**January 2015 ATD Dallas Chapter Meeting**

**Imagine having lunch a mile away from the Charlie Hebdo attacks in Paris and finding out via Facebook from a family member in Texas. This is exactly what happened to Muzamil Ahmad with Microsoft. Ahmad opened with this story at the Dallas ATD January Chapter Meeting held at the Microsoft Technology Center.**

**In his keynote presentation, Muzamil described the notion of connectedness and the responsive organization. This organization, he described is built to learn and respond rapidly by optimizing for the open flow of information; encouraging experimentation and learning on rapid cycles; and organizing as a network of employees, customers, and partners motivated by shared purpose.**

**Muzamil highlighted the typical breakdown of communication in a company with an example of calling your cellphone provider and the customer service representative not being able to assist. However, he noted, another individual with the company can offer assistance, only your representative is unaware of this fact. Additionally, he questioned that if the same call center was receiving a high volume of calls relating to the same issue, how would the CEO become aware of this problem?**

**Our personal lives are a sharp contrast to this organization, said Muzamil. No one ever really feels they do not have enough information flooding them each day. We are extremely connected and often bombarded with facts, figures, and even insignificant items each second.**

**The responsive organization is now tasked with adapting communication streams, said Muzamil. Employees should be as connected in an organization as we are in our personal lives. This enables companies to be more agile, adaptive and responsive overall.**

**Microsoft has been speaking to customers and trying to develop a framework to help customers understand whether decisions are driving efficiency or responsiveness. Microsoft is committed to changing their organization to be as responsive as possible.**

**In the past, the organization focused on long-term planning, control, and secrecy to promote efficiency. This new age introduces the need for a new set of principles to guide responsive organizations. The new principles are experimentation, autonomy, and transparency.**

**The key to adopting these principles is for organizations to try and move some of the way to start.**

**Muzamil guided the audience through the breakout session topics where participants were able to get a closer look at how Microsoft envisions the responsive organization through the eyes of technology.**

* **Realize the Value of Technology**

**Today, companies have an unprecedented opportunity to transform their business by providing solutions can improve efficiency, from anywhere and with anyone. Participants in this session learned about the steps to properly implement a new technology. Step 1: Listen and Envision; Step 2: Design and Plan; Step 3: Execute and Engage; and Step 4: Measure and Iterate.**

* **A Vision for Making Meetings Better**

**Today’s global economy has employees scattered across locations. Responsive organizations have integrated technology that allows employees to remain connected to the organization with one click of the mouse. With little effort, employees can conduct virtual meetings, group training, and collaborate across time zones.**

* **Explore the Uses of the Office 365 Suite with Hands-On Experience**

**Participants in this session learned about the Office 365 suite with a hands-on, immersive introduction. Participants learned how to engage business decision-makers with by establishing a project vision through the Microsoft suite.**

* **Learn How Tool Integration Brings Relevant Content to Your Learners**

**A 2001 study found that the typical knowledge worker spends about 2.5 hours/day searching for information. With the rapid expansion of data available, imagine how long 2015’s worker searches for information. Technology can aggregate content amongst user groups and push relevant content to speed up the time it takes to locate projects.**

**Download the meeting presentations** [here](http://bit.ly/1wSlzQ5)**.**