner: @mitsmr A2: Absolutely. I was the recipient of generosity from a company that helped nurture me at just the right period 0...
11:20:45 16:20:45	John W Lewis @JohnWLewis		@DannyGroner @BiasTest @mitsmr YES, and it's not mainly about the static aspects of whether staff(/employees) are good or bad, but more about the dynamic aspects of whether they get better or worse! #MITSMRChat
11:20:49 16:20:49	Andrew Roberts @ARoberts021		@mitsmr A1: Absolutely. The job market has evolved in the absence of loyalty from employers. Since growth & gain aren't tied to longevity w/ a single org, employees want more during their predictably shorter tenure. Less life disruption, better balance, more empowerment. #MITSMRChat
11:20:57 16:20:57	Tripp Braden @TrippBraden		RT @JohnWLewis: @DannyGroner @BiasTest @mitsmr YES, and it's not mainly about the static aspects of whether staff(/employees) are good or b...
11:21:00 16:21:00	Tripp Braden @TrippBraden		RT @ARoberts021: @mitsmr A1: Absolutely. The job market has evolved in the absence of loyalty from employers. Since growth & gain aren't ti...
11:21:19 16:21:19	Kathryn Lang @Kathrynclang		@mitsmr It's all about relationships! Build a relationship that creates engagement, loyalty, and a connection that keeps both parties working together. #MITSMRChat
11:22:05 16:22:05	Patrick Henz @Patrick_Henz		#MITSMRChat #Q2 good companies do (and did so also in the past). Important employees should no rely on their employer, but themselves get active to ensure continuous learning.
11:22:48 16:22:48	Sameh Zeid @BiasTest		A2: Uncertainty on how companies will be disrupted, made them acknowledge that they need to empower their teams to figure out what would work. #MITSMRChat
11:23:10 16:23:10	Tripp Braden @TrippBraden		RT @Patrick_Henz: #MITSMRChat #Q2 good companies do (and did so also in the past). Important employees should no rely on their employer, bu...
11:23:13 16:23:13	MIT Sloan Management Review @mitsmr		@Patrick_Henz We're definitely seeing that in a long-term research stream (stay tuned for those findings in April): the responsibility sits with the worker to seek out the growth opps that make most sense for them #MITSMRChat
11:23:13 16:23:13	John W Lewis @JohnWLewis		@Kathrynclang Haha, yes the classic: "But what if we train them and they leave?" To which the response is: "Ah, but what if you don't, and they don't?!" #MITSMRChat

11:23:20 16:23:20	Tripp Braden @TrippBraden		RT @JohnWLEwis: @Kathrynclang Haha, yes the classic: "But what if we train them and they leave?" To which the response is: "Ah, but what if..."
11:23:21 16:23:21	Ekaterina Kostina @Ekateri74491064		@mitsmr #MITSMRChat flat hierarchy and more agility at all organizational levels? Trust is a key word as well
11:23:29 16:23:29	Tripp Braden @TrippBraden		RT @mitsmr: @Patrick_Henz We're definitely seeing that in a long-term research stream (stay tuned for those findings in April): the respons...
11:23:33 16:23:33	Tripp Braden @TrippBraden		RT @BiasTest: A2: Uncertainty on how companies will be disrupted, made them acknowledge that they need to empower their teams to figure out...
11:23:40 16:23:40	Andrew Roberts @ARoberts021		@mitsmr A2: More so now. I think the market has led to greater opportunities for continuing ed & development opportunities. I think theres still a lot to be done to help employees *plan* career journeys & facilitate appropriate mentorship. #MITSMRChat
11:23:44 16:23:44	Tripp Braden @TrippBraden		RT @ARoberts021: @mitsmr A2: More so now. I think the market has led to greater opportunities for continuing ed & development opportunities...
