IBM LeadershipConnect

Driving Transformation for Greater Value

Enabling High Performance & Developing a Collaboration & Trust Culture

Christopher Blake

ASEAN Collaboration Executive, IBM Collaboration Solutions

2013: A nexus of global talent challenges

Workforce Challenges

1 - Skills

2 – Younger Workforce

3 – Global Talent Imbalance

Social Business is not simply about technology

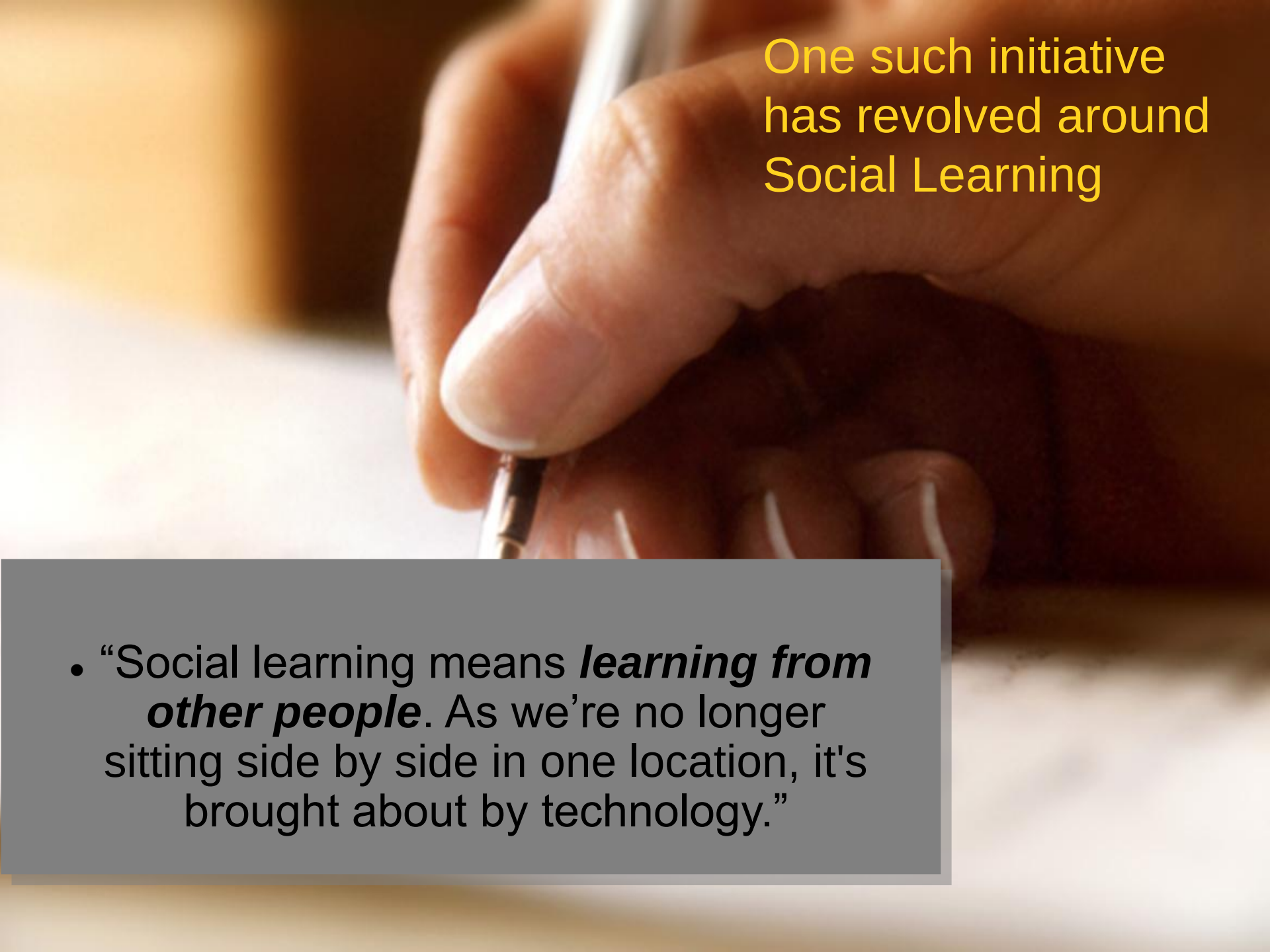
Social Business is about;
* your people
* how they interact
* & how they develop
* to better meet your business objectives

It is about *'humanising'* business processes within the unique culture of your organisation

What we want

“Enabling High Performance & Developing a Collaboration & Trust Culture”

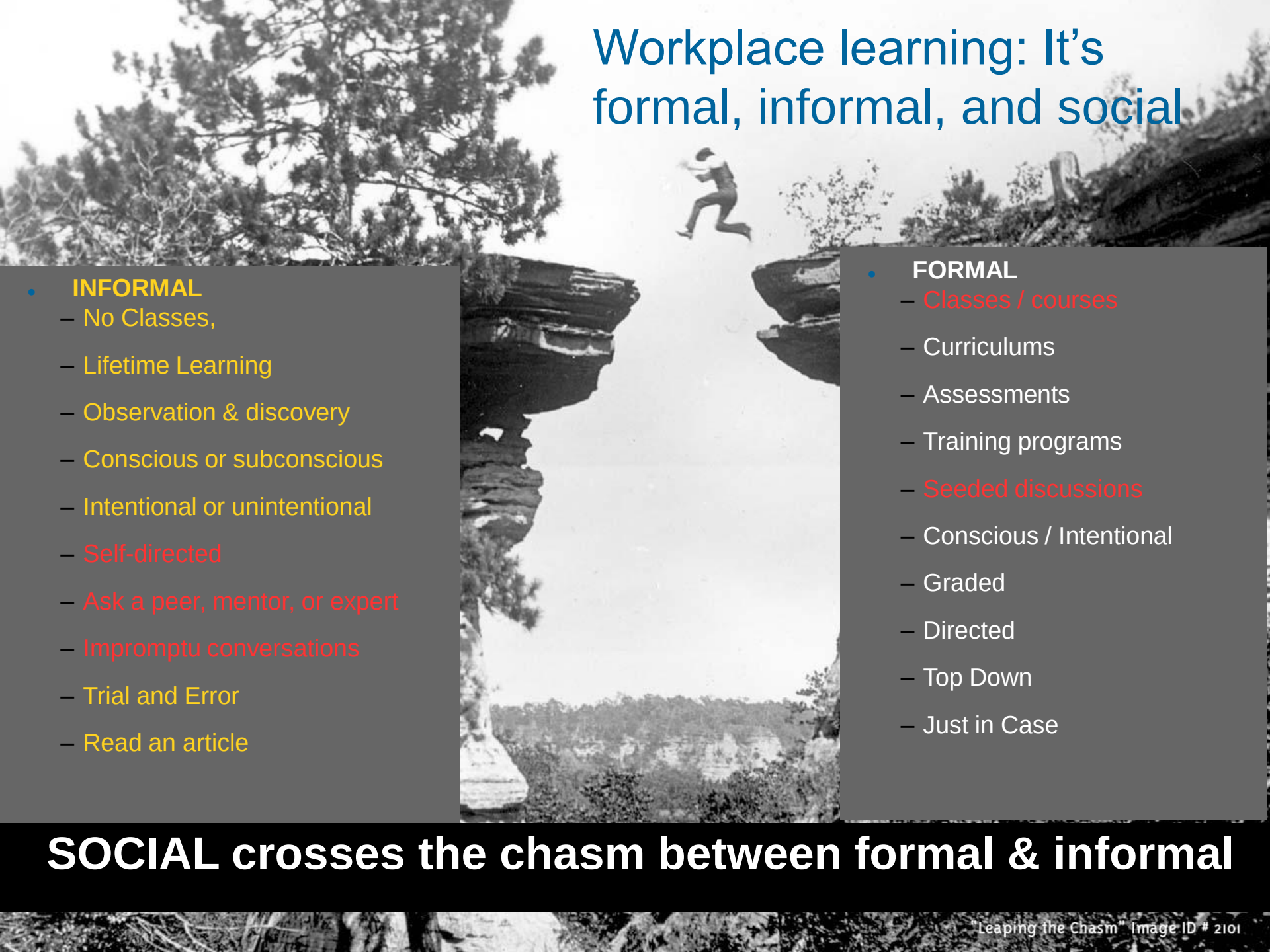
But how?



One such initiative has revolved around Social Learning

- “Social learning means ***learning from other people***. As we’re no longer sitting side by side in one location, it's brought about by technology.”

Workplace learning: It's formal, informal, and social



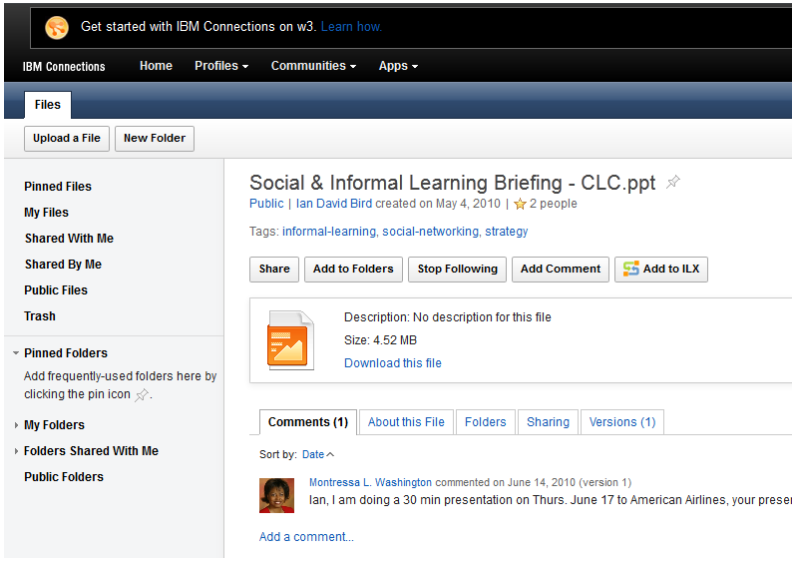
- **INFORMAL**
  - No Classes,
  - Lifetime Learning
  - Observation & discovery
  - Conscious or subconscious
  - Intentional or unintentional
  - Self-directed
  - Ask a peer, mentor, or expert
  - Impromptu conversations
  - Trial and Error
  - Read an article

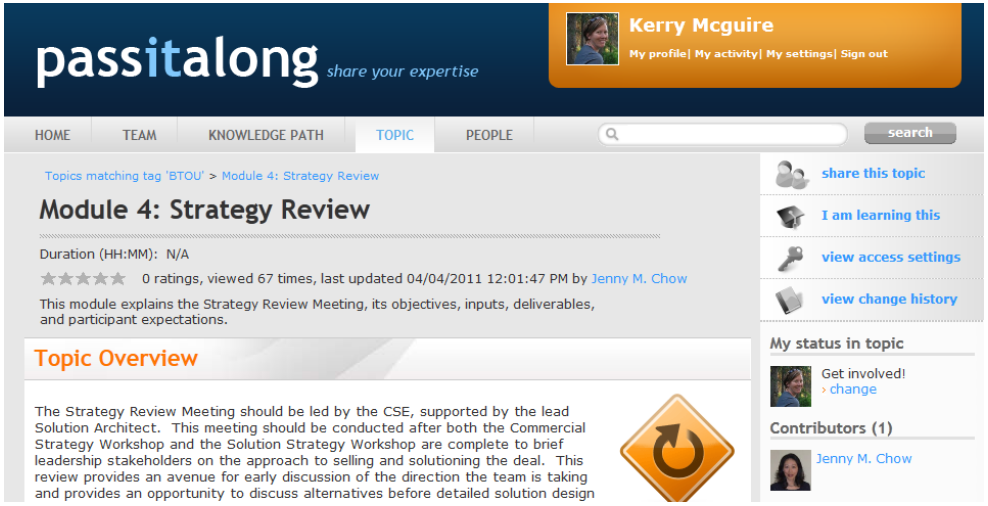
- **FORMAL**
  - Classes / courses
  - Curriculums
  - Assessments
  - Training programs
  - Seeded discussions
  - Conscious / Intentional
  - Graded
  - Directed
  - Top Down
  - Just in Case

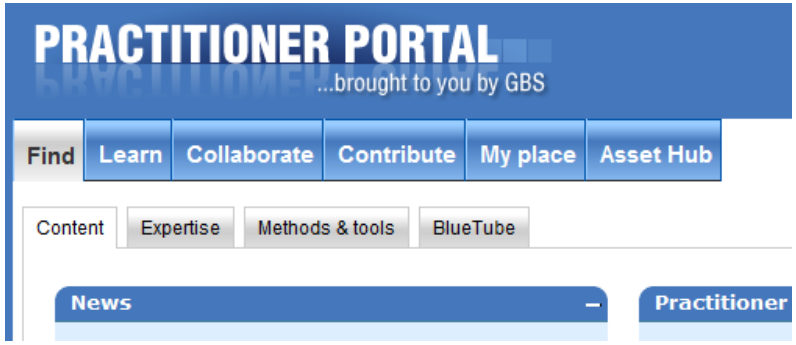
SOCIAL crosses the chasm between formal & informal

"Leaping the Chasm" Image ID # 2101

Example: IBM's Progression







Our Challenge with Learning

>30,000 learning activities via Formal learning programs

IBM Career*Smart*

IBM Career*Smart* is the complete suite of career programs and resources available to you for growing your career at IBM. It is organized in an easy-to-navigate fashion:

PLAN your development | **GAIN skills and experience** | **TRACK your progress**

Learn more about how to grow your career at IBM.

We also know that….

- We learn from many sources – internal, external, on the job, people
- Much of what we learn sits outside 'formal learning'
- We learn "informally" from each other, the content we create and consume
- "Other" content can be found in many different places

Problem: We did't harness "Informal" or support people as they "Create"

Informal Learning Exchange

http://learning.atlanta.ibm.com/i_dir/ilxdashboard.nsf/Pages/Home

Connects users & content

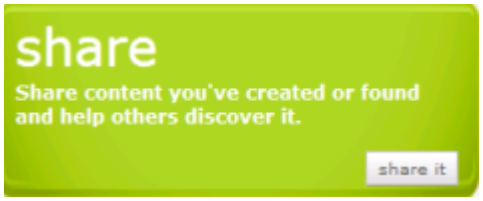
Enables creation & consumption

Integrated into work

Informal Learning Exchange

- Develop & build the guidance on how to

- Enable IBMers to create & find



the informal content they

- Enable others to have shared at

and consume what others the point of need!

