EMPOWERING
GLOBAL EMPLOYEES

A 5-step model to increase the Social Collaboration

5-step model

SCOPE & APPROACH

HOW would you like to work; co-work, and with who should help you? Business partner, external, students?

NEED SPECIFICATION & SELECTION
"The Double Triangle"

Map out all the knowledge you collected from your observational study by use of the Double Triangle

Important to identify the People who is involved in this issue, the business strategy and the current technologies you use in your business.

Thereafter, use the other triangle to list down the Content, what should the solution do, for example:
Issue working together
Solution Digital Platform
Content: Chat forum, file sharing, pictures etc.

Context; where should the solution be used?
Users; Who is the target group of the solution? Are they techy savvy, non technical, or what is their persona.

PROBLEM IDENTIFICATION

Kick off no. 1
Identify the WHY to find the reason for solving a problem, and identify the problem, and define what does it take to solve the problem…

Kick off no. 2
Find the main motivator factors for working together towards finding best solution.

IDEAS & CREATIVE THINKING

Observe business environment and people, confirm selected issue and start the process of thinking about ideas on how to solve the issues.

List all ideas down and select best ideas that could solve the problem.

Think about challenges for implementation; *What would it take to solve this issue or implement this solution…*

THE SOLUTION
"The 5-POINTER"

Now then you have a good idea of all the problem to solve, the goal, the scope and context, all your ideas, need specification and selection, then use the 5-POINTER to narrow the 5 criteria to work for of finding the best solution.

Example of most common criteria for solution is shown in the 5-POINTER SOLUTION model.

PROBLEM IDENTIFICATION

Identify the problem, start with finding out why is there a need to work for social collaboration? Then, ask what will be the end goal of driving this initiative?

01.
Bring culture together

02.
Share knowledge to develop skills

03.
Co-design and use of digital natives minds

04.
Adopt a healthy work environment

05.
Work from anywhere at anytime

06.
Think user in the center, start with why

07.
Cross-functional process and technology

CULTURAL MOTIVATION FACTORS

Define and establish the rules for your work of how you will find the best solution.

01.
Learn the language

02.
Be open-minded

03.
Embrace traditions and norms

04.
Observe and be clear in your communication

05.
Laugh and embrace humor
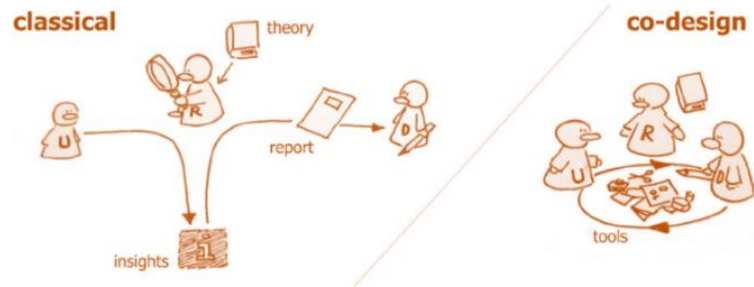
06.
Go explore the local environment

07.
Learn from each other

CHOOSE APPROACH

| Collaborate | Context | Concept |

Select a work-approach it is classical work where you or another will work on the change, or is it a co-design approach where you select a taskforce who will sit together with third parties, or in a workshop to find solutions to the problem.
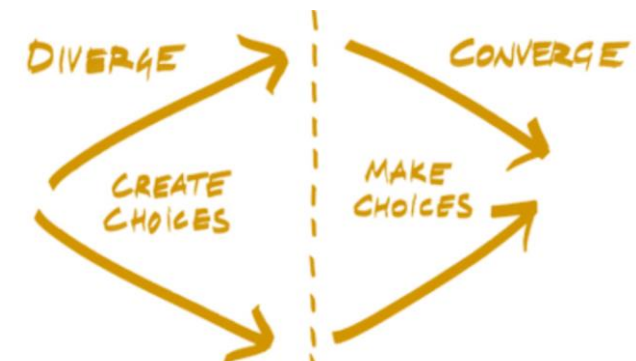
Find the right context of your work and select one concept to work on to improve the social collaboration.

WORK WITH CREATIVE THINKING

| Inspire | Ideate | Implement |

Start your work with getting inspired, have some observational sessions and take notes, have small interviews and get your idea of the issue confirmed.