11:23:51 16:23:51	MIT Sloan Management Review @mitsmr		@TrippBraden @JohnWLEwis @DannyGroner @BiasTest And a closer tie to the firm's strategic plan/aspirations? #MITSMRChat
11:23:57 16:23:57	Tripp Braden @TrippBraden		RT @Kathrynclang: @mitsmr It's all about relationships! Build a relationship that creates engagement, loyalty, and a connection that keeps...
11:25:00 16:25:00	MIT Sloan Management Review @mitsmr		@Ekateri74491064 Does flat work? Thinking about Zappos' and the abandonment of holocracy... https://t.co/mowt5ehAiZ @qz #MITSMRChat
11:25:17 16:25:17	Sameh Zeid @BiasTest		A2: Who told managers that they care about the company more than their employees? Employees are close to action and in-fact see part of the picture which is hidden to managers #MITSMRChat
11:25:20 16:25:20	MIT Sloan Management Review @mitsmr		@ARoberts021 Not one-size-fits-all, for sure! #MITSMRChat
11:25:48 16:25:48	Tripp Braden @TrippBraden		I wonder if a strategic plans still has the same relevance as they did in the past. I'm seeing more clients creating a a more flexible action based bias to their planning processes. #MITSMRChat
11:25:53 16:25:53	Tripp Braden @TrippBraden		RT @mitsmr: @Ekateri74491064 Does flat work? Thinking about Zappos' and the abandonment of holocracy... https://t.co/mowt5ehAiZ @qz #MITSMR...
11:25:58 16:25:58	Tripp Braden @TrippBraden		RT @BiasTest: A2: Who told managers that they care about the company more than their employees? Employees are close to action and in-fact s...
11:26:04 16:26:04	Tripp Braden @TrippBraden		RT @mitsmr: @TrippBraden @JohnWLEwis @DannyGroner @BiasTest And a closer tie to the firm's strategic plan/aspirations? #MITSMRChat
11:26:23 16:26:23	Tripp Braden @TrippBraden		RT @Ekateri74491064: @mitsmr #MITSMRChat flat hierarchy and more agility at all organizational levels? Trust is a key word as well
11:27:02 16:27:02	John W Lewis @JohnWLEwis		@mitsmr A2 #MITSMRChat Some companies enable and encourage employees to develop skills, but many don't. The old adage is "Hire the attitude and train the skill", but many resort to recruiting for skills. #MITSMRChat
11:27:26 16:27:26	Andrew Roberts @ARoberts021		@mitsmr Exactly. Access to resources & opportunity is great. That advantage can be compounded by understanding employees motivations/ambitions, helping them choose the right path/options. #MITSMRChat
11:27:37 16:27:37	MIT Sloan Management Review @mitsmr		@TrippBraden Fair — this could be more about aligning the training and development opps to strategy, regardless of horizon #MITSMRChat
11:28:02 16:28:02	MIT Sloan Management Review @mitsmr		RT @ARoberts021: @mitsmr Exactly. Access to resources & opportunity is great. That advantage can be compounded by understanding employees m...

11:28:36 16:28:36	Tripp Braden @TrippBraden		@BiasTest Almost every employment engagement survey shows its about the manager. They impact how individual perceive the organization and where the organization is going #MITSMRChat
11:28:51 16:28:51	Tripp Braden @TrippBraden		RT @mitsmr: @TrippBraden Fair — this could be more about aligning the training and development opps to strategy, regardless of horizon #MIT...
11:28:54 16:28:54	Tripp Braden @TrippBraden		RT @JohnWLewis: @mitsmr A2 #MITSMRChat Some companies enable and encourage employees to develop skills, but many don't. The old adage is "H...
11:28:59 16:28:59	Tripp Braden @TrippBraden		RT @ARoberts021: @mitsmr Exactly. Access to resources & opportunity is great. That advantage can be compounded by understanding employees m...