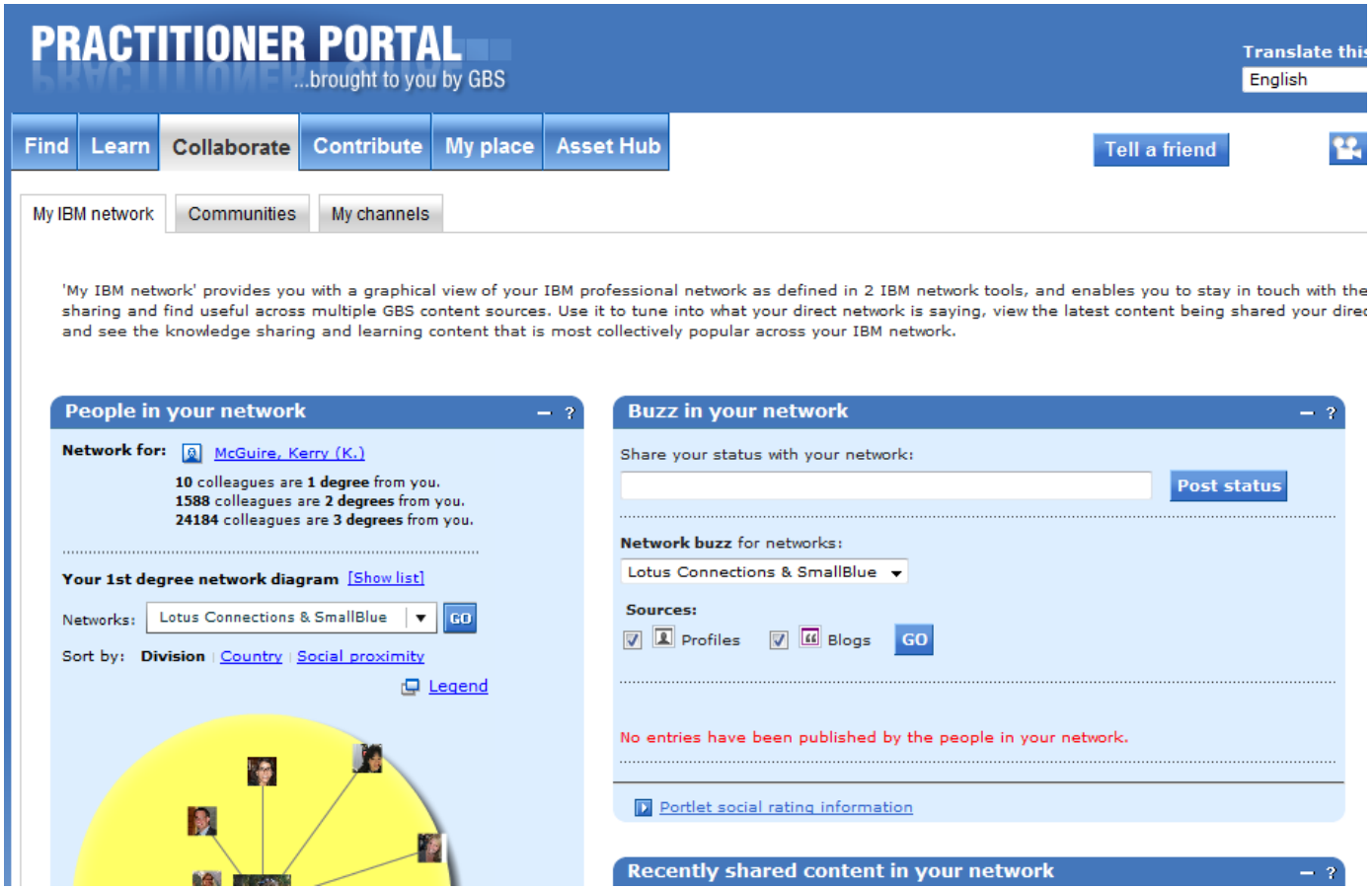
Keep it simple, make it visual and social

Practitioner Portal

https://w3-03.sso.ibm.com/services/practitionerportal

Enables content & network connections

Formalised content



Pass It Along

http://passitalong.tap.ibm.com

Connects users & content

Formalises unstructured content

Embeds learning elements to content

Connects (groups) content into topics

Content (3)

1. **March 17th, 2011 Webinar**
viewed 10 times, last updated about 1 year ago by Jenny M. Chow
Find out how to join the webinar or stream the recorded webinar.

2. **Presentation Slides for the Webinar** Media Library
viewed 9 times, last updated about 1 year ago by Jenny M. Chow
March 1st, 2011 version of the deck, provided in PPT format.

3. **FAQ (same list for the whole series)**
viewed 0 times, last updated about 1 year ago by Jenny M. Chow
This is a list of frequently asked questions (and answers) compiled in March 2011 for the four modules.

Reflection questions

These questions can help you reflect on what you have learned. To respond to a question please log your answers in the Discussions area.

1. Do you believe these processes will improve the solution development process?
2. Which aspects of this learning program did you find most meaningful?
3. What suggestions do you have to improve this learning program?
4. Please feel free to provide additional feedback below.

Discussions (0)

add post

recent | popular | people in my teams | completion feedback

There are no discussions.

THE CHALLENGE

"Evolve" to a Single Point of Entry to a universal Social tool set

Make it 'natural'

Make learning a part of everyday activities

Build a culture of trust that supports teams & collaboration

Integrated Capabilities of IBM Connections

Home
See what's happening across your social network

Profiles
Find the people you need

Communities
Work with people who share common roles and expertise, media gallery and ideation

Files
Post, share, and discover documents, presentations, images, and more

Wikis
Create web content together

Activities
Organise your work and tap your professional network

Forums
Exchange ideas with, and benefit from the expertise of others

Social Analytics
Discover who and what you don't know via recommendations and metrics

Micro-blogging
Reach out for help or share news with your social network

Bookmarks
Save, share, and discover bookmarks

Blogs
Present your own ideas, and learn from others

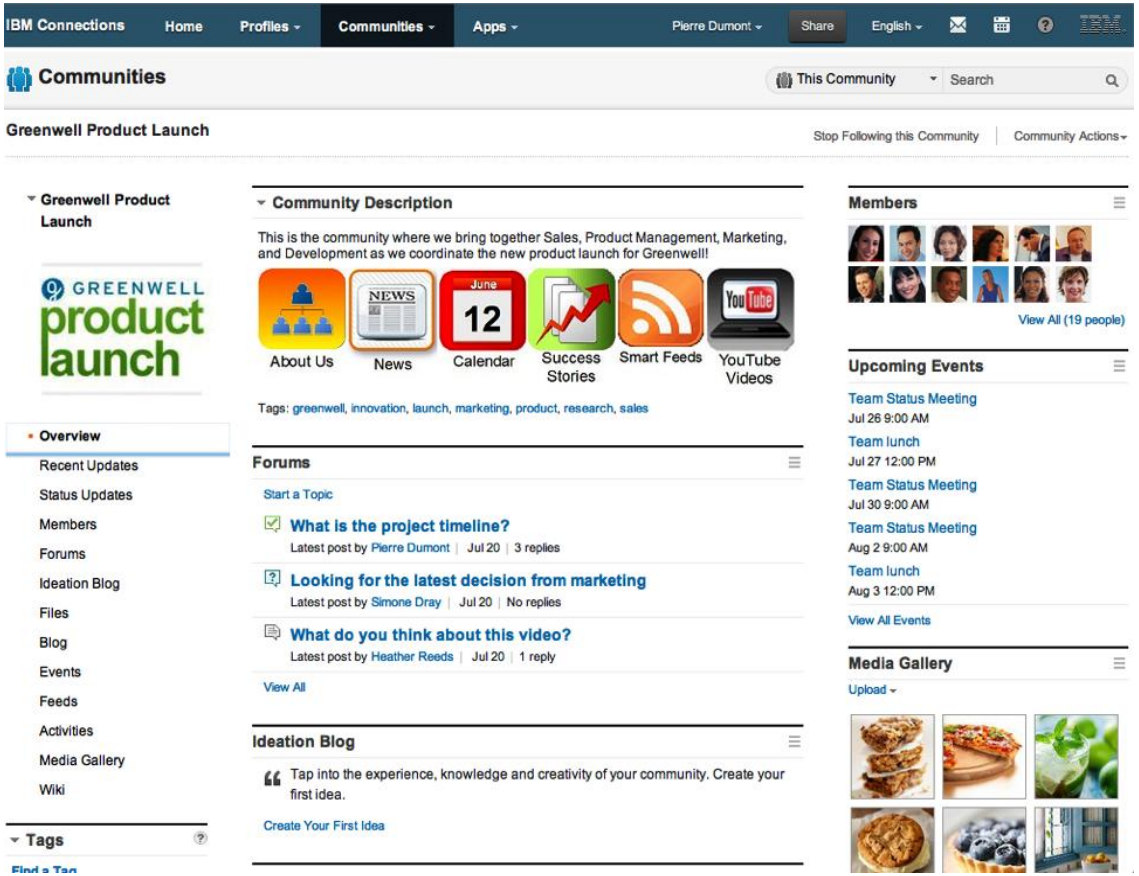
Mobile
Access Connections anywhere, anytime with mobile & tablet access

Typical Social Business Implementation Model

Enterprise Social Software Is A Catch-all Term That Encompasses a Whole Suite Of Features

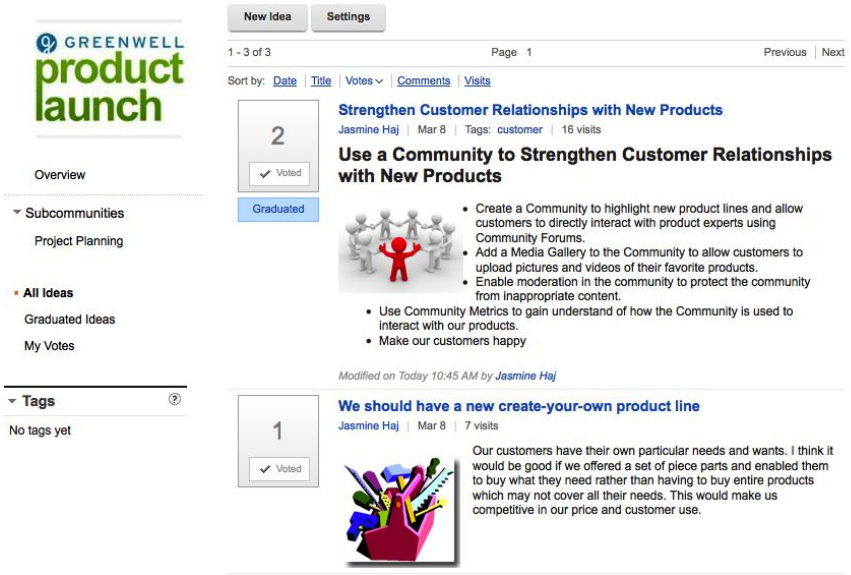
Communities

- Help people who share common interests to exchange and share information and ideas
- Create public, private and moderated communities
- Share files, watch videos in the media gallery, vote on ideas, plan projects, share using blogs, wikis, forums, and more in a community
- Calendar provides a central place to plan and coordinate team events



Ideation

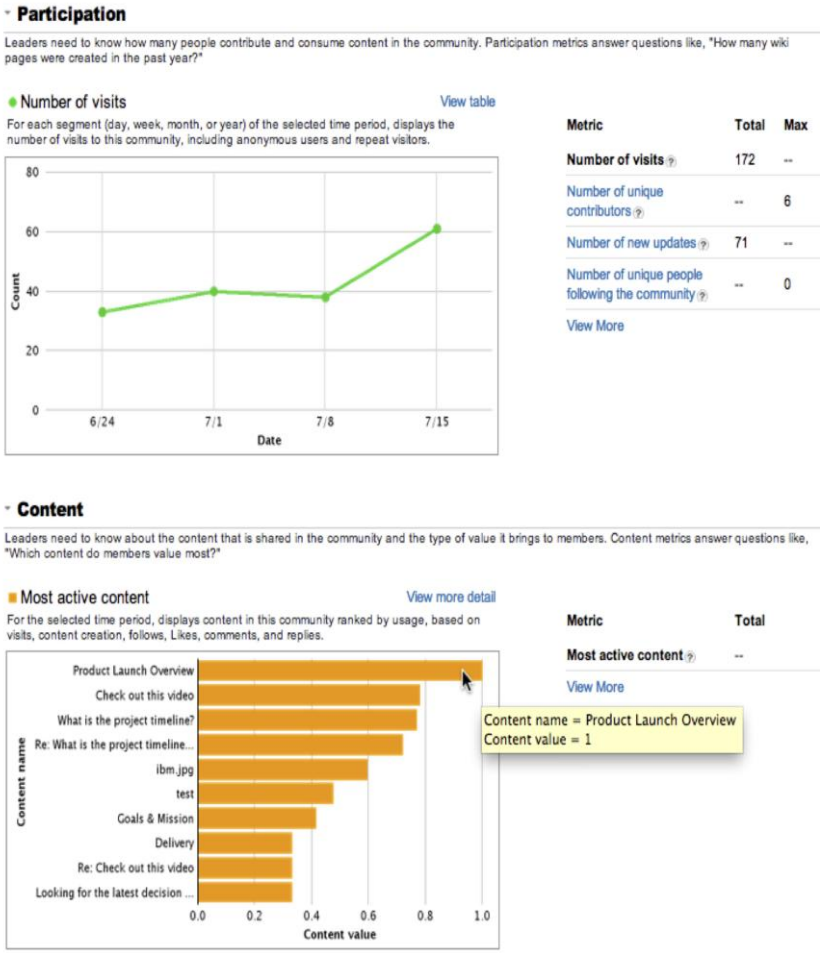
- Gather structured feedback through Ideation Blogs from people
- Generation and filtering of the best ideas
- Post ideas and gather feedback in a more efficient and structured way
- Allow voting and comments from to bring popular ideas to surface
- Facilitate moving the best ideas to development of the idea via use of Activities



Community Metrics

- Reports / dashboard to monitor adoption and community vitality
- Comprehensive set of metrics of all Connections services and page views
- Targeted Users
  - Business Owner / IT Owner
  - Community Owner

- Supports extensibility
- Flexible drill down and data slicing
- Create custom reports or modify existing ones



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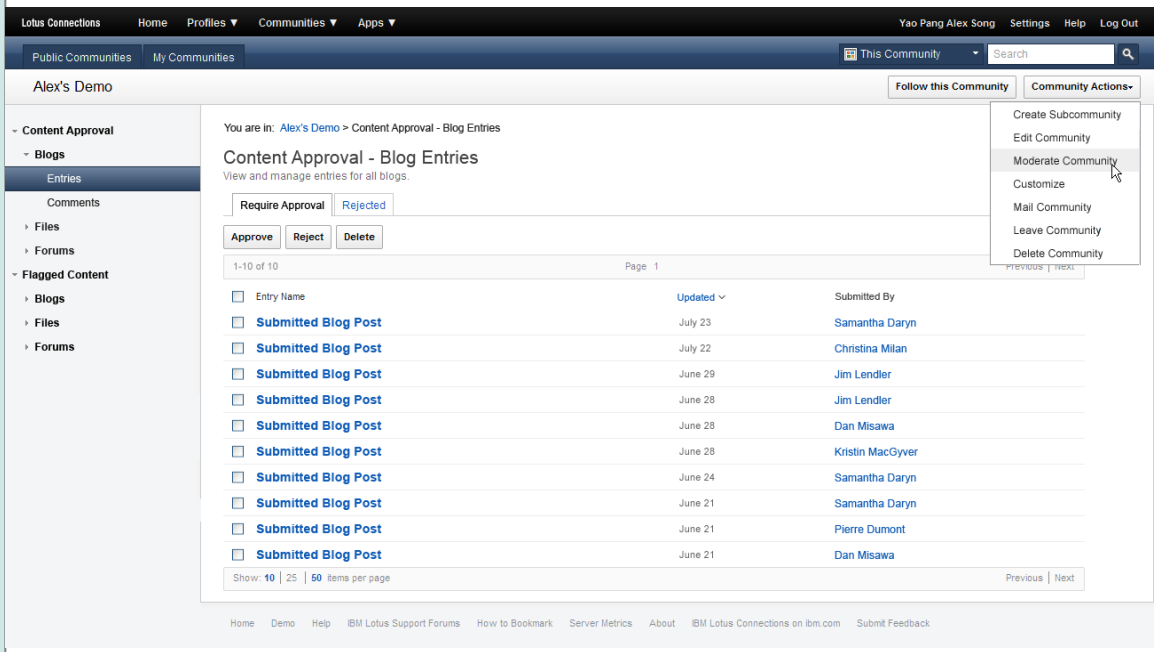
Moderation

