Growing the Virtual Workplace

The Integrative Value Proposition for Telework

Alain Verbeke, Robert Schulz
Nathan Greidanus, Laura Hambley

Growing The Virtual Workplace Growing The Virtual Workplace

Joseph A. Seiner

Growing The Virtual Workplace Growing The Virtual Workplace:

Growing the Virtual Workplace Alain Verbeke,Robert Schulz,Nathan Greidanus,Laura Hambley,2008-01-01 Foreword by Scott McNealy The authors have produced an extraordinarily useful book on the numerous facets of the complex teleworking phenomenon Although their pro telework position is clear and persuasively justified their discussion of each element is thoughtful balanced and carefully referenced Their conceptual paradigm offers a very helpful way to organize and synthesize the vast and growing literature on teleworking and they have employed it to masterful effect They have succeeded in producing a work that is equally valuable and relevant to organizations individual employees public planners and academic scholars no small feat Patricia L Mokhtarian University of California Davis US At TELUS teleworking has become an important part of our operating framework Thousands of our team members telework on a part time basis and hundreds of our team members telework on a full time basis The individual environmental social and financial benefits achieved through telework are compelling and real This book by the Haskayne School of Business offers comprehensive insights that will help TELUS and hopefully many other enterprises to fully realize the great benefits of telework Josh Blair TELUS Canada The first integrative analysis of the virtual workplace s many contributions to sustainable development a must read for strategists in firms and governments Ans Kolk University of Amsterdam Business School The Netherlands This book is a great reference for senior executives looking to implement telework to enhance their business As the leading provider of managed IP communications services in North America MegaPath supports the telework programs of hundreds of companies with IT remote access VPN services This book addresses the many challenges these companies have faced and the benefits they have derived from telework programs Greg Davis MegaPath US Employees organizations and society alike should grow the virtual workplace as the multiple tangible benefits of telework for each of these three stakeholders largely outweigh the costs To help stakeholders benefit from the virtual workplace the authors analyze four key issues telework adoption implementation tracking and impacts They develop the comprehensive EOS framework to examine both the interaction among employees organizations and society and the linkages among telework impacts tracking implementation and adoption Unique features of the book include an integrative framework for increasing telework adoption practical tips specific to each stakeholder on how best to implement and measure telework and an analysis of original survey data exploring the virtual workplace adoption decision Readership for this book includes academic experts on telecommuting policymakers involved in transportation human resource or environmental policies and managers and employees considering telework **The Virtual Workplace** Magid Igbaria,Margaret Tan,1998-01-01 The Virtual Workplace explores the forces that are driving the virtual workplace and the consequential issues and problems that will influence it social issues legal concerns and performance compensations **Text Mining and its Applications to Intelligence, CRM and Knowledge Management** A. Zanasi,2007-09-30 Organizations generate and collect large volumes of textual data Unfortunately many companies are unable to capitalize fully

