LTSF20 D3S3: A social organisation is a learning organisation

Mark Britz and James Tyer – Themed Comments

1 SHOUT OUTS
Nigel Paine: Recognising that the collective intelligence of 292 people is always going to be a source of profound knowledge

Nick Denholm: It is time for a shift in L&D to change from connecting people to content and courses to connecting people to people

2 PROFESSIONNAL VS PERSONAL LIFE
Sandi Rodman: Some people don't want their work life to overlap the rest of their life
Nick Denholm: People tend to be far happier to be socially connected in their personal life than in the professional environment
Christine Locher: Could you say a bit more between the difference (if there is one) between being social at work, and having less privacy? Can you be social and private at the same time? how?

3 SOCIAL VS TIME FOR YOURSELF
Jacqui Bean: Social learning is great in the moment/instant - how do you ensure enough time is given for reflection?

4 SOCIALISING VIA VIDEO
Jennie Bryant: Do you have any tips for employees that may be suffering from 'zoom fatigue' and are exhausted by the idea of socialising via another video call due to lockdown?

5 SOCIALISING WITH MANAGERS
Keith Colvin: Are people more social when you take managers out of the group?
Eunice M: Yes, people are more social when managers are not in the room, they are more themselves and less professional

6 FORMAL VS INFORMAL INSIDE THE ORGANISATION - done
harrisassociates@bluewin.ch: how do you establish the difference between the informal and informal organisation

SOCIAL TOOLS - done
Anil Suman: What type of platforms do you recommend as a base for social contact within an organisation?
Mohammed Naveed: social learning platforms that encourage the creation and promotion of expert knowledge, like FAQ's, and having some gamification to enhance this has helped us

MOTIVATION/TRUST - done
Sofie Martin: I feel like a word is missing in this green circle, Trust. How do you make sure that employees share this amount of information without trust that it's a safe space?

CONVINCING MANAGERS - done
Mohammed Naveed: How can we convince managers in a business more business intelligence and awareness is better and social will help here? The old method is to treat workers with suspicion if they want to share knowhow can we convince managers in a business more business intelligence and awareness are better and social will help here? The old method is to treat workers with suspicion if they want to share knowledge

TIMELY - done
Karen: Intrigued in how this plays out with the shift to digital everything and increased home working

CAN YOU MAKE PEOPLE SOCIAL? - done
Christine Locher: one of my thoughts is, social is when both sides want to be social... can you mandate social? or does that become something else then?
Rob Bedwell: Do you need to create time for social?

VARIOUS - done
Karen: When everyone had to quickly jump to working from home What's App groups sprang up - and they are still going - featuring lots of photos of walks, children and pets. People will create their own social if we don't create it for them