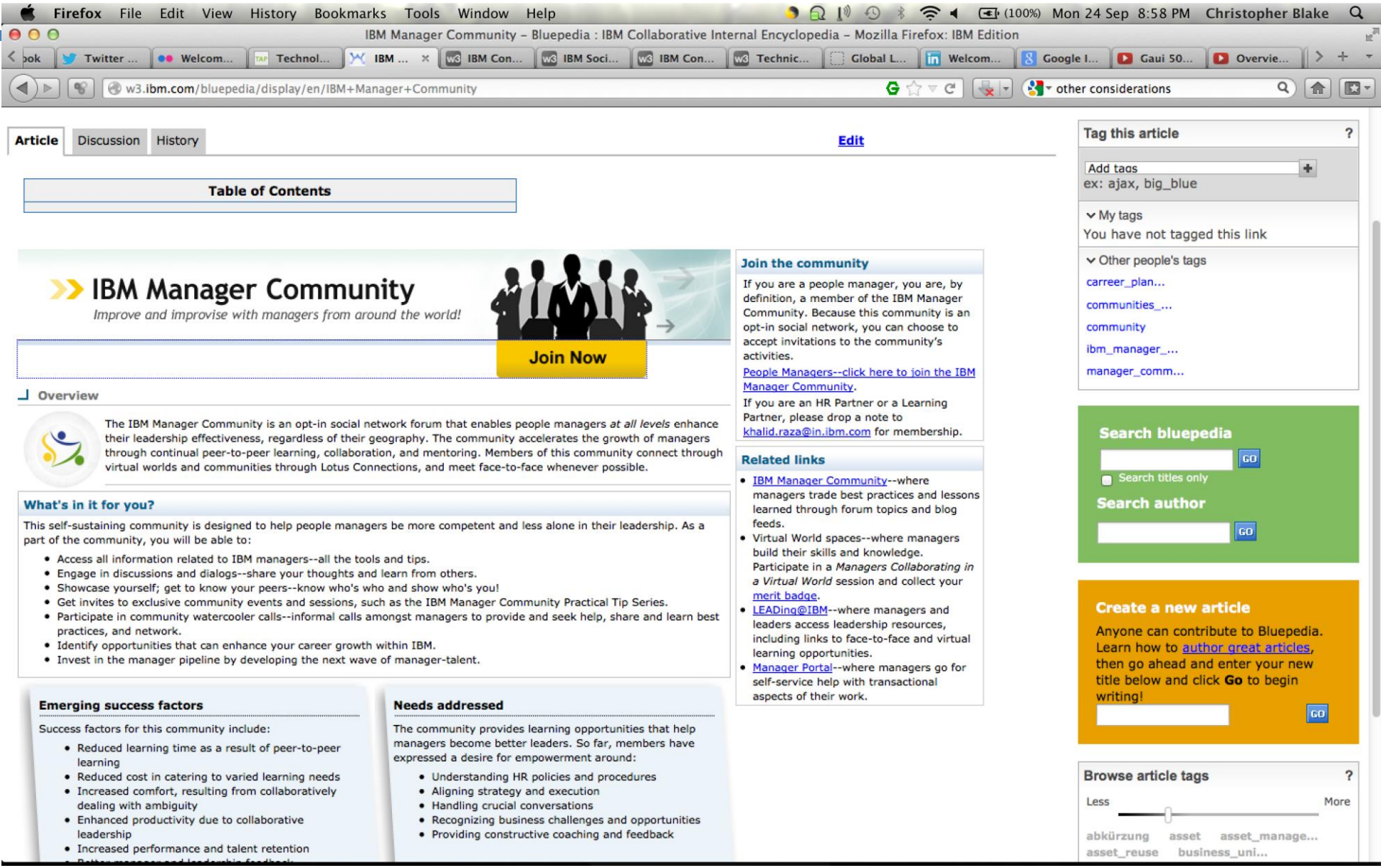
- Higher quality community participation through moderation
- Get the benefits of community participation, while also having the confidence of being able to moderate and govern activity and content in your customer communities
- Protect the community from inappropriate content
- Community members and owners can participate in the moderation process



IBM Manager Community Value Survey

Enabling IBM Leaders' Development

CENTER for
Advanced Learning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(100%) Mon 24 Sep 8:58 PM Christopher Blake
IBM Manager Community – Bluepedia : IBM Collaborative Internal Encyclopedia – Mozilla Firefox: IBM Edition
w3.ibm.com/bluepedia/display/en/IBM+Manager+Community
other considerations
Article
Discussion
History
Edit
Table of Contents
IBM Manager Community
Improve and improvise with managers from around the world!
Join Now
Overview
The IBM Manager Community is an opt-in social network forum that enables people managers at all levels enhance their leadership effectiveness, regardless of their geography. The community accelerates the growth of managers through continual peer-to-peer learning, collaboration, and mentoring. Members of this community connect through virtual worlds and communities through Lotus Connections, and meet face-to-face whenever possible.
What's in it for you?
This self-sustaining community is designed to help people managers be more competent and less alone in their leadership. As a part of the community, you will be able to:
Access all information related to IBM managers--all the tools and tips.
Engage in discussions and dialogs--share your thoughts and learn from others.
Showcase yourself; get to know your peers--know who's who and show who's you!
Get invites to exclusive community events and sessions, such as the IBM Manager Community Practical Tip Series.
Participate in community watercooler calls--informal calls amongst managers to provide and seek help, share and learn best practices, and network.
Identify opportunities that can enhance your career growth within IBM.
Invest in the manager pipeline by developing the next wave of manager-talent.
Emerging success factors
Success factors for this community include:
Reduced learning time as a result of peer-to-peer learning
Reduced cost in catering to varied learning needs
Increased comfort, resulting from collaboratively dealing with ambiguity
Enhanced productivity due to collaborative leadership
Increased performance and talent retention
Needs addressed
The community provides learning opportunities that help managers become better leaders. So far, members have expressed a desire for empowerment around:
Understanding HR policies and procedures
Aligning strategy and execution
Handling crucial conversations
Recognizing business challenges and opportunities
Providing constructive coaching and feedback
Join the community
If you are a people manager, you are, by definition, a member of the IBM Manager Community. Because this community is an opt-in social network, you can choose to accept invitations to the community's activities.
People Managers--click here to join the IBM Manager Community.
If you are an HR Partner or a Learning Partner, please drop a note to khalid.raza@in.ibm.com for membership.
Related links
IBM Manager Community--where managers trade best practices and lessons learned through forum topics and blog feeds.
Virtual World spaces--where managers build their skills and knowledge. Participate in a Managers Collaborating in a Virtual World session and collect your merit badge.
LEADing@IBM--where managers and leaders access leadership resources, including links to face-to-face and virtual learning opportunities.
Manager Portal--where managers go for self-service help with transactional aspects of their work.
Tag this article
Add tags
ex: ajax, big_blue
My tags
You have not tagged this link
Other people's tags
carreer_plan...
communities_...
community
ibm_manager_...
manager_comm...
Search bluepedia
GO
Search titles only
Search author
GO
Create a new article
Anyone can contribute to Bluepedia. Learn how to author great articles, then go ahead and enter your new title below and click Go to begin writing!
GO
Browse article tags
Less
More
abkürzung
asset
asset_manage...
asset_reuse
business_uni...

Members are leveraging social learning through the community

1. **Networking with peers:** 78% respondents access peer managers for networking and learning.

1. **Information and best practices** - how others deal with issues: 58% respondent access peer managers for problem-solving.

1. **Experiential learning of other leaders:** 76% respondents collaborate with other IBMers who think in same fashion.

1. **Watercooler sessions:** 63% respondents informally connect with other managers through watercooler sessions.

1. 74% respondents obtain relevant **people management information** in the community, and a chance to collaborate on it.

Some positive words from members..

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Manager, Global Security Operations - IBM Security Services

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Buenos Aires, B, AR Integrated Technology Delivery, Service Management
Service Management Account Management Senior Manager
Assistant: Ibel Lourdes Saafigueroa

I like the informational sessions for Managers, giving concrete advice on specific topics around people management and how we can be better managers.

I receive useful information, and it is also great to see the same issues are faced by managers across the world, and we suggest similar alternatives for solution.

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BCRS Delivery Manager
Assistant: Susan Kort

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Hursley, GB IBM Software Group, Application and Integration Middleware Software
Manager - User Technologies

Learning how other managers are dealing with issues is valuable. It sometimes generates ideas I have not thought about.

Really value the watercooler sessions. I ran manager surgeries in Hursley. Now I recommend the watercooler sessions.

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Atlanta, GA, US IBM CHQ, Human Resources
Global EO & Compliance Leader
Assistant: Aquilah Moore

The value I gain is the ability to share experiences and learn from them. For example, there was a manager from an acquisition that was having a problem and since I also came from an acquisition I was able to share some of my previous learnings so that hopefully things would be easier for her. Concurrently, there were experienced IBMers on the call whose experiences I learned from as well about performance management and how best to engage in performance and development discussions to drive productivity.

And many more…

And things we need to address

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Vice President: Global Technology Solutions (GTS), Sub-Saharan Africa
Assistant: Robyn-Lee O'Connor

None ... it's irrelevant to me

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Vice President
Assistant: Estelle Hayashi

somehow we need to mentor our management team...they need to lead with courage...you don't get that from a web-whatever

Robert Murphy more info
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Manager / Executive Consultant - Governance & Relationship Optimization
Assistant: Dianne Council

Not much. There is too little time and too much info floating around. The HR community isn't supporting first line managers adequately. I can't spend enough time with my people because of the workload issues.

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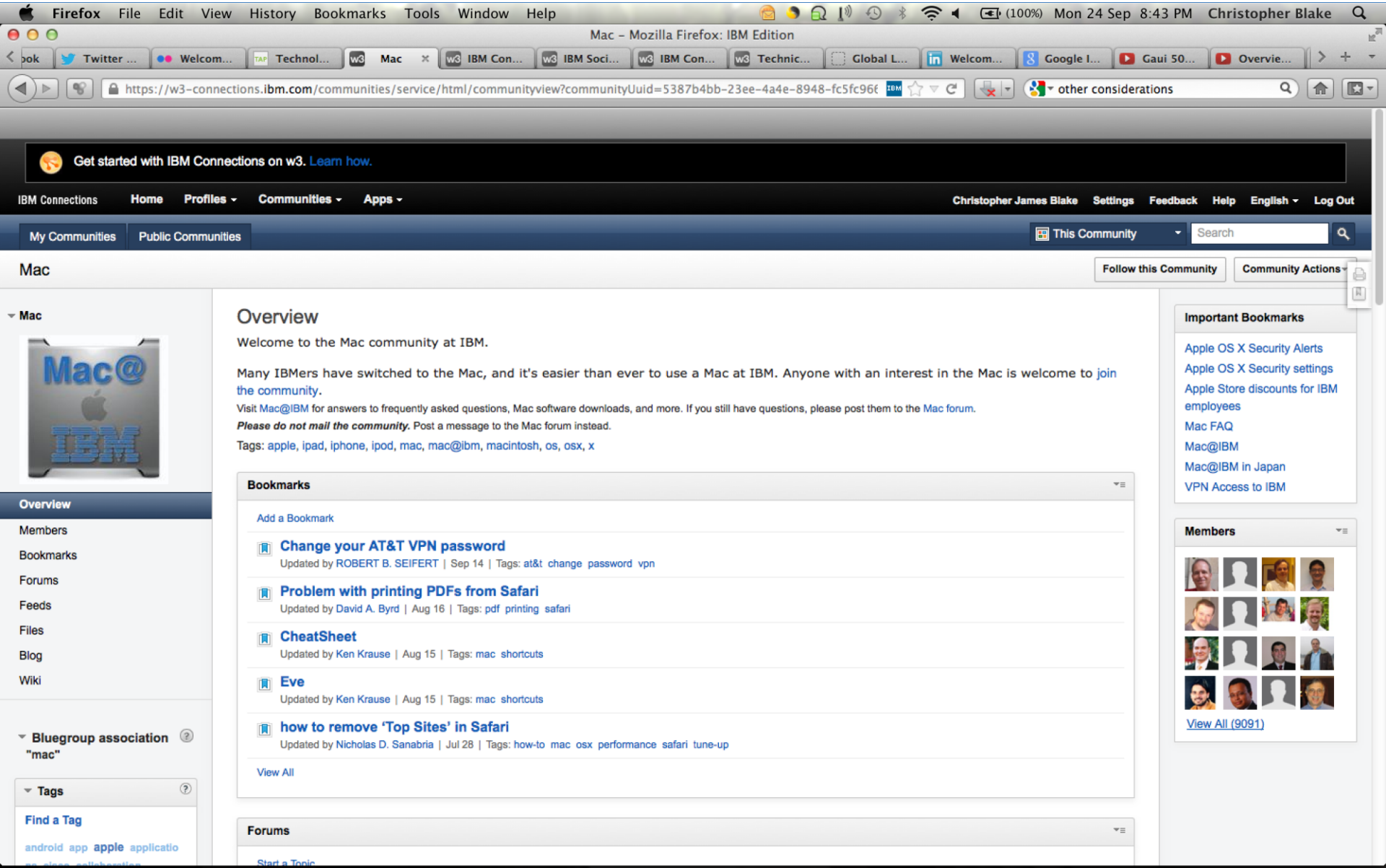
Seattle, WA, US Integrated Technology Delivery, Server Systems Operations
Manager - Account Architecture Integration Services

