



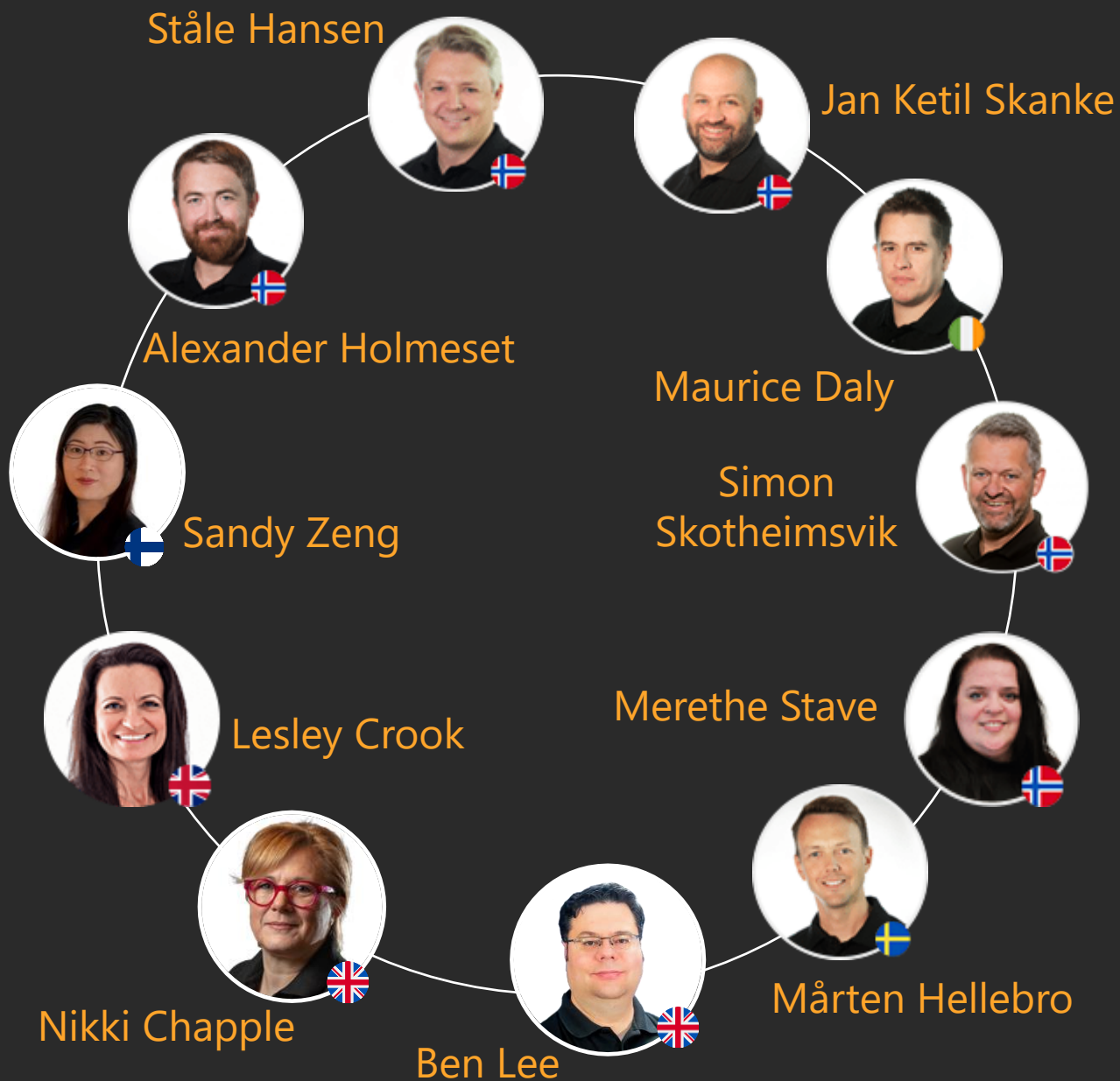
Empathic Leadership in Microsoft 365

Ståle Hansen, CEO  **CloudWay**

Microsoft Regional Director

Microsoft MVP

<https://cloudway.com>



Secure Productivity
happens in the **Cloud**
We will help you on your **Way**



ModernWork

10 Microsoft Most Valuable Professionals (MVP)
7 Microsoft Certified Trainers (MCT)
1 Microsoft Regional Director (RD)

Empathy the ability to
understand and share the
feelings of another

When leaders were **perceived** as
more **empathetic**, people
reported **greater** levels of **mental
health**

-Study by Qualtrics April 14, 2020

I don't think people realize how much **kindness** and **empathy** are key to sustained success for leaders who are also **happy** while doing it

-Gary Vaynerchuk, internet personality

Meaningful interaction leads to
engaged and **happy** employees
-Quantum workplace 2016 study

Study found that **happiness** led
to a **12%** spike in productivity

-Professor Andrew Oswald
University of Warwick, 2012

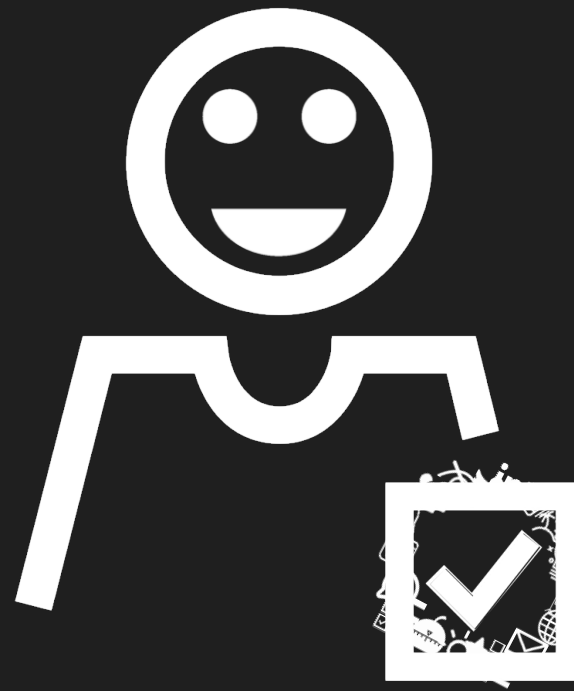
Happy employees tend to be
more **creative**, more
approachable and better at
solving problems

-Shawn Achor
The happiness advantage, 2010

How to practice **empathic leadership** in context of **Microsoft 365**?



Digital Wellbeing



Digital HMS

There is a new sense of urgency

1. Idea generation

2. Knowledge acquisition

3. Collaboration and feedback

4. Evaluation and experimentation

5. Research and development

6. Creative prompts and inspiration

**BIGGEST CHANGE IN
WAY OF WORK SINCE
INTERNET!**



what are the stages of creativity in bulletpoint list



Certainly! Here are the stages of creativity presented in a bullet-point list:



1. Preparation
2. Incubation
3. Insight or Illumination
4. Evaluation
5. Elaboration
6. Verification

These stages represent the sequential progression of the creative process.



what are the stages of creativity in bulletpoint list with chat gpt



Certainly! Here's a bulleted list that outlines the stages of creativity along with how ChatGPT can optimize each stage:



1. Idea generation
2. Knowledge augmentation
3. Collaboration and feedback
4. Exploration and experimentation
5. Research and validation
6. Creative prompts and inspiration

These lists provide a concise overview of the stages of creativity and how ChatGPT can optimize the creative process.

1. Idea generation
2. Knowledge augmentation
3. Collaboration and feedback
4. Exploration and experimentation
5. Research and validation
6. Creative prompts and inspiration

1. Idea generation

2. Knowledge acquisition

3. Collaboration and feedback

4. Evaluation and experimentation

5. Research and evaluation

6. Creative prompts and inspiration

**BIGGEST CHANGE IN
WAY OF WORK SINCE
INTERNET!**



Share thoughts, ideas, or updates

Add destination

Draft your post with Copilot



Post

Announcement posted in All Company



Laurence Gilbertson

Now

Seen by 11,750

Welcome Carole Poland, our new Chief Executive Officer!

Today is the day we welcome Carole to the team! Carole brings over 15 years of industry experience and a passion for driving culture. Please send a warm hello, welcome her onboard, and visit her [storyline](#) to learn more about her.



