

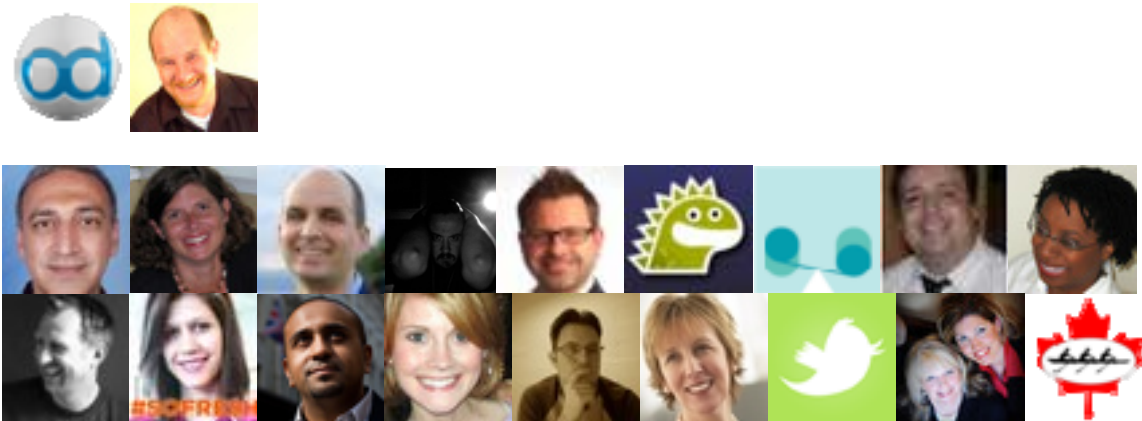
Flexwork Tweetchat

Wednesday, February 17 2009
4:30pm GMT

Organized by:



Participants:



Tweets compiled by:





[oneDrum](#) Hello and welcome to the very first [#flexworkchat](#), thanks for joining us! [about 2 hours ago](#) from [web](#)



[Idatta](#) Hello [@oneDrum](#) [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[leannecl](#) Thanks [@oneDrum](#). Looking forward to it. [#flexworkchat](#) [about 2 hours ago](#) from [web](#)



[oneDrum](#) [#flexworkchat](#) will focus on all things remote working, its productivity value and some of the tools that can be used to overcome barriers [about 2 hours ago](#) from [web](#)



[philmontero](#) Welcome everyone - thanks for joining us! [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[oneDrum](#) [@oneDrum](#) will be moderating [#flexworkchat](#) and posting the questions. Please post your answers using the # & which Q you're responding to [about 2 hours ago](#) from [web](#)



[oneDrum](#) 80% employees work productively at home, but 55% employees fail to recognise productivity benefit of remote working [#flexworkchat](#) [about 2 hours ago](#) from [web](#)



[oneDrum](#) Lets begin! Q1. Does working remotely allow people to be more productive, and how? [#flexworkchat](#) [about 2 hours ago](#) from [web](#)



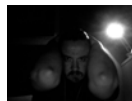
[ldatta](#) Q1: Focuses on the right issue of results or outcomes, not to be confused with presence or number of hours or activities [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[wdavc](#) #1 [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[philmontero](#) Q1 It can increase productivity if managers focus on results - and if proper technology and strategy is implemented. [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[roblally](#) Q1. I work some distance from the office. On days I work from home I can make it to the gym => a healthier happier me! [#flexworkchat](#) [about 2 hours ago](#) from [web](#)



[ldatta](#) Q1. Motivates employees : Intangible perk for employees, where “self determination” or “self managing” is valued [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[JasperWestaway](#) Yes, the evidence is clear that in many situations flexi working increases productivity <http://onedrum.com/resource/> [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[telesaur](#) Q1: Tackle tasks based on energy level. [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[wdavc](#) [#1](#) the commute time becomes productive time if I work remotely [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