Value has been limited. Difficult to keep up with email and communities are no different. All of the electronic media seems to be competing for attention. Finding what I need however, remains to the majority of how my time is spent.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https://w3-connections.ibm.com/communities/service/html/communityview?communityUuid=5387b4bb-23ee-4a4e-8948-fc5fc96
other considerations
Get started with IBM Connections on w3. Learn how.
IBM Connections Home Profiles Communities Apps
Christopher James Blake Settings Feedback Help English Log Out
My Communities Public Communities
This Community Search
Mac
Follow this Community Community Actions
Mac
Overview
Members
Bookmarks
Forums
Feeds
Files
Blog
Wiki
Bluegroup association "mac"
Tags
Find a Tag
android app apple applicatio
Overview
Welcome to the Mac community at IBM.
Many IBMers have switched to the Mac, and it's easier than ever to use a Mac at IBM. Anyone with an interest in the Mac is welcome to join the community.
Visit Mac@IBM for answers to frequently asked questions, Mac software downloads, and more. If you still have questions, please post them to the Mac forum.
Please do not mail the community. Post a message to the Mac forum instead.
Tags: apple, ipad, iphone, ipod, mac, mac@ibm, macintosh, os, osx, x
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Updated by ROBERT B. SEIFERT | Sep 14 | Tags: at&t change password vpn
Problem with printing PDFs from Safari
Updated by David A. Byrd | Aug 16 | Tags: pdf printing safari
CheatSheet
Updated by Ken Krause | Aug 15 | Tags: mac shortcuts
Eve
Updated by Ken Krause | Aug 15 | Tags: mac shortcuts
how to remove 'Top Sites' in Safari
Updated by Nicholas D. Sanabria | Jul 28 | Tags: how-to mac osx performance safari tune-up
View All
Forums
Start a Topic
Important Bookmarks
Apple OS X Security Alerts
Apple OS X Security settings
Apple Store discounts for IBM employees
Mac FAQ
Mac@IBM
Mac@IBM in Japan
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Members
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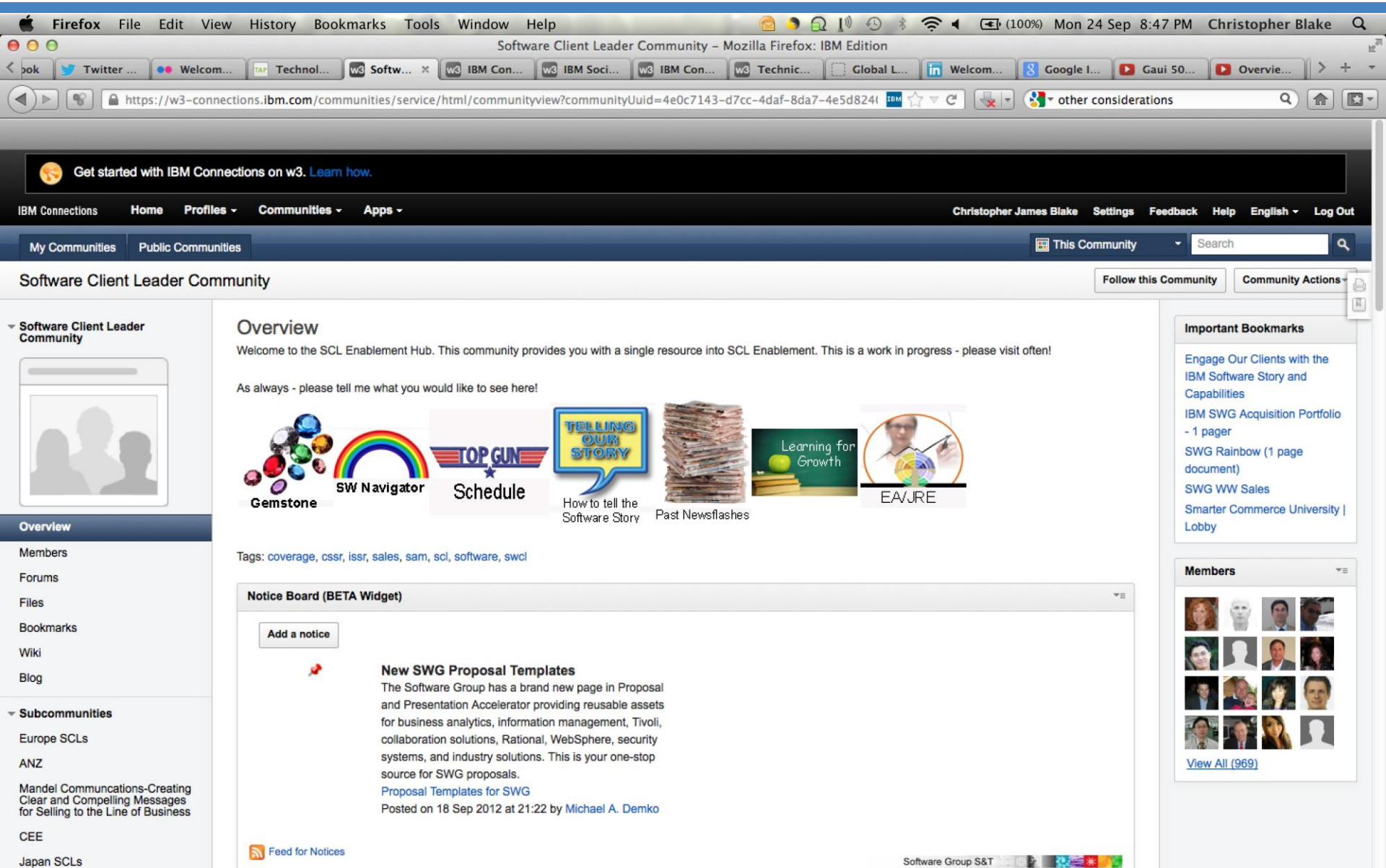
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Software Client Leader Community – Mozilla Firefox: IBM Edition
https://w3-connections.ibm.com/communities/service/html/communityview?communityUuid=4e0c7143-d7cc-4daf-8da7-4e5d824(
other considerations
Get started with IBM Connections on w3. Learn how.
IBM Connections Home Profiles Communities Apps
Christopher James Blake Settings Feedback Help English Log Out
My Communities Public Communities
This Community Search
Software Client Leader Community
Follow this Community Community Actions
Software Client Leader Community
Overview
Members
Forums
Files
Bookmarks
Wiki
Blog
Subcommunities
Europe SCLs
ANZ
Mandel Communcations-Creating Clear and Compelling Messages for Selling to the Line of Business
CEE
Japan SCLs
Overview
Welcome to the SCL Enablement Hub. This community provides you with a single resource into SCL Enablement. This is a work in progress - please visit often!
As always - please tell me what you would like to see here!
Gemstone
SW Navigator
TOP GUN
Schedule
TELLING OUR STORY
How to tell the Software Story
Past Newsflashes
Learning for Growth
EA/JRE
Tags: coverage, cssr, issr, sales, sam, scl, software, swcl
Notice Board (BETA Widget)
Add a notice
New SWG Proposal Templates
The Software Group has a brand new page in Proposal and Presentation Accelerator providing reusable assets for business analytics, information management, Tivoli, collaboration solutions, Rational, WebSphere, security systems, and industry solutions. This is your one-stop source for SWG proposals.
Proposal Templates for SWG
Posted on 18 Sep 2012 at 21:22 by Michael A. Demko
Feed for Notices
Software Group S&T
Important Bookmarks
Engage Our Clients with the IBM Software Story and Capabilities
IBM SWG Acquisition Portfolio - 1 pager
SWG Rainbow (1 page document)
SWG WW Sales
Smarter Commerce University | Lobby
Members
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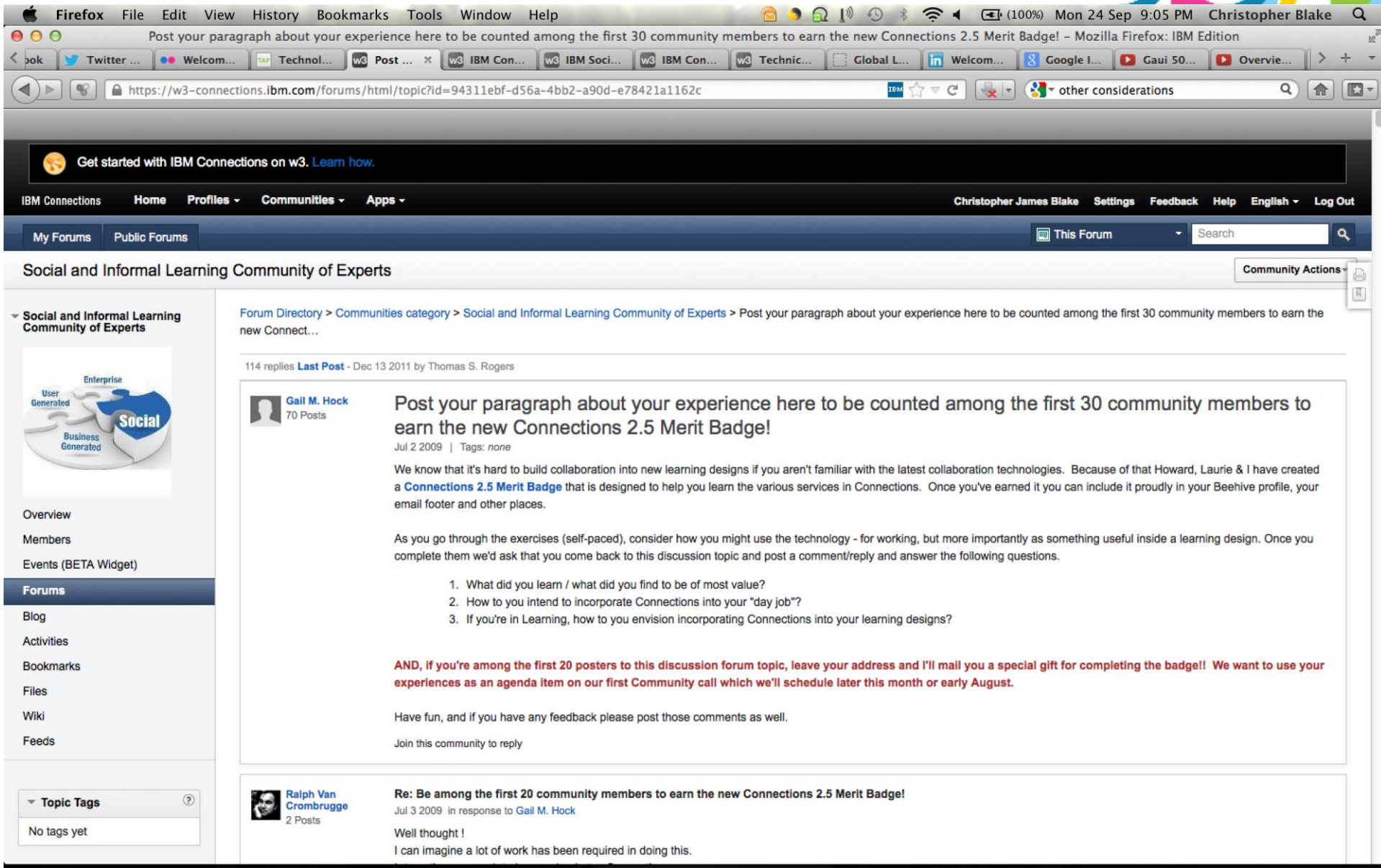

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GAMIFICATION
ACTIVITIES
TRAINING
PROJECT
PARTNERSHIP
INCLUDE
PLANNER
PROGRAMMERS
ADDING
FINANCIAL
NON-GAME
NETWORKS
SURVEYS
CAREERS
MEDIA
REDCRITTER
PLATFORMS
BUILT
COMPANY
ACHIEVEMENT
INDICATE
APPLICATIONS
POINTS
FREE-TO-AIR
HEALTH
SEVEN
EXPERTISE
POTENTIAL
FACEBOOK
ENGAGEMENT
LOYALTY
PROCESSES
BUSINESS
PRIVILEGES
DESIGN
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VIA
ENGAGING
DATA
WEBSITES
SISTER
HELPING
TOPIC
USER
AVAILABLE
BASED
SIGNIFICANT
INCLUDING
RELATED
ENCOURAGE
NETWORKING
EXAMPLES
GIFTING
CENTER
KEY
FORMS
APP
TECHNIQUES
SITES
SOCIAL
NUMBER
KNOWN
RIBBONS
BEGINNING
UPCOMING
GAMING
LEVINE
DEVHUB
RELATES
MODERATE
ANSWERS
CHECK-INS
USERS
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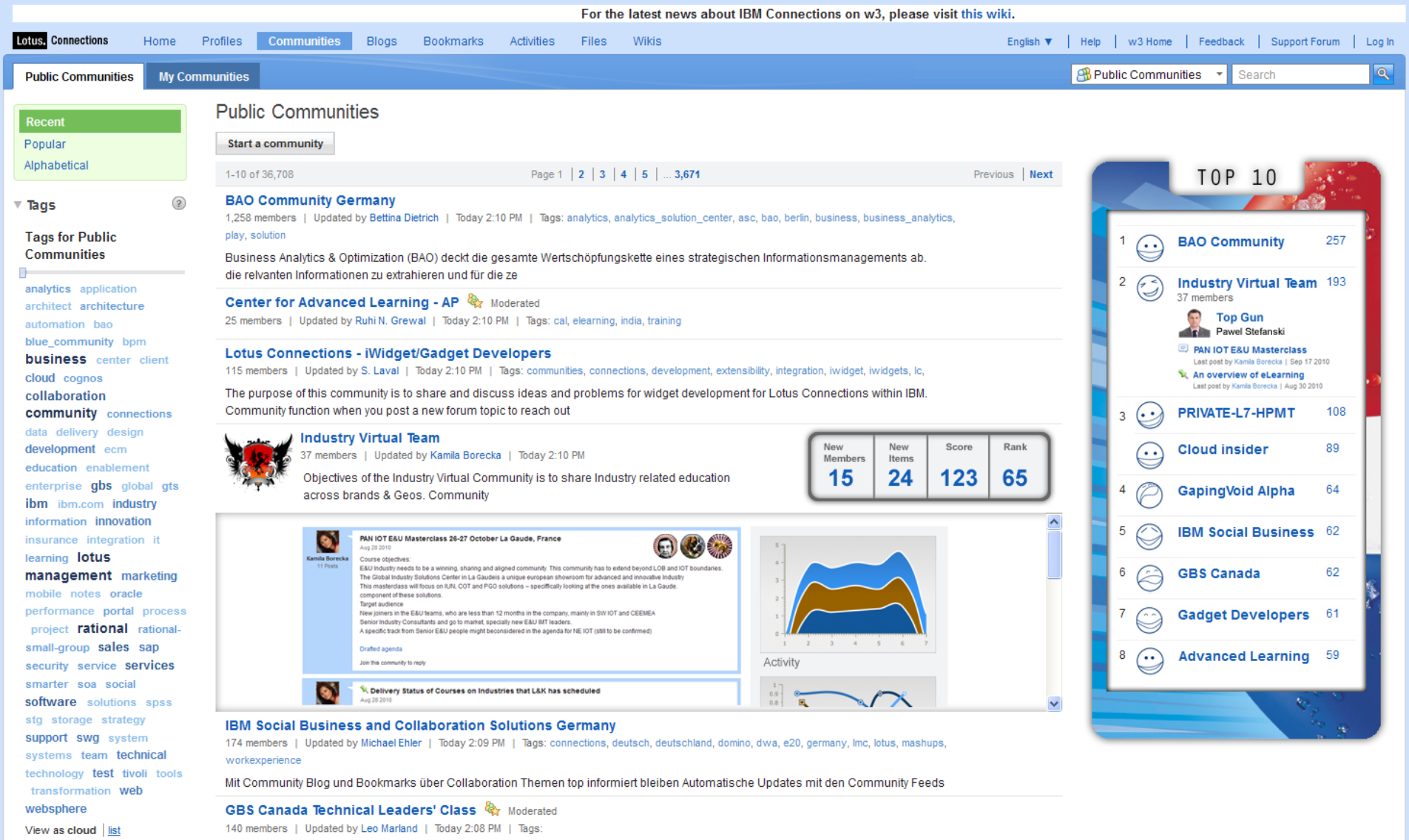
ONLINE
VARIOUS
MANAGEMENT
VIRTUAL
SINCE
DESIRABLE
TECHNIQUE
EXCEED
ELEMENTS
ENCOURAGING
LEVELS
USER'S
TAKING
SHOPPING
ORGANIZATIONS
USE
NOVEMBER
ALSO
SERVICES
GAIN
BOARDS
ONE
REPUTATION
EXTREMIST
WEBSITE
SITE
BADGES
GAINS
GAME
COMPANIES
ROI
FEBRUARY
ADOPT
TV
PRIVILEGE
MILESTONES
STRATEGIC
SCORES
FITNESS
PEOPLE
ENGAGE
LIKE
BUILD
BEHAVIORS
PERFORM
EMPLOYEE