Upcoming events



AMA on Hybrid Work
Ends April 29, 10:00 AM
Live



Employee Town Hall
May 18, 1:00 PM - May 19, 1:45 PM



Welcome Relecloud's new...
June 5, 10:00 AM - 10:00 PM

Audience summary

April 1, 2023 - April 14, 2023



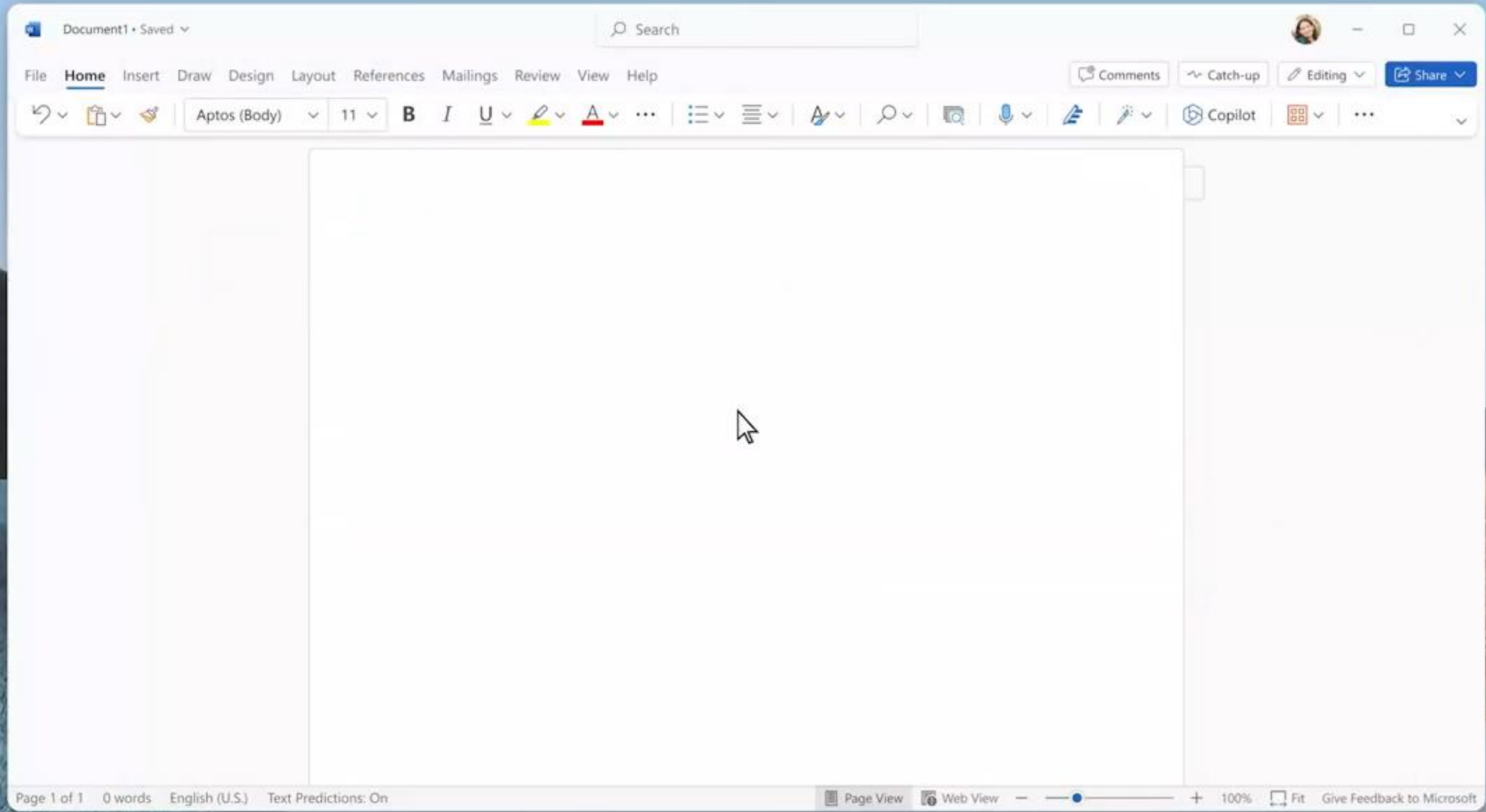
3% more positive
Sentiment in the audience

158 20%
Audience reached

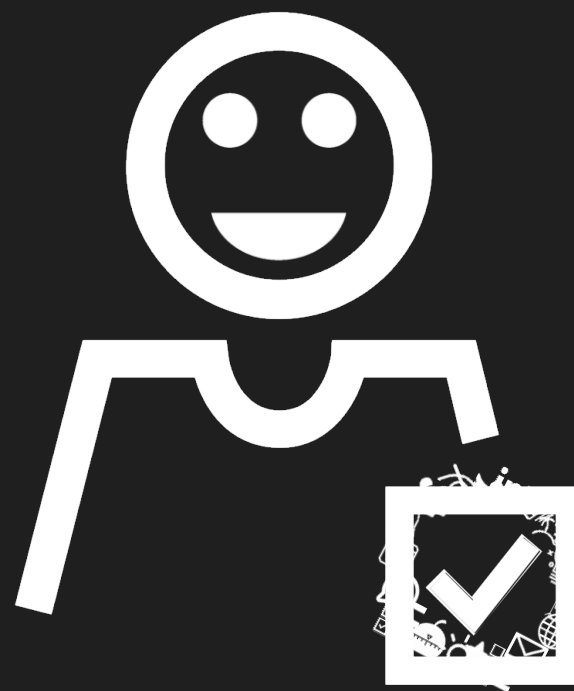
61% 20%
Audience engaged on posts

[See full audience analytics](#)



