



ASYNCHRONICITY & THE FUTURE OF THE WORKPLACE

Victoria Ward, Co-Founder, Jigsaw Foresight

Dr Caitlin McDonald, Digital Anthropologist, DXC Research

Webinar

Thursday, 14 October, 15.00 BST

A Word From Today's Chairman



Professor Michael Mainelli

Executive Chairman

Z/Yen Group

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Today's Agenda



- 15:00 – 15:05 Chairman's Introduction
- 15:05 – 15:25 Keynote Presentation – Victoria Ward & Dr Caitlin McDonald
- 15:25 – 15:45 Question & Answer

Today's Speaker



Victoria Ward

Co-Founder

Jigsaw Foresight



Dr Caitlin McDonald

Digital Anthropologist

DXC Research



JIGSAW FORESIGHT

Asynchronicity and the Future of the Workplace

Z/Yen: FS Club webinar
14 Oct 2021



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Being remotely human

1. Signals

- Good intentions can lead to bad behaviour: stopping 'al desko' culture.
- Quality kit creates trust: minimize communication barriers due to technology.

2. Serendipity

- Creating the virtual canteen: a place for team belonging.
- Build beacons: micro-moments of connection.

3. Safety

- Create focus time: do not disturb – with compassion.
- Negotiating the conditions for success.





**“We will not return to normal.
Normal never was.”**

Sonya Renee Taylor

Mum is
in a meeting

9.30-11



! DO NOT ENTER !

The answer to your question
might be here:

