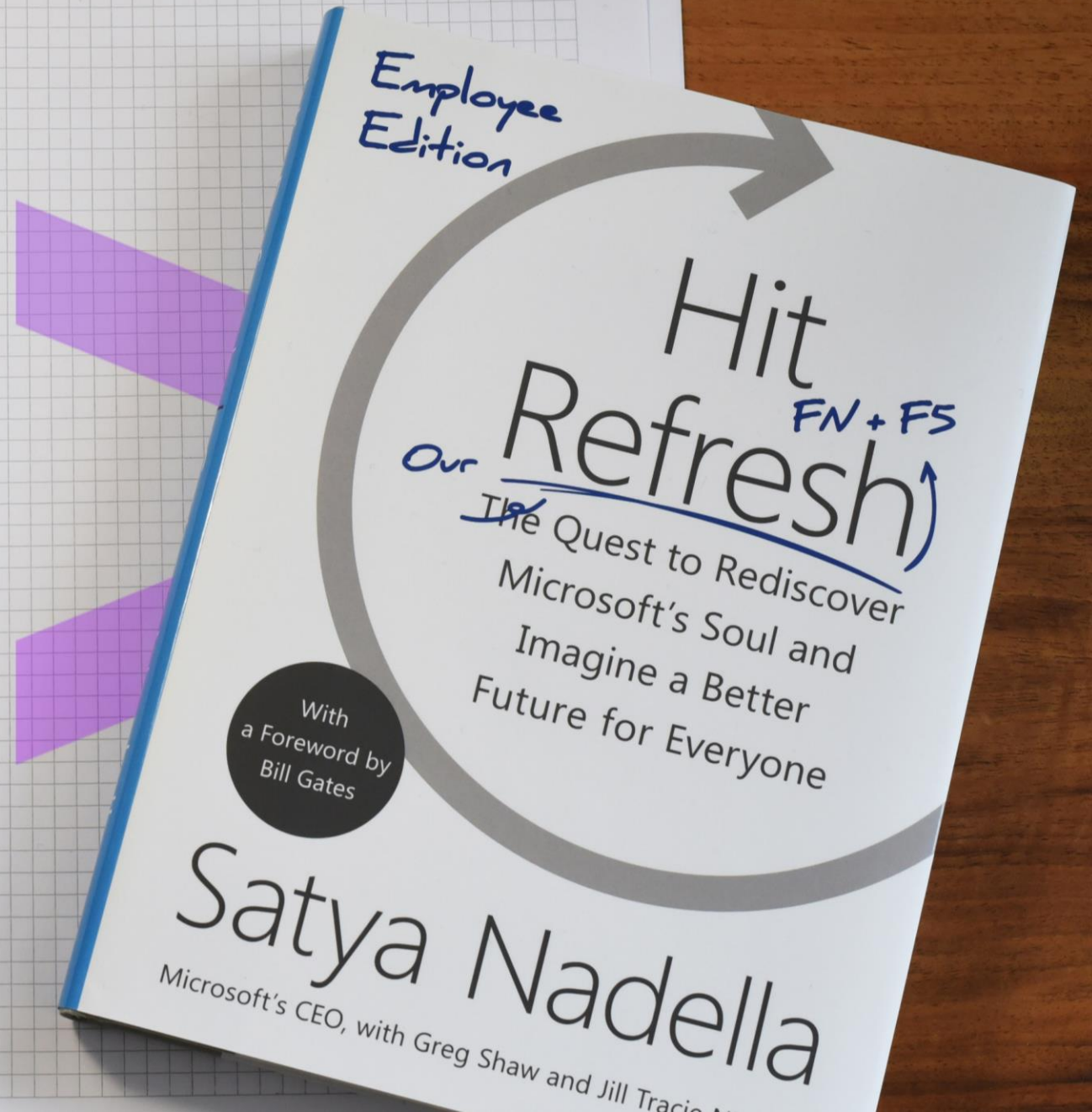


6 months ago...