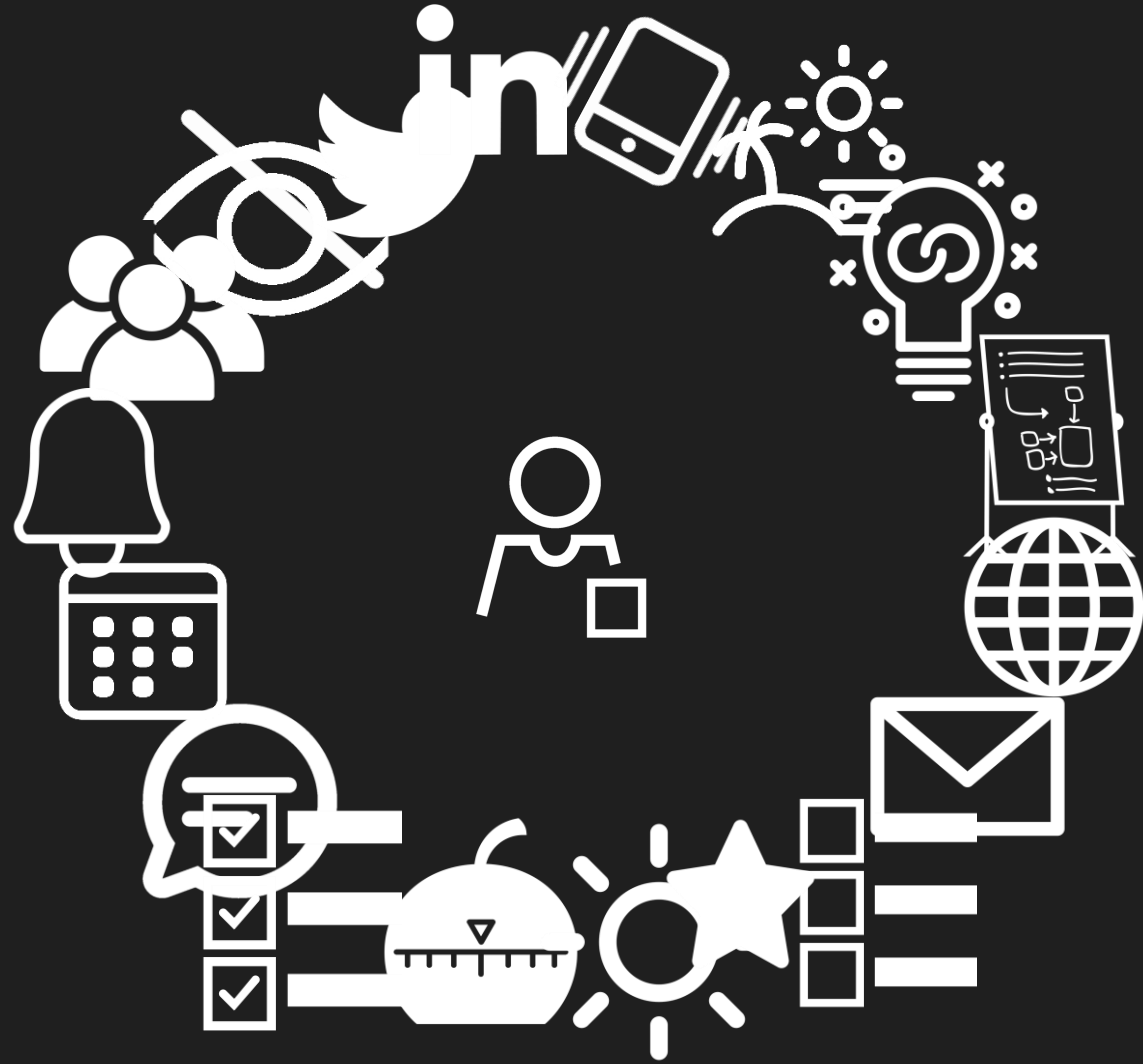


How to do Digital HMS



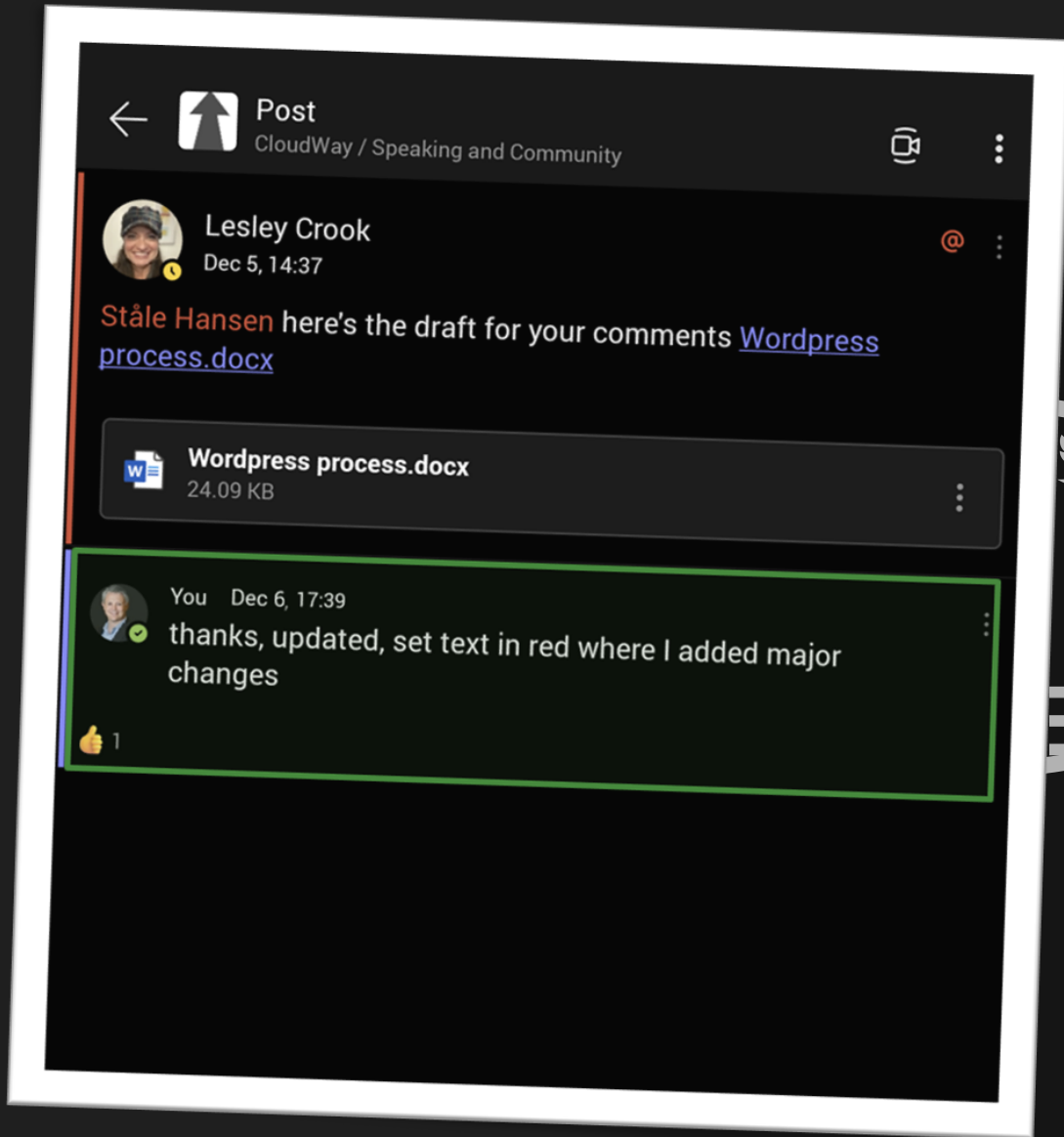
Digital Wellbeing