11:29:55 16:29:55	John W Lewis @JohnWLewis		@mitsmr @TrippBraden @DannyGroner @BiasTest Definitely, and it takes time for staff/employees to assimilate a companies strategy (and it's not only the culture, but also the "doctrine" - the model of "how the world works"). #MITSMRChat
11:30:36 16:30:36	MIT Sloan Management Review @mitsmr		@TrippBraden @BiasTest Can leadership do more to help managers here? #MITSMRChat
11:30:37 16:30:37	Tripp Braden @TrippBraden		@mitsmr What if we changed how we see training and development. How would we create organizational capabilities in a more free form organization? #MITSMRChat
11:30:53 16:30:53	Tripp Braden @TrippBraden		RT @JohnWLewis: @mitsmr @TrippBraden @DannyGroner @BiasTest Definitely, and it takes time for staff/employees to assimilate a companies str...
11:31:17 16:31:17	MIT Sloan Management Review @mitsmr		@TrippBraden Does this help? https://t.co/Q6TZLpPrRu #MITSMRChat
11:31:54 16:31:54	Serpstat @serpstat		◆◆Twitter chats, February 25: #MITSMRChat 11AM ET @mitsmr on Workforce Trends #BizHeroes 2PM ET @MagdaATO @ZalkaB on Mobile Apps For Growing Your Personal Brands 🕒 Tomorrow, February 26: #serpstat_chat 12 PM ET @kevgibbo on "Pro Tips To Boost Organic Growth in 2020" https://t.co/4tdmYEtz7Q
11:33:02 16:33:02	MIT Sloan Management Review @mitsmr		@BiasTest @TrippBraden That's a bold statement...what do others think?! #MITSMRChat
11:33:24 16:33:24	Tripp Braden @TrippBraden		Leadership is a critical element in organizational success. I fear that many organizations fail to scale because they may lack the management capabilities to put structure under their business, I don't their i's an either or choice #MITSMRChat
11:33:37 16:33:37	Maria Sereda @Maria_discovery		RT @serpstat: ◆◆Twitter chats, February 25: #MITSMRChat 11AM ET @mitsmr on Workforce Trends #BizHeroes 2PM ET @MagdaATO @ZalkaB on Mobile...
11:34:03 16:34:03	Beth Staub @AdventureGlass		RT @TrippBraden: Leadership is a critical element in organizational success. I fear that many organizations fail to scale because they may...
11:34:08 16:34:08	Tripp Braden @TrippBraden		RT @mitsmr: @TrippBraden Does this help? https://t.co/Q6TZLpPrRu #MITSMRChat
11:34:21 16:34:21	MIT Sloan Management Review @mitsmr		RT @TrippBraden: Leadership is a critical element in organizational success. I fear that many organizations fail to scale because they may...
11:34:31 16:34:31	Tripp Braden @TrippBraden		RT @mitsmr: @BiasTest @TrippBraden That's a bold statement...what do others think?! #MITSMRChat
11:34:40 16:34:40	Tripp Braden @TrippBraden		RT @mitsmr: @TrippBraden @BiasTest Can leadership do more to help managers here? #MITSMRChat
11:35:03 16:35:03	MIT Sloan Management Review @mitsmr		Q3 (and it's a big one): How is technology changing how work gets done? #MITSMRChat https://t.co/UoC3H7z1vI

11:36:14 16:36:14	John W Lewis @JohnWLewis		@TrippBraden Hmm... that's an important, but worrying observation! In my view, weakness of strategy is an increasing problem. (Oh, and, at least to the purists! a "strategic plan" is an oxymoron!🔗🔗) #MITSMRChat
11:36:31 16:36:31	Kathryn Lang @Kathrynclang		A3: Technology makes it easier to work together from around the globe! #MITSMRChat Remote isn't so lonely anymore! https://t.co/774kaRXApS
11:37:20 16:37:20	Tripp Braden @TrippBraden		@mitsmr @BiasTest I think you have Peter Drucker rolling in his grave. I've never worked in a successful large organization that doesn't have high level of competence in managing their business which includes leveraging the culture #MITSMRChat
11:37:22 16:37:22	Patrick Henz @Patrick_Henz		#MITSMRChat @Q2 Deming's System of Profound Knowledge requires continuous learning #system-thinking