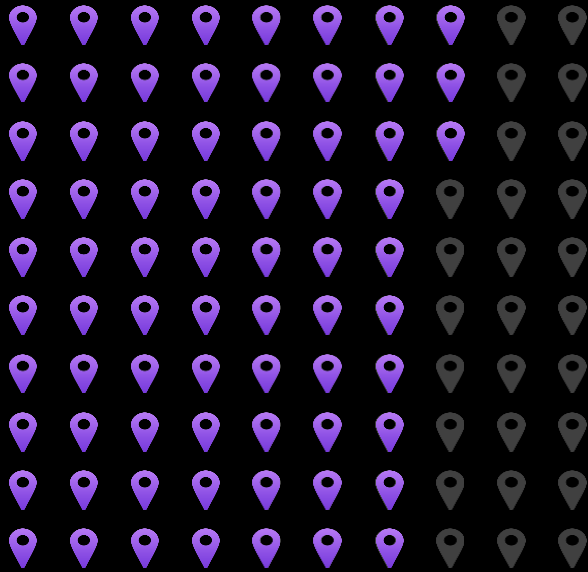


accenture





Hybrid paradox



73%

want flexible remote
options to stay



67%

want more in-person work or
collaboration post pandemic

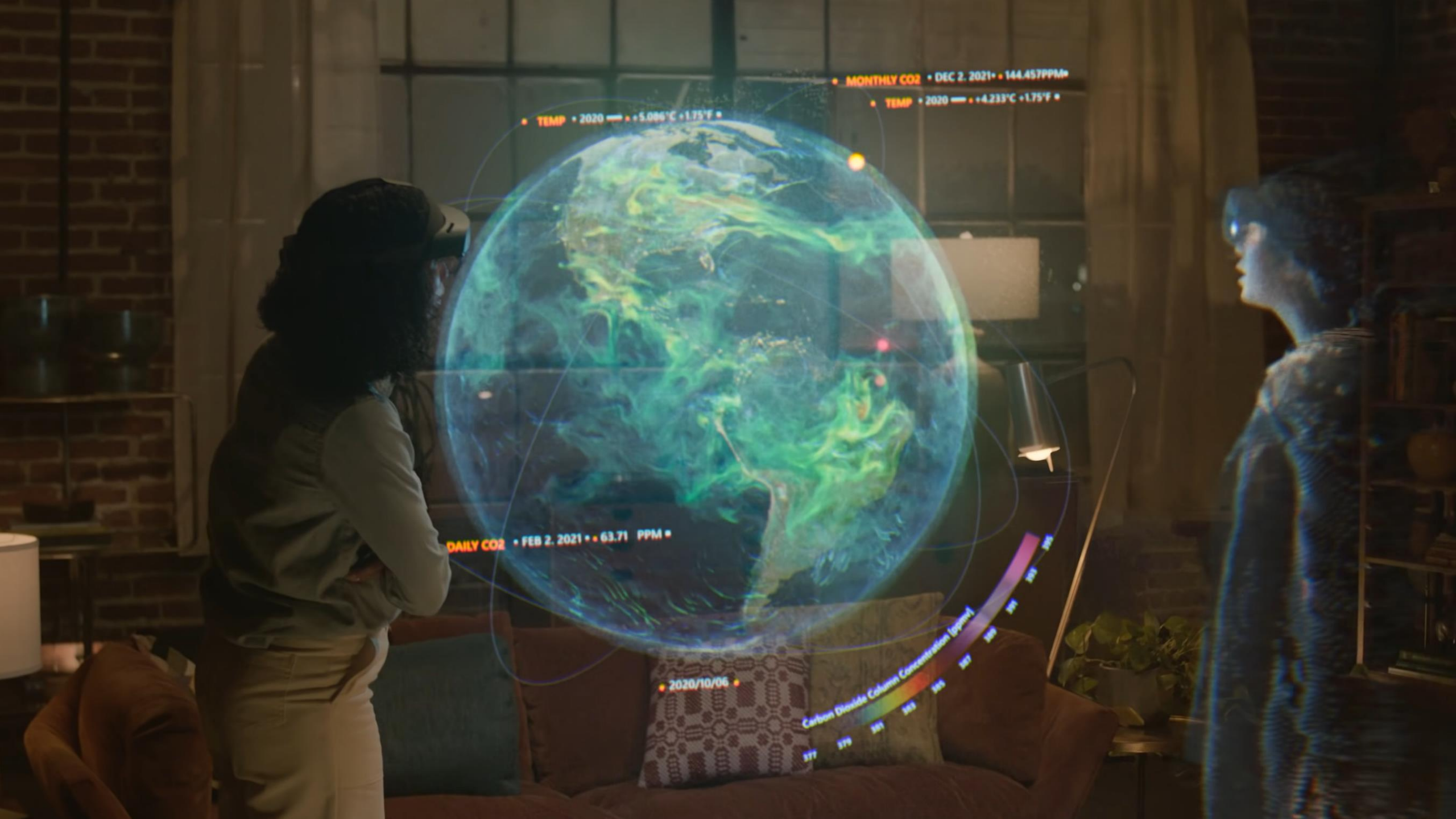
Re-imagine experiences of customers and employees