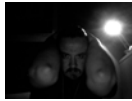
[ldatta](#) Q1. Study: Virtual teams can outperform co-located teams <http://tinyurl.com/mwd263> [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[BalancingProf](#) Remote work increases productivity for many by giving more time (no commute), and reducing juggle stress. Not right 4 all. [#1](#) [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[leannecl](#) [@oneDrum](#) Q #1 it can. No commute, better able to take care of home & work, I work better from home than I did in cubeland [#flexworkchat](#) [about 2 hours ago](#) from [web](#)



[roblally](#) Q1. Anecdotal, yes, but happier employees are more productive. [#flexworkchat](#) [about 2 hours ago](#) from [web](#)



[Enhanced Teams](#) Q1: Traditional work performance measurements such as attendance need to be re-evaluated. and updated [#flexworkchat](#) [about 2 hours ago](#) from [Seismic](#)



[philmontero](#) Q1: Also a matter of adopting your workstyle to this way of working. It takes a bit of time but payoff is well worth it! [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[leannecl](#) Q #1 - Also, writing requires quiet for me. Cubeland not conducive to that...used to procrastinate more there than home [#flexworkchat](#) [about 2 hours ago](#) from [web](#)



[ldatta](#) Q1. Workforce demand – to get employees, this becomes a business necessity to just produce, never mind bring more productivity [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[JasperWestaway](#) Q1 For me, setting your own agenda is the most important aspect. Paul Graham talks about makers vs managers schedules [#flexworkchat about 2 hours ago](#) from [TweetChat](#)



[philmontero](#) Q1: I agree [@roblally](#) - attitude and spirit of employees cannot be overlooked (and often is) [#flexworkchat about 2 hours ago](#) from [TweetChat](#)



[JasperWestaway](#) Q1 <http://www.paulgraham.com/makersschedule.html> [#flexworkchat about 2 hours ago](#) from [TweetChat](#)



[ldatta](#) Q1. Ability to balance work and personal life/interests, leads to motivation [#flexworkchat about 2 hours ago](#) from [TweetChat](#)



[philmontero](#) Q1 - [@leannecl](#) excellent point - certain tasks lend themselves more to remote working. [#flexworkchat about 2 hours ago](#) from [TweetChat](#)



[ldatta](#) Q1. Study: Managing Virtual Teams: Taking A More Strategic Approach by EIU

<http://tinyurl.com/yjw5ztt> **#flexworkchat**
about 2 hours ago from [TweetChat](#)



[leannecl](#) Q1 It can also stress some people out...there are those who want office structure **#flexworkchat** - need to no selves & if it will work well [about 2 hours ago](#) from [web](#)



[JasperWestaway](#) Q1 People talk about work/balance but I find that when I work from home my work intensity increases **#flexworkchat** [about 2 hours ago](#) from [TweetChat](#)



[telesaur](#) Q1: I never have to go back to the office because I forgot my briefcase. **#flexworkchat** [about 2 hours ago](#) from [TweetChat](#)



[BalancingProf](#) Agree [@Idatta](#)! Ability to balance work and personal life/interests, leads to motivation for me (and better sleep, exercise,) **#flexworkchat** [about 2 hours ago](#) from [TweetChat](#)



[bigbrightbulb](#) Yup! Doing little fun tasks builds momentum + confidence for the biggies RT [@telesaur](#): Q1: Tackle tasks based on energy level. **#flexworkchat** [about 2 hours ago](#) from [SimplyTweet](#)



[leannecl](#) Forget motivation...less stress=happy employees RT [@ldatta](#) Q1.

Ability to balance [#worklife](#) /interests, leads to motivation [#flexworkchat](#) [about 2 hours ago](#) from [web](#)



[ldatta](#) Q1. Agree! Focus on what needs to get done, how best to get it done, not location [@philmontero](#) [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[BalancingProf](#) [@JasperWestway](#) May be working MORE, but on your schedule. Studies actually show teleworkers put in more hours... [#1](#) [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[oneDrum](#) some valid points here - let's move on to Q2 [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[leannecl](#) It is harder RT [@JasperWestaway](#) Q1 Pple talk about work/balance but I find when I work from home my work intensity increases [#flexworkchat](#) [about 2 hours ago](#) from [web](#)