11:37:45 16:37:45	Danny Groner @DannyGroner		@mitsmr A3: A welcomed addition to bridge gaps between ppl sitting in different cities + satellite offices, to feel closer emotionally than they are physically. At the same time, there's too much reliance on email and Slack to replace conversations ppl should have in person. #MITSMRChat
11:38:14 16:38:14	Susan Holden Martin, MBA, J.D. 🔗🔗🔗🔗🔗🔗 @MarsTweep		RT @mitsmr: Q3 (and it's a big one): How is technology changing how work gets done? #MITSMRChat https://t.co/UoC3H7z1vI
11:38:44 16:38:44	Sameh Zeid @BiasTest		A3: - Work can be done from anywhere - Repetitive work sooner or later will diminish - People feel anxious because startups can disrupt unexpectedly - HUMAN BEING will become more important because there are orchestrate how things work including managing robots. #MITSMRChat
11:38:48 16:38:48	MIT Sloan Management Review @mitsmr		@DannyGroner That is hard...it's important to recognize when it makes sense to pick up the phone (or go into a virtual room) to have live conversations. #MITSMRChat
11:39:11 16:39:11	Andrew Roberts @ARoberts021		@mitsmr A3: Asset storage (e.g. the cloud), accessibility (both in terms of ADA and mobile/global access to records/systems), & communication (e.g. Slack) are the biggest (IMO) across industries. Wide-spanning impact on productivity. Improving speed, reference/record-keeping. #MITSMRChat
11:39:47 16:39:47	MIT Sloan Management Review @mitsmr		@ARoberts021 Hopefully not automating our jobs away, right? #MITSMRChat
11:39:50 16:39:50	Tripp Braden @TrippBraden		A3 Technology empowers the individual's capabilities and strengths. We will see increasingly rapid change as the next generation who is digitally enhanced step into more leadership roles. #MITSMRChat
11:40:04 16:40:04	MIT Sloan Management Review @mitsmr		RT @TrippBraden: A3 Technology empowers the individual's capabilities and strengths. We will see increasingly rapid change as the next gene...
11:40:25 16:40:25	Tripp Braden @TrippBraden		RT @mitsmr: Q3 (and it's a big one): How is technology changing how work gets done? #MITSMRChat https://t.co/UoC3H7z1vI
11:40:37 16:40:37	Sameh Zeid @BiasTest		A3: Technology will make people increasingly strive for meaning of what they do. Non meaningful work is a waste to be eliminated or it can be eliminated. #MITSMRChat
11:40:39 16:40:39	Tripp Braden @TrippBraden		RT @JohnWLewis: @TrippBraden Hmm... that's an important, but worrying observation! In my view, weakness of strategy is an increasing problem....
11:40:59 16:40:59	Tripp Braden @TrippBraden		RT @Kathrynclang: A3: Technology makes it easier to work together from around the globe! #MITSMRChat Remote isn't so lonely anymore! htt...
11:41:18 16:41:18	Tripp Braden @TrippBraden		RT @DannyGroner: @mitsmr A3: A welcomed addition to bridge gaps between ppl sitting in different cities + satellite offices, to feel closer...
11:41:26 16:41:26	Tripp Braden @TrippBraden		RT @BiasTest: A3: - Work can be done from anywhere - Repetitive work sooner or later will diminish - People feel anxious because startups...
11:41:36 16:41:36	Tripp Braden @TrippBraden		RT @mitsmr: @DannyGroner That is hard...it's important to recognize when it makes sense to pick up the phone (or go into a virtual room) to...

11:41:45 16:41:45	Tripp Braden @TrippBraden		RT @BiasTest: A3: Technology will make people increasingly strive for meaning of what they do. Non meaningful work is a waste to be elimina...
11:42:01 16:42:01	Tripp Braden @TrippBraden		RT @ARoberts021: @mitsmr A3: Asset storage (e.g. the cloud), accessibility (both in terms of ADA and mobile/global access to records/system...