Hybrid
Work

Data-driven
Organisation

Growth
Mindset

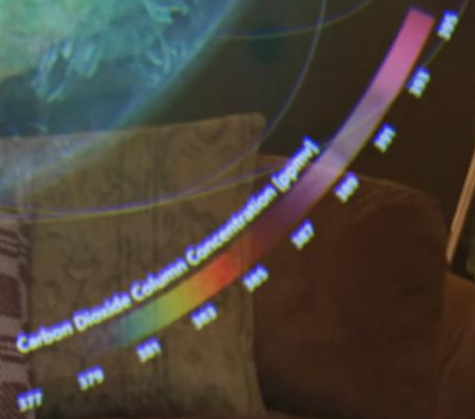


• MONTHLY CO2 • DEC 2, 2021 • 144.457PPM •
• TEMP • 2020 —• +4.233°C +1.75°F •

• TEMP • 2020 —• +5.086°C +1.75°F •

DAILY CO2 • FEB 2, 2021 • 63.71 PPM •

• 2020/10/06 •



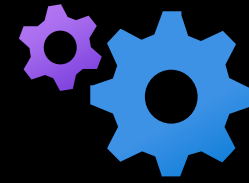
Hybrid Work



People

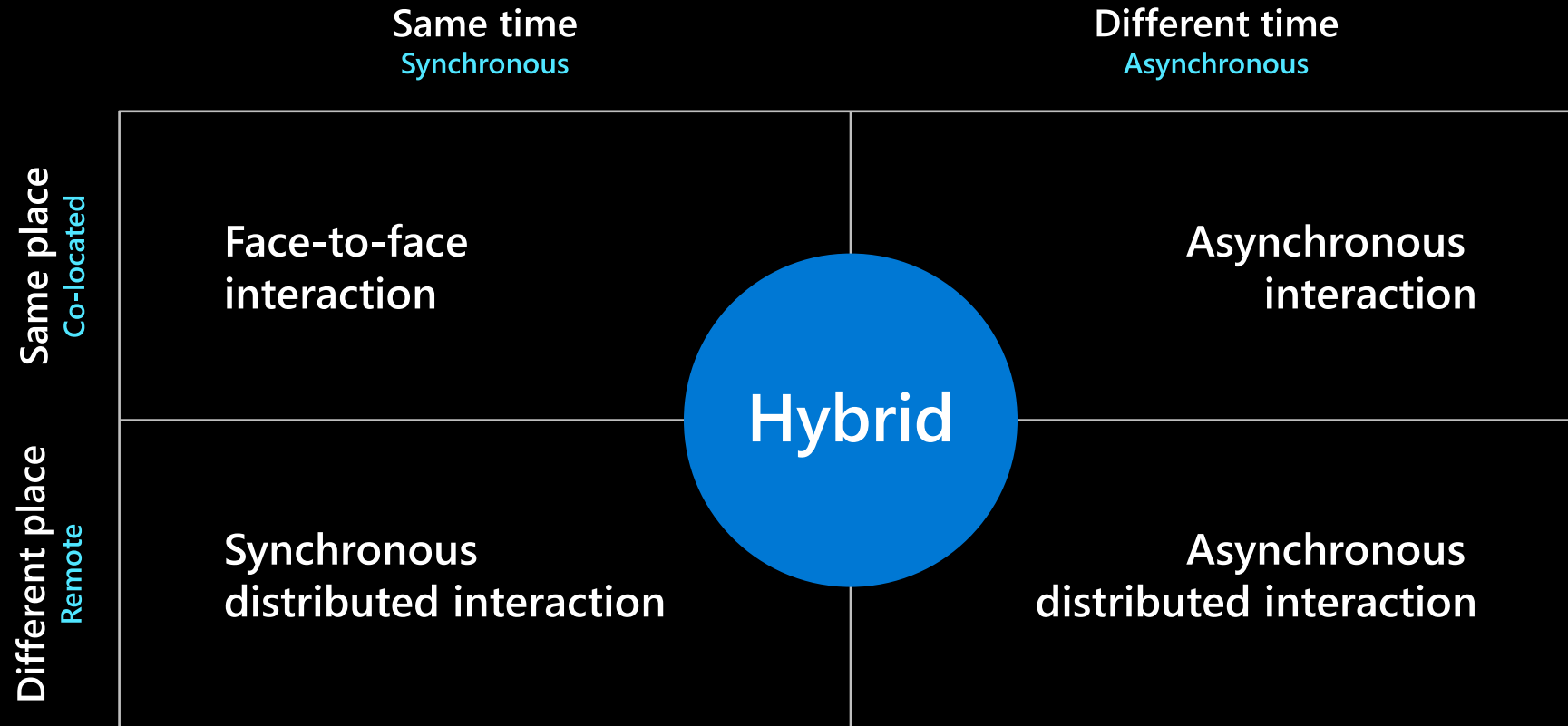


Places



Processes

Flexibility in how we collaborate

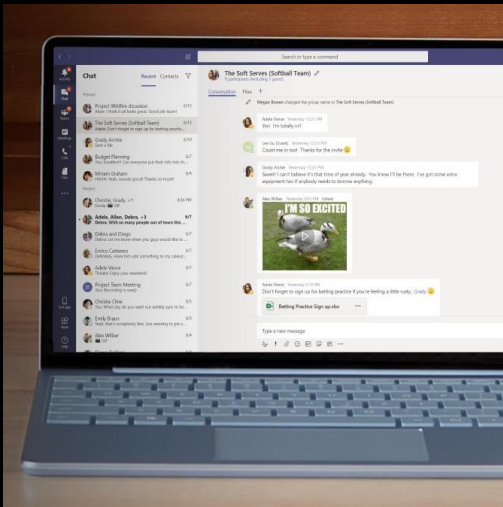


Groupware quadrants (Johansen, 1988)