[ldatta](#) Q1. Kobe beef motto: Happy cows make better beef! [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[JasperWestaway](#) Q1 I really agree with [@wdavc](#). If you organize yourself to be flexible, then traveling time becomes productive [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[leannecl](#) Q1 - to work effectively from home and not feel like you're always working need to put some systems/boundaries in place [#flexworkchat](#) [about 2 hours ago](#) from [web](#)



[philmontero](#) Q1: I find that most companies that struggle with productivity issues don't have a planned strategic approach as [@ldatta](#) said [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[daveyank](#) Q1 I find if location/schedule is flexible, I can choose to work during times when I'm typically more productive like evenings [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[JasperWestaway](#) Q1 [@leannecl](#) yes, that is the flip side [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[oneDrum](#) Q2. What are the barriers that could potentially reduce [#productivity](#) when working from home?

[#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[leannecl](#) Working from Starbucks right now...I get to be productive throughout my day. In office, on road, at home with the right tools [#flexworkchat](#) about 2 hours ago from [web](#)



[philmontero](#) Q2: Productivity suffers if people don't have the right tools AND are not trained properly on how to use them. [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[leannecl](#) Q1 - and able to take little one to Dr this am and then get some sledding in...will still get my work done...just later in day [#flexworkchat](#) about 2 hours ago from [web](#)



[ldatta](#) Q2. Cultural: Societal, business and even personal mindset, which equates being at work with working [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[Enhanced Teams](#) Q2: Management trust, clear measurable outcomes and the right tools [#flexworkchat](#) about 2 hours ago from [Seismic](#)



[JasperWestaway](#) Q2
Ensuring the quality of communication

around goal setting and tracking is key
[#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[daveyank](#) Q2 Technical issues like laggy broadband, computer viruses (no onsite IT), poor mobile reception, etc
[#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[ldatta](#) Q2. Poor virtual team management leads to less than optimal productivity, which in turns creates a barrier
[#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[philmontero](#) Q2: Also managers who don't trust employees and replace in-office distractions with constant checking in hurt productivity.
[#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[leannecl](#) Q2 Also, let's be honest there are those that take advantage...but they should be dealt with individually..not ruin it for all
[#flexworkchat](#) about 2 hours ago from [web](#)



[BalancingProf](#) Some barriers to [#telework](#) productivity = not understanding results, lack of effective comm tools w/team, your workstyle. #2
[#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[ldatta](#) Q2. Trust, or lack thereof, that employees are actually “working” [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[ldatta](#) Q2. Security and compliance [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[leannecl](#) Q2 Using IM to be in touch was good for me, didn't lose productivity but could easily check in with each other as needed [#flexworkchat](#) about 2 hours ago from [web](#)



[wdavc](#) Q2 I agree with [@Enhanced Teams](#) - need clear & measurable goals to make it work [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[JasperWestaway](#) Q2 I dislike phones, because they are both synchronous (vs IM) and impoverished vs F2F [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[ldatta](#) Q2. Wrong Focus on effort, not results [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[philmontero](#) Q2:

Communication breakdown is a biggy for lost productivity. Set communication guidelines so all are on the same page. [#flexworkchat about 2 hours ago](#) from [TweetChat](#)



[leannecl](#) Q2 I wonder what happened betw. college when we were on our own & work when we need major oversight - seems backwards [#flexworkchat about 2 hours ago](#) from [web](#)



[ldatta](#) Q2. Loss of productivity due to IT issues [#flexworkchat about 2 hours ago](#) from [TweetChat](#)



[leannecl](#) Agree - need to retrain managers not to "overmanage" RT [@ldatta](#) Q2. Wrong Focus on effort, not results [#flexworkchat about 2 hours ago](#) from [web](#)



[ldatta](#) Q2. Misunderstandings due to differences in culture, language, inability to read people's expressions, etc [#flexworkchat about 2 hours ago](#) from [TweetChat](#)