11:42:07 16:42:07	Andrew Roberts @ARoberts021		@mitsmr Not at all. If anything, systems can now better analyze the connection between communication patterns/cloud access & productivity to recommend solutions. These are barrier-breaking, silo-dissolving tools...not job killers. #MITSMRChat
11:42:14 16:42:14	MIT Sloan Management Review @mitsmr		@BiasTest So by automating routine tasks, tech inherently helps us find more value-producing work? #MITSMRChat
11:42:19 16:42:19	Tripp Braden @TrippBraden		RT @ARoberts021: @mitsmr Not at all. If anything, systems can now better analyze the connection between communication patterns/cloud access...
11:42:26 16:42:26	Tripp Braden @TrippBraden		RT @mitsmr: @BiasTest So by automating routine tasks, tech inherently helps us find more value-producing work? #MITSMRChat
11:42:41 16:42:41	Sameh Zeid @BiasTest		A3: Technology also can enable break-through user experience #MITSMRChat
11:42:49 16:42:49	John W Lewis @JohnWLewis		@mitsmr A3 #MITSMRChat Technology (mainly digital) is facilitating everything! It enables communication, storage, and processing of far more than previously. This increases the performance of all organizational operations.
11:42:59 16:42:59	MIT Sloan Management Review @mitsmr		@codyroyle @TrippBraden So also an organizational mindset, no? #MITSMRChat
11:43:12 16:43:12	Danny Groner @DannyGroner		@ARoberts021 @mitsmr It's fascinating to see how broad the term 'technology' can be understood by a collection of different people. Everyone has thoughts on this subject in their own way, their own world. At the end of the day, we all pursue productivity hacks to keep us enlightened. #MITSMRChat
11:44:14 16:44:14	Tripp Braden @TrippBraden		Automating routine tasks will free us only as far as leadership will allow up to grow. Still significant control found in organizations even after automation. The culture creates new forms of resistance #MITSMRChat
11:44:20 16:44:20	Tripp Braden @TrippBraden		RT @DannyGroner: @ARoberts021 @mitsmr It's fascinating to see how broad the term 'technology' can be understood by a collection of differen...
11:44:23 16:44:23	Tripp Braden @TrippBraden		RT @JohnWLewis: @mitsmr A3 #MITSMRChat Technology (mainly digital) is facilitating everything! It enables communication, storage, and proce...
11:44:28 16:44:28	Tripp Braden @TrippBraden		RT @BiasTest: A3: Technology also can enable break-through user experience #MITSMRChat
11:44:58 16:44:58	John W Lewis @JohnWLewis		@DannyGroner @ARoberts021 @mitsmr True! Are we talking about batteries, biology, etc.?💎💎 #MITSMRChat
11:45:12 16:45:12	Tripp Braden @TrippBraden		RT @JohnWLewis: @DannyGroner @ARoberts021 @mitsmr True! Are we talking about batteries, biology, etc.?💎💎 #MITSMRChat
11:45:42 16:45:42	Danny Groner @DannyGroner		@JohnWLewis @ARoberts021 @mitsmr As a person who runs on batteries, I live at the intersection of the two. #MITSMRChat
11:45:52 16:45:52	Tripp Braden @TrippBraden		RT @DannyGroner: @JohnWLewis @ARoberts021 @mitsmr As a person who runs on batteries, I live at the intersection of the two. #MITSMRChat
11:46:02 16:46:02	MIT Sloan Management Review @mitsmr		Q4. When technology is used to automate or augment certain tasks, what opportunities does that create for workers? #MITSMRChat https://t.co/8AxZbQWpMM
11:46:16 16:46:16	John W Lewis @JohnWLewis		@TrippBraden The control gets effectively “worse” if people are working for “the system” rather than the system working for them! #MITSMRChat

11:46:26 16:46:26	MIT Sloan Management Review @mitsmr		@BiasTest started to answer this one earlier #MITSMRChat https://t.co/ehIBIE1aOA
11:46:39 16:46:39	Tripp Braden @TrippBraden		RT @JohnWLewis: @TrippBraden The control gets effectively “worse” if people are working for “the system” rather than the system working for...