Upstairs

In the wash

I don't know
what's for dinner

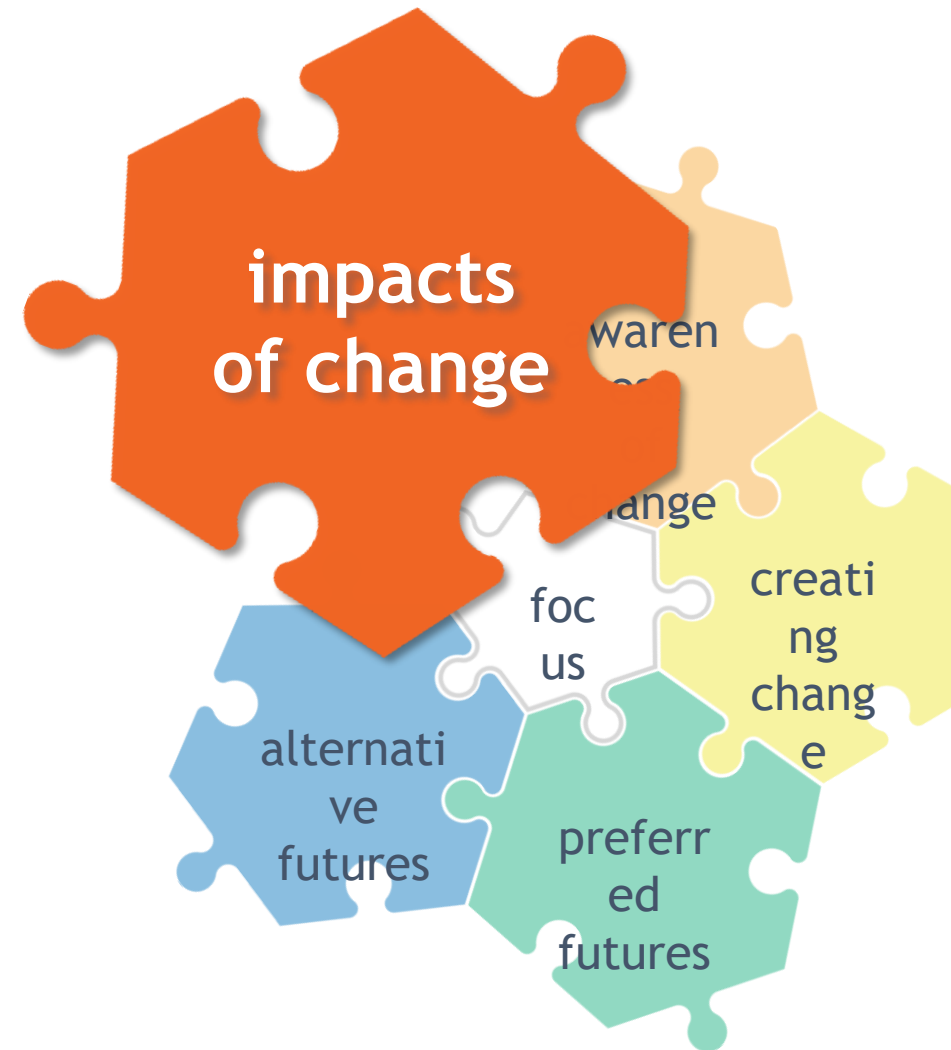
No

In your bedroom

piece of fruit

Setting the tempo

- Sliding Scale of Synchronicity
- Power, redistributed
- Virtual campuses
- Redistributed time and place
- What now?



Together, We Create!

In-person, synchronous



- (Lack of) discipline around collisions, ad hoc interactions, overlapping continuous conversation, clustering

'Hybrid'



- Neither fully one or the other; dependent on tools & affordances of their physical & digital spaces
- Time management vs. space management

Distributed, asynchronous



- Discipline around time & process: hours, availability, scheduling, documents, apis, handovers

Your SSS Snap Score (SSSSS)

On a sliding scale where are you now?

