

Engaging the distributed workforce: Academic Insights

Sekou Bermiss

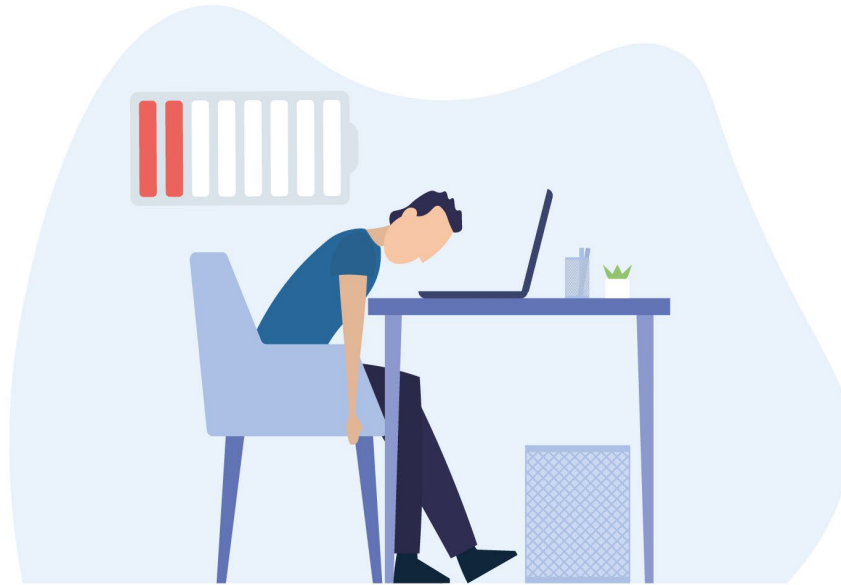


Insights From Academic Research

- Engagement
- Development
- Diversity

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- Diversity


Employee Engagement

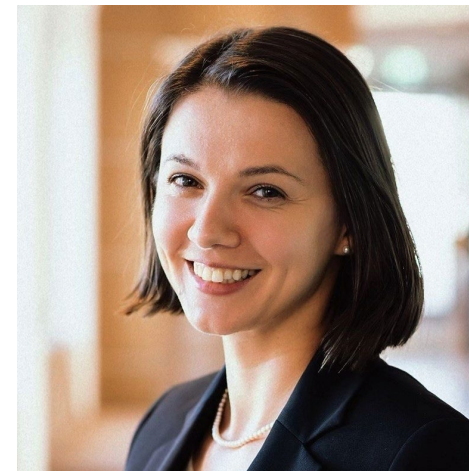


Get Noticed and Die Trying: Signals, Sacrifice, and the Production of Face Time in Distributed Work

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- Engagement
- **Development**
- Diversity

Development



The Collapse of
Sensemaking in
Organizations: The
Mann Gulch Disaster

Karl E. Weick
University of Michigan

JAN 07 2021

Drop Your Tools! Shifting Battle Tactics in Times of Uncertainty

REPORT NUMBER 528



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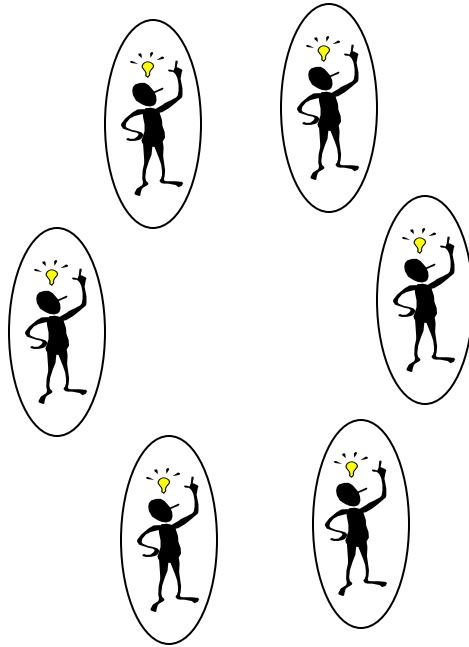