IBM LeadershipConnect

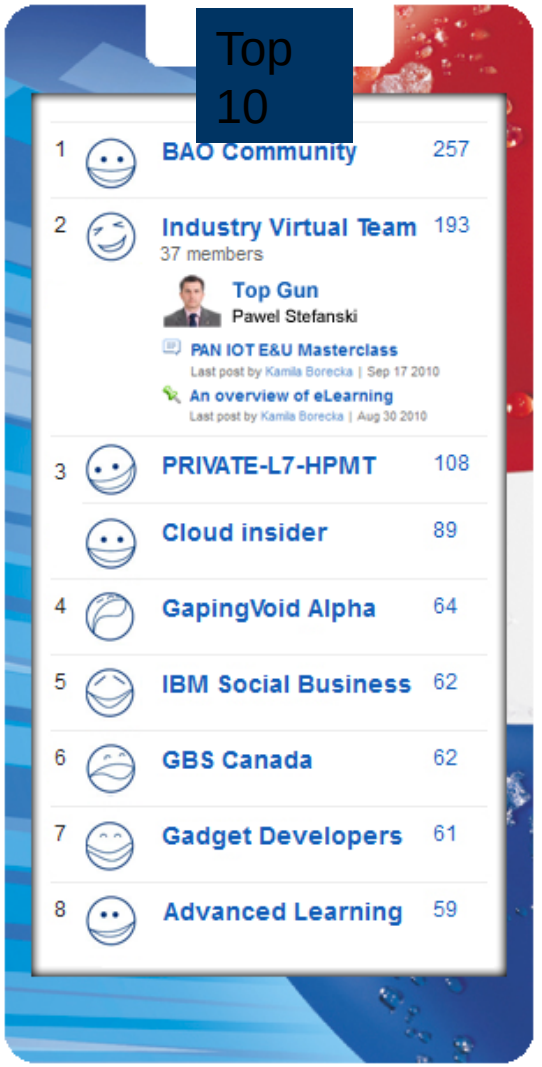
Between Communities



Between Communities

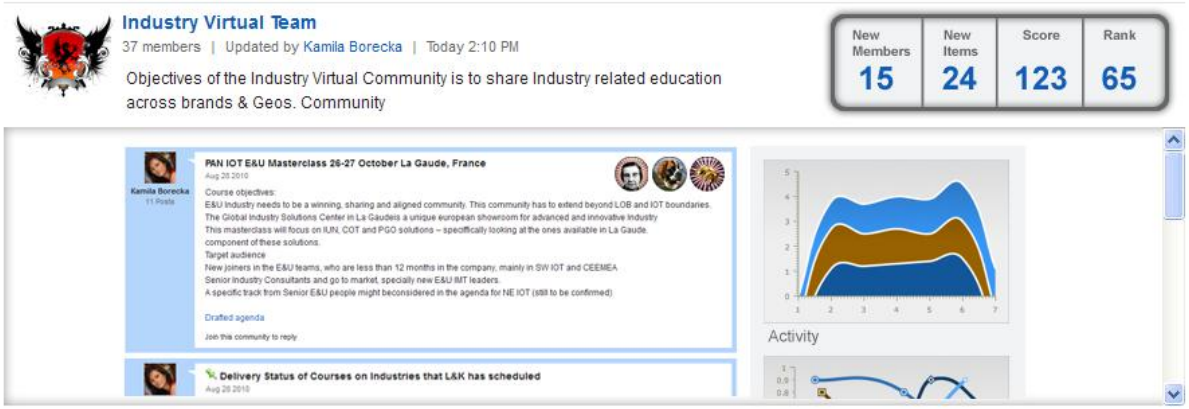
Components

Leaderboard



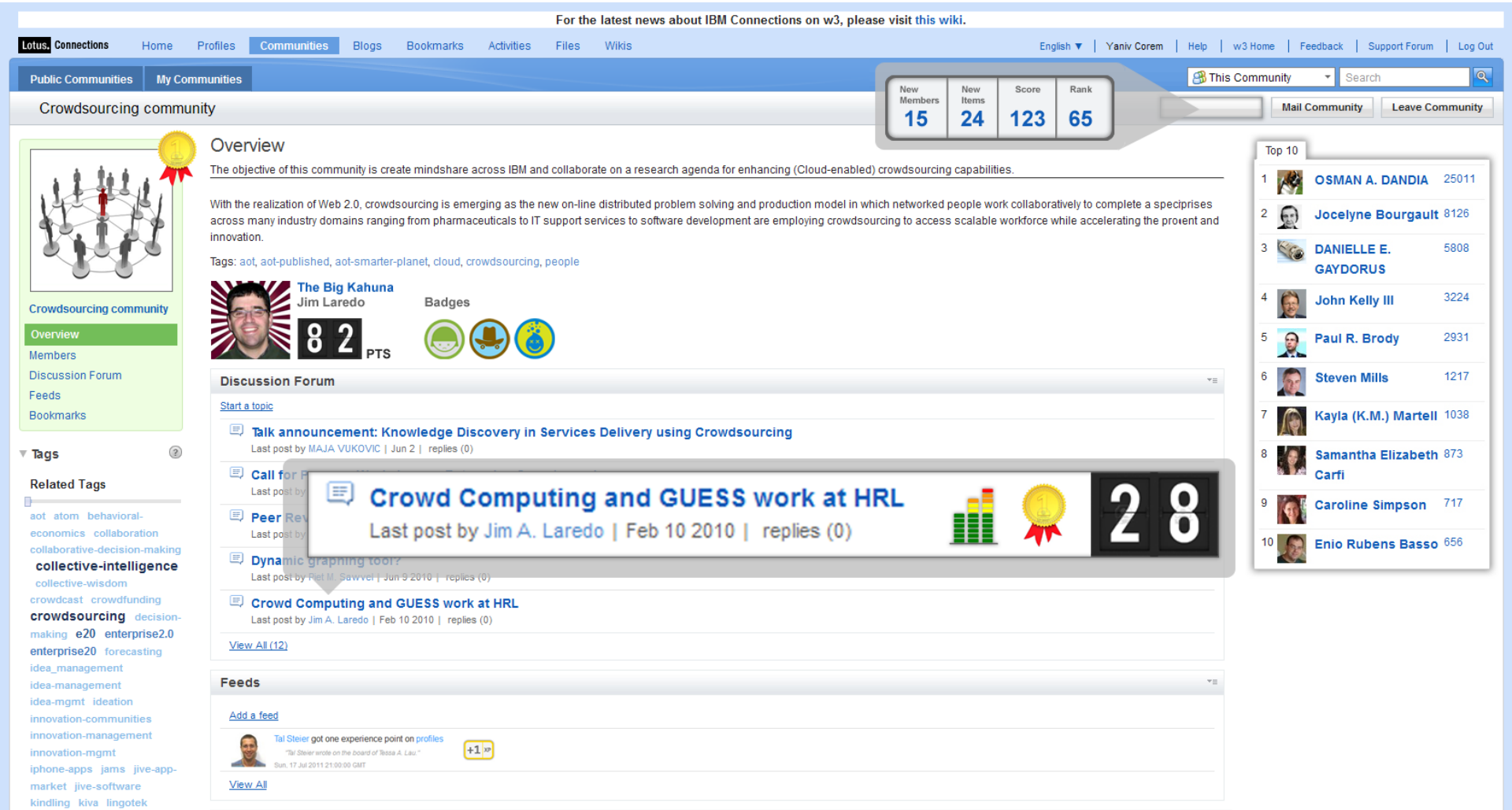
Community badges

Mini-Dashboard



Preview Pane

Within Communities

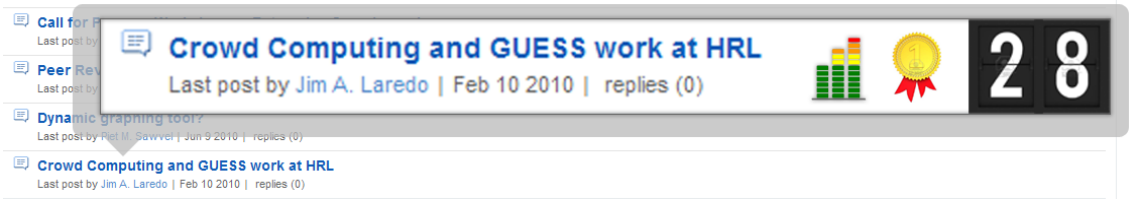


IBM LeadershipConnect

Within Communities

Components

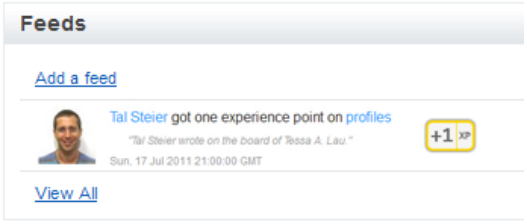
Post-At-A-Glance



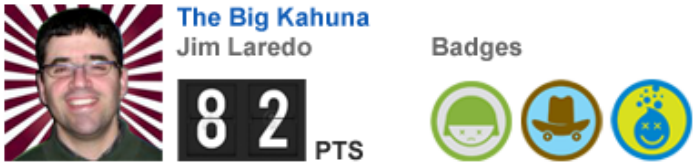
Mini-Dashboard

Community Pride

Feeds

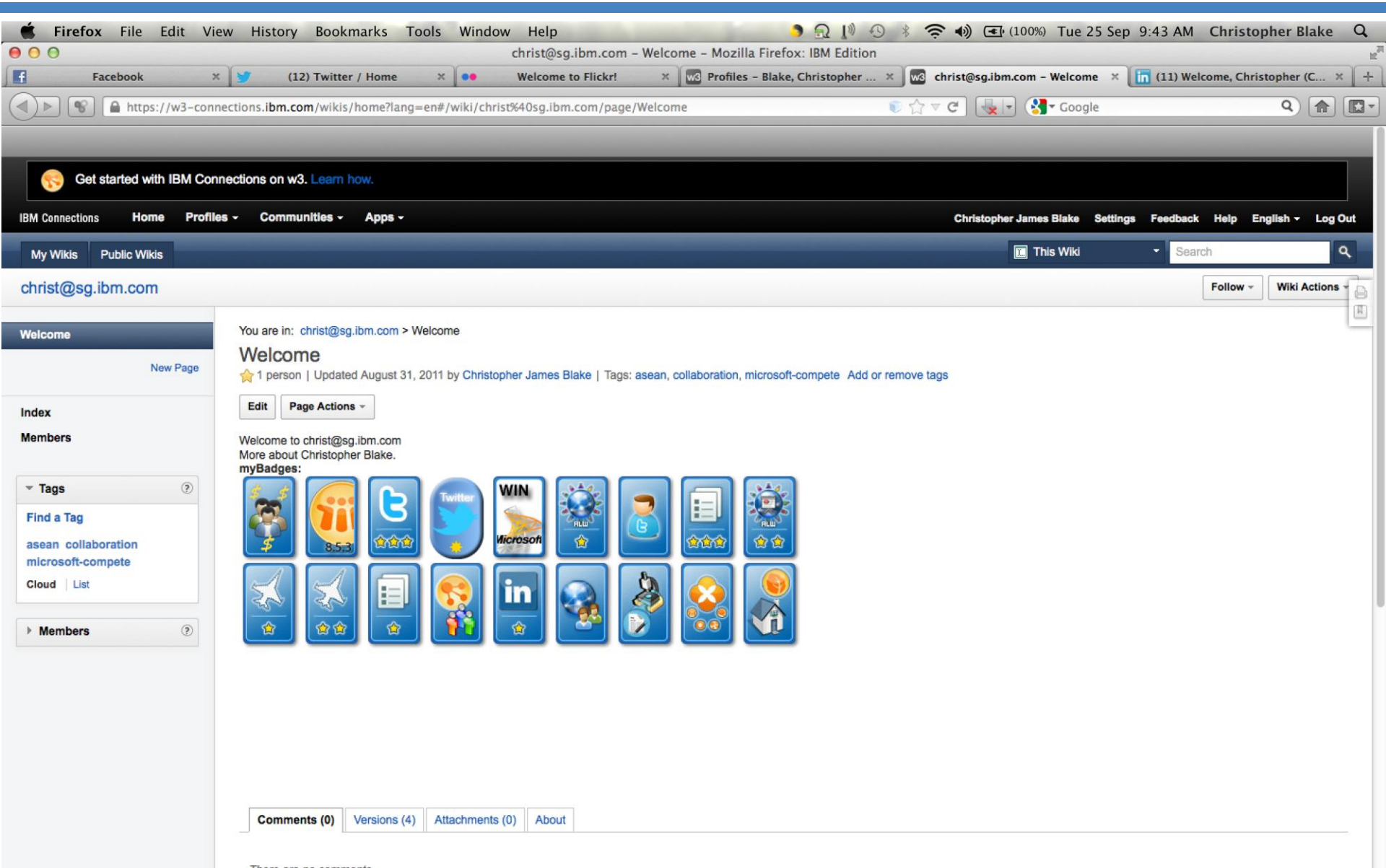


Featured Contributor

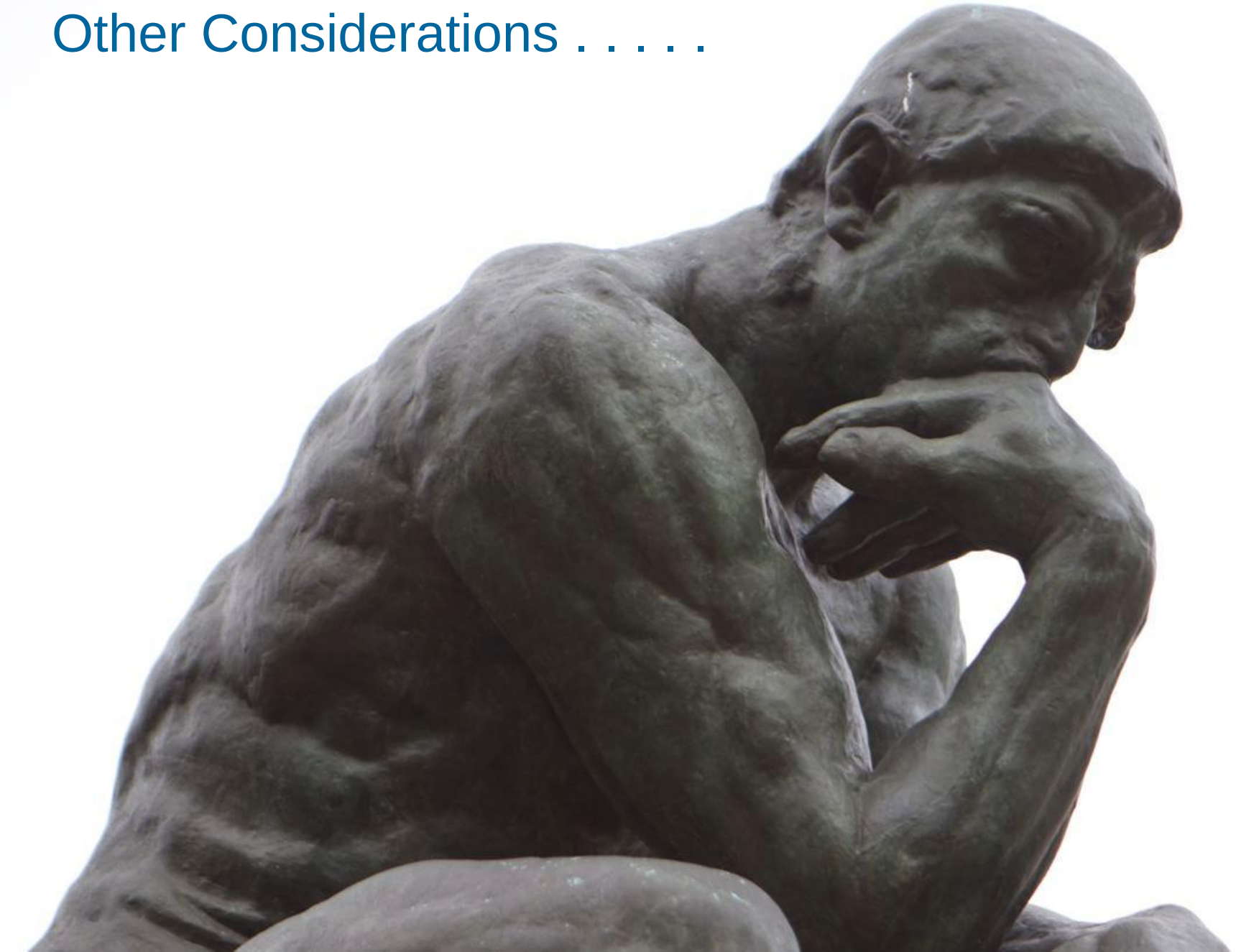


Leaderboard

What about me?



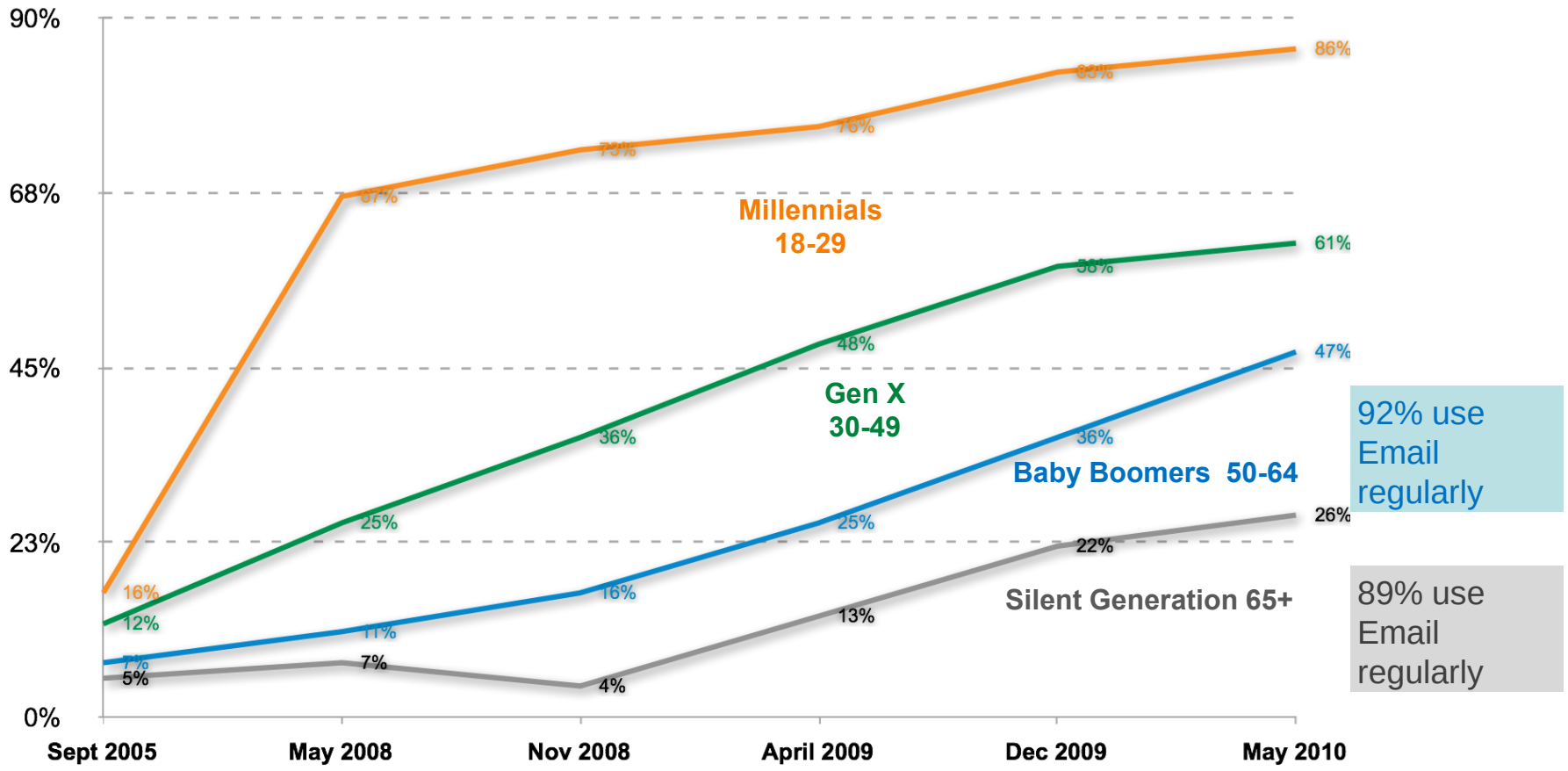
Other Considerations . . . . .