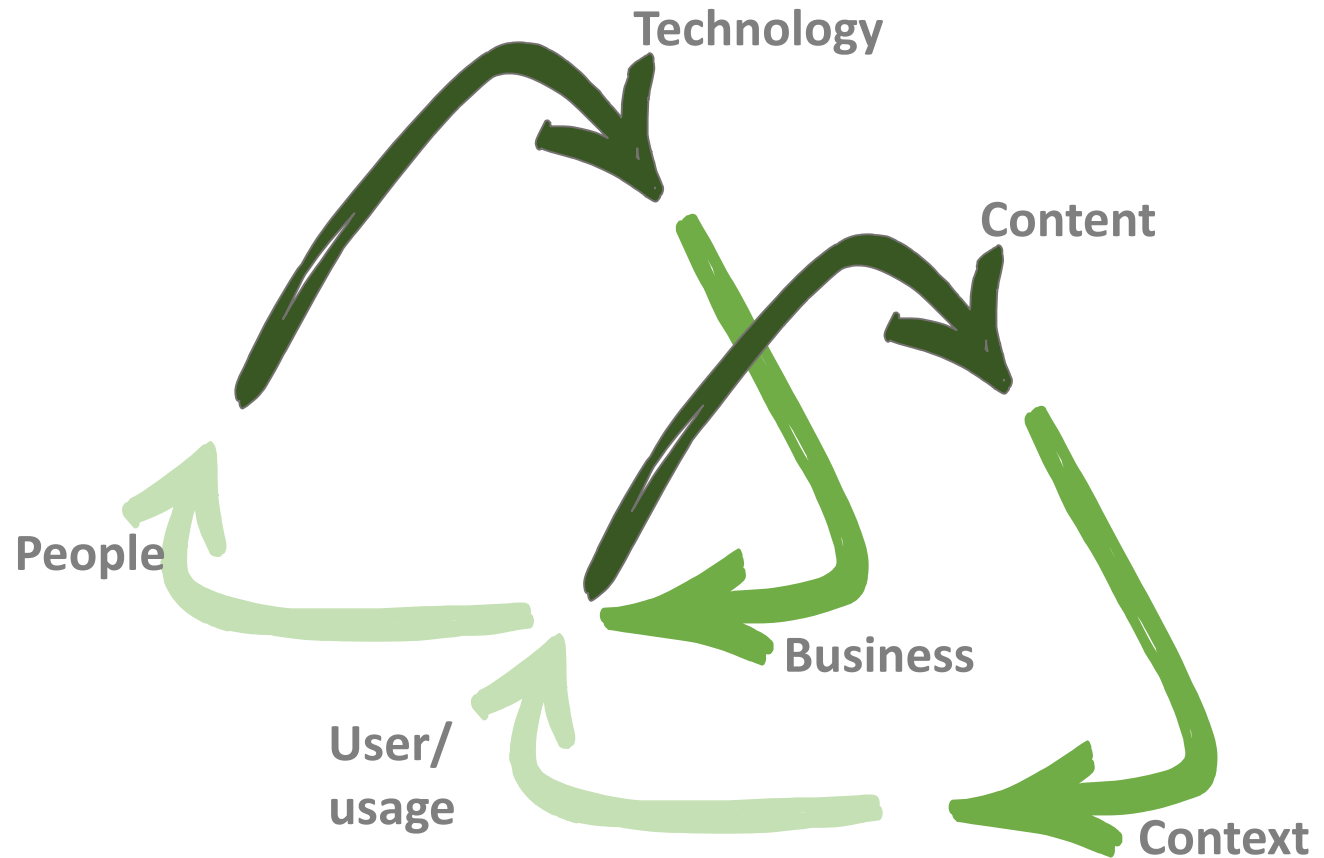Then work on ideation of ideas, how can you solve the issue and what will it take to implement the solution.

Find more information at ideo.com

NEED SPECIFICATION AND SELECTION

The Double Triangle

First, identify the people that are involve in the problem, then identify the business strategy of your organization, lastly identify the technology you are currently using.

Second, identify the users of the solution, who of your identified people will use the solution and what are their needs, then write down in relation to the business strategy what is the context the solution will be used in, and lastly, what should be the content of the technology tool you have listed down.