[telesaur](#) Q2 Measuring 'too much' could potentially recreate in-office mgt issues. [#flexworkchat about 2 hours ago](#) from [TweetChat](#)



[BalancingProf](#) Yes, [@leannecl](#), workplace oversight is a big regression from college autonomy! [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[philmontero](#) True! RT [@leannecl](#): Q2 What happened betw. college when we're on our own & work when we need major oversight - backwards [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[daveyank](#) [@leannecl](#) Q2 Good point Leanne - in college it was purely results-based. [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[JasperWestaway](#) We have a philosophy at oneDrum: "You cannot prevent conflict so always be converging". We mean it for docs but true for goals [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[leannecl](#) And buy in on them from all stakeholders RT@wdavc Q2 agree w/ [@Enhanced Teams](#) - need clear & measurable goals to make it work [#flexworkchat](#) about 2 hours ago from [web](#)



[ldatta](#) Or measuring wrong things. RT [@telesaur](#) Q2 Measuring 'too much' could potentially recreate in-office

mgt issues. [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[leannecl @telesaur](#) Agree over-measurement is counterproductive but must have some measurement until everyone is comfortable [#flexworkchat](#) about 2 hours ago from [web](#)



[BalancingProf](#) And we can customize so many aspects of our life (how we order coffee, how we buy music), but we can't customize work! #2 [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[JasperWestaway](#) Q2 we talk about measuring productivity for flexi working but how many traditional offices do it? What is your baseline? [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[daveyank](#) Q2 With results-based management, important to define clear milestones in the case of large projects vs. small projects [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[leannecl](#) RT [@BalancingProf](#) We customize so many aspects of our life (how order coffee, how buy music), but we can't customize work! #2 [#flexworkchat](#) about 2 hours ago from [web](#)



[wdavc](#) Great point [@leannecl](#) Q2 what happened betw. college when we're on our own & work when have major oversight -seems backwards

[#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[leannecl](#) [@BalancingProf](#)

unfortunately [#HR](#) likes one size fits all solutions (don't want to work too hard) and there isn't one with flex [#flexworkchat](#) about 2 hours ago from [web](#)



[LisaNewkirk](#) RT [@leannecl](#):

Reading "Flexible working good for the heart & soul" <http://bit.ly/d5FMTu> in advance of [#flexworkchat](#) 11:30a w/ [@philmontero](#) about 2 hours ago from [TweetDeck](#)



[philmontero](#) Q2 So true

[@JasperWestaway](#) how do you know they are working when in the office? Most companies rely on eyeball mgmt. [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[leannecl](#) Q2 re: measurement -

when I had interns I liked to say "I gave them enough rope to hang themselves" - they almost never did [#flexworkchat](#) about 2 hours ago from [web](#)



[ldatta](#) Q2. Control freaks are

a huge barrier [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[BalancingProf](#)

[@JasperWestaway](#) My experience is many traditional offices not focusing on results.

False comfort from having bodies at desk.
[#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[Enhanced Teams](#) Q2 An increased role for project transparency and collaboration tools - replace the cooler and get the team pulling together
[#flexworkchat](#) about 2 hours ago from [Seismic](#)



[philmontero](#) When I worked in an office I was a master at "appearing to be busy" eyeball mgmt doesn't work! LOL!
[#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[leannecl](#) RT [@BalancingProf](#) [@JasperWestaway](#) many traditional offices don't focus on results. False comfort from having bodies at desk. [#flexworkchat](#) about 2 hours ago from [web](#)



[JasperWestaway](#) Q2 one might say the biggest barrier to flexiwork is managers don't know the productivity of their existing arrangements!
[#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[leannecl](#) And a huge hindrance to productivity - in office or not RT [@ldatta](#) Q2. Control freaks are a huge barrier
[#flexworkchat](#) about 2 hours ago from [web](#)