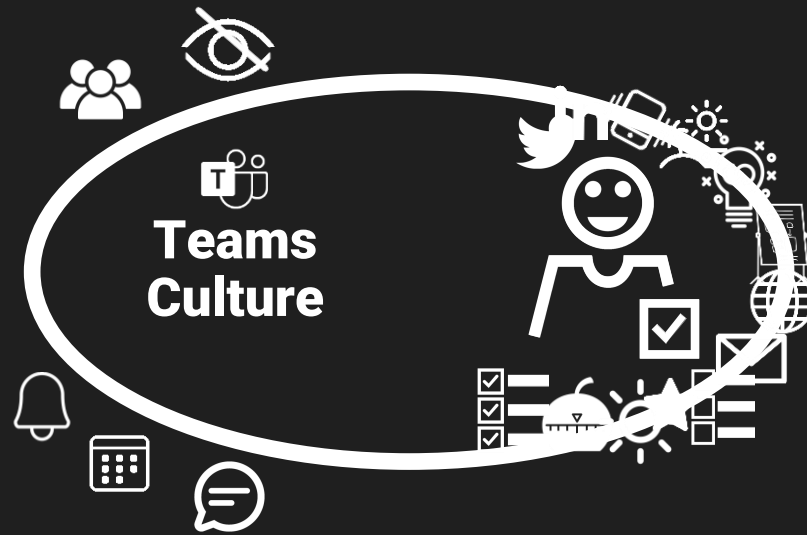


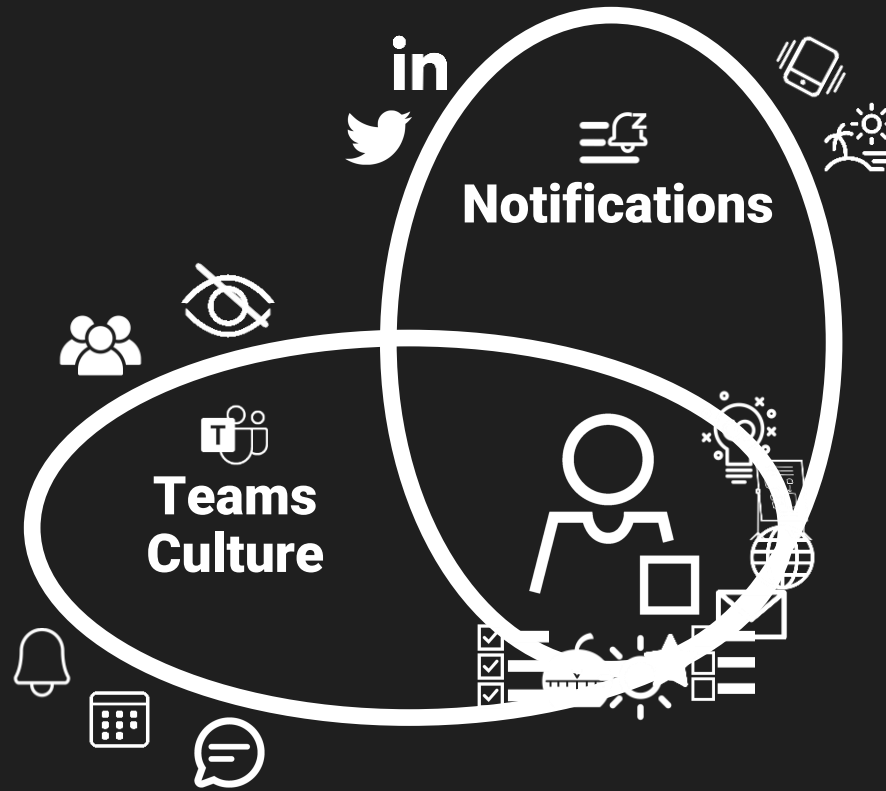


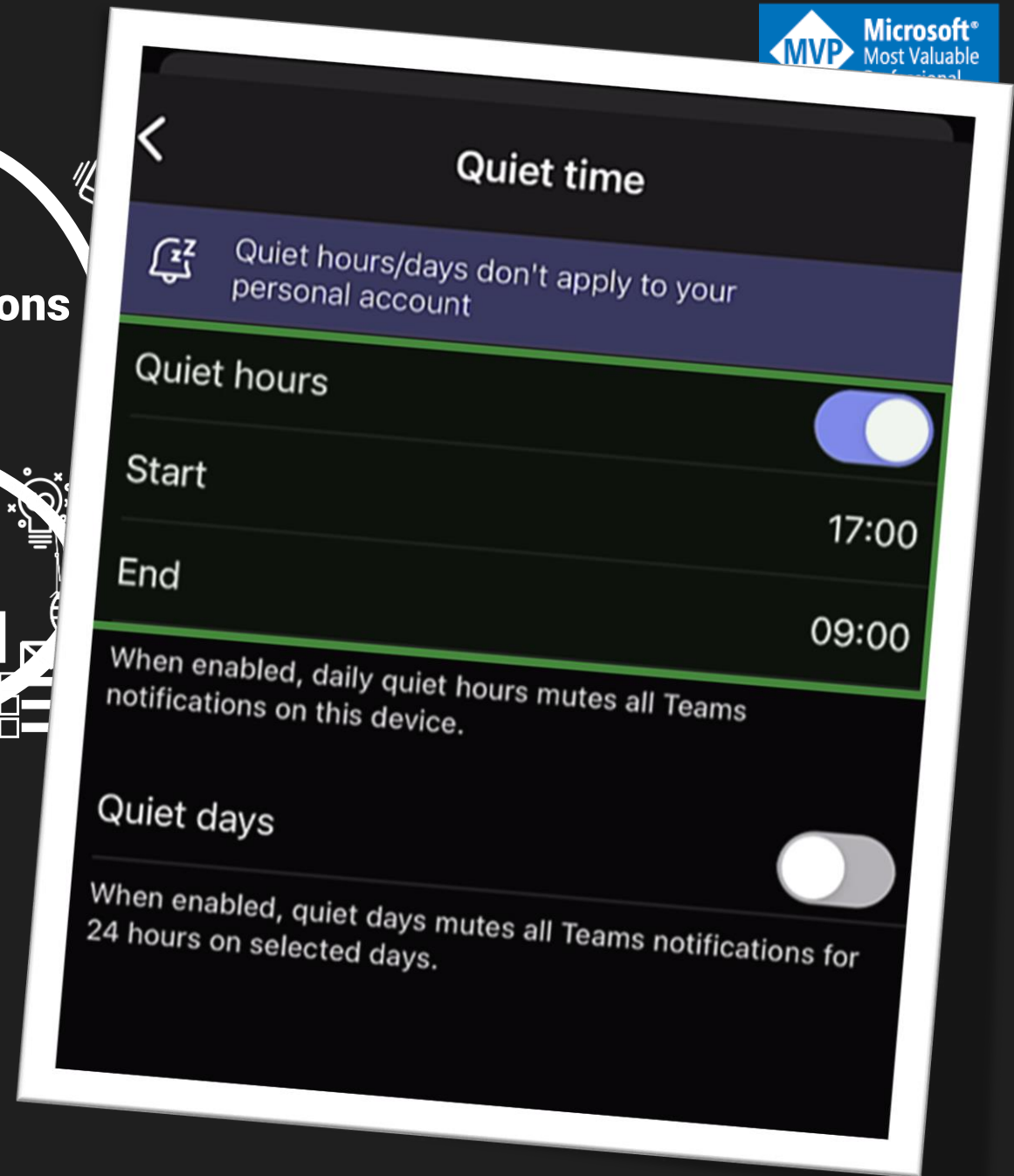


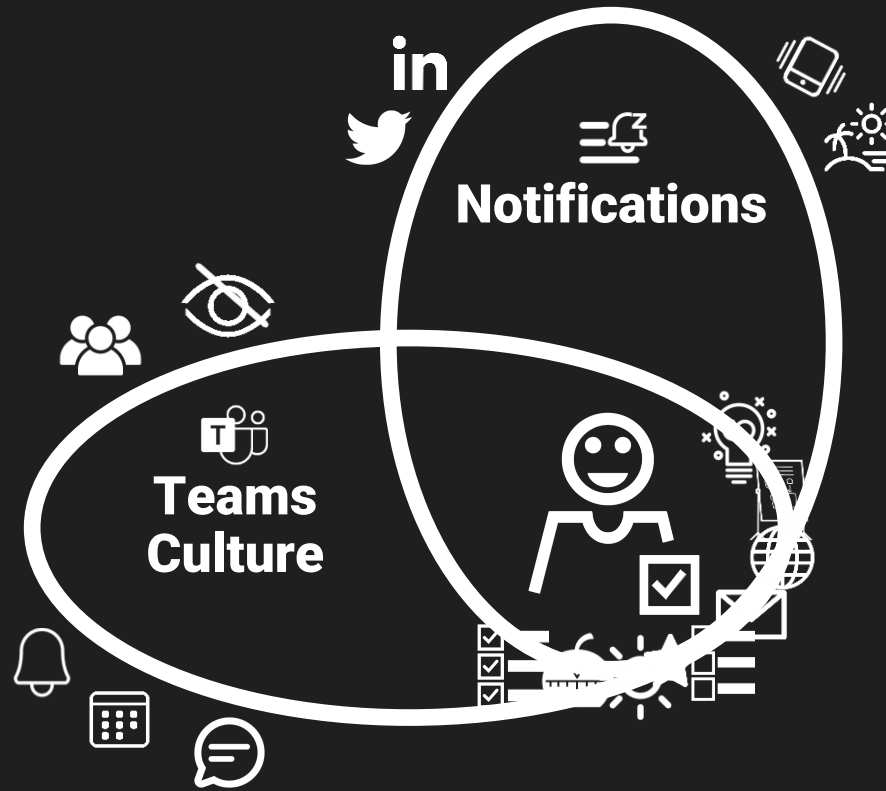


