

Unisys View of Workplace

Creating obsolescence

Management

Team work

Survival skills

Communicate

Knowledge work

Information - economy engine

Performance

Evaluation

Reading: Harvard Business Review May-June 94

Creating obsolescence

Work quietly on your own

Don't stick with it - development -> implementation

Its not my job

Management

Vision maker

Team builder

Collaborator

Coach - Player

Counsellor

Change agent

Facilitator

Team work

Everyone is a supplier and a customer -- be a contractor

Take initiative -- be accountable

Become -- multi- skill, lingual, cultural -- interpersonal

Broaden view of your task. broaden experience

Know where you fit -- what am I contributing

Survival skills

Reasoning

Critical thinking

Research

Decision making

Communication

Communicate

Mission

State goals, objectives

What is happening
 how is it happening
 what is in the way

Only stupid question is one not asked

Knowledge work

Creating

Accessing

Manipulating

Classroom on demand

Information - economy engine

World view changes daily

Knowledge workers craft the view

Technological change drives MIS

Have a vision

Learn to learn continuously - decide what

Self directed learning

Research, risk and invest

Manage for results - try doesn't help

Performance

Resource to the company - not employee

Employment security - not job security

Outcomes based - not job description

Outcomes based compensation - not salary or wage

Project performance recognition - not promotion

Performance bonus - not raise

Evaluation

Standards - expectations articulated

Performance - process is not enough

Proficiency - accountability for quality performance