Empathic Leadership in Microsoft 365

Ståle Hansen, CEO CloudWay
Microsoft Regional Director
Microsoft MVP
https://cloudway.com
Secure Productivity happens in the **Cloud**
We will help you on your **Way**

- **10 Microsoft Most Valuable Professionals (MVP)**
- **7 Microsoft Certified Trainers (MCT)**
- **1 Microsoft Regional Director (RD)**
Empathy the ability to understand and share the feelings of another
When leaders were perceived as more empathetic, people reported greater levels of mental health

- Study by Qualtrics April 14, 2020
I don’t think people realize how much kindness and empathy are key to sustained success for leaders who are also happy while doing it

-Gary Vaynerchuk, internet personality
Meaningful interaction leads to engaged and happy employees

- Quantum workplace 2016 study
Study found that happiness led to a 12% spike in productivity

-Professor Andrew Oswald
University of Warwick, 2012
Happy employees tend to be more creative, more approachable and better at solving problems

-Shawn Achor
The happiness advantage, 2010
How to practice **empathic leadership** in context of Microsoft 365?
Digital Wellbeing
Digital HMS
There is a new sense of urgency
BIGGEST CHANGE IN WAY OF WORK SINCE INTERNET!

1. Idea generation
2. Knowledge acquisition
3. Information retrieval and search
4. Elaboration and experimentation
5. Research on validation
6. Creative prompts and inspiration
what are the stages of creativity in bullet-point list

Certainly! Here are the stages of creativity presented in a bullet-point list:

1. Preparation
2. Incubation
3. Insight or Illumination
4. Evaluation
5. Elaboration
6. Verification

These stages represent the sequential progression of the creative process.
Certainly! Here's a bulleted list that outlines the stages of creativity along with how ChatGPT can optimize each stage:

1. Idea generation
2. Knowledge augmentation
3. Collaboration and feedback
4. Exploration and experimentation
5. Research and validation
6. Creative prompts and inspiration

These lists provide a concise overview of the stages of creativity and how ChatGPT can optimize the creative process.
1. Idea generation
2. Knowledge augmentation
3. Collaboration and feedback
4. Exploration and experimentation
5. Research and validation
6. Creative prompts and inspiration
1. Idea generation
2. Knowledge acquisition
3. Idea generation and feedback
4. Exploration and experimentation
5. Research and evaluation
6. Creative prompts and inspiration

BIGGEST CHANGE IN WAY OF WORK SINCE INTERNET!
Welcome Carole Poland, our new Chief Executive Officer!

Today is the day we welcome Carole to the team! Carole brings over 15 years of industry experience and a passion for driving culture. Please send a warm hello, welcome her onboard, and visit her storyline to learn more about her.
How to do Digital HMS
Digital Wellbeing
Digital Wellbeing
Teams
Culture
Lesley Crook
Dec 5, 14:37
Ståle Hansen here's the draft for your comments Wordpress process.docx

You Dec 6, 17:39
thanks, updated. set text in red where I added major changes
Teams
Culture
Notifications

Teams

Culture

in

Twitter

Quiet time

Quiet hours
don't apply to your personal account

Quiet hours
Start 17:00
End 09:00

When enabled, daily quiet hours mutes all Teams notifications on this device.

Quiet days

When enabled, quiet days mutes all Teams notifications for 24 hours on selected days.

viva Explorers
Review today's tasks

You have 1 suggested task

Ståle Hansen here's the draft for your comments Wordpress process.doc
https://teamcloudway.sharepoint.com/w/s/CloudWay53/EXUUSVZovvRIe=wui6dw
Notifications

Teams & Culture

Digital Wellbeing

Capture

Process & Execute

viva Explorers
Ikigai

A JAPANESE CONCEPT MEANING "A REASON FOR BEING"

What you LOVE

Delight and fullness, but no wealth

What you are GOOD AT

Satisfaction, but feeling of uselessness

What the world NEEDS

Excitement and complacency, but sense of uncertainty

What you can be PAID FOR

Comfortable, but feeling of emptiness

PASSION

MISSION

PROFESSION

VOCATION

Ikigai

viva Explorers
Digital Wellbeing

Viva Insights has been created to improve productivity and wellbeing with data-driven, privacy-protected insights and recommendations all within Microsoft Teams. View this session to appreciate that Digital Wellbeing is the HOW and using Viva Insights shows you WHY you need to change your culture and points to WHAT you need to do.
Empathic Leadership

Teams Culture

Digital Wellbeing

Notifications

Capture

Process & Execute

Copilot ready
Empathic Leadership

Teams

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Culture
Digital
Wellbeing

Empathic Leadership
Wellbeing insights for your organization

After-hours collaboration hours - Are people collaborating during their off-hours?