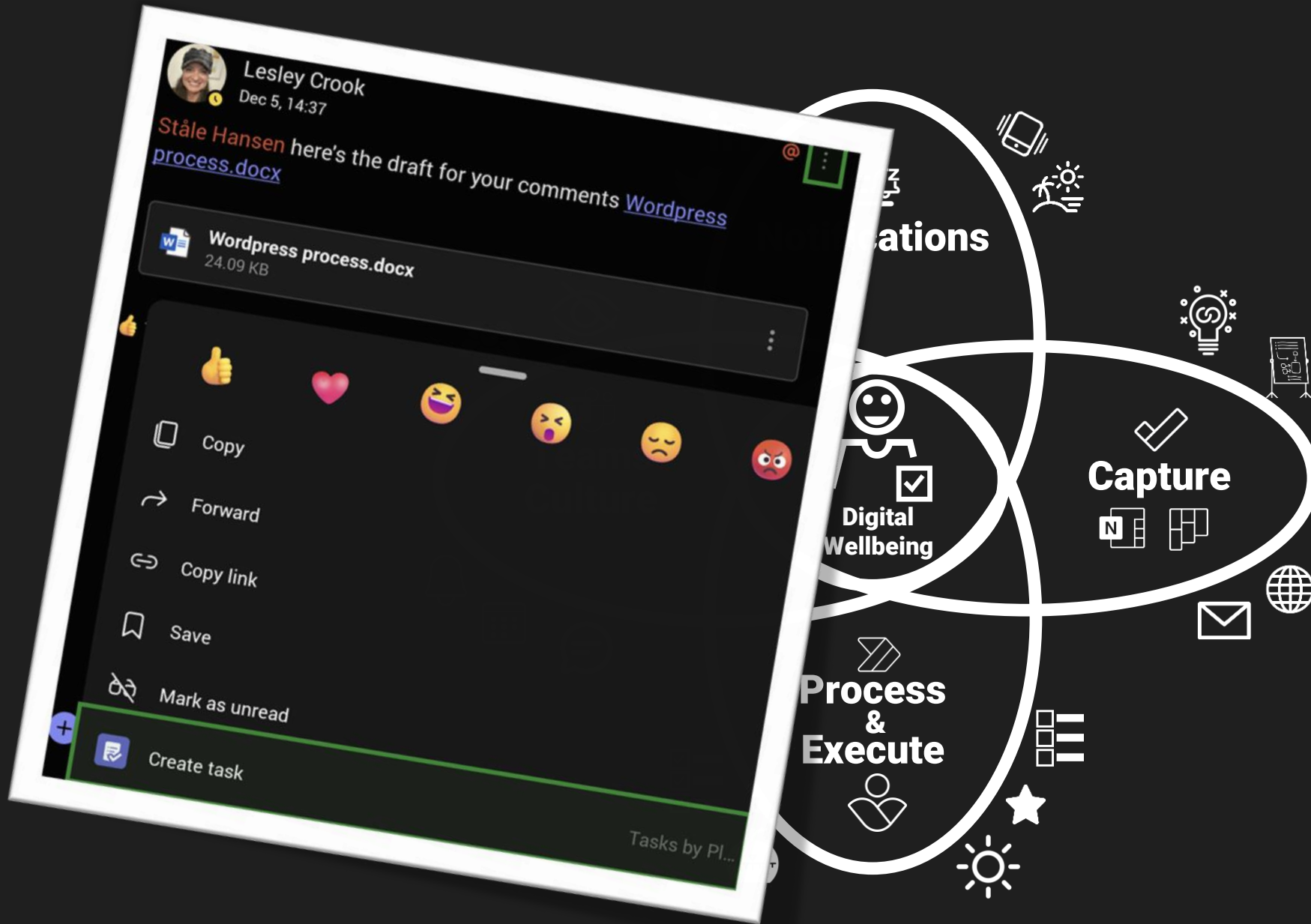


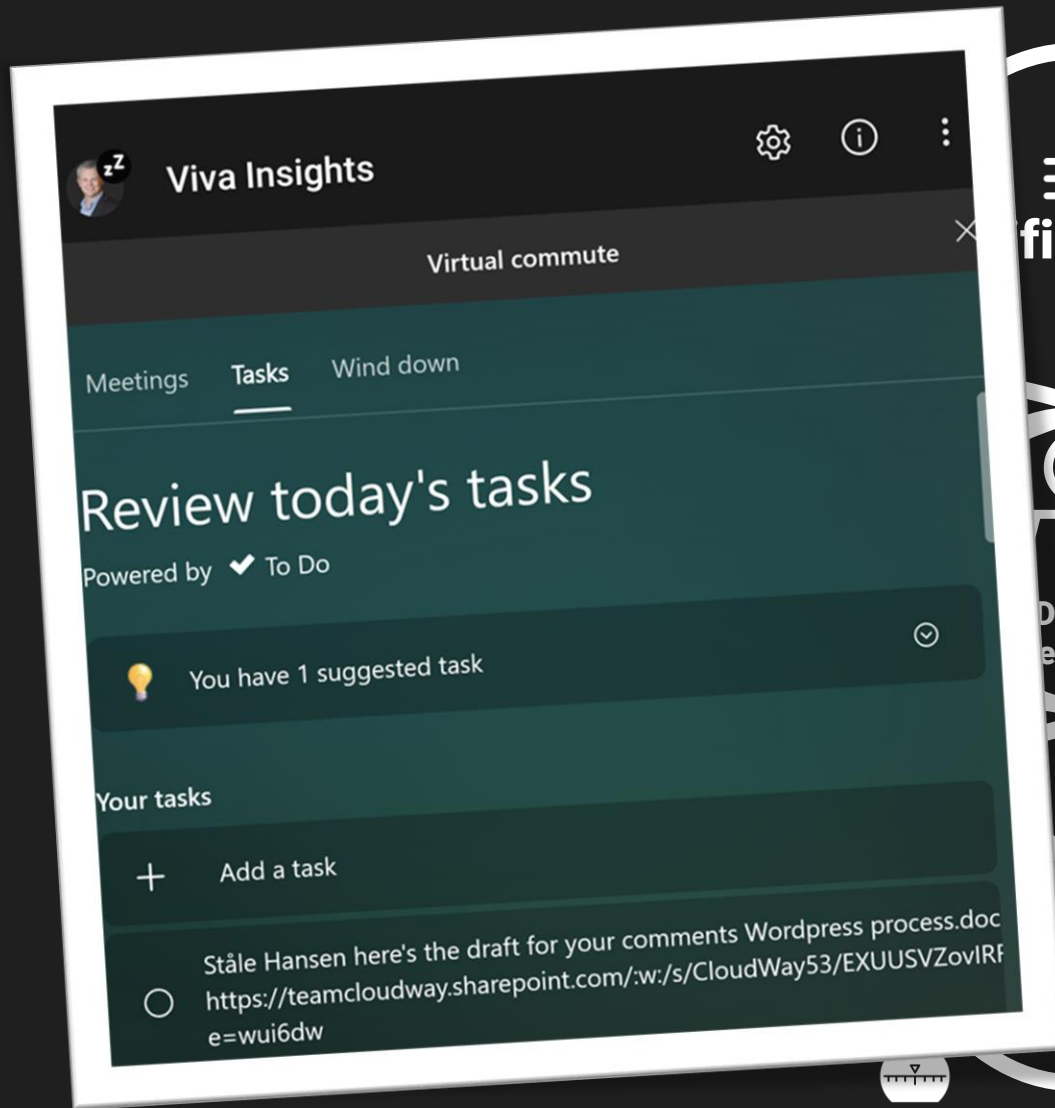


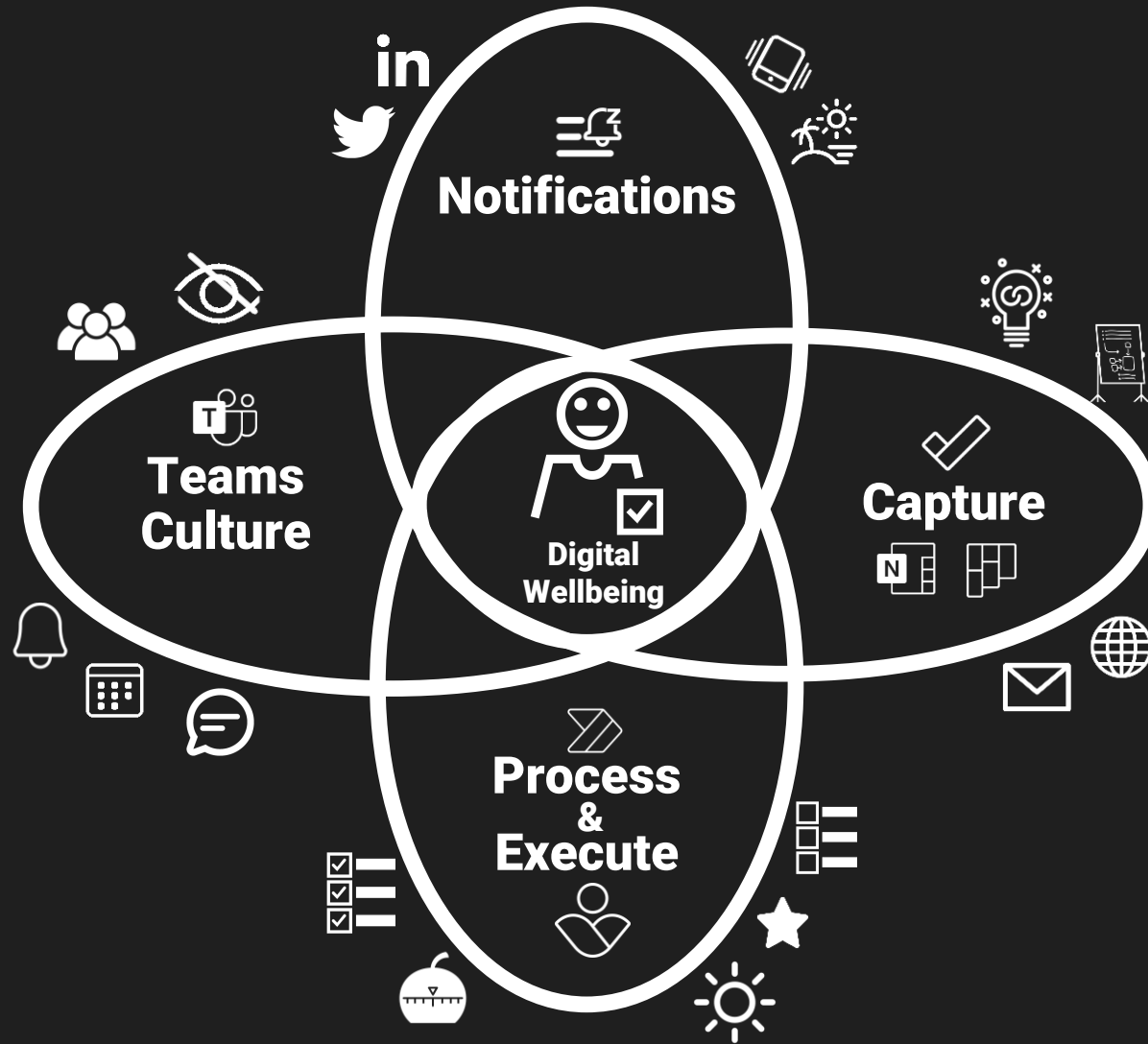