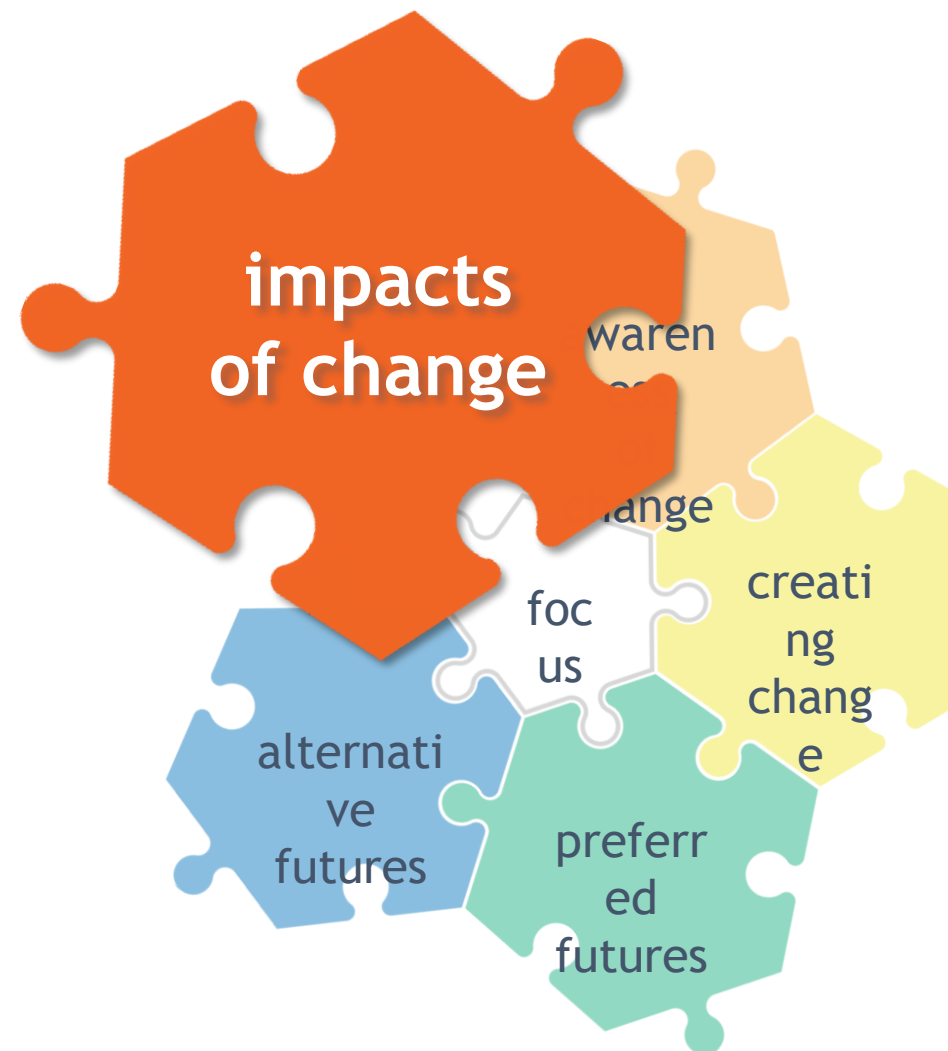
1 Mostly synchronous

5 Mostly asynchronous

And what does it feel like?

1 Extremely Exhausting

5 Extremely Energising



Power, redistributed

“Everybody has the same sized Zoom window. I like the feeling of equality”



Examples of virtual spaces in practice

Viewing data differently at Uniper



A virtual scrum with DXC

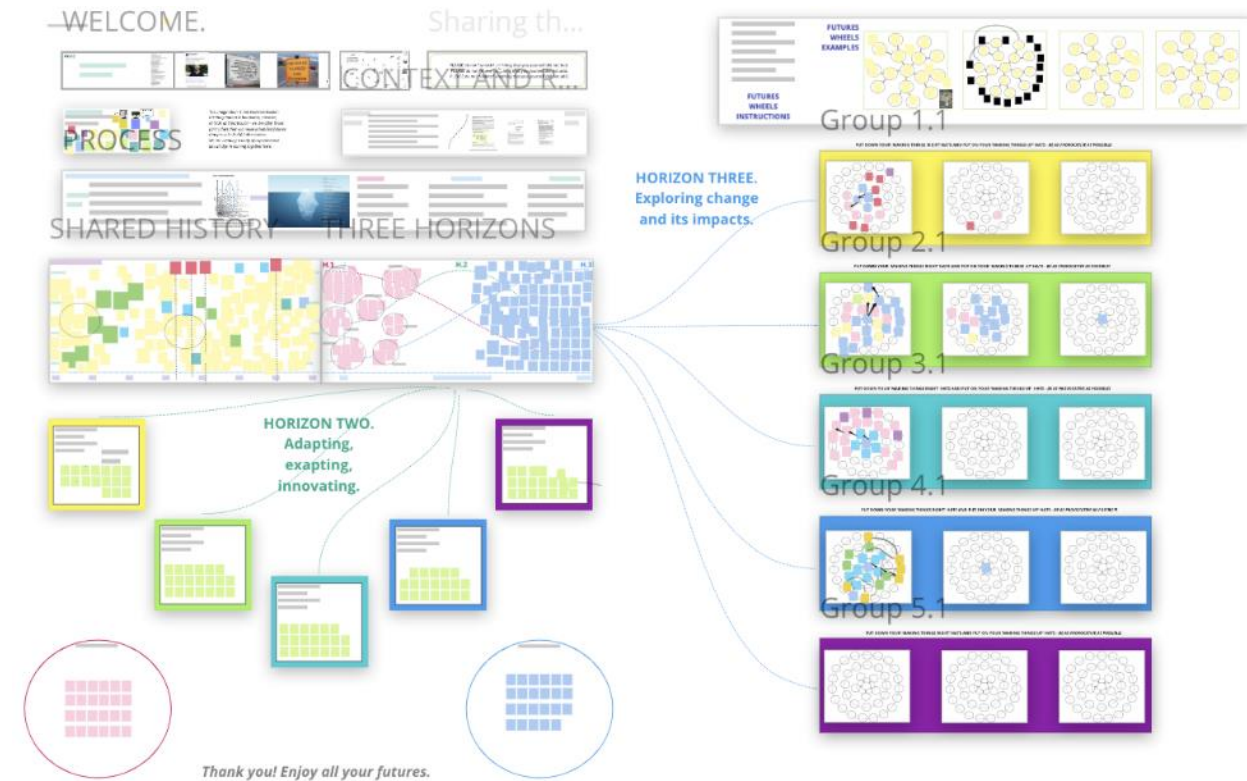


Virtual events & networking



Redistributed time and place

“I really liked knowing that the time together wasn't the only way I could contribute”