**KENAN-FLAGLER
BUSINESS SCHOOL**

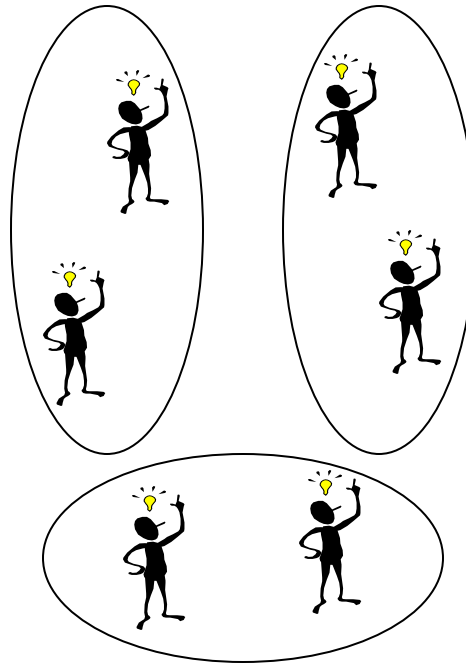
- Engagement
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Distributed Teams and Diversity

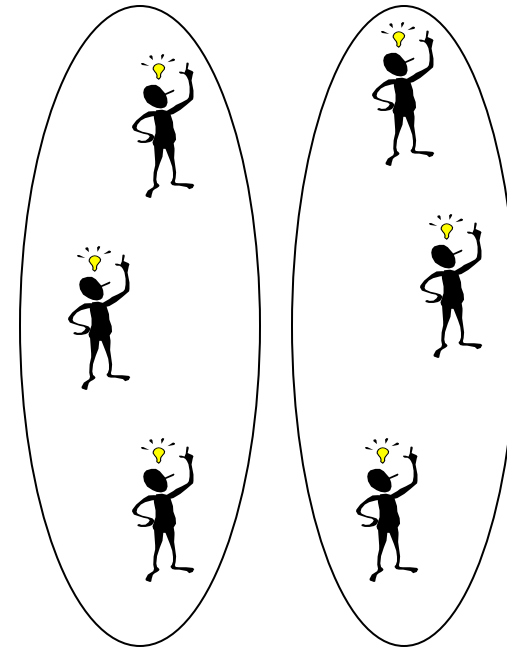
Fully Dispersed



Three Subgroups



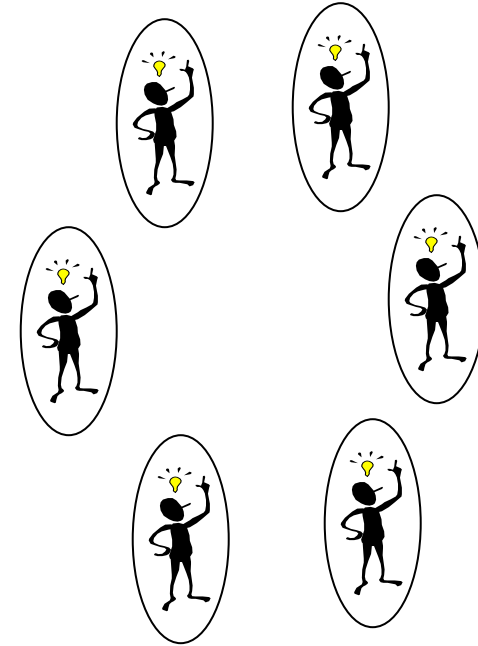
Two Subgroups



Distributed Teams and Diversity

Diversity hypothesis

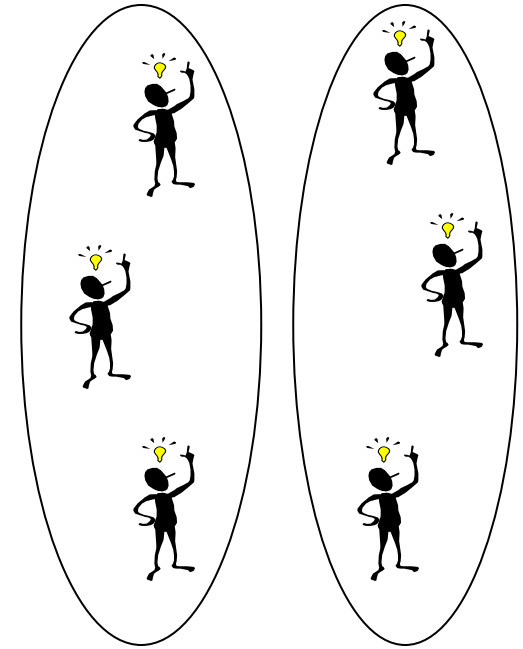
Greater geographical
diversity will cause more
conflict