on the value of this data because information implicit within it is not easy to discern Primarily intended for business analysts and statisticians across multiple industries this book provides an introduction to the types of problems encountered and current available text mining solutions **The Unashamed Guide to Virtual Management** Ben Bisbee,Kathy Wisniewski,2019-10-08 Manage Virtual Teams for Maximum Results Working remotely is a reality of today s and tomorrow s workforce With organizations switching from a model of only on site employees to on site and virtual employees working globally managers need guidance on how to address the traditional and not so traditional issues that occur when staff is not collocated The Unashamed Guide to Virtual Management provides that direction for topics such as onboarding new staff and delivering performance reviews as well as for the more offbeat issues like handling office romance and doing laundry on the job Using short chapters and a fun whimsical yet straightforward style Ben Bisbee and Kathy Wisniewski answer the critical questions about how to manage virtual teams No matter your problem you ll be able to evaluate what went wrong determine how the solution fits within your organizational personality and implement a process to make it stick Rather than scrambling to figure out how to handle an unexpected situation virtual managers can consult the authors advice on more than 30 topics including time zones flexible schedules and privacy hiring and interviews onboarding and professional development team building morale and celebrations interruptive pets and children errands and meetings from the bathroom From the mundane to the awkward this book covers it all because you will have to manage it from wherever you are **The Virtual Workplace** Joseph A. Seiner,2021-06-17 The recent pandemic has clarified the overwhelming connection between the workplace and technology With thousands of employees suddenly forced to work at home a large segment of the workforce quickly received crash courses in videoconferencing and other technologies and society as a whole took a step back to redefine what employment actually means The virtual workplace is the blending of brick and mortar physical places of business with the advanced technologies that now make it possible for workers to perform their duties outside of the office Trying to regulate in this area requires the application of decades old employment laws to a context never even contemplated by the legislatures that wrote those rules This book explores the emerging issues of virtual work defining employment litigating claims aggregating cases unionizing workers and preventing harassment and provides clarity to these areas synthesizing the current case law statutory rules and academic literature to provide guidance to workers and companies operating in the technology sector <u>Winning in the Virtual Workplace: 10 Experts Reveal How to Lead Your Remote Team to Success</u> ,2024-04-05 a treasure trove of practical wisdom Jim Kouzes coauthor of The Leadership Challenge Do you want to become a first class leader of remote and hybrid employees Whether you re a seasoned leader or just starting out and have no idea what you re doing Winning in the Virtual Workplace can help you gain knowledge for your leadership journey in the world of remote and hybrid work With this book you ll be able to Tap into expert insights Gain knowledge from 10 experts in virtual leadership on essential topics like communication accountability and continuous improvement Discover the virtual

leadership framework Connect Emotional Intelligence to critical aspects of virtual organizations and integrate Emotional Intelligence into the heart of your workplace Enhance virtual meetings Implement practical tips to have a more intentional approach to virtual communication Connect with your virtual or hybrid team Learn strategies to help you win at remote work and better support your team Published by National University s Center for the Advancement of Virtual Organizations Winning in the Virtual Workplace can help you elevate your remote work skills Grab it today so you can better lead your virtual or hybrid team   Cross-Cultural Exposure and Connections Arvind K. Birdie,2020-08-31 This new book explores the recent issue of cross cultural management from both theoretical and research perspectives It considers the impact of knowledge experience and exposure of cross cultural differences in developing a global viewpoint and citizenship in the corporate workplace The volume throws light on the emerging concepts of building global citizens who are willing to think beyond boundaries of place identity and category and to recognize all human beings as their equals while respecting humanity s inherent diversity The effective use of cross cultural teams can provide a source of experience and innovative thinking to enhance the competitive position of organizations However cultural differences can interfere with the successful completion of goals in today s multicultural global business community To achieve project goals and avoid cultural misunderstandings managers should be culturally sensitive and promote creativity and motivation through flexible leadership The chapter authors in this volume look at these challenges by reviewing and conducting empirical studies roundtables and focus discussions The volume tackles a variety of issues including enterprise resource planning ERP talent management differences in individual work performances differences in leadership styles virtual work relationships and much more It looks at the challenges in establishing crosscultural workplaces such as the overcoming significant barriers in multi cultural project communications and motivating project team members   **Developments in Virtual Learning Environments and the Global Workplace** Swartz, Stephanie,Barbosa, Belem,Crawford, Izzy,Luck, Susan,2021-06-11 Although institutions of higher education have recognized the need for preparing their graduates for a digitalized global workplace these efforts have been sporadic individualized and varied from discipline to discipline Nevertheless over the past 10 years trends such as double classrooms inverted classrooms and collaborative online international learning COIL have gained traction at universities across the globe With the emergence of the COVID 19 pandemic in 2020 efforts to engage students in the use of digital tools and virtual collaborative teamwork increased tenfold Creative and innovative virtual learning environments VLEs have emerged and instructors have used them to connect with their students much more frequently The holistic nature of virtual learning its impact on employability and the development of global citizenry have become prime areas of research amongst the digital education landscape Now more than ever it is essential to look at virtual learning environments and how they can be used to prepare students and employees for the opportunities and challenges of a global digital workplace Developments in Virtual Learning Environments and the Global Workplace provides readers with a rationale and tool kit for