Generational differences in the way we communicate

Youth are More Likely To Use Social Technologies

Percentage of adult users who use social technologies



Source: Pew Research Center's Internet & American Life Project Surveys, September 2005 – May 2010. http://pewinternet.org/Reports/2010/Older-Adults-and-Social-Media/Report.aspx?view=all

The Future Of Mail Is A Hybrid We Call "Social Mail"

Traditional Mail		Social Mail
Individual emails	→	Managed conversations threads that incorporate forums posts, microblog status updates, and activity streams
Static email attachments	→	Integrated social file sharing
Standalone email address books	→	Dynamic social profiles and networks
Standalone personal calendar	→	Shared group and social calendaring
Excessive and disruptive switching between multiple, standalone, communications tools	→	Seamless, integrated environments with email, instant messaging, social sharing, voice, and video

Social Mail Makes Every Employee More Effective

There are two types of users in an organisation

1

"I prefer to use email to communicate"

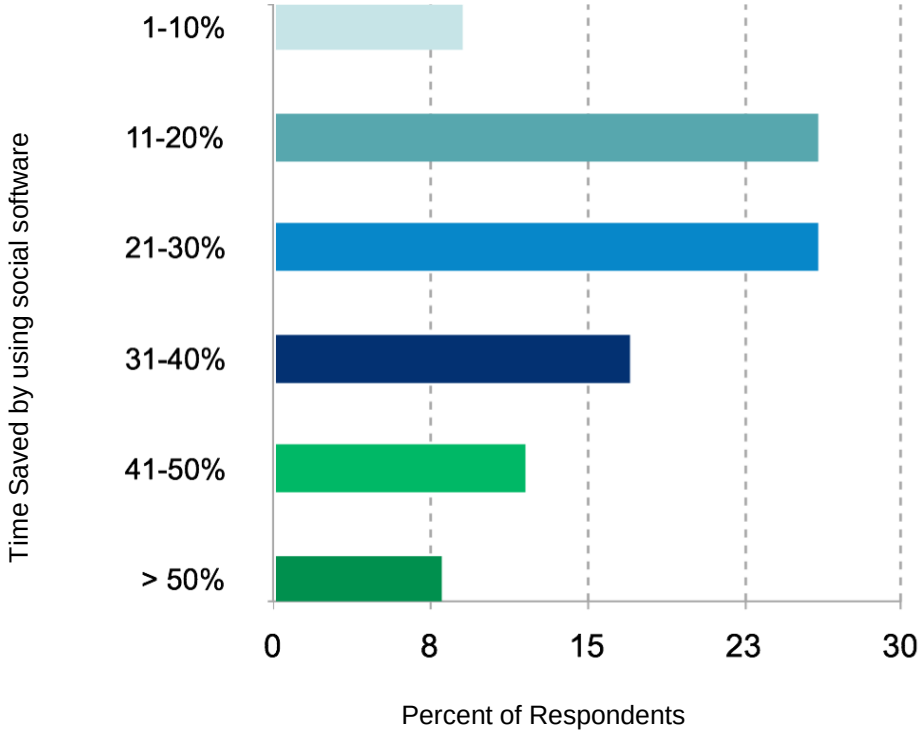
"Employees spend up to half their time processing email"
- Courtney Rubin, "Study: Employees are Unproductive Half the Day;" Inc.com, March 2, 2011, www.inc.com/news/articles/201103/workers-spend-half-day-being-unproductive.html.

2

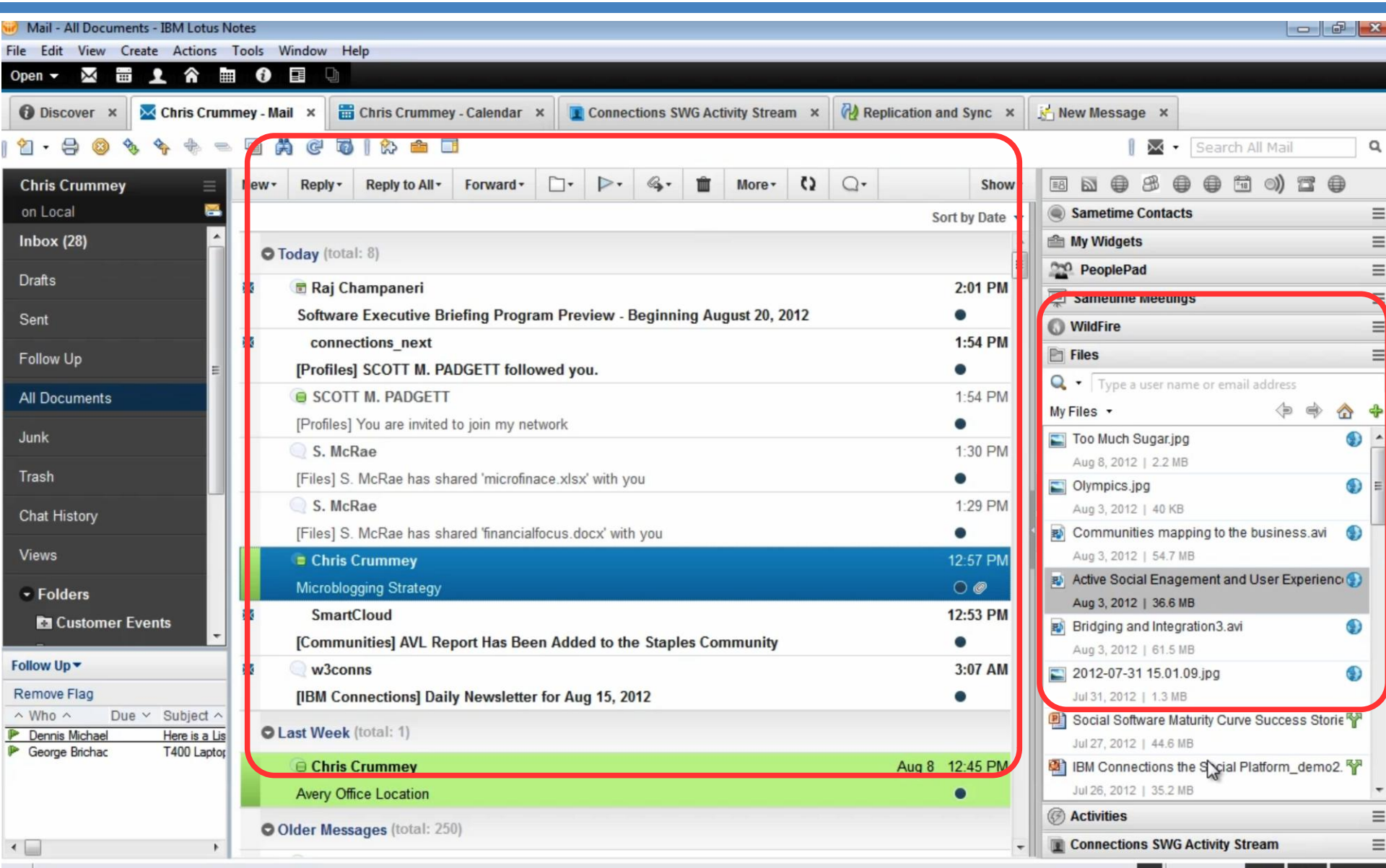
"I prefer to use social networking to communicate"

"20% of business users will use social networking instead of email as their primary communication source by 2014"
Business Gets Social," July 2011, www.gartner.com/technology/research/business-gets-social/.