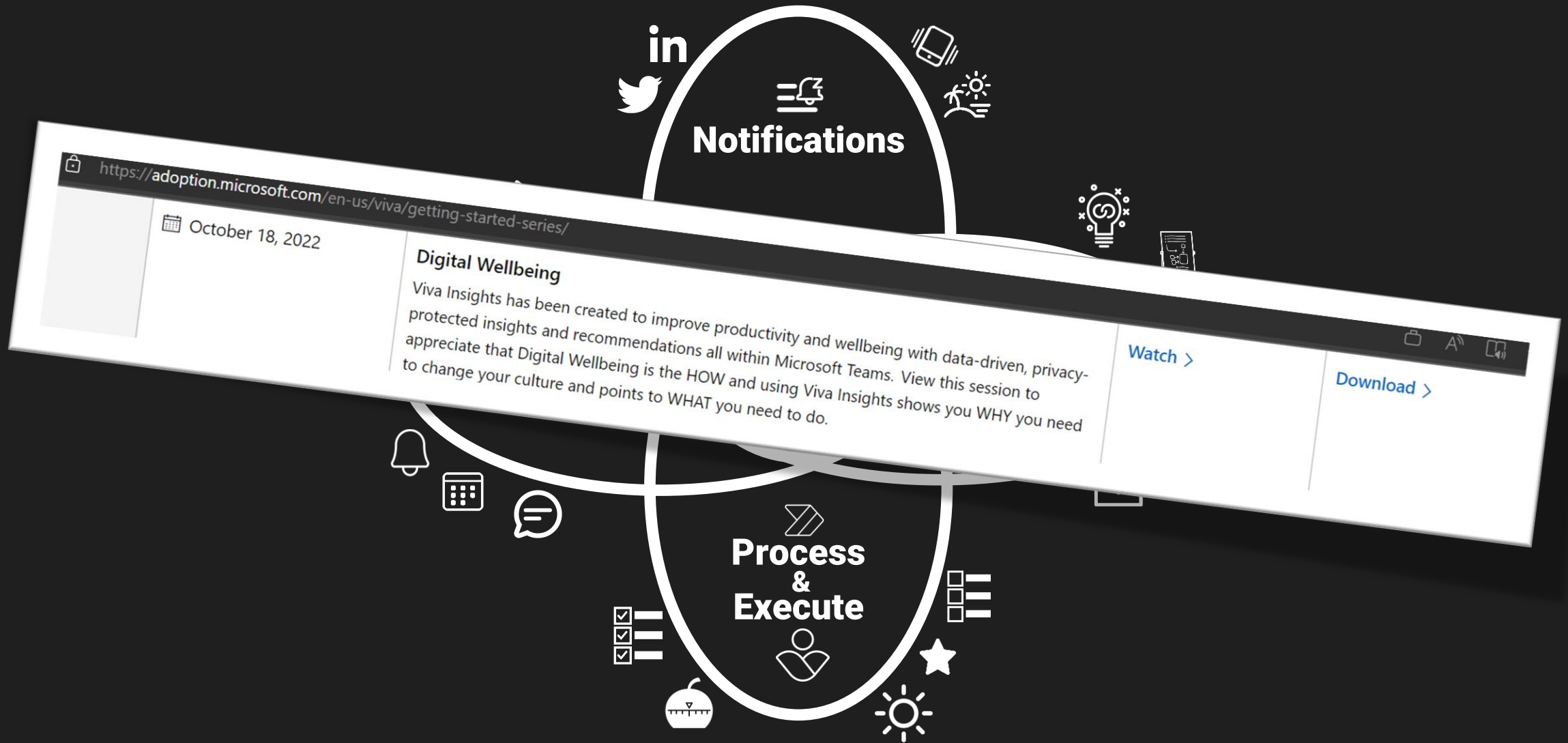




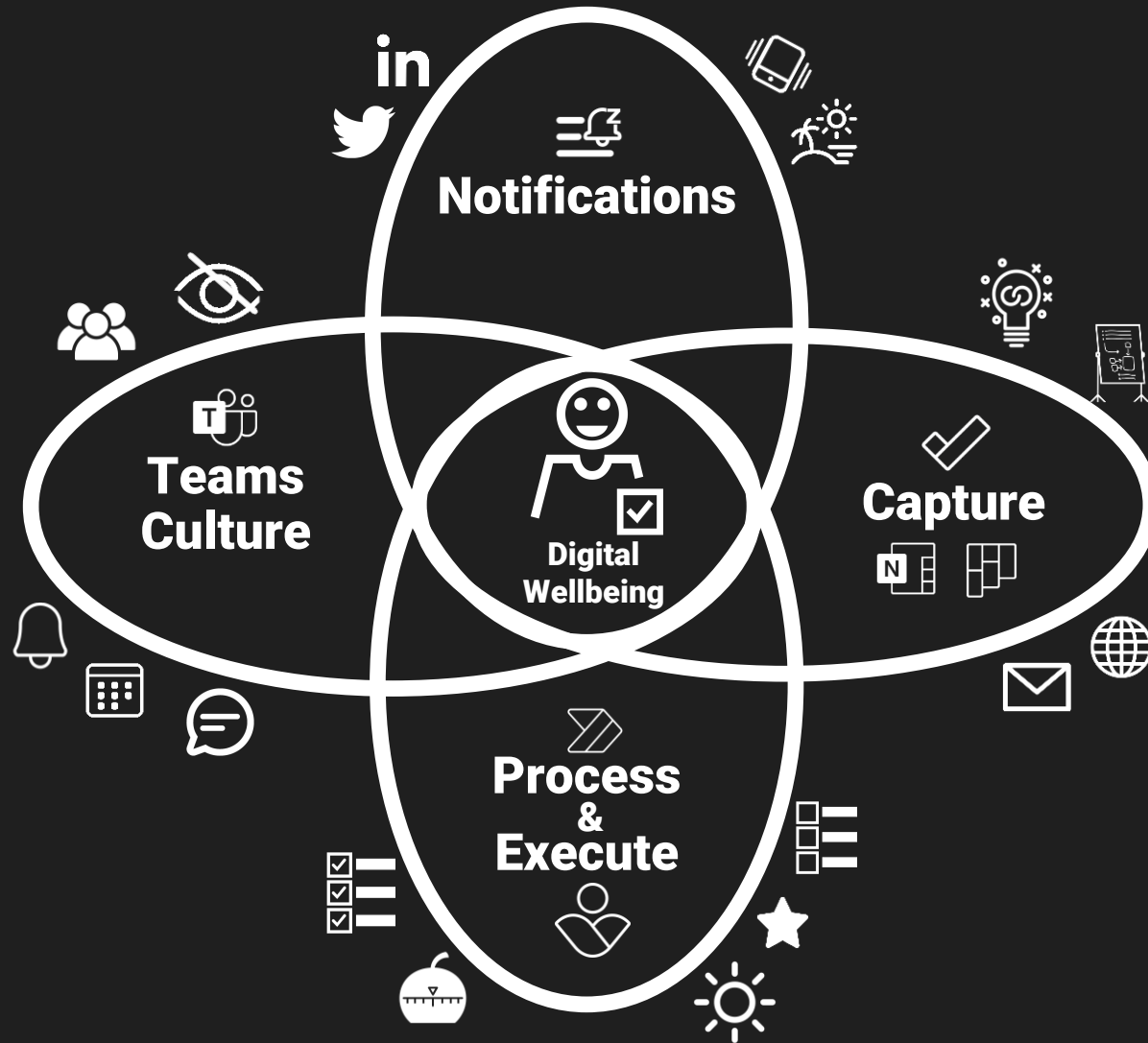
Ikigai

A JAPANESE CONCEPT MEANING "A REASON FOR BEING"