facilitating virtual learning in a wide variety of contexts in response to the opportunities and challenges presented by the digital global workplace This book covers virtual learning practices the value of virtual learning for professionals and employers and the best practices in online learning in different settings Additionally the chapters dive into the future perspectives and trends within virtual learning environments and the creation evaluation of virtual learning strategies These insights range from diverse countries education levels industry sectors and academic disciplines making this book a comprehensive research tool This book will greatly benefit e learning and instructional designers university senior managers university staff responsible for mobility and exchange researchers professionals responsible for organizational development and further education human resource directors global company executives managers practitioners stakeholders academicians and students looking for information on how virtual learning environments are preparing students for the global workplace **Organizing Relationships** Patricia M. Sias,2008-10-15 Organizing Relationships makes a contribution to the discipline in its treatment of this area from multiple perspectives in its deliberate engagement suggestions of future research directions and its functional purpose of bringing together extant research on this important topic in a coherent and organized way It adds cumulatively to our knowledge of organizational communication and relationships it fits within the horizon of the established parameters of our field while opening new areas for engagement and moreover it is a very interesting read It will no doubt become a touchstone for the field of organizational communication Janie Hardin Fritz Duquesne University This book represents an important step to a relational approach to organizational behavior communication by pulling together many different areas types of relationships It will be a must book to anyone who teaches relationships in organization or broadly relational applied organizational communication Jaesub Lee University of Houston The first book in the field to provide a comprehensive interdisciplinary treatment of workplace relationships Organizing Relationships Traditional and Emerging Perspectives on Workplace Relationships explores both negative and positive workplace relationships including supervisor subordinate relationships peer relationships workplace friendships romantic workplace relationships and customer client relationships Author Patricia M Silas a recognized scholar in the field examines workplace relationships from multiple theoretical perspectives including postpositivism social construction theory critical theory and structuration theory She helps readers understand the unique influences of the workplace on relationship processes and dynamics Key Features Examines the role of workplace relationships as information sharing resource distributing decision making and support systems and highlights their importance to both organizational and individual well being Includes cases in each chapter that demonstrate the usefulness of approaching real world workplace problems and issues from multiple perspectives Helps readers broaden and enrich the ways they think about workplace relationships and their roles in organizational processes Provides an innovative agenda for future research Organizing Relationships is appropriate for upper level undergraduate and graduate courses in Workplace Relationships Relational Communication

Applied Interpersonal Communication Organizational Communication Communication Management Operations Human Resource Management Organizational Psychology and Organizational Sociology *The Routledge Companion to Human Resource Development* Rob F. Poell,Tonette S. Rocco,Gene L. Roth,2014-09-25 The field of Human Resource Development HRD has grown in prominence as an independent discipline from its roots in both management and education since the 1980s There has been continual debate about the boundaries of HRD ever since Drawing on a wide and respected international contributor base and with a focus on international markets this book provides a thematic overview of current knowledge in HRD across the globe The text is separated into nine sections which explore the origins of the field adjacent and related fields theoretical approaches policy perspectives interventions core issues and concerns HRD as a profession HRD around the world and emerging topics and future trends An epilogue rounds off the volume by considering the present and future states of the discipline and suggesting areas for further research The Routledge Companion to Human Resource Development is an essential resource for researchers students and HRD professionals alike Handbook of Research on Virtual Workplaces and the New Nature of Business Practices Zemliansky, Pavel,St.Amant, Kirk,2008-04-30 This book compiles authoritative research from scholars worldwide covering the issues surrounding the influx of information technology to the office environment from choice and effective use of technologies to necessary participants in the virtual workplace Provided by publisher Uniting the Virtual Workforce Karen Sobel Lojeski,Richard R. Reilly,2008-06-02 Praise for Uniting the Virtual Workforce Uniting the Virtual Workforce offers much needed guidance on how to navigate the largely unmapped territory of virtual work environments in the global economy The authors do an outstanding job of presenting how organizations should address the challenges of virtual workforces so as to reap the huge potential benefits of increased growth productivity and innovation C Warren Axelrod PhD Chief Privacy Officer and Business Information Security Officer U S Trust and author of Outsourcing Information Security Lojeski and Reilly bring us something that readers of business books so rarely get no nonsense practical guidance on how to manage distance especially where it most often serves as an impediment to working effectively If you interface with widely dispersed team members who rarely see one another and communicate by virtue of impersonal electronics you may expect to find this book provocative counterintuitive and above all exciting It gives all of us who have to struggle while working with talent stretched across distance hope that maybe there are ways to do this right Patrick J McKenna author of First Among Equals A must read for global corporate executives who manage geographically dispersed job sharing teams Practical strategies for preventing productivity loss and optimizing innovation The authors pull no punches in showing the real downsides to the virtual work phenomenon they have done a great service for us all Jeff Saperstein author of Creating Regional Wealth in the Innovation Economy Uniting the Virtual Workforce charts the course for competing in the twenty first century by tapping into the powers of virtual work Any manager who ignores the virtual workforce is underperforming and any company or organization that does not appreciate