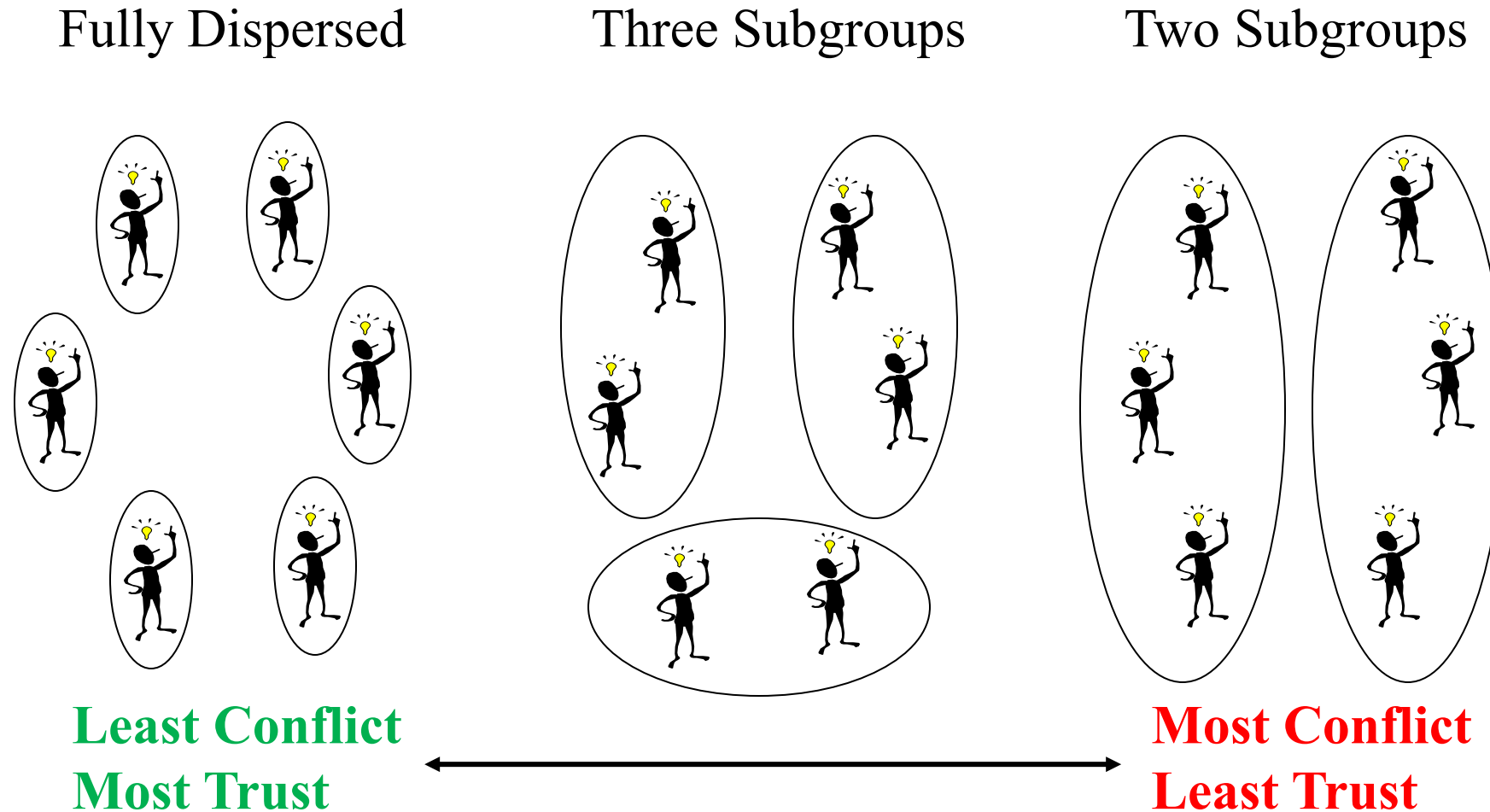
Distributed Teams and Diversity

“Faultline” hypothesis

Stronger faultlines (i.e., divisions in the group) will cause more conflict



Results Support “Faultline” Hypothesis



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THANK YOU!



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