[oneDrum](#) There are definitely some significant barriers to consider... on to question 3 [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[farhanlalji](#) Think [@caliandjody](#) would really enjoy this tweetchat, their Results only philosophy nails this. <http://gorowe.com/> [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[BalancingProf](#) So true [@leannecl](#)! [#HR](#) likes one-size-fits-all solutions. Flex is scary for how it changes many HR things. Easier to avoid. [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[JasperWestaway](#) Q2 And when I am distracted in the office, I'm taking 3 others down with me. Flexi working firewalls employees [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[leannecl](#) Q2 anyone work with interns? Why do we give them such autonomy and not our own staff? [#flexworkchat](#) [about 2 hours ago](#) from [web](#)



[daveyank](#) [@philmontero](#) You seem like a guy who would use the "Boss" button when watching NCAA Bball tourney at work ;) [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[philmontero](#) RT

[@JasperWestaway](#): Q2 When I'm distracted in the office, Im taking 3 others down with me. Flexi working firewalls employees [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[oneDrum](#) Q3 What

methods/tools do you use to overcome some of the barriers just discussed? [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[telesaur](#) [@leannecl](#) good call

on the interns [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[JasperWestaway](#) [@leannecl](#)

Q2 sooooo true - it's because they require more of our time [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[leannecl](#) [@farhanlalji](#) loved working in the 2 ROWE's I got to work in in my career. I did great work, too! [#flexworkchat](#) about 2 hours ago from [web](#)



[BalancingProf](#) Amen

[@farhanlalji](#). "Think [@caliandjody](#) would really enjoy this chat." [#ROWE](#) has been a great model of reinventing work! [#flexworkchat](#) about 2 hours ago from [TweetChat](#)



[leannecl](#) Q3 - I "listened" very carefully to my employer's concerns and then we talked more and had a trial period. [#flexworkchat](#) [about 2 hours ago](#) from [web](#)



[ErikaWendt](#) Q3 Provide continuous updates to clients and boss on status of projects [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[philmontero](#) Q3 Choose the right tools & thoughtfully apply them - provide tech training so people know how and WHEN to use which tech [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[JasperWestaway](#) Q3 In general I'd say tools that require minimal admin; tools that require 'special' employees to set up get in the way [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[ldatta](#) Q3. Commonsense basics of project management: focus of outcome, open communication, trust and reliance [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[philmontero](#) Q3 Involve team in discussion with mgrs to clearly define expectations, goals, and measurements.

Shared vision of success! [#flexworkchat](#)
[about 2 hours ago](#) from [TweetChat](#)



[leannecl](#) Q3- We used IM to stay in touch...but if IM said I was available I needed to be or trust was lost!
[#flexworkchat](#) [about 2 hours ago](#) from [web](#)



[leapingfrogs](#) For Q3 I'm interested in hearing how people maintain the 'water cooler' chat when working from home... [#flexworkchat](#) [about 2 hours ago](#) from [Tweetie](#)



[ldatta](#) Right horse for the course! [@philmontero](#) Q3 Choose the right tools & thoughtfully apply them - provide tech training so ... [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[philmontero](#) Q3 Critically important: Communicate about how you are going to communicate with a virtual team or remote employees [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[BalancingProf](#) Tools depend on org. As small co., we use laptops, screen sharing tech. & shared files/calendars. Big teams may need more. [#3 #flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[leapingfrogs](#) Typically find that there is a lot of information that spreads out that way, rather than focused conversation. [#flexworkchat](#) [about 2 hours ago](#) from [Tweetie](#)



[ldatta](#) I use IM + Wave [@leapingfrogs](#) Q3 I'm interested in hearing how people maintain the 'water cooler' chat when working from home [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[telesaur](#) [@JasperWestaway](#) YES to anything minimal admin [#flexworkchat](#) [about 2 hours ago](#) from [TweetChat](#)



[leannecl](#) Q3 Last place I worked CEO lived in Israel, came to us once every 6 weeks - we still had weekly meetings - skype = facetime [#flexworkchat](#) [about 1 hour ago](#) from [web](#)