virtual work is already at a competitive disadvantage Karen and Dick have tapped into a key ingredient in the recipe for global growth Jerry MacArthur Hultin President Polytechnic University and former Under Secretary of the Navy Authors Sobel Lojeski and Reilly have provided a useful primer for the harried executive striving for productivity improvements while seeing the workload expand and the workforce disperse Using conceptual definitions of Physical Operational and Affinity Distance to describe the multifaceted dimensions of building teams of people to work effectively together the authors construct a very powerful set of metrics for a manager to improve the capability of his or her workgroup no matter where it resides or how it is composed The book is rich in anecdotes and specific studies that illustrate the concepts in an engaging pertinent and easy to understand manner In an age of outsourcing offshoring and decentralizing groups of people who have to get things done together reading this small book will repay itself many times over Charles House Director Media X Lab at Stanford University and former Director of the Societal Impact of Technology Intel Corporation   Workforce Wake-Up Call Robert Gandossy,Nidhi Verma,Elissa Tucker,2006-06-27 Praise for Workforce Wake Up Call Great questions great thinkers novel ideas Workforce Wake Up Call deals with the challenges of getting revitalizing treating engaging and leading talent in today s workplace These talent issues are at the core of successful organizations And the authors deal with these challenges as a marvelous mix of theory research and practice This anthology offers practical insights that give hope for mastering the challenges of the new workforce David Ulrich Professor Ross School of Business University of Michigan and Partner The RBL Group In the near future there will be dramatic shifts in workplace practices and a further evolution of employment relationships The authors provide provocative insights that help business leaders better navigate the talent maze and workforce challenges J Randall MacDonald Senior Vice President of Human Resources IBM This book addresses the question that all companies need to answer Are your talent management efforts competitively positioning the business The global economy is leveling the playing field on many fronts leaving talent as the one true area where your company can gain leverage in the marketplace Change is proving to be a constant in the workplace and the authors have created a great blueprint for handling these ever present challenges in the recruitment and retention of your workforce This book is a must read for any executive serious about building a high performing team and achieving sustainable advantage for both today and tomorrow Dennis Donovan Executive Vice President of Human Resources The Home Depot The best ideas from the best minds on the workforce of the future Marshall Goldsmith author or coeditor of twenty books including The Leader of the Future a BusinessWeek bestseller and Global Leadership The Next Generation Contributors to Workforce Wake Up Call include Max Bazerman Harvard Business Schoolcoauthor of Predictable Surprises Peter Cappelli The Wharton School author of The New Deal at Work Lynda Gratton London Business School author of The Democratic Enterprise Ed Lawler University of Southern California author of Treat People Right Thomas Malone MIT Sloan School of Management author of The Future of Work N R Narayana Murthy Chairman of Infosys Technologies Limited Nigel Nicholson London Business School author of