Both types of users will benefit from social mail



Source: IDC's social business survey 4Q2010. ftp://ftp.software.ibm.com/software/lotus/pub/lotusweb/232546_IDC_Future_of_Mail_is_Social.pdf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Open
Discover
Chris Crummey - Mail
Chris Crummey - Calendar
Connections SWG Activity Stream
Replication and Sync
New Message
Search All Mail
Chris Crummey
on Local
Inbox (28)
Drafts
Sent
Follow Up
All Documents
Junk
Trash
Chat History
Views
Folders
Customer Events
New
Reply
Reply to All
Forward
More
Show
Sort by Date
Today (total: 8)
Raj Champaneri 2:01 PM
Software Executive Briefing Program Preview - Beginning August 20, 2012
connections_next 1:54 PM
[Profiles] SCOTT M. PADGETT followed you.
SCOTT M. PADGETT 1:54 PM
[Profiles] You are invited to join my network
S. McRae 1:30 PM
[Files] S. McRae has shared 'microfinace.xlsx' with you
S. McRae 1:29 PM
[Files] S. McRae has shared 'financialfocus.docx' with you
Chris Crummey 12:57 PM
Microblogging Strategy
SmartCloud 12:53 PM
[Communities] AVL Report Has Been Added to the Staples Community
w3conns 3:07 AM
[IBM Connections] Daily Newsletter for Aug 15, 2012
Last Week (total: 1)
Chris Crummey Aug 8 12:45 PM
Avery Office Location
Older Messages (total: 250)
Follow Up
Remove Flag
Who Due Subject
Dennis Michael Here is a Lis
George Brichac T400 Laptop
Sametime Contacts
My Widgets
PeoplePad
Sametime Meetings
WildFire
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Olympics.jpg
Aug 3, 2012 | 40 KB
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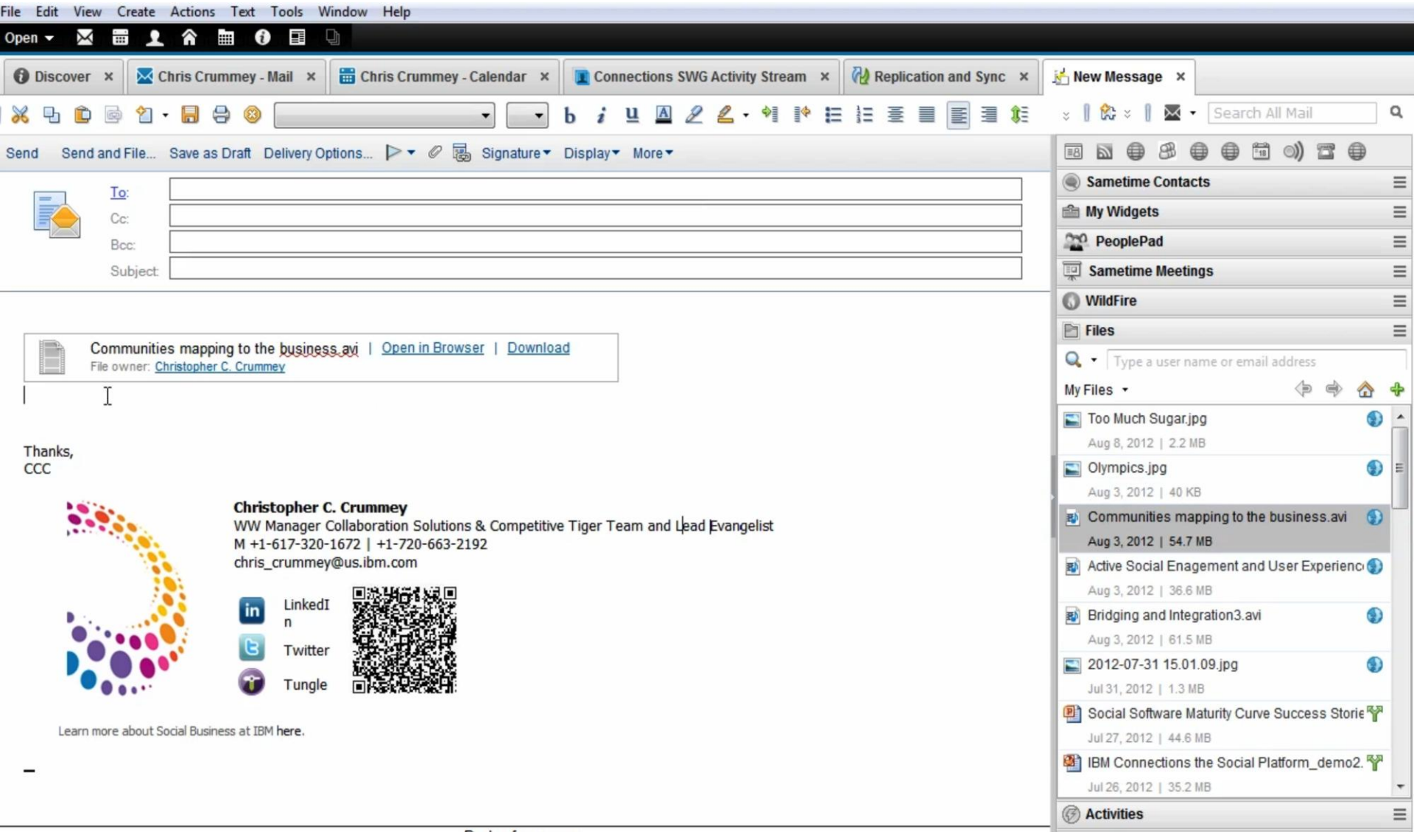
File Edit View Create Actions Text Tools Window Help
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Discover
Chris Crummey - Mail
Chris Crummey - Calendar
Connections SWG Activity Stream
Replication and Sync
New Message
Search All Mail
Send
Send and File...
Save as Draft
Delivery Options...
Signature
Display
More
To:
Cc:
Bcc:
Subject:
Communities mapping to the business.avi | Open in Browser | Download
File owner: Christopher C. Crummey
Thanks,
CCC
Christopher C. Crummey
WW Manager Collaboration Solutions & Competitive Tiger Team and Lead Evangelist
M +1-617-320-1672 | +1-720-663-2192
chris_crummey@us.ibm.com
LinkedIn
Twitter
Tungle
Learn more about Social Business at IBM here.
Sametime Contacts
My Widgets
PeoplePad
Sametime Meetings
WildFire
Files
Type a user name or email address
My Files
Too Much Sugar.jpg
Aug 8, 2012 | 2.2 MB
Olympics.jpg
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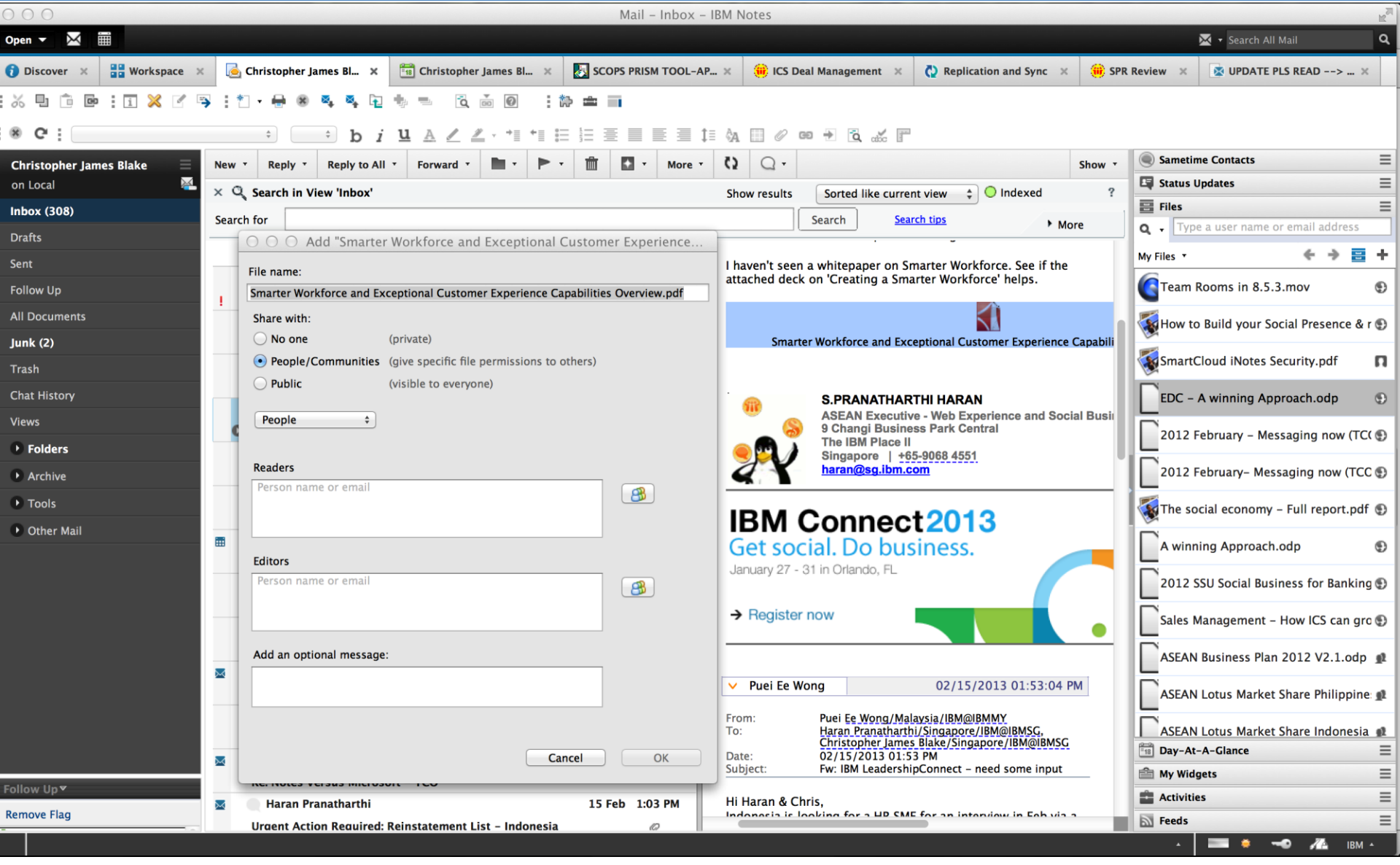
Mail – Inbox – IBM Notes
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Search All Mail
Discover
Workspace
Christopher James Bl...
Christopher James Bl...
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ICS Deal Management
Replication and Sync
SPR Review
UPDATE PLS READ --> ...
Christopher James Blake
on Local
Inbox (308)
Drafts
Sent
Follow Up
All Documents
Junk (2)
Trash
Chat History
Views
Folders
Archive
Tools
Other Mail
New
Reply
Reply to All
Forward
More
Show
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Show results
Sorted like current view
Indexed
Search for
Search
Search tips
More
Add "Smarter Workforce and Exceptional Customer Experience...
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Smarter Workforce and Exceptional Customer Experience Capabilities Overview.pdf
Share with:
No one (private)
People/Communities (give specific file permissions to others)
Public (visible to everyone)
People
Readers
Person name or email
Editors
Person name or email
Add an optional message:
Cancel
OK
I haven't seen a whitepaper on Smarter Workforce. See if the attached deck on 'Creating a Smarter Workforce' helps.
Smarter Workforce and Exceptional Customer Experience Capabili
S.PRANATHARTHI HARAN
ASEAN Executive - Web Experience and Social Busi
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haran@sg.ibm.com
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Get social. Do business.
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02/15/2013 01:53:04 PM
From: Puei Ee Wong/Malaysia/IBM@IBMMY
To: Haran Pranatharthi/Singapore/IBM@IBMSG, Christopher James Blake/Singapore/IBM@IBMSG
Date: 02/15/2013 01:53 PM
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Follow Up
Remove Flag
Haran Pranatharthi
15 Feb 1:03 PM
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Status Updates
Files
Type a user name or email address
My Files
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The social economy – Full report.pdf
A winning Approach.odp
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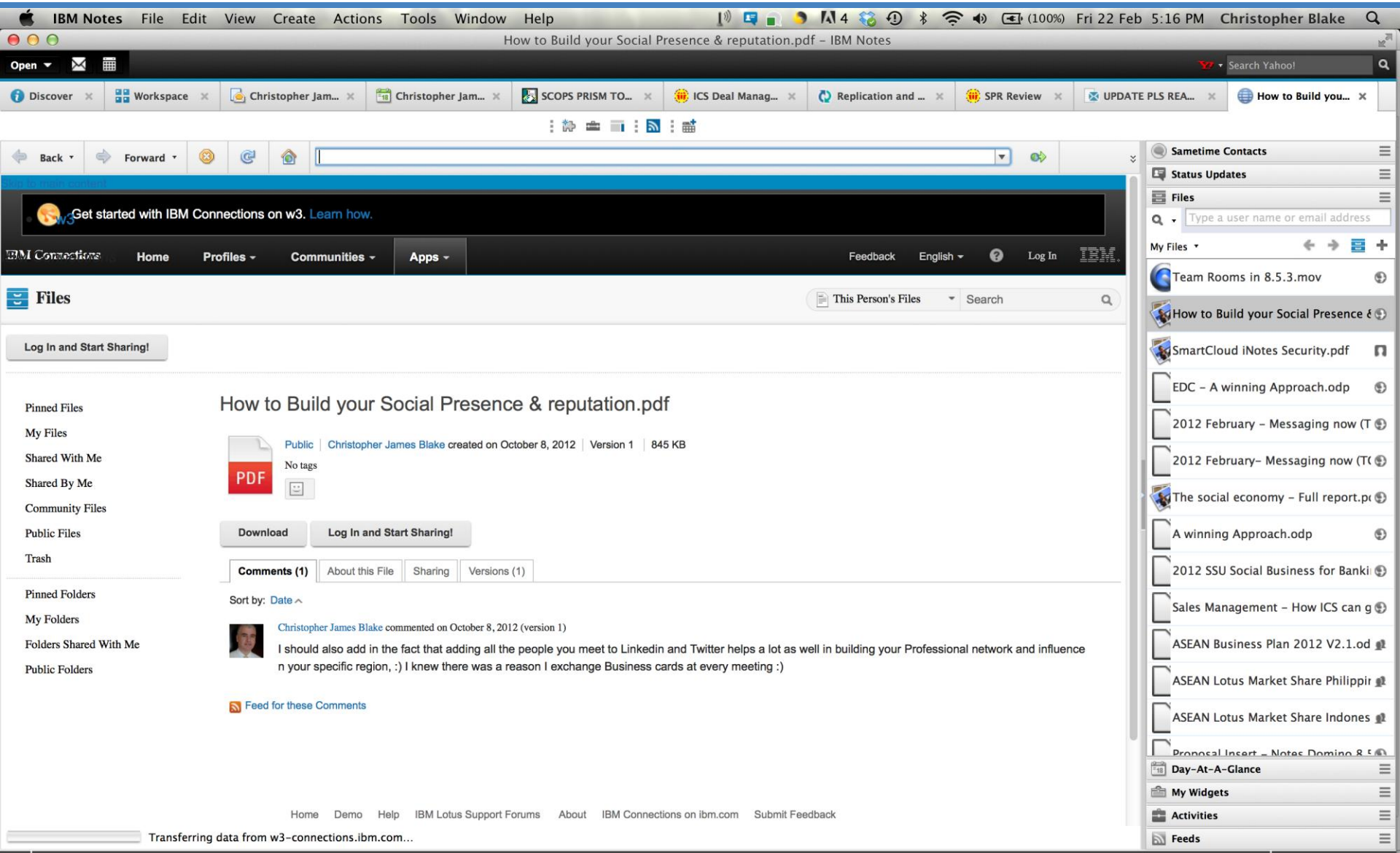
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ICS Deal Manag...
Replication and ...
SPR Review
UPDATE PLS REA...
How to Build you...
Back
Forward
Get started with IBM Connections on w3. Learn how.
IBM Connections
Home
Profiles
Communities
Apps
Feedback
English
Log In
Files
This Person's Files
Search
Log In and Start Sharing!
Pinned Files
My Files
Shared With Me
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Community Files
Public Files
Trash
Pinned Folders
My Folders
Folders Shared With Me
Public Folders
How to Build your Social Presence & reputation.pdf
Public | Christopher James Blake created on October 8, 2012 | Version 1 | 845 KB
No tags
PDF
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Comments (1)
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Versions (1)
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Christopher James Blake commented on October 8, 2012 (version 1)
I should also add in the fact that adding all the people you meet to Linkedin and Twitter helps a lot as well in building your Professional network and influence n your specific region, :) I knew there was a reason I exchange Business cards at every meeting :)
Feed for these Comments
Home Demo Help IBM Lotus Support Forums About IBM Connections on ibm.com Submit Feedback
Transferring data from w3-connections.ibm.com...
Sametime Contacts
Status Updates
Files
Type a user name or email address
My Files
Team Rooms in 8.5.3.mov
How to Build your Social Presence &
SmartCloud iNotes Security.pdf
EDC - A winning Approach.odp
2012 February - Messaging now (T
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The social economy - Full report.p(
A winning Approach.odp
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Sales Management - How ICS can g
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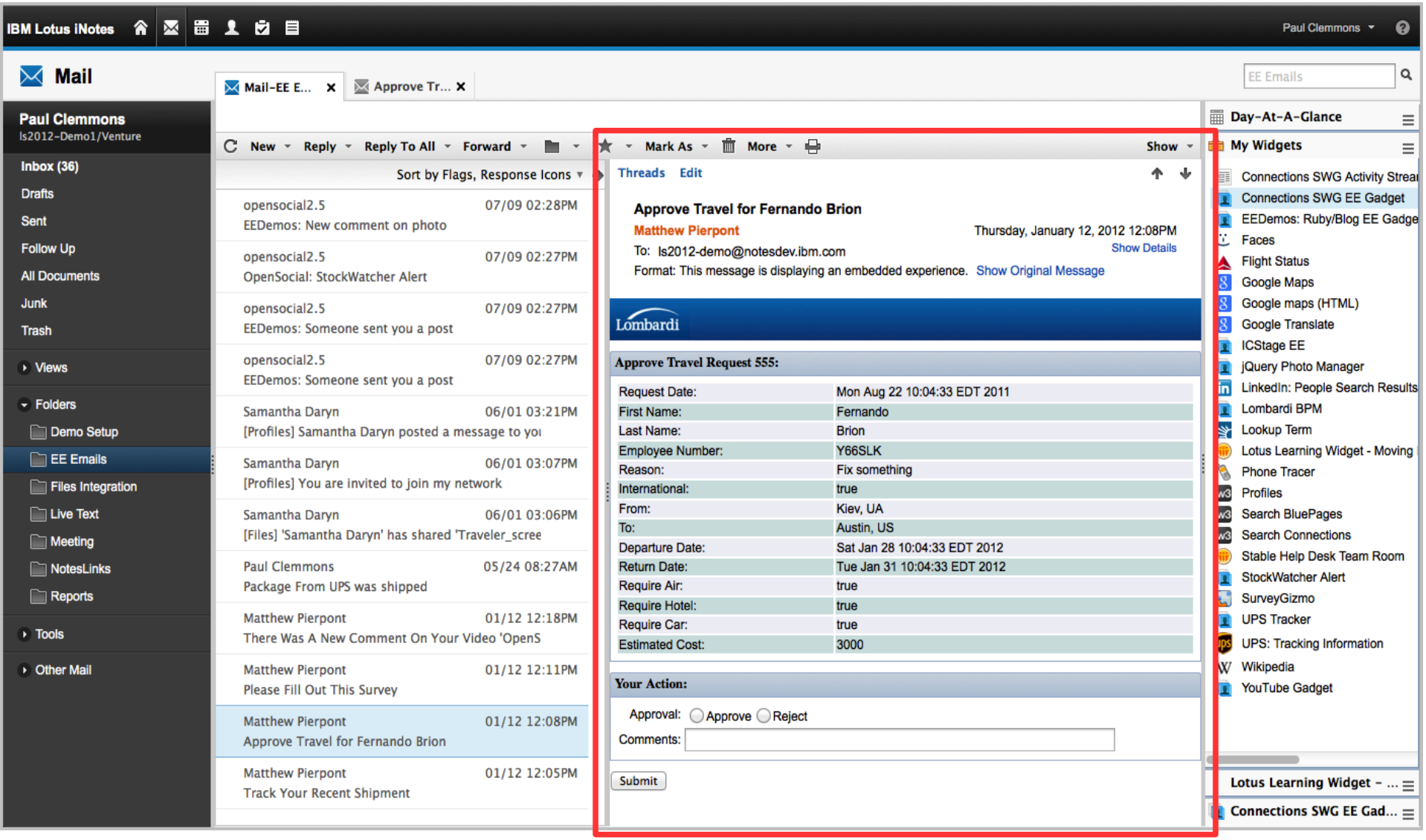
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Drafts
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Follow Up
All Documents
Junk
Trash
Views
Folders
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EE Emails
Files Integration
Live Text
Meeting
NotesLinks
Reports
Tools
Other Mail
New
Reply
Reply To All
Forward
Sort by Flags, Response Icons
opensocial2.5 07/09 02:28PM
EEDemos: New comment on photo
opensocial2.5 07/09 02:27PM
OpenSocial: StockWatcher Alert
opensocial2.5 07/09 02:27PM
EEDemos: Someone sent you a post
opensocial2.5 07/09 02:27PM
EEDemos: Someone sent you a post
Samantha Daryn 06/01 03:21PM
[Profiles] Samantha Daryn posted a message to yo
Samantha Daryn 06/01 03:07PM
[Profiles] You are invited to join my network
Samantha Daryn 06/01 03:06PM
[Files] 'Samantha Daryn' has shared 'Traveler_scree
Paul Clemmons 05/24 08:27AM
Package From UPS was shipped
Matthew Pierpont 01/12 12:18PM
There Was A New Comment On Your Video 'OpenS
Matthew Pierpont 01/12 12:11PM
Please Fill Out This Survey
Matthew Pierpont 01/12 12:08PM
Approve Travel for Fernando Brion
Matthew Pierpont 01/12 12:05PM
Track Your Recent Shipment
Mark As
More
Show
Threads
Edit
Approve Travel for Fernando Brion
Matthew Pierpont
Thursday, January 12, 2012 12:08PM
To: ls2012-demo@notesdev.ibm.com
Show Details
Format: This message is displaying an embedded experience.
Show Original Message
Lombardi
Approve Travel Request 555:
Request Date: Mon Aug 22 10:04:33 EDT 2011
First Name: Fernando
Last Name: Brion
Employee Number: Y66SLK
Reason: Fix something
International: true
From: Kiev, UA
To: Austin, US
Departure Date: Sat Jan 28 10:04:33 EDT 2012
Return Date: Tue Jan 31 10:04:33 EDT 2012
Require Air: true
Require Hotel: true
Require Car: true
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Your Action:
Approval: Approve Reject
Comments:
Submit
Day-At-A-Glance
My Widgets
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Google maps (HTML)
Google Translate
ICStage EE
jQuery Photo Manager
LinkedIn: People Search Results
Lombardi BPM
Lookup Term
Lotus Learning Widget - Moving
Phone Tracer
Profiles
Search BluePages
Search Connections
Stable Help Desk Team Room
StockWatcher Alert
SurveyGizmo
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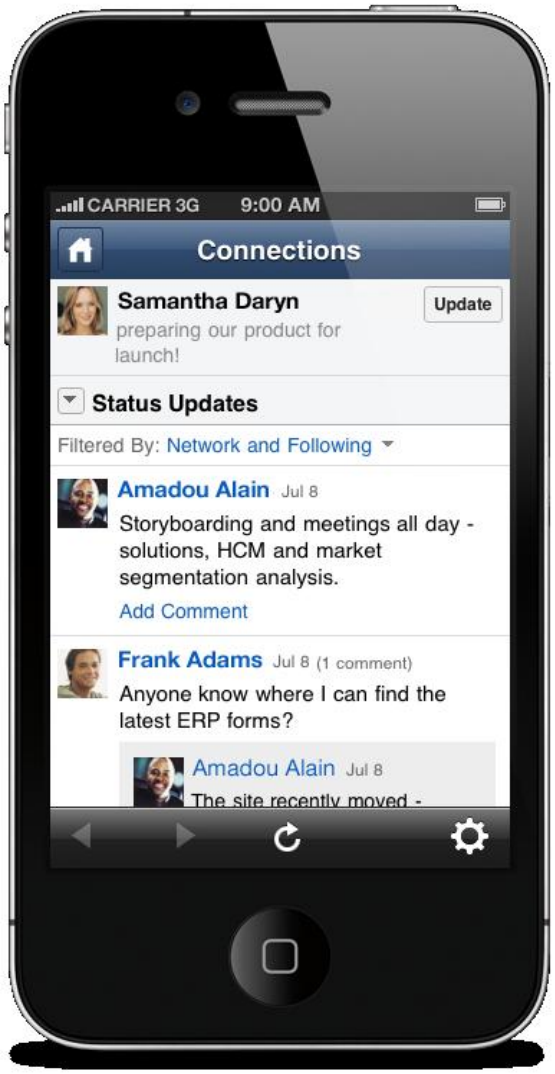
Consideration – It's a Mobile World