[philmontero](#) Q3 [@leapingfrogs](#) - I find [@tokbox](#) a great tool for watercooler chats. Allows video chat with up to 20 people [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[LisaNewkirk](#) RT [@leannecl](#): Q1: Writing requires quiet for me. Cubeland not conducive...used to procrastinate more there than home [#flexworkchat](#) //YES!! [about 1 hour ago](#) from [TweetDeck](#)



[JasperWestaway](#) Q3 Allow employees freedom in choosing tools. This is about flexibility and innovation after all [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[telesaur](#) Q3 Try using tools that people may already be using informally. [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[leannecl](#) [@leapingfrogs](#) IM, skype, co-working spaces [#flexworkchat](#) about 1 hour ago from [web](#)



[Enhanced Teams](#) Q3. Understanding the underlying 'people mix' in teams lead to smarter location choices. Plus agreed team measures and tools [#flexworkchat](#) about 1 hour ago from [Seismic](#)



[ldatta](#) Q3. Mashup of tools based on needs [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[WorkWithIllness](#) RT [@ErikaWendt](#): Q3 Provide continuous updates to clients and boss on status of projects [#flexworkchat](#) about 1 hour ago from [TweetDeck](#)



[philmontero](#) Q3 Great point!
Ask team for tool suggestions RT [@telesaur](#):
Q3 Try using tools that people may already
be using informally. [#flexworkchat](#) about
[1 hour ago](#) from [TweetChat](#)



[WorkWithIllness](#) RT
[@ldatta](#): Q3. Commonsense basics of
project management: focus of outcome,
open communication, trust and reliance
[#flexworkchat](#) about [1 hour ago](#) from
[TweetDeck](#)



[WorkWithIllness](#) RT
[@leannecl](#): Q3- We used IM to stay in
touch...but if IM said I was available I
needed to be or trust was lost!
[#flexworkchat](#) about [1 hour ago](#) from
[TweetDeck](#)



[daveyank](#) [@leapingfrogs](#) For me
Twitter is the world's largest virtual
watercooler [#flexworkchat](#) about [1 hour](#)
[ago](#) from [TweetChat](#)



[leannecl](#) yes & no-need team to use
same RT [@JasperWestaway](#) Q3 Allow
employees freedom in choosing tools This is
about flex & innovation [#flexworkchat](#)
about [1 hour ago](#) from [web](#)



[ldatta](#) Q3. IT must be a
partner, not provider or decision-maker
[#flexworkchat](#) about [1 hour ago](#) from
[TweetChat](#)



[telesaur](#) Q3 I keep toying with the idea of <http://www.ventrilo.com/> [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[Enhanced Teams](#) Q3 For a larger org - giving employees free-reign without standards can lead to huge ICT problems [#flexworkchat](#) about 1 hour ago from [Seismic](#)



[philmontero](#) I agree [@leannecl](#) IM is overlooked as an effective business communication tool. Probably use it as much or more than email [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[WorkWithIllness](#) RT [@JasperWestaway](#): Q1 People talk about work/balance but I find that when I work from home my work intensity increases [#flexworkchat](#) about 1 hour ago from [TweetDeck](#)



[leapingfrogs](#) [@leannecl](#) [@philmontero](#) Q3 agree that those tools help, but it's the spontaneous conversation that can get missed. [#flexworkchat](#) about 1 hour ago from [Tweeie](#)



[JasperWestaway](#) Q3 I think automated communication is critical. Don't

update boss. The tools should notify the boss when status changes. [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[ErikaWendt](#) Need some commonality though. RT [@JasperWestaway](#): Q3 Allow ees freedom in choosing tools. This is about flex & innovation [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[BalancingProf](#) RT [@daveyank](#) [@leapingfrogs](#) For me Twitter is the world's largest virtual watercooler [#flexworkchat](#) [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[philmontero](#) Q3 - I do think you need to standardize on a set of tools - but if possible give employees/team a voice in choosing them. [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[leannecl](#) Q3 Keep tools simple...tried basecamp at former employer - made more work for everyone when simple email updates would suffice [#flexworkchat](#) [about 1 hour ago](#) from [web](#)