11:46:39 16:46:39	John W Lewis @JohnWLewis		🔗 #MITSMRChat https://t.co/tbnyQdgg577
11:47:05 16:47:05	Patrick Henz @Patrick_Henz		#MITSMRChat Q4 Automation (#AI and #RPA) liberate employees from routine works, so that they can concentrate on human tasks, which require ingenuity and creativity.
11:48:30 16:48:30	Andrew Roberts @ARoberts021		@mitsmr A4: Best illustrated via example. I leverage workflows in @SlackHQ to help automate portions of initial onboarding. Organizing, making learning/resource delivery self-guided has freed up capacity & allows me to stay focused on projects/mentoring. #MITSMRChat
11:48:54 16:48:54	Sameh Zeid @BiasTest		A4: Automation ate various degree is old subject. Automation create more human and more intelligent opportunities for people. Instead of looking at automation as job threat, it can be growing opportunity for people #MITSMRChat
11:48:55 16:48:55	MIT Sloan Management Review @mitsmr		Here's one look at how technology creates job opps https://t.co/etH5bGCvtT #MITSMRChat
11:49:07 16:49:07	Danny Groner @DannyGroner		@mitsmr A4: I hate the word automation, even if it's something we all have to grapple with now and going forward. I prefer to move the conversation to discuss how with new technology and efficiencies, we will require people to manage the tech. Up-skill to get those new roles. #MITSMRChat
11:49:11 16:49:11	Tripp Braden @TrippBraden		A4 It should allow them more freedom to work on higher value activities. Automation gain can be accelerated by providing new skills for workers to use in their old role while seeing new opportunities for growth and alternative possibilities. #MITSMRChat
11:49:23 16:49:23	Tripp Braden @TrippBraden		RT @DannyGroner: @mitsmr A4: I hate the word automation, even if it's something we all have to grapple with now and going forward. I prefer...
11:49:28 16:49:28	Tripp Braden @TrippBraden		RT @mitsmr: Here's one look at how technology creates job opps https://t.co/etH5bGCvtT #MITSMRChat
11:49:31 16:49:31	Tripp Braden @TrippBraden		RT @ARoberts021: @mitsmr A4: Best illustrated via example. I leverage workflows in @SlackHQ to help automate portions of initial onboarding...
11:49:35 16:49:35	Tripp Braden @TrippBraden		RT @Patrick_Henz: #MITSMRChat Q4 Automation (#AI and #RPA) liberate employees from routine works, so that they can concentrate on human t...
11:50:20 16:50:20	Kathryn Lang @Kathrynclang		@mitsmr A4: Just remember if automation or technology creates more work than it relieves then it's not helpful no matter what THEY tell you! #MITSMRChat
11:50:34 16:50:34	MIT Sloan Management Review @mitsmr		@DannyGroner And it's not only automation — tools as 'simple' as @SlackHQ, as we've mentioned, predictive analytics, etc #MITSMRChat
11:51:32 16:51:32	Danny Groner @DannyGroner		@mitsmr @SlackHQ Yes, we work differently today than we did just a decade ago. We must acknowledge the benefits of those areas of improvement while also being honest about what we've left behind with it. Sometimes, we'll need to accommodate for more than we might think at first. #MITSMRChat
11:51:37 16:51:37	Tripp Braden @TrippBraden		A4 People who are liberated must want to be liberated. Many people are slow to adopt new choices when give to many options. Small percentage of workforce jumps right into almost anything. Critical to find champion pioneers to help with change #MITSMRChat
11:51:45 16:51:45	Tripp Braden @TrippBraden		RT @DannyGroner: @mitsmr @SlackHQ Yes, we work differently today than we did just a decade ago. We must acknowledge the benefits of those a...

11:51:47 16:51:47	Patrick Henz @Patrick_Henz		RT @TrippBraden: A4 It should allow them more freedom to work on higher value activities. Automation gain can be accelerated by providing...