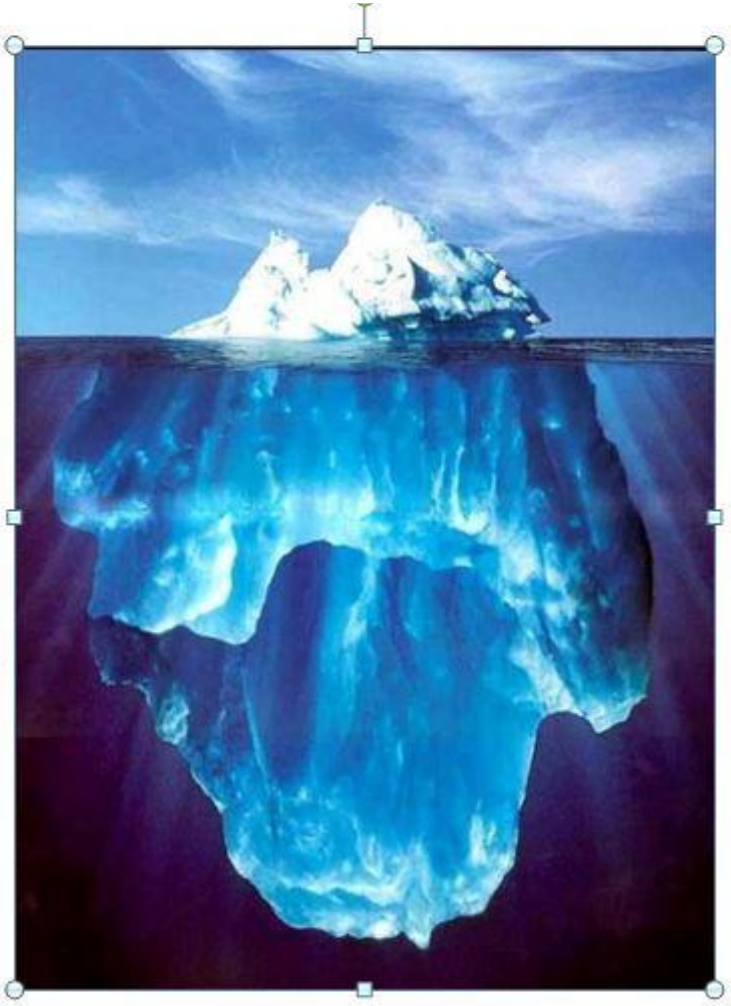


Consideration - Culture, Culture, Culture

Formal policies, systems & practices

Informal practices & symbolic actions

Beliefs, values & attitudes

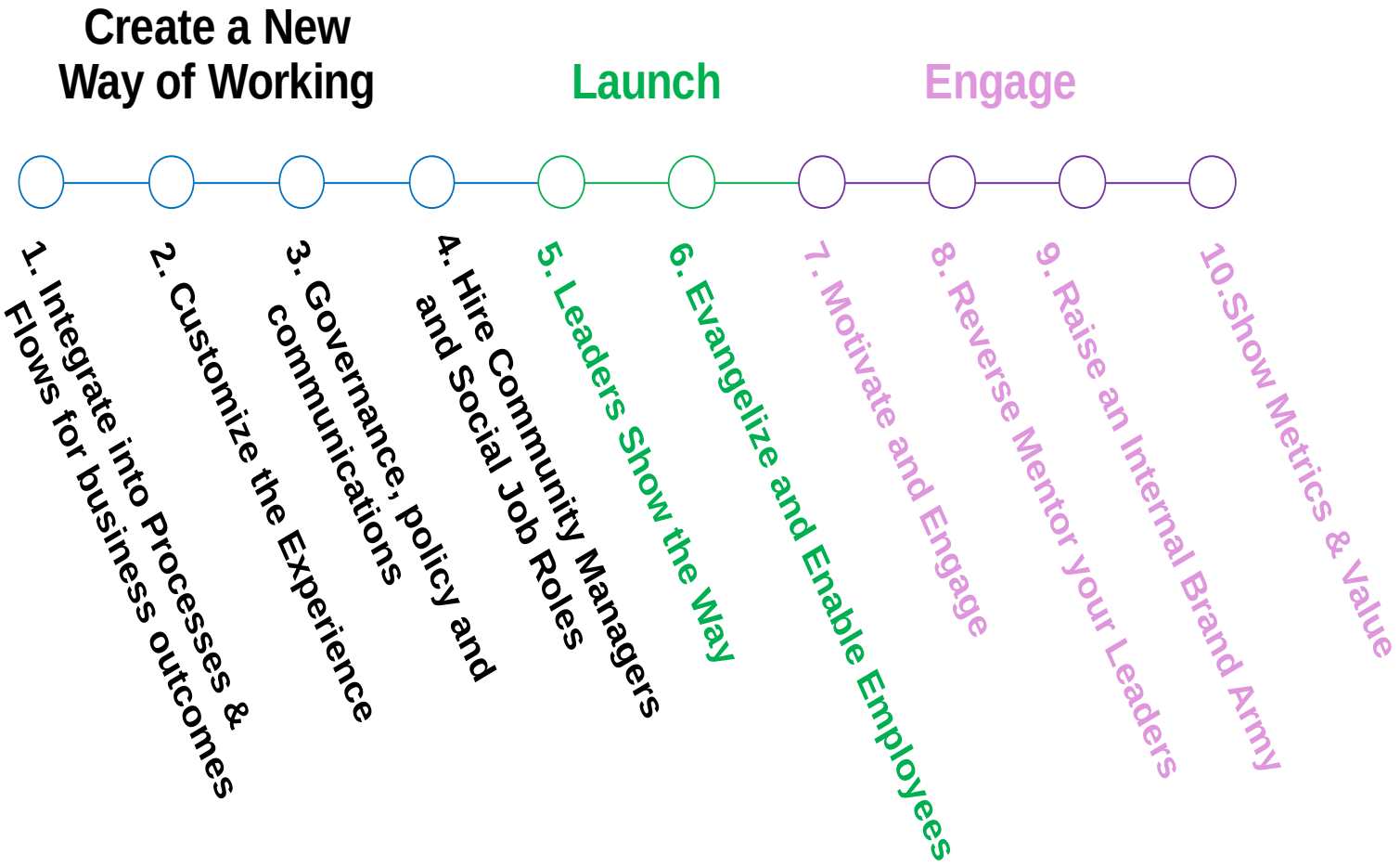


IBM can assist in your transformation

Best Practices for Social Business Adoption

IBM can assist in your transformation

Best Practices for Social Business Adoption



7 Hints

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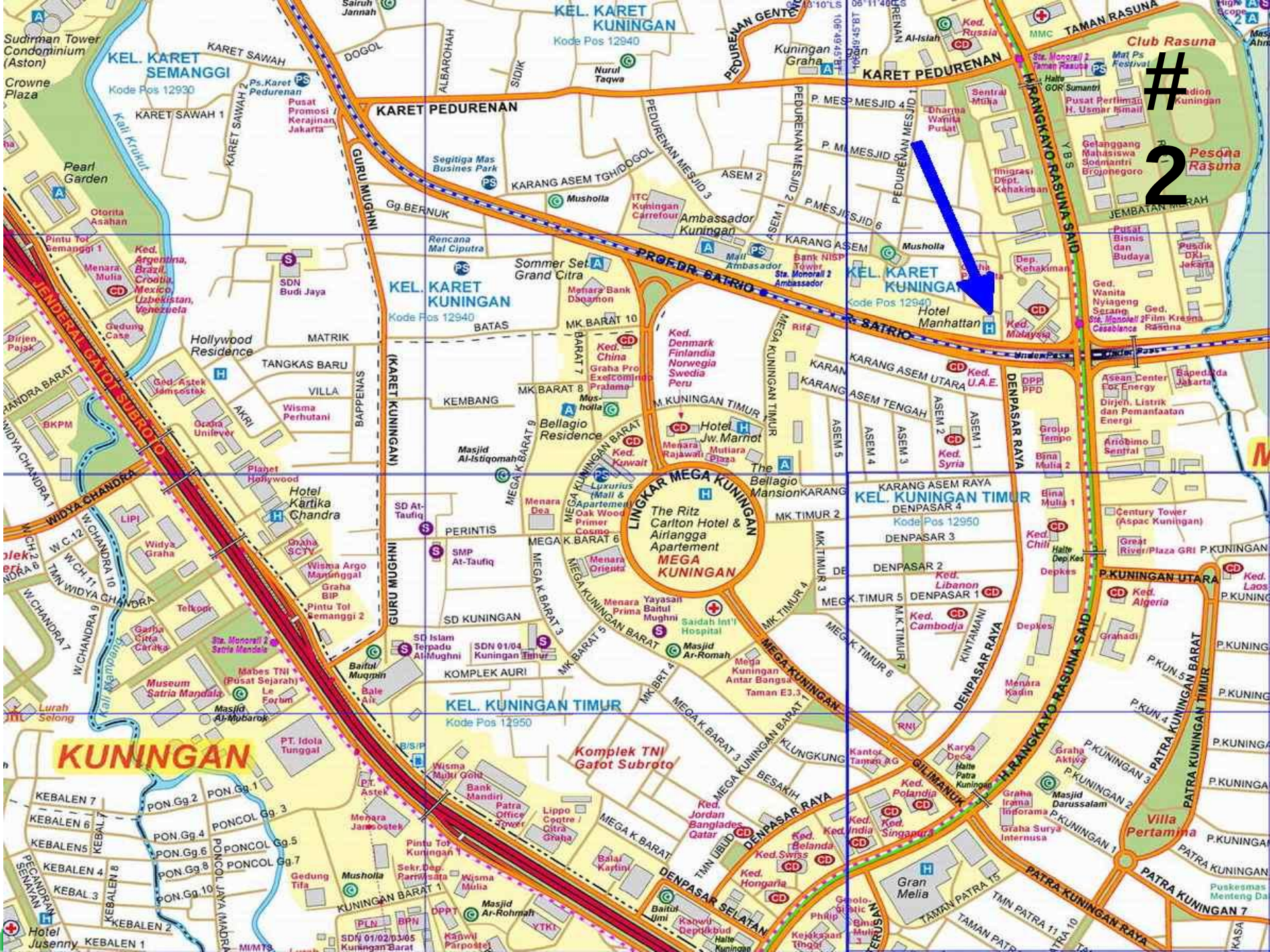
1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KEL. KARET KUNINGAN
Kode Pos 12940
KEL. KUNINGAN TIMUR
Kode Pos 12950
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KARET SAWAH
KARET SAWAH 1
KARET SAWAH 2
DOGOL
ALBAROHAH
SIDIK
PEDURENAN GENTE
PEDURENAN MESJID 1
PEDURENAN MESJID 2
PEDURENAN MESJID 3
PEDURENAN MESJID 4
H.RANGKAYO RASUNA SAID
TAMAN RASUNA
Club Rasuna
Pesona Rasuna
Kali Krukut
GURU MUGHNI
(KARET KUNINGAN)
Gg.BERNUK
KARANG ASEM TGH/DOGOL
ASEM 2
ASEM 1
P.MESJID 6
JEMBATAN MERAH
PROF.DR.SATRIO
KARANG ASEM
KARANG ASEM UTARA
KARANG ASEM TENGAH
KARANG ASEM RAYA
MEGA KUNINGAN TIMUR
MEGA KUNINGAN BARAT
MEGA K.BARAT 1
MEGA K.BARAT 2
MEGA K.BARAT 3
MEGA K.BARAT 4
MEGA K.BARAT 5
MEGA K.BARAT 6
MEGA K.BARAT 7
MEGA K.BARAT 8
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MK.BARAT 10
MK.TIMUR 2
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MK.TIMUR 4
MK.TIMUR 5
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MEGA KUNINGAN
DENPASAR RAYA
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DENPASAR 1
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P.KUNINGAN UTARA
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BESAKIH
TMN UBUD
TAMAN PATRA 15
TMN PATRA 11
KOMPLEK AURI
SATRIA MANDALA
WIDYA CHANDRA
W.CHANDRA 7
W.CHANDRA 9
W.CHANDRA 10
W.C.12
W.CH.11
TMN WIDYA CHANDRA
MATRIK
TANGKAS BARU
VILLA
KEMBANG
PERINTIS
BATAS
AKRI
BAPPENAS
Sudirman Tower Condominium (Aston)
Crowne Plaza
Pearl Garden
Hollywood Residence
Bellagio Residence
The Bellagio Mansion
Hotel Kartika Chandra
Hotel Jusenny
Hotel Manhattan
Hotel Jw.Marriot
Ambassador Kuningan
Sommer Set Grand Citra
Rencana Mal Ciputra
Segitiga Mas Busines Park
Kuningan Graha
Sairah Jannah
Nurul Taqwa
Musholla
Masjid Al-Istiqomah
Masjid Ar-Rohmah
Masjid Al-Mubarok
Masjid Darussalam
Baitul Mughnin
Baitul Jimi
Saidah Int'l Hospital
The Ritz Carlton Hotel & Airlangga Apartement
MEGA KUNINGAN
Komplek TNI Gatot Subroto
Museum Satria Mandala
Mabes TNI (Pusat Sejarah)
Gran Melia
Villa Pertamina
Gedung Tifa
Menara Rajawali
Menara Mulia
Menara Jamsostek
Menara Bank Danamon
Menara Prima
Menara Dea
Menara Kadin
Wisma Mulia
Wisma Mulia Gold
Wisma Argo Manunggal
Graha Unilever
Graha SCTV
Graha Irama Informatika
Graha Surya Internusa
Graha Aktiva
Graha Cita Caraka
Graha BIP
Mutiara Plaza
Oak Wood Primer Cosmo
Luxurius (Mall & Apartement)
Bank Mandiri
Bank NISP Tower
Lippo Centre / Citra Graha
Patra Office Tower
Century Tower (Aspac Kuningan)
Great River/Plaza GRI
Ariobimo Sentral
Asean Center For Energy
Dirjen. Listrik dan Pemanfaatan Energi
Pusat Bisnis dan Budaya
Pusat Promosi / Kerajinan Jakarta
Pusat Pertimbangan H. Usmar Ismail
Gelanggang Mahasiswa Soemantri Brojonegoro
Gedung Wanita Nyiageng Serang
Gedung Film Kreena Rasuna
Gedung Case
Gedung Astek Jamsostek
Dharma Wanita Pusat
Sentral Mulia
Imigrasi Dept. Kehakiman
Dep. Kehakiman
Dep. Kesehatan
Dirjen Pajak
Dirjen Pas
Otorita Asahan
Pintu Tol Semanggi 1
Pintu Tol Semanggi 2
Pintu Tol Kuningan 1
Ps.Karet Pedurenan
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Sta. Monorail 2 Satria Mandala
Sta. Monorail 2 Taman Rasuna
Sta. Monorail 2 Ambassador
Sta. Monorail 2 Casablanca
Halte GOR Sumantri
Halte Patra Kuningan
Halte Dep.Kes
Halte Kuningan
Mall Ambassador
Mal Ps Festival
Stadion Kuningan
Ked. Argentina, Brazil, Croatia, Mexico, Uzbekistan, Venezuela
Ked. China
Ked. Denmark Finlandia Norwegia Swedia Peru
Ked. Kuwait
Ked. Malaysia
Ked. Russia
Ked. Syria
Ked. U.A.E.
Ked. Chili
Ked. Libanon
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Ked. India
Ked. Singapura
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Grahadi
Kantor Taman AG
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Rita
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Bina Mulia 2
Bina Mulia 3
Bapeda Da Jakarta
Pusdik DKI Jakarta
DPP PPD
Yayasan Baitul Mughni
SD Islam Terpadu Al-Mughni
SD Kuningan
SD At-Taufiq
SDN 01/04 Kuningan Timur
SDN 01/02/03/05 Kuningan Barat
SDN Budi Jaya
SMP At-Taufiq
Ged. Astek Jamsostek
Ged. Wanita Nyiageng Serang
Ged. Film Kreena Rasuna
Planet Hollywood
Telkom
Garha Citra Caraka
Widya Graha
Lurah Selong
Kali Kampang
Sekr.Dep. Parpostel
Kanwil Parpostel
Kanwil Deptkbud
Bale Air
Le Forum
Taman E3.3
Mega Kuningan Antar Bangsa
Menara Oriental
Menara Prima
Menara Dea
Menara Kadin
Menara Rajawali
Menara Jamsostek
Musholla
Mus-holla
Halte Kuningan
Halte Patra Kuningan
Halte Dep.Kes
Halte GOR Sumantri
Sta. Monorail 2 Taman Rasuna
Sta. Monorail 2 Ambassador
Sta. Monorail 2 Casablanca
Under Pass
Underpass
Puskesmas Menteng Da
Taman Patra
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Kebalen 4
Kebalen 5
Kebalen 6
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Kebalen 8
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Poncol Gg.7
Poncol Jaya (Madra
Pecandran Senayan
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Kebal 8
Kebal 3
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- *It needs to start before learning design. It needs to start with change management.*

Thank You!

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