NB: This tool is suitable to get an overview of your current landscape and help you choose the right tools.
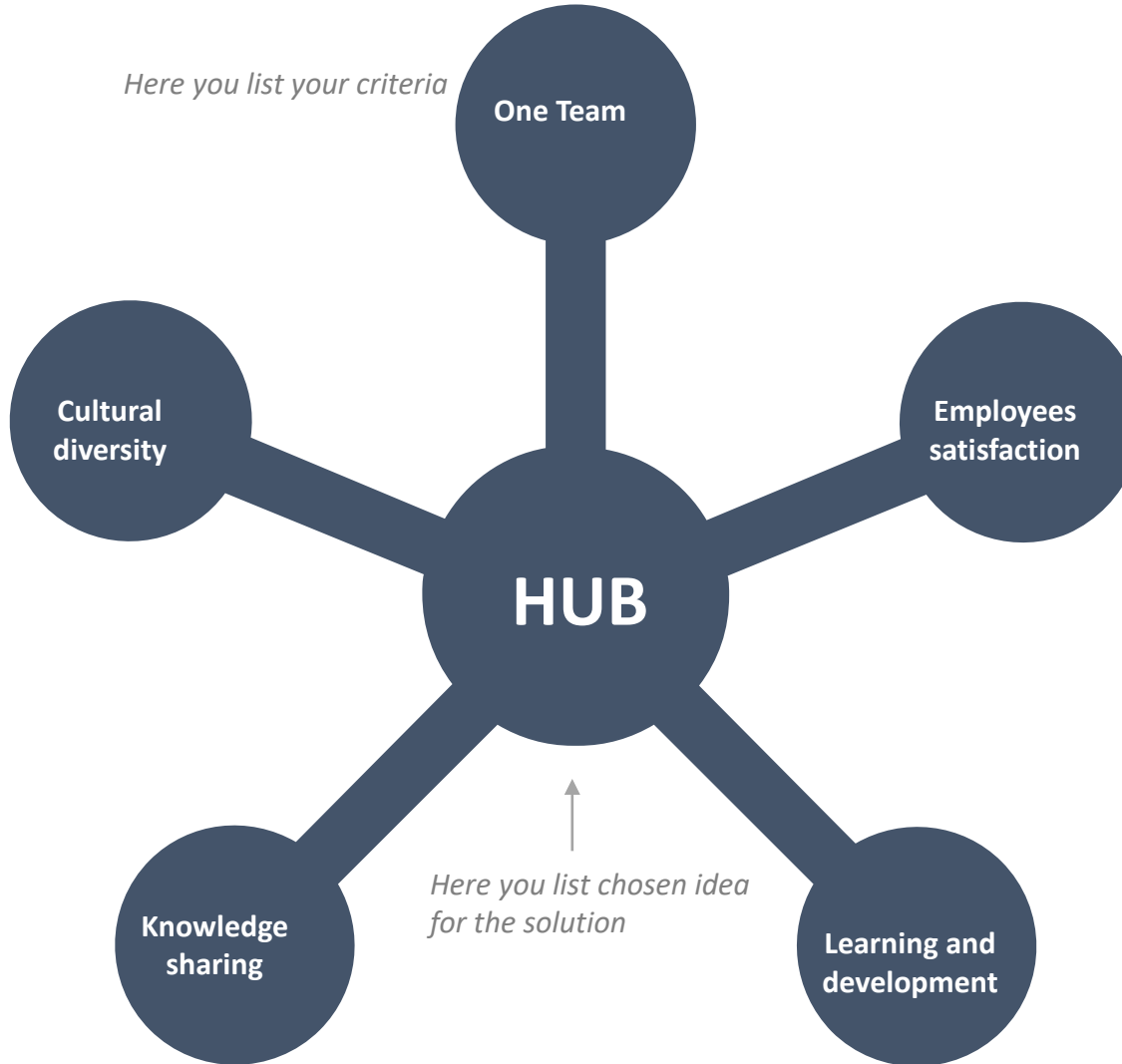

Technology

Content

People

User/ usage

Business

Context

THE SOLUTION

The 5-Pointer

Last step is to define the end criteria for the solution to work with for enhancing the social collaboration.

You write the chosen idea in the middle, and you select the 5 most important criteria that the solution should have.

What it the most crucial things that the solution should work for in your work to improve the social collaboration? Now you ensure it is communicated out to the team.

Here you list your criteria

One Team

Cultural diversity

Employees satisfaction

HUB

Knowledge sharing

Here you list chosen idea for the solution

Learning and development

Play with it, and have fun.
Thank you

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