Microsoft Teams



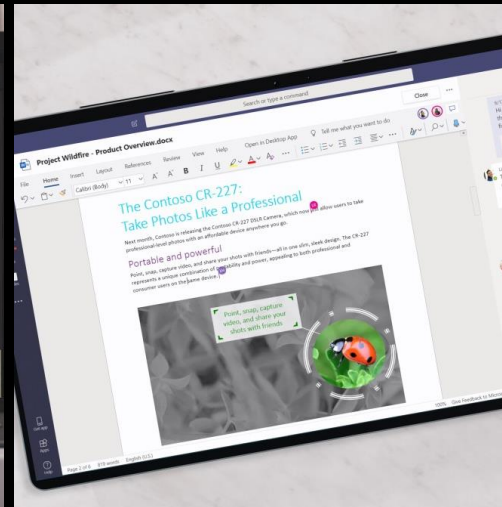
Meet



Chat



Call



Collaborate



Automate



People



Chat



React



Notes



More



Mic



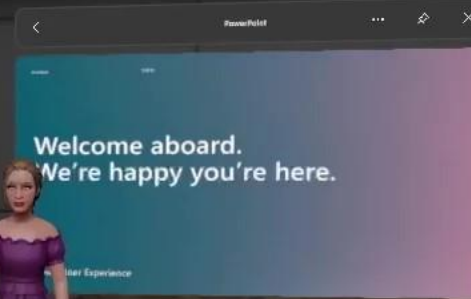
Camera

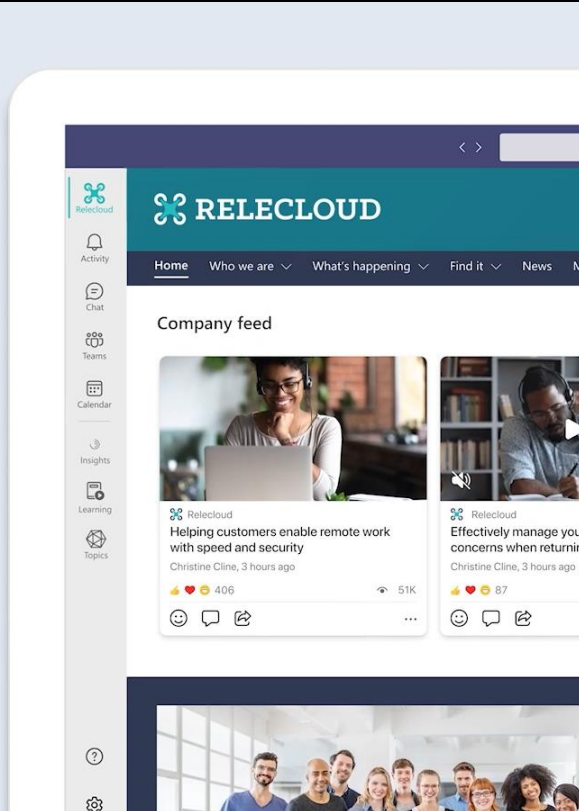


Share

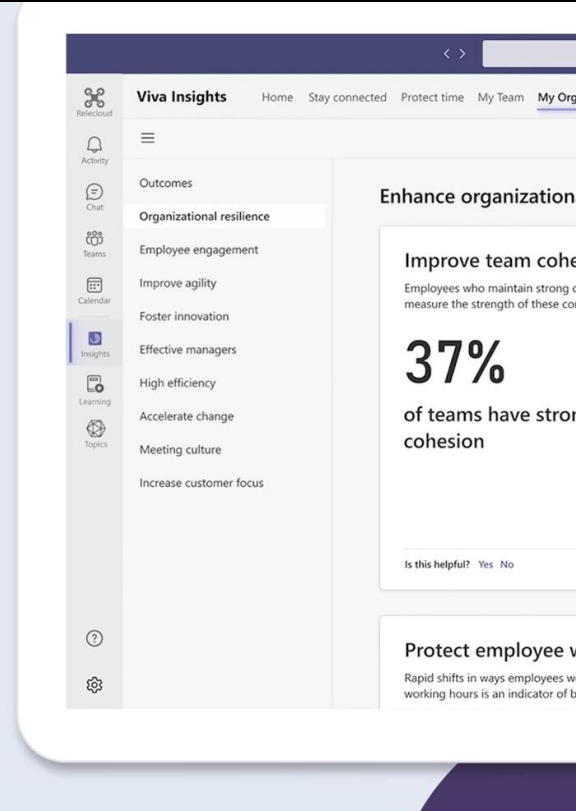


Leave

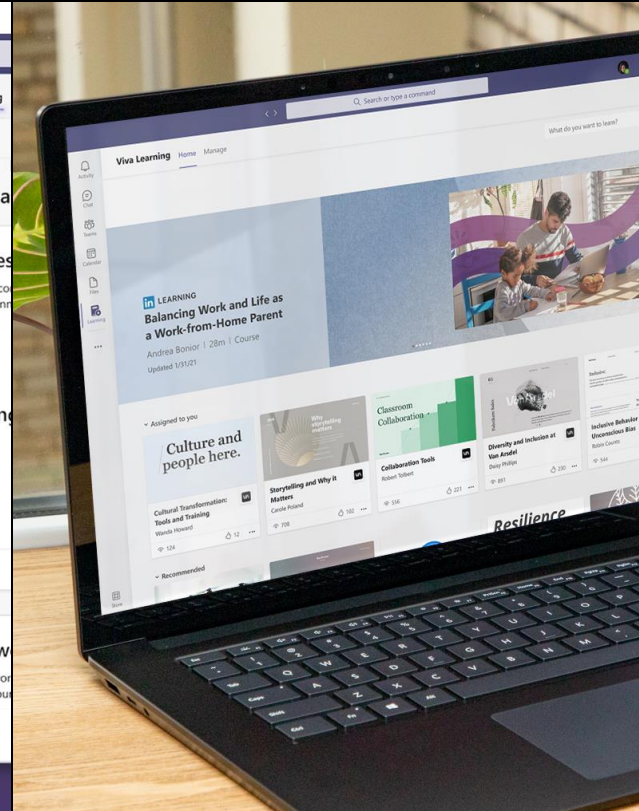




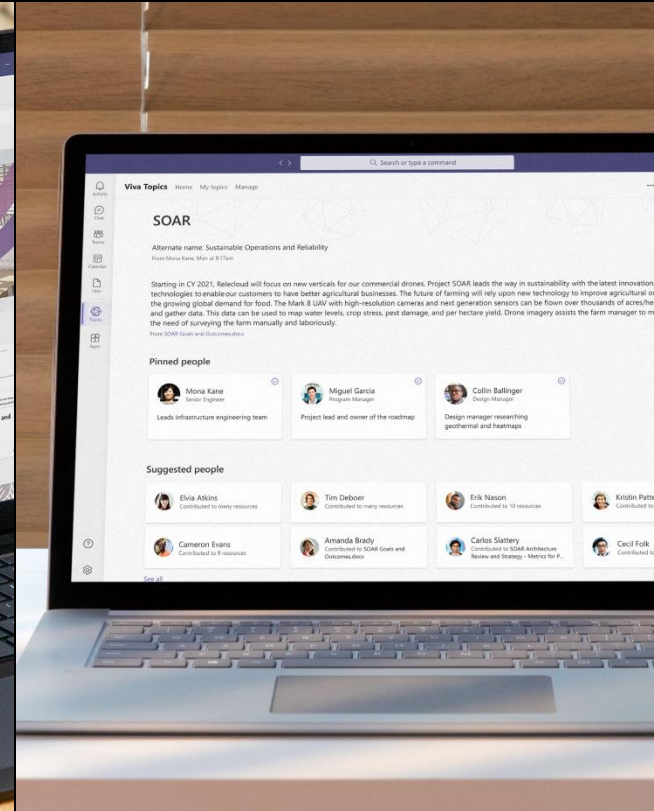
Connections



Insights



Learning



Topics



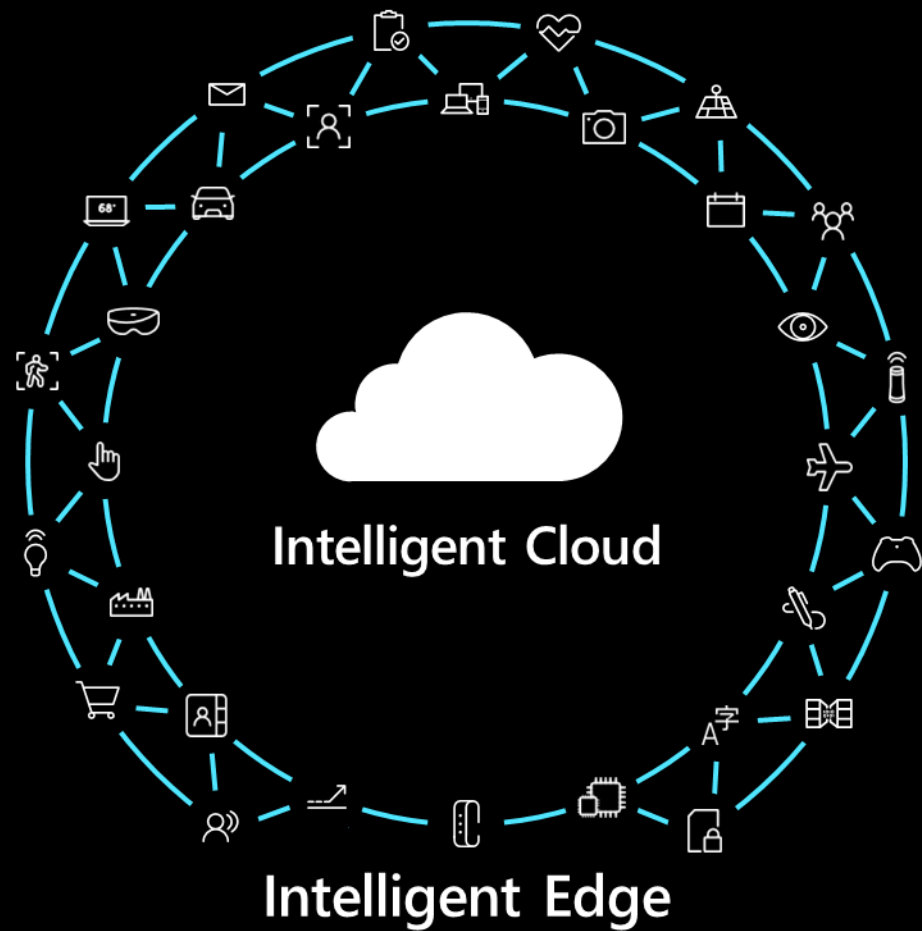
Data driven organization

Amount
of new data
in next
3 years
(2021-2024)

Equivalent to
the amount of
data in the past
30 years
(1990-2021)

Data volume
will grow to
175 ZB in 2025
(1 ZB = 1 trillion GB)

Data +



Optimize
operations



Empower
people



Digital Feedback Loop

Transform