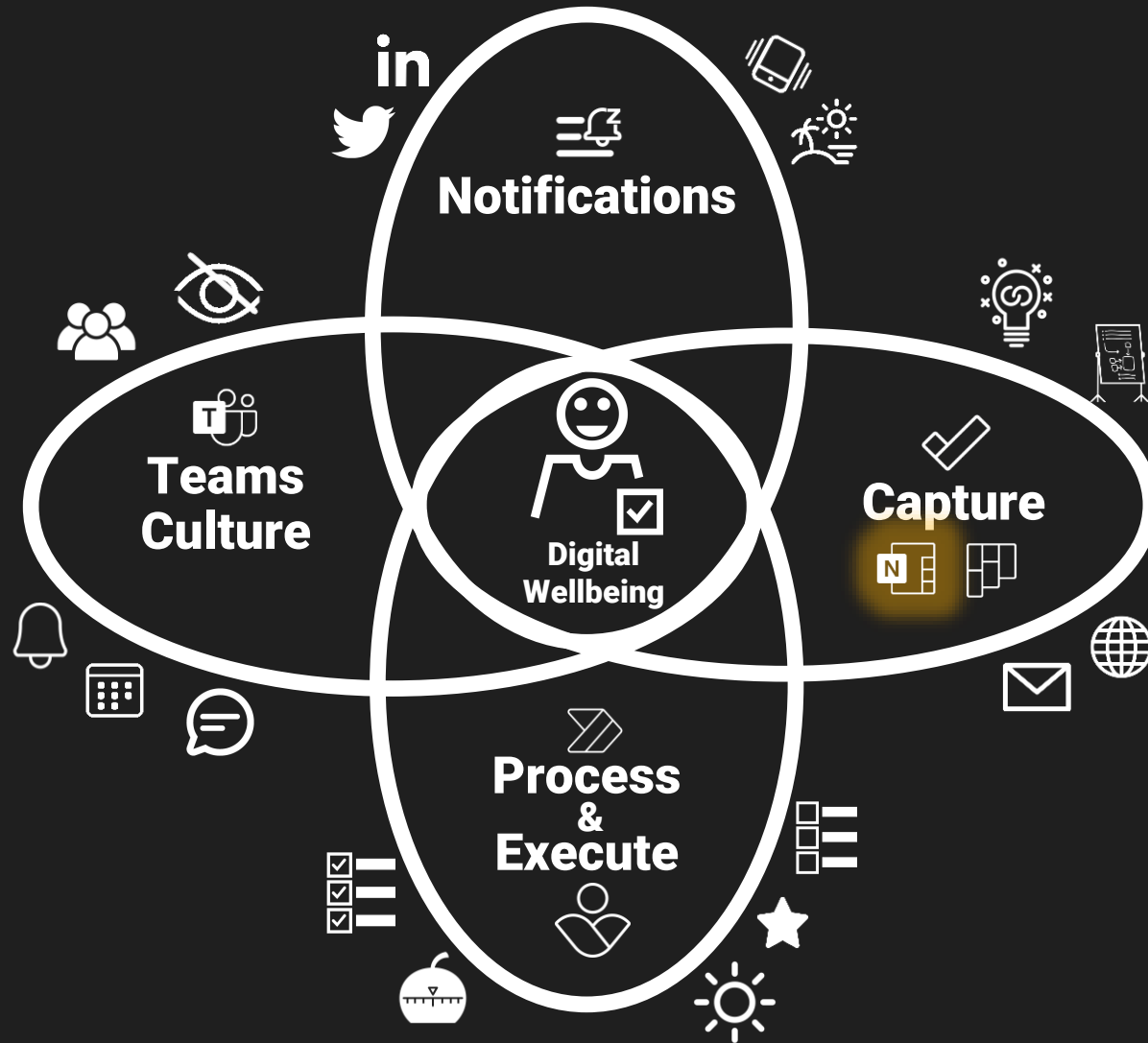


Empathic Leadership



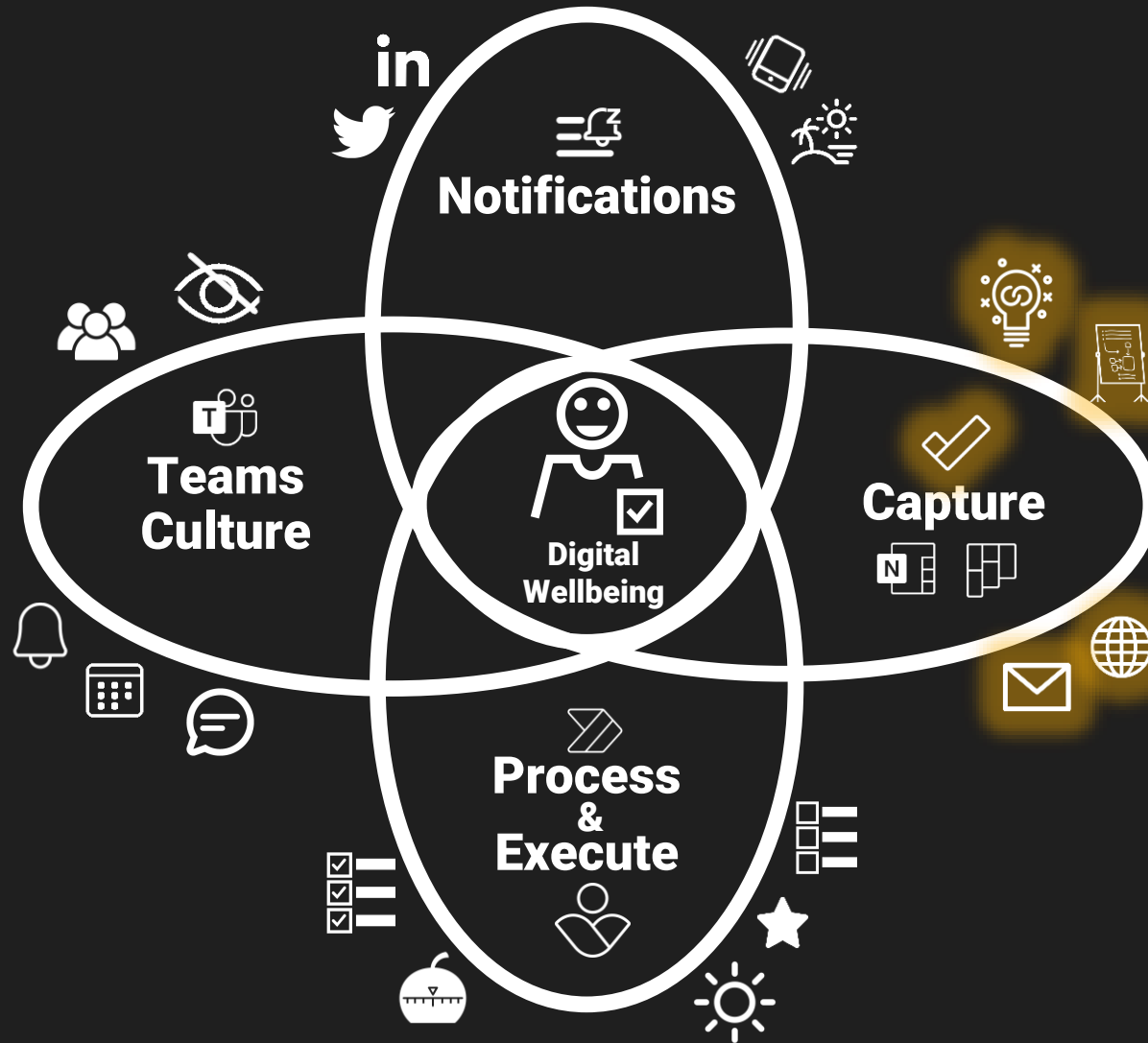
Copilot ready

Empathic Leadership



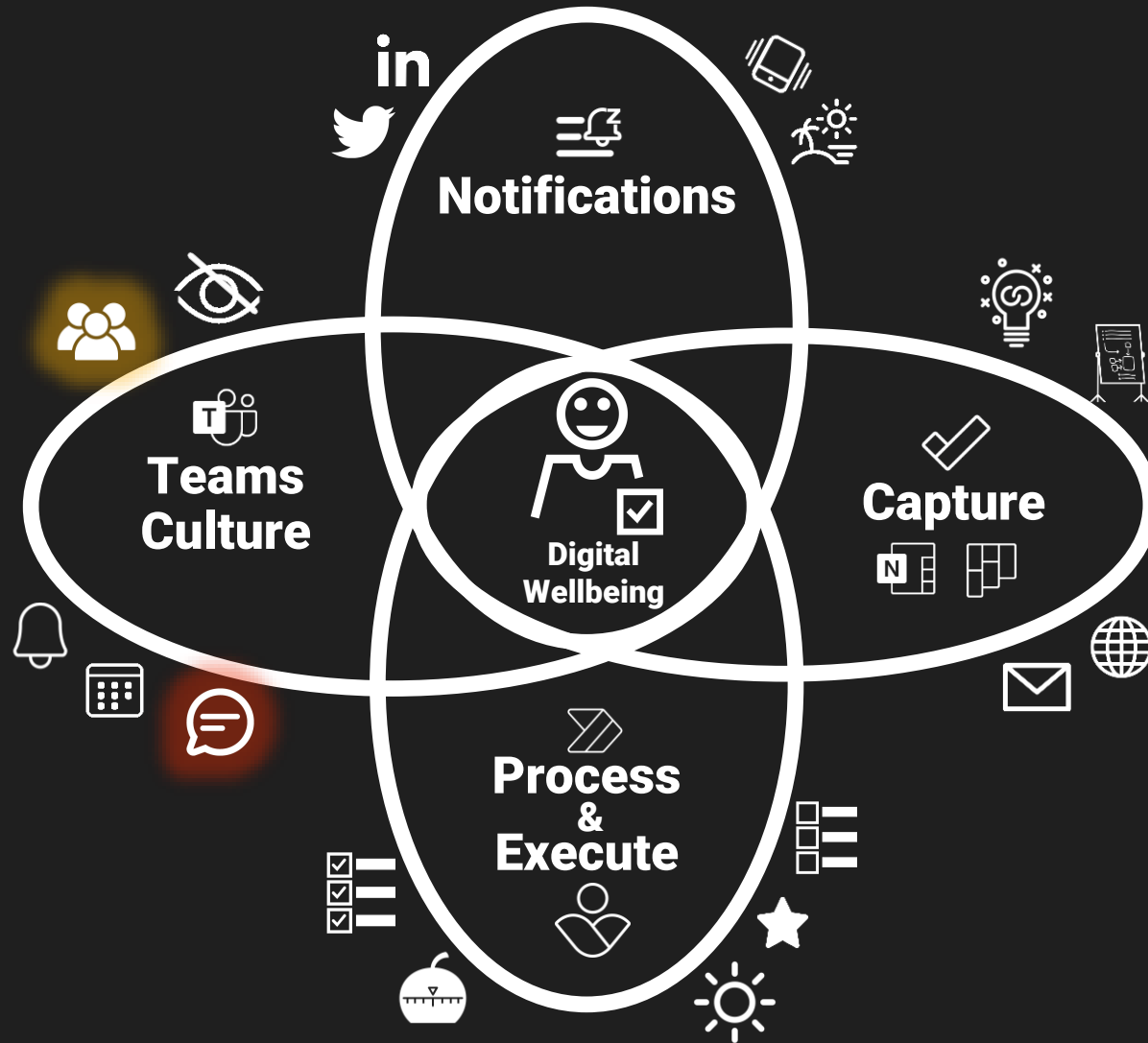
Copilot ready

Empathic Leadership



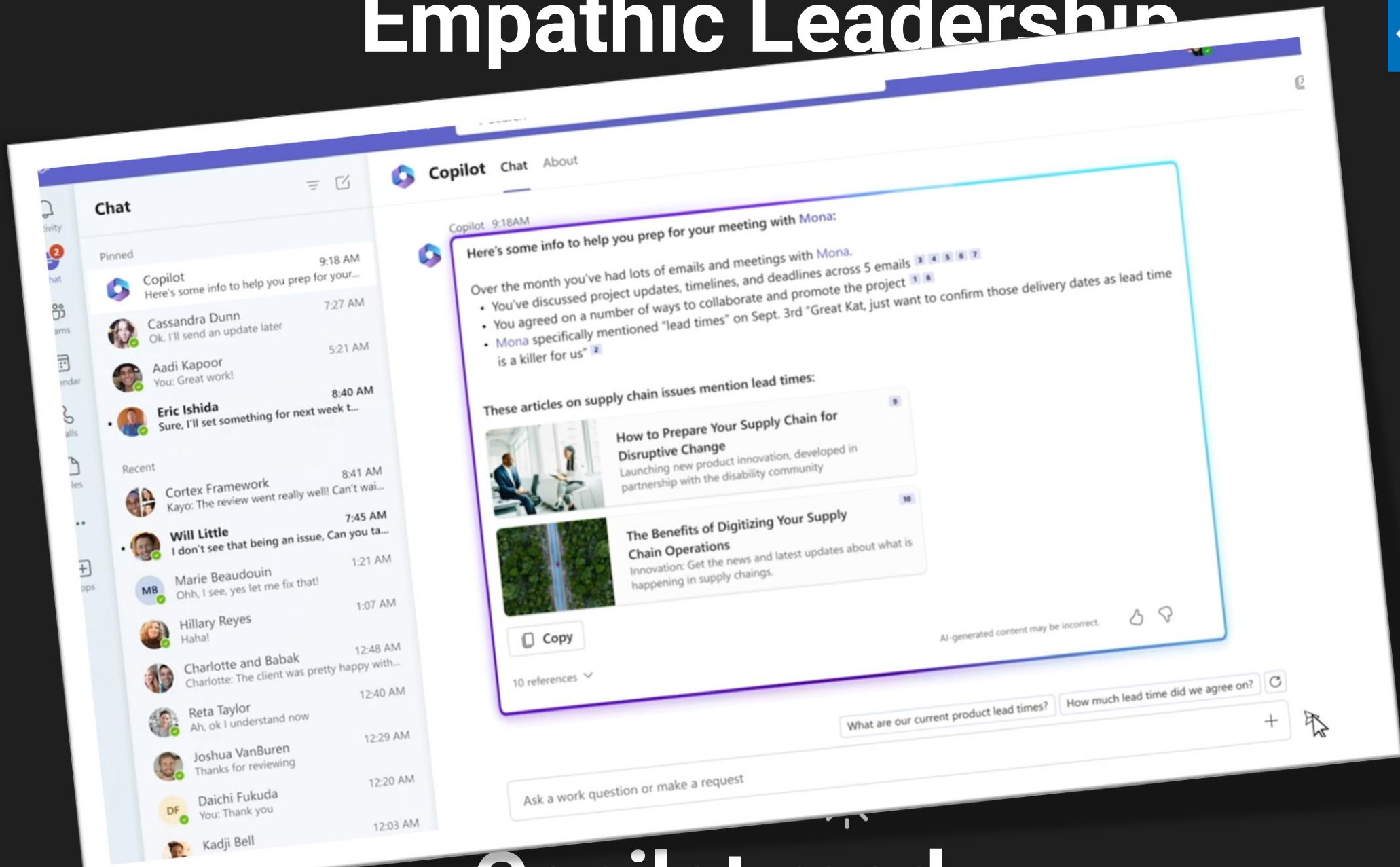
Copilot ready

Empathic Leadership



Copilot ready

Empathic Leadership

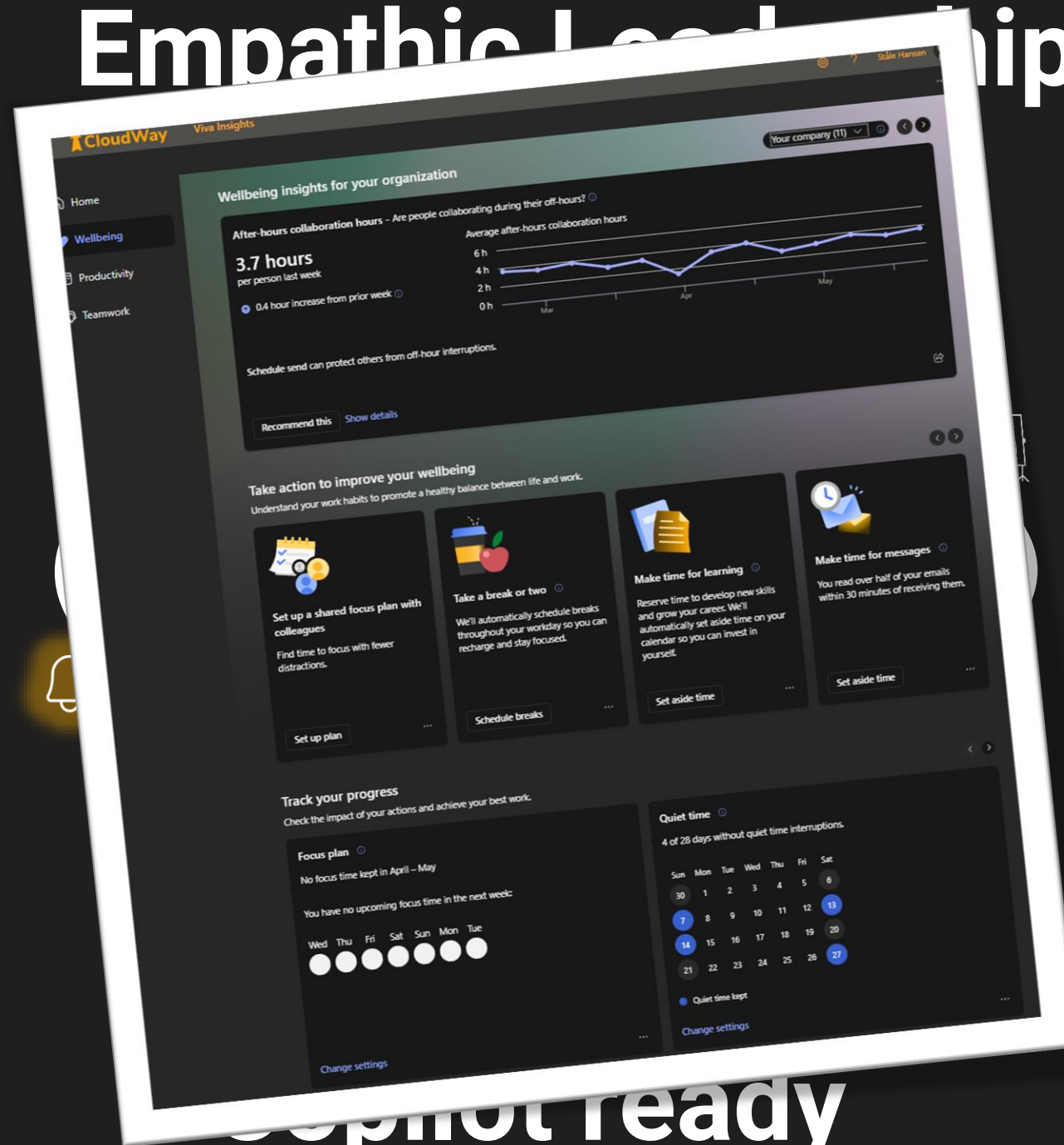


Empathic Leadership



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Empathic Leadership



 Home

 Wellbeing

 Productivity

 Teamwork

Wellbeing insights for

After-hours collaborati

3.7 hours
per person last week

 0.4 hour increase from

Wellbeing insights for your organization

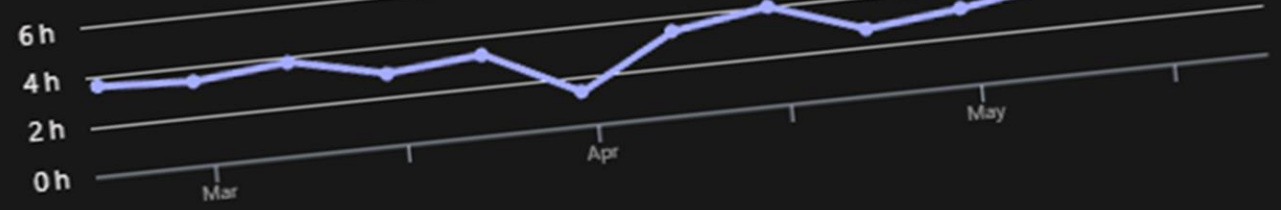
Your company (11)

After-hours collaboration hours - Are people collaborating during their off-hours?

3.7 hours
per person last week

0.4 hour increase from prior week

Average after-hours collaboration hours



Schedule send can protect others from off-hour interruptions.

Recommend this Show details

Take action to improve your wellbeing

Understand your work habits to promote a healthy balance between life and work.



Make time for learning



Make time for messages