3.7 hours per person last week

- 0.4 hour increase from prior week

Schedule send can protect others from off-hour interruptions.

Take action to improve your wellbeing
Understand your work habits to promote a healthy balance between life and work.
Schedule send can protect others from off-hour interruptions.

Take action to improve your wellbeing.
IF YOU GET DISTRACTED AT 3:00 AM
IT IS YOUR OWN FAULT
Quiet time

4 of 28 days without quiet time interruptions.
Protect time

Configure your quiet time

Mobile notifications for Outlook email and Teams are muted during quiet time.

Mute mobile notifications for certain hours:

- Start time: 5:00 PM
- End time: 9:00 AM

- Sun: On
- Mon: On
- Tue: On
- Wed: On
- Thu: On
- Fri: Off
- Sat: Off

Mute mobile notifications all day:

- Sun: On
- Mon: Off
- Tue: Off
- Wed: Off
- Thu: Off
- Fri: Off
- Sat: On

Save changes
Empathic Leadership

Notifications

Teams Culture

Capture

Digital Wellbeing

Process & Execute

Copilot ready
Empathic Leadership

Teams Culture Notifications Capture Process & Execute Digital Wellbeing

Copilot ready
Empathic Leadership

Copilot ready
Meetings:

- **Manager 1:1 meeting hours**: 4 minutes per person over last four weeks (5 minute decrease from prior four weeks)
- **Meeting hours**: 10.9 hours per person last week
  - 4.8 hour increase from prior week

You have an active no-meeting day.

**After-hours collaboration hours**: 3.7 hours per person last week
- 0.4 hour increase from prior week

*Schedule send* can protect others from off-hour interruptions.

Recommend this
Empathic Leadership

Copilot Ready
Coordinate a no-meeting day

You have an active no-meeting day.

More actions

🔗 Copy link

💬 Share via chat

Percentage of meeting hours

50%
CloudWay Introduces #NoMeetingsFriday
The 4-day work week

- No Meetings
- Declutter your mind
- Work-life harmony
- Personal growth
Be more rested on Mondays. More focused work on workdays. Move errands and other activities to Fridays.

Goal
More inbox zero 👍 Fewer Friday meetings 👍 Higher quiet days average! ❤

Where we succeed
NoMeetingsFriday has allowed me to prepare for upcoming events and perform admin duties on Fridays so my weekends are kept free for my family - invaluable.

October
Copilot ready
Empathic Leadership

After-hours collaboration hours

Are people collaborating during their off-hours?

3.7 hours per person last week

Cycle 0.4 hour increase from prior week

Average after-hours collaboration hours

Higher than prior week

Your organization spent 15% more time collaborating outside their working hours last week compared to the prior week.

Your organization spends 15% more time communicating outside their working hours compared to your organizations.

Snapshot from last week

<47% of employees struggle to unplug after work

Percentage of your organization:

-0.5 -12%
-12% -0.5
0.5 -5%
5 -10%
10 -20%
20 -25%
25 -35%
>35%

Copilot ready
3.7 hours
per person last week

0.4 hour increase from prior week

Higher than prior week

Your organization spent 12% more time collaborating outside their working hours last week compared to the prior week.

Average after-hours collaboration hours

Your organization spends --% more time collaborating outside their working hours compared to peer organizations.
<47% of employees struggle to unplug after work.

Percentage of your organization:

- >53% within 0-3 hours
- <10% within 3-5 hours
- <10% within 5-10 hours
- 27% within 10+ hours

*To protect employee privacy, we show a range of values within a certain threshold.
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Notifications

Teams & Culture

Digital Wellbeing

Capture

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Notifications

Teams Culture

Digital Wellbeing

Capture

Process & Execute

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DIGITAL WELLBEING
MODULE 4
NOTIFICATIONS ON ANDROID

DIGITAL WELLBEING
MODULE 3
TEAMS CULTURE

DIGITAL WELLBEING
MODULE 1
CAPTURE ON PC AND ANDROID

DIGITAL WELLBEING
MODULE 2
PROCESS AND EXECUTE

Digital Wellbeing

https://YouTube.com/StaleHansen
How to practice empathic leadership in context of Microsoft 365?

Teach **Digital Wellbeing** and become Copilot ready
“If you know the **WHY**, then you can live by any **HOW**”
Friedrich Nietzsche

Thanks for watching 🙏

Ståle Hansen, CEO 🇳🇴CloudWay
Microsoft Regional Director
Microsoft MVP