Jigsaw Foresight Workshop



WHY
NOW



JIGSAW FORESIGHT

Using the Sliding Scale of Synchronicity

The fundamental business question arising from this period of disruption isn't when or how to adopt more immersive collaborative *tools*: it is how businesses want to organize their collaborative *experiences*.

Align teams on how they are working now.

By examining these unspoken assumptions, teams can make focused, intentional choices about what ways of working it wants to adopt.

Instigate discussion of how teams want to work in the future.

What does the team feel it is missing in its current ways of working? Where are the repeated tensions, frustrations, delays and limitations? What is holding the team back from adopting change?

Keep pace with the industrialization of immersive collaborative tools.

The industry leaders who create our collaborative toolkits are making big bets that today's toys are tomorrow's tools. Most immersive environments offer an in-browser experience so you can try it out without committing to buying new headsets.

Inspire builders of collaborative environments.

Don't mimic what you have in the office – focus on what you could never do in the office. This is not an argument for technology for its own sake, but for matching the technological capabilities at our disposal to cognitive abilities that are currently being underserved.

Selected Emerging Themes on the Next Normal of Work from the Jigsaw Foresight Research Database

RHYTHM, PACE AND CONNECTION

Build a pattern language to reconfigure the collaborative workplace.



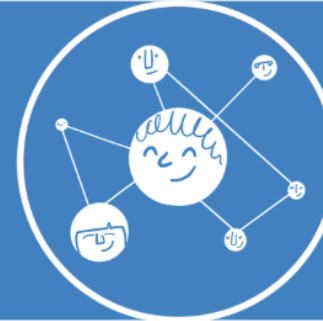
5. #BELONGING IN A DIGITAL WORLD

Take care to structure multiple places of working that feel grounded and inhabited.



6. #TIME TAKEN BACK

Restructure time, space and attitude for effective synchronous and asynchronous patterns.



7. DEEPENED #NETWORK STRENGTH

Reveal and deepen networks and relationships through data. Build partnerships with the AI.

EVERYONE, EVERYDAY

Growing new knowledge, expertise, capability, skills, habits



8. #AUGMENT YOUR FUTURE READY CAPABILITIES

Embrace the new literacies of "humanics"



9. A GOOD #TRANSLATOR & BRIDGER

Narrate and curate your work to transcend your specialism and immediate context.



10. #RENEWAL IN A DIGITAL WORLD

Tend to yourself and your energy. Make inner spaces of recuperation and collaboration.

Remotely human....

We have
a map of the universe
for microbes,
we have
a map of a microbe
for the universe.
we have
a Grand Master of
chess
made of electronic
circuits.

But above all
we have
the ability
to sort peas,
to cup water in our hands,
to seek
the right screw
under the sofa
for hours
This
gives us
wings.

r





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Thank You For Listening



Forthcoming Events

- Wed, 20 Oct (09:00-10:00) Launch Of Global Green Finance Index 8
- Thu, 21 Oct (10:00-10:45) Escape From Model Land: The Dangers Of Over-Confidence In Mathematical Models And How To Avoid It
- Mon, 25 Oct (16:00-16:45) Privacy By Design Is Essential To Complementing Regulatory Compliance: Privacy Laws Are No Longer Sufficient
- Wed, 27 Oct (18:00-21:00) Back To Work In The City

Visit <https://fsclub.zyen.com/events/forthcoming-events/>