11:51:49 16:51:49	Tripp Braden @TrippBraden		RT @Kathrynclang: @mitsmr A4: Just remember if automation or technology creates more work than it relieves then it's not helpful no matter...
11:51:53 16:51:53	John W Lewis @JohnWLewis		@mitsmr A4 #MITSMRChat Obviously (I think) automation frees people from routine tasks. But if people are left to handle exceptional cases then, when things “go pear-shaped” and everything is exceptional, they rapidly become overloaded because there are not enough of them!
11:51:54 16:51:54	MIT Sloan Management Review @mitsmr		Q5: How should organizations think about workforce planning over the next one to three years? #MITSMRChat https://t.co/putwvd6nqH
11:51:55 16:51:55	Patrick Henz @Patrick_Henz		RT @mitsmr: Here's one look at how technology creates job opps https://t.co/etH5bGCvtT #MITSMRChat
11:52:01 16:52:01	Tripp Braden @TrippBraden		RT @JohnWLewis: @mitsmr A4 #MITSMRChat Obviously (I think) automation frees people from routine tasks. But if people are left to handle exc...
11:52:03 16:52:03	Digital Retweet @DigitalRetweet		rt @mitsmr cc @antgrasso @mikequindazzi @fisher85m Q3. How far into the future do you, your teammates, and your organization's leadership plan goals? #MITSMRChat https://t.co/OuInhityqX
11:52:04 16:52:04	Startup Stiwdio Sefydlu @Stiwdio_USW		RT @mitsmr: Here's one look at how technology creates job opps https://t.co/etH5bGCvtT #MITSMRChat
11:52:11 16:52:11	Tripp Braden @TrippBraden		RT @DigitalRetweet: rt @mitsmr cc @antgrasso @mikequindazzi @fisher85m Q3. How far into the future do you, your teammates, and your organiz...
11:53:25 16:53:25	Ayşe Çiler @CilerAyse		RT @mitsmr: Here's one look at how technology creates job opps https://t.co/etH5bGCvtT #MITSMRChat
11:53:44 16:53:44	Sameh Zeid @BiasTest		A4: Work will become more demanding, because are no longer constrained by the older technology. This liberates people so that they can work on sophisticated tasks #MITSMRChat
11:53:51 16:53:51	Andrew Roberts @ARoberts021		@mitsmr A4: I imagine that in areas where automation/augmentation doesn't *immediately* eliminate a job, it could create opportunity for education/job training/resource pivot? From doing to supervising, maintaining, QA, etc. #MITSMRChat
11:54:06 16:54:06	Danny Groner @DannyGroner		@mitsmr A5: Companies must assess every 12 months, really every 6 if they can make time for introspection, to reassess where they are + where they're going. Do they have the right tech in place to do it? Do they have the right team to lead it? It's difficult, but necessary. #MITSMRChat
11:54:11 16:54:11	John W Lewis @JohnWLewis		@Patrick_Henz @TrippBraden Definitely! The “architectural” relationship between people and systems is crucial. #MITSMRChat
11:54:11 16:54:11	Tripp Braden @TrippBraden		A5 I think if we look more individuals the better our workforce plan can become. Supersized team members can provide clues on how to design plan for the greater possible good #MITSMRChat
11:54:19 16:54:19	Tripp Braden @TrippBraden		RT @mitsmr: Q5: How should organizations think about workforce planning over the next one to three years? #MITSMRChat https://t.co/putwvd6n...
11:54:26 16:54:26	Tripp Braden @TrippBraden		RT @BiasTest: A4: Work will become more demanding, because are no longer constrained by the older technology. This liberates people so that...
11:54:28 16:54:28	MIT Sloan Management Review @mitsmr		@ARoberts021 Definitely! Or helping free people up to do the things they couldn't get to on their to-do lists previously #MITSMRChat
11:54:33 16:54:33	Tripp Braden @TrippBraden		RT @DannyGroner: @mitsmr A5: Companies must assess every 12 months, really every 6 if they can make time for introspection, to reassess whe...

