

Try this **attention strengthening** experiment



How can you strengthen your attention and improve your ability to focus and get things done faster? **Download the free phone app** and practice mental stillness and focusing your attention daily.

For free online classes to strengthen your attention, visit <http://www.sahajaonline.com>



40%
The portion of our actions driven by habits rather than conscious, informed decisions (Kohn, 2014).



Adopting a #HumanFirst approach using the Modern Collaboration Architecture (MOCA)

Attention is the most precious human commodity

The human attention is the most precious commodity we as humans have and technology can harness or distract attention. Here at Microsoft, we aim for organizations to use our technology to **harness attention** with people and thus we have designed MOCA to address two key challenges:

1. To help organizations drive digital culture change across your organization with an understanding of the dynamics that need to be addressed at the individual, team, community and organization level – enabled by good attention management practices.
2. To address the “**which tool when?**” question for the **Microsoft 365** collaboration suite, demonstrating how all the different tools are designed to integrate to deliver a unified experience across the organization.

The MOCA will equip organizations, teams and people to position the Microsoft 365 services and how they enable collaboration and creation of attention *balance* between work and life. Where the standard version of MOCA is appropriate for most organizations with the *individual, team, community and organizational* view, the extended version provides a more comprehensive view of how *business operations* and *business differentiation* can drive effectiveness.

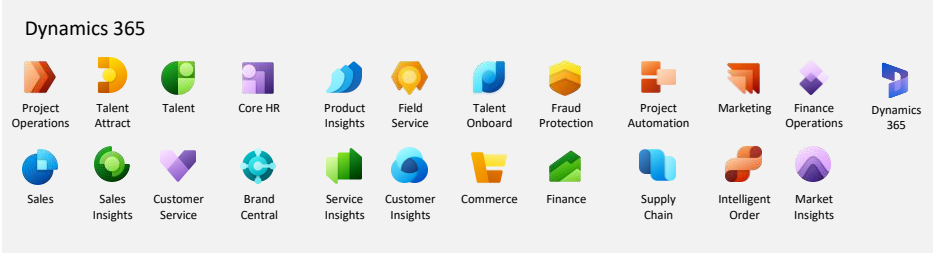
Microsoft 365 Applications



Microsoft PowerPlatform **Microsoft Viva** **Others**



Dynamics 365



Developer **Mixed Reality**



Rishi Nicolaj
Behavior & Modern Work Architect
Microsoft

Emma Stephen
Adoption & Change Management Consultant
Microsoft

Lauren Dzeladze
Employee Communications Technology Leader
LinkedIn

Ross Johnson
Modern Work Specialist
Microsoft

What is Adoption?

Adoption: *Deep, habitual usage that delivers tangible value to the employees, a line of business and the organisation.*

What is scarce in all the abundance is human attention.

- Satya Nadella, CEO Microsoft



Over time people get into a rhythm, and when they get to work, they start doing things they are good at without too much thinking. We often get our morning coffee from the same café, walk the same route from the car park to our desk or lockers and then when we get to our devices, start or working day by checking our emails. These behaviours have become so ingrained in our routine that we're on autopilot. Habits have a tremendous impact on individual and organizational productivity, as well as our personal lives. This makes it fundamental that we activate and drive **attention harnessing** habits using technology. Adoption is not about features and functionalities, it is about **habitual usage of new ways of working**, that delivers **tangible value**. Organizations have a responsibility to drive behaviours that *harness* and not distract attention.

For more information on the Modern Collaboration Architecture (MOCA), visit <http://aka.ms/MOCA>

Modern Collaboration Architecture (MOCA)

Extended v1