3.7 hours

per person last week

0.4 hour increase from prior week ⓘ

4 h

2 h

0 h

Schedule send can protect others from off-hour interruptions.

Recommend this

Show details

Take action to improve your wellbeing

... habits to promote a healthy balance between life and

**IF YOU GET DISTRACTED
AT 3:00 AM**

IT IS YOUR OWN FAULT

Take action to improve your well-being
habits to promote a healthy balance between life and

our best work.

ext week:

e

Quiet time ⓘ

4 of 28 days without quiet time interruptions.

Sun	Mon	Tue	Wed	Thu	Fri	Sat
30	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27

● Quiet time kept

[Change settings](#)

Settings

Briefing

Work week

Direct reports

Virtual commute

Protect time

Reflection

Praise

Effective meetings

Privacy

Protect time

Configure your quiet time ⓘ

Mobile notifications for Outlook email and Teams are muted during quiet time.

Mute mobile notifications for certain hours: ⓘ

Start time 5:00 PM End time 9:00 AM ☒ Sun ☒ Mon ☒ Tue ☒ Wed ☒ Thu ☒ Fri ☐ Sat ☒ On

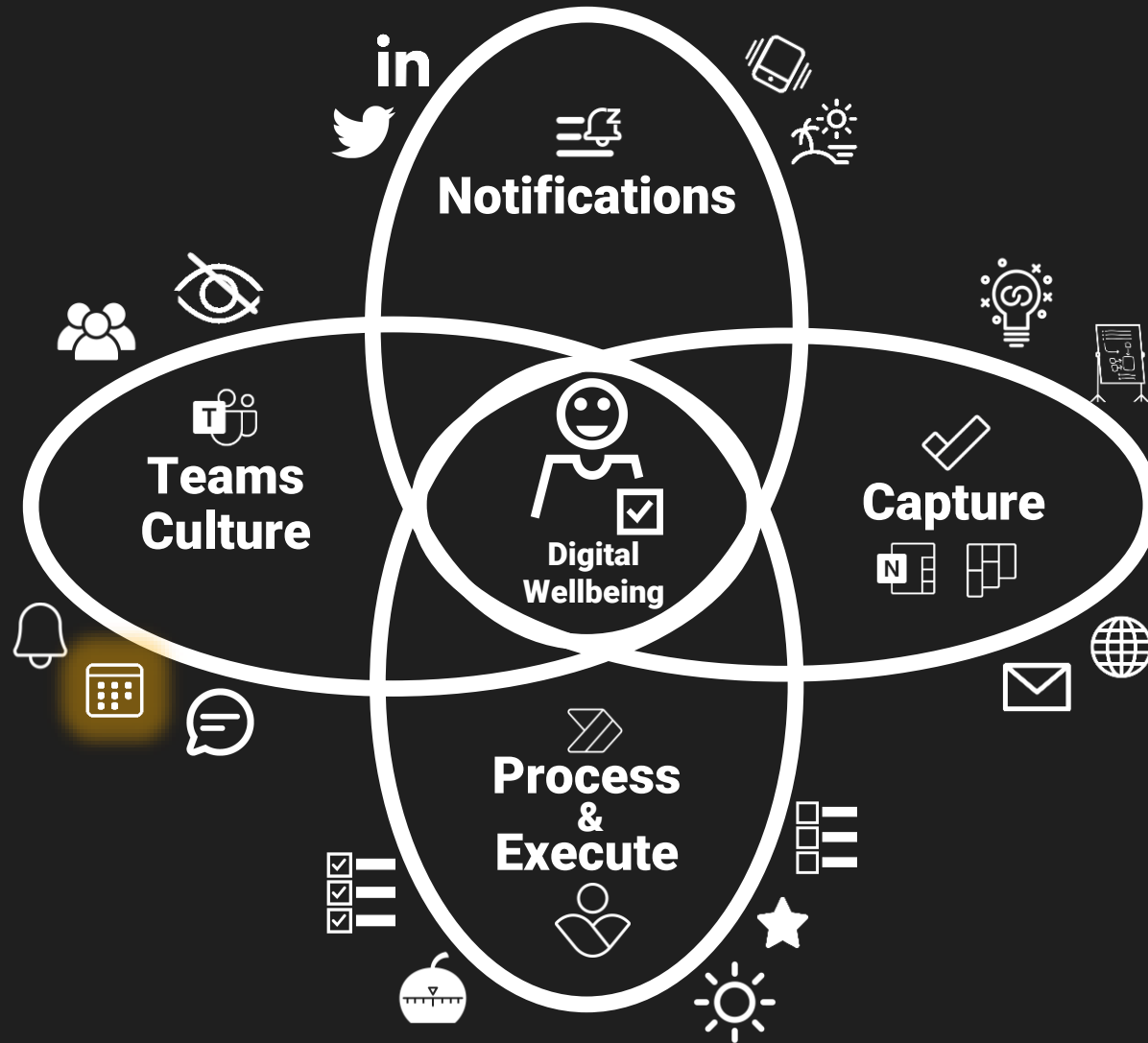
Mute mobile notifications all day: ⓘ

☒ Sun ☐ Mon ☐ Tue ☐ Wed ☐ Thu ☐ Fri ☒ Sat ☒ On

Save changes