11:54:41 16:54:41	MIT Sloan Management Review @mitsmr		RT @DannyGroner: @mitsmr A5: Companies must assess every 12 months, really every 6 if they can make time for introspection, to reassess whe...
11:54:43 16:54:43	Tripp Braden @TrippBraden		RT @JohnWLewis: @Patrick_Henz @TrippBraden Definitely! The “architectural” relationship between people and systems is crucial. #MITSMRChat
11:55:19 16:55:19	MIT Sloan Management Review @mitsmr		@TrippBraden What about considering/following high-performers specifically? #MITSMRChat
11:55:23 16:55:23	Ἀντζελα @SouthernGemGal		A4. Presents more opportunity for creative and deep work as a knowledge worker. Mind > repetitive body #MITSMRChat https://t.co/tDUygtTHW9
11:55:26 16:55:26	Tripp Braden @TrippBraden		@JohnWLewis @Patrick_Henz I wonder if people aren't systems in many ways with new enhanced capabilities and options #MITSMRChat
11:55:37 16:55:37	Tripp Braden @TrippBraden		RT @SouthernGemGal: A4. Presents more opportunity for creative and deep work as a knowledge worker. Mind > repetitive body #MITSMRChat http...
11:56:13 16:56:13	MIT Sloan Management Review @mitsmr		@TrippBraden @JohnWLewis @Patrick_Henz 🎯🎯 #MITSMRChat
11:56:16 16:56:16	Sameh Zeid @BiasTest		A5: People need be willing to embrace uncertainty as the normal way of work. #MITSMRChat
11:57:09 16:57:09	Andrew Roberts @ARoberts021		@mitsmr A5: Limited to my org, workforce planning has a renewed focus on retention & development of (or hiring for) multidisciplinary skillsets. We scale via partnerships. The ability to lead, oversee, and build processes as well as relationships is paramount. #MITSMRChat
11:57:17 16:57:17	Ἀντζελα @SouthernGemGal		RT @mitsmr: Q4. When technology is used to automate or augment certain tasks, what opportunities does that create for workers? #MITSMRChat...
11:57:43 16:57:43	MIT Sloan Management Review @mitsmr		@ARoberts021 So those hires aren't necessarily checking every box for a particular job description, right? #MITSMRChat
11:57:50 16:57:50	John W Lewis @JohnWLewis		@TrippBraden @Patrick_Henz Yeh, well now we're getting philosophical, Tripp! 🎯🎯🎯🎯🎯🎯 #MITSMRChat
11:58:01 16:58:01	Tripp Braden @TrippBraden		@mitsmr Everyone is a high performer in some activity. Its critical we look for the best performance in critical activities across organization. The next generation of leadership may be about prioritization and what's critical to future #MITSMRChat
11:58:09 16:58:09	Tripp Braden @TrippBraden		RT @mitsmr: @ARoberts021 So those hires aren't necessarily checking every box for a particular job description, right? #MITSMRChat
11:58:12 16:58:12	Tripp Braden @TrippBraden		RT @ARoberts021: @mitsmr A5: Limited to my org, workforce planning has a renewed focus on retention & development of (or hiring for) multid...
11:58:28 16:58:28	MIT Sloan Management Review @mitsmr		@TrippBraden That's a pragmatic way to put it! #MITSMRChat
11:58:47 16:58:47	John W Lewis @JohnWLewis		RT @TrippBraden: @mitsmr Everyone is a high performer in some activity. Its critical we look for the best performance in critical activitie...
11:59:03 16:59:03	Sameh Zeid @BiasTest		A5: As the mean-life-time of a job shrinks, people will need to acquire new skills quickly and change jobs fast. #MITSMRChat
11:59:26 16:59:26	Siddharth Nagpal @siddharthnagpal		A5 Orgn shud focus on broader capability planning which includes tech, robotics, AI and Workforce planning. It's just one narrow part of broader capability planning. #MITSMRChat https://t.co/dSOcT7LJjG