[philmontero](#) YES! RT [@BalancingProf](#): RT [@daveyank](#) [@leapingfrogs](#) For me Twitter is the worlds largest virtual watercooler [#flexworkchat](#) [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[nivenjcc](#) Q3 Regular - physical - contact with office. Communication is far easier when it's an extension of water cooler chat. [#flexworkchat](#) about 1 hour ago from [web](#)



[caliandjody](#) Seeing all these possibilities, tools, insights, etc. = adapt and then adapt some more [#flexworkchat](#) about 1 hour ago from [web](#)



[JasperWestaway](#) Q3 [@leannecl](#) of course, but we need to trust employees to do that for themselves. The best tools are then emergent [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[leapingfrogs](#) I guess my watercooler Q comes down to the size of the organisation, i.e. proportion of home/office based. [#flexworkchat](#) smaller = easier? [#flexworkchat](#) about 1 hour ago from [Tweeie](#)



[daveyank](#) Q3 What??? Nobody is using Google Wave for efficient communication??? I kid. [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[ErikaWendt](#) [@leannecl](#) Can you explain basecamp? [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[leannecl](#) [@JasperWestaway](#) yes, but we would have virtual team meetings...must have whole team using same tool at that time...[#flexworkchat](#) (like now) [about 1 hour ago](#) from [web](#)



[ldatta](#) Q3. Purpose, People, Process, Place (including tools)... by focusing on the first 3, the rest becomes easier to identify/adapt [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[philmontero](#) Q3 - Sandbox time is important to get people comfortable with tools. Find fun ways to engage with your technology - informal [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[leannecl](#) [@ErikaWendt](#) Basecamp was a project management tool - would put projects in, assign tasks and update in it - lots of data entry [#flexworkchat](#) [about 1 hour ago](#) from [web](#)



[JasperWestaway](#) Q3 [@daveyank](#) the interesting thing is that [#googlewave](#) clearly struck a note with people, it just disappointed many [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[workengagement](#) I agree that simple, generic communication works best. Special software demands more learning than new functions justify. [#flexworkchat](#) [about 1 hour ago](#) from [web](#)



[leapingfrogs](#) .. i.e. large %age working offsite leads to greater use of online tools to support vs many in office being more word of mouth. [#flexworkchat](#) [about 1 hour ago](#) from [Tweeie](#)



[NahumG](#) RT [@telesaur](#): Q3 I keep toying with the idea of <http://www.ventrilo.com/> [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[leannecl](#) [@daveyank](#) I like it post-conferences, meetings - hate it real time - twitter so much better/faster (google wave) [#flexworkchat](#) [about 1 hour ago](#) from [web](#)



[philmontero](#) Q3 - Sandbox Time – The Importance of Play When Learning New Technology <http://ow.ly/18kem> [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[ErikaWendt](#) Q3 So much for being part of Gen Y. Not using IM, Google Wave, sandbox & don't love YouTube. [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[oneDrum](#) Some great insights being shared here, does anyone have any further thoughts they'd like to share with the group? [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[telesaur @ErikaWendt](#) LOL, making you're own generation? :P
[#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[leannecl @ErikaWendt](#) basecamp was control freak manager's dream! & big loss of productivity for team
[#flexworkchat](#) (but I'm sure it works for some) [about 1 hour ago](#) from [web](#)



[philmontero](#) Q3 - I think we will see the adoption of video increase for more "face-time" and perceived closeness. Quick & Personal
[#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[BalancingProf](#) Thanks for organizing [@oneDrum](#) and [@philmontero](#). Important conversations!
[#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[JasperWestaway](#) Q3 I admire basecamp for having a clear philosophy of simplicity - will not implement gantt charts even if every customer asks
[#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[telesaur](#) Q3 I've found [@batchblue](#) helpful with contacts mgt.
[#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[ldatta @oneDrum](#) Thank you for organizing! It has been good fun! [#flexworkchat about 1 hour ago](#) from [TweetChat](#)



[wdavc](#) Q3 Is Google Docs a tool that people are using effectively to work remotely? [#flexworkchat about 1 hour ago](#) from [TweetChat](#)