Executive Instinct Jeffrey Pfeffer Stanford University author of The Human Equation Matt Schuyler Executive Vice President of Human Resources Capital One Ricardo Semler President of Semco author of The Seven Day Weekend Noel Tichy University of Michigan author of The Leadership Engine Sheila Wellington Stern School of Business author of Be Your Own Mentor   *Global Virtual Teams & Trust* Lili Jassemi,2023-06-20 Global virtual teams have become essential in any organization in the past decade but communication cultural and coordination issues often affect their performance Trust is essential for team success especially in global virtual teams This book explores how leadership can establish and maintain trust in global virtual teams to improve cooperation and performance It suggests that leaders should invest in trust by realizing the ethical focal point do no illegitimate harm realized by showing respect providing orientation setting framework conditions and acting as role models with trustworthy behavior and consistent communication   **Virtual Teams For Dummies** Tara Powers,2018-07-04 Set your virtual team on a path to success In the global marketplace people can work practically anywhere and anytime Virtual teams cut across the boundaries of time space culture and sometimes even organizations Rising costs global locations and advances in technology are top reasons why virtual teams have increased by 800 percent over the past 5 years Packed with solid advice interviews and case studies from well known companies who are already using virtual teams in their business model and their lessons learned Virtual Teams For Dummies provides rock solid guidance on the essentials for building leading and sustaining a highly productive virtual workforce It helps executives understand key support strategies that lead virtual teams to success and provides practical information and tools to help leaders and their teams bridge the communication gaps created by geographical separation and achieve peak performance Includes research findings based on a year long study on the effectiveness of virtual teams Mindset and skill shift for managers from old school traditional team management to virtual team management Covers the communication and relationship strategies for virtual teams Examines how the frequency of in person meetings affects a remote team s success Written by an award winning leadership expert this book is your one stop resource on creating and sustaining a successful virtual team   **The Wiley Blackwell Handbook of the Psychology of Occupational Safety and Workplace Health** Sharon Clarke,Tahira M. Probst,Frank W. Guldenmund,Jonathan Passmore,2015-09-23 A Wiley Blackwell Handbook of Organizational Psychology focusing on occupational safety and workplace health The editors draw on their collective experience to present thematically structured material from leading thinkers and practitioners in the USA Europe and Asia Pacific Provides comprehensive coverage of the major contributions that psychology can make toward the improvement of workplace safety and employee health Equips those who need it most with cutting edge research on key topics including wellbeing safety culture safety leadership stress bullying workplace health promotion and proactivity   **Using Wikis for Online Collaboration** James A. West,Margaret L. West,2008-11-24 How can online instructors and course designers instruction harness the popular Web 2 0 tool the wiki for successful collaboration and learning outcomes This book focuses

on using wikis in the active learning processes that are the hallmark of collaborative learning and constructivism It provides both the pedagogical background and practical guidelines tools and processes for accomplishing these goals with special emphasis on wikis and other collaborative design tools This book supports the effective design and delivery of online courses through the integration of collaborative writing and design activities   The Future of Leadership Development Susan E. Murphy,Ronald E. Riggio,2003 First Published in 2003 Routledge is an imprint of Taylor Francis an informa company

The Future of HRM in a World of Persistent Virtual Reality Dinesh Kumar,Nidhi Suthar,Hamed Taherdoost,Mitra Madanchian,2025-03-11 The Future of HRM in a World of Persistent Virtual Reality delves into how the integration of VR technologies is revolutionizing HRM practices challenging traditional norms and creating new paradigms for work employee engagement training and recruitment   **Virtual, Augmented and Mixed Reality** Stephanie Lackey,Randall Shumaker,2016-07-04 This volume constitutes the refereed proceedings of the 8th International Conference on HCI in Virtual Augmented and Mixed Reality VAMR 2016 held as part of the 18th International Conference on Human Computer Interaction HCII 2016 which took place in Toronto Canada in July 2016 HCII 2016 received a total of 4354 submissions of which 1287 papers were accepted for publication after a careful reviewing process The 70 papers presented in this volume are organized in topical sections named Usability User Experience and Design in VAMR Perception Cognition Psychology and Behaviour in VAMR Multimodal Interaction in VAMR Novel Devices and Technologies in VAMR VAMR Applications in Aviation Space and the Military Medicine Health and Well Being Applications of VAMR VAMR in Industry Design and Engineering Novel Virtual Environments

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