products



Engage
customers





As we look forward, we must zero in on what Microsoft can uniquely contribute to the world. The opportunity ahead will require us to reimagine a lot of what we have done in the past for a mobile and cloud-first world, and do new things.

Next, every one of us needs to do our best work, lead and help drive cultural change. We sometimes underestimate what we each can do to make things happen and overestimate what others need to do to move us forward. We must change this.

Finally, I truly believe that each of us must find meaning in our work. The best work happens when you know that it's not just work, but something that will improve other people's lives. This is the opportunity that drives each of us at this company.

Excerpts from Satya's first mail to all employees, February 4, 2014

Growth Mindset

From Know-it-all to Learn-it-all



Fixed mindset: Know-it-all

Critical

Fear

Insular

Hero

Individual



Growth mindset: Learn-it-all

Supportive

Brave

External

Team

No silos

Embrace experimentation

From fear of failure to taking risks and learning from mistakes.

Be self aware

From snap judgement to awareness of our own strengths and weaknesses

Learn from others

From know it all to learn it all.

Choose good words

From "I don't know" to "I don't know—yet."

Make progress

From short-term thinking to getting smarter over time.



**Let's accept the challenge
and embrace the opportunity
to re-imagine how we engage
and interact with customers,
employees and partners.**

#Neudenken