[philmontero](#) Q3 - Many people (including [@daveyank](#)) who i just Skype to chat at anytime - rich communication and builds informal [#flexworkchat about 1 hour ago](#) from [TweetChat](#)



[daveyank @philmontero](#) Agree w/ increase of video. Face time increases accountability & decreases feeling "on an island" [#flexworkchat about 1 hour ago](#) from [TweetChat](#)



[ldatta](#) I do indeed! [@wdavc](#) Q3 Is Google Docs a tool that people are using effectively to work remotely? [#flexworkchat about 1 hour ago](#) from [TweetChat](#)



[JasperWestaway](#) Q3 [@philmontero](#) I disagree. I think video is too synchronous and adds so little. Goal convergence should be implicit [#flexworkchat about 1 hour ago](#) from [TweetChat](#)



[philmontero](#) Q3 - Yes
[@wdavc](#) I use Google Docs quite a bit. Try to default to that rather than MS office these days. [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[leannecl](#) Would love to see what you all think of my recent Workers bill of rights - lots of [#flexwork](#) talk here: <http://ow.ly/185KF> [#flexworkchat](#) about 1 hour ago from [web](#)



[telesaur](#) Q3 Using Trac for site development helps with remote collaboration, etc. <http://trac.edgewall.org/> [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[leannecl](#) Hoping this will become a regular chat! RT [@BalancingProf](#) Thx for organizing [@oneDrum](#) & [@philmontero](#). Important conversations! [#flexworkchat](#) about 1 hour ago from [web](#)



[philmontero](#) Q3 Some truth to that [@JasperWestaway](#) but that's why I like [@tokbox](#) - can send video email too - great for teambuilding. [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[ldatta](#) Use of video is much higher in Europe, EIU study. Our upcoming study suggests vid is low in North America [@JasperWestaway](#) [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[JasperWestaway](#) Thanks everyone. Would people like us to do this again? [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[philmontero](#) Q3 - And a close knit team is a more productive team and that was part of the original question here . . . [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[ErikaWendt](#) Agreed! RT [@leannecl](#) Hoping this will become a reg chat! RT [@BalancingProf](#) Thx for organizing [@oneDrum](#) & [@philmontero](#) [#flexworkchat](#) about 1 hour ago from [web](#)



[Idatta](#) [@JasperWestaway](#) Would be fun, for focused topics [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[telesaur](#) [@JasperWestaway](#) Encore! [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[philmontero](#) Yes great discussions! RT [@JasperWestaway](#): Thanks everyone. Would people like us to do this again? [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[oneDrum](#) That's all we have time for today! Thanks to all that have taken part in today's chat. [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[daveyank](#) [@leannecl](#) Your bill of rights statement is awesome! Those things should become the definition of flexwork. [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[daveyank](#) [@philmontero](#) [@onedrum](#) This was great! Lots of good discussion. Would love to do again. [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[philmontero](#) Thanks everyone for joining in the spirited discussions today - Look forward to connecting with you all more moving forward! [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[oneDrum](#) Look out for a follow up blog post via onedrum.com, we'll keep you posted re: date and topic for the next live chat [#flexworkchat](#) [about 1 hour ago](#) from [TweetChat](#)



[leannecl](#) And maybe "special guests" with outside the industry perspective RT [@ldatta](#) [@JasperWestaway](#) Would be fun, for focused topics [#flexworkchat](#) [about 1 hour ago](#) from [web](#)



[BalancingProf](#) So well said, [@leannecl](#): "Worker Bill of Rights" - <http://ow.ly/185KF> Nice to chat today on the [#flexworkchat](#) [#workflex](#) about 1 hour ago from [web](#)



[JasperWestaway](#) Yes, I think to do again we need more specific questions and more contrarians. [#flexworkchat](#) about 1 hour ago from [TweetChat](#)



[leannecl](#) Also anyone who ever wants to guest blog on www.careerlifeconnection.com/blog is always welcome [#flexworkchat](#) about 1 hour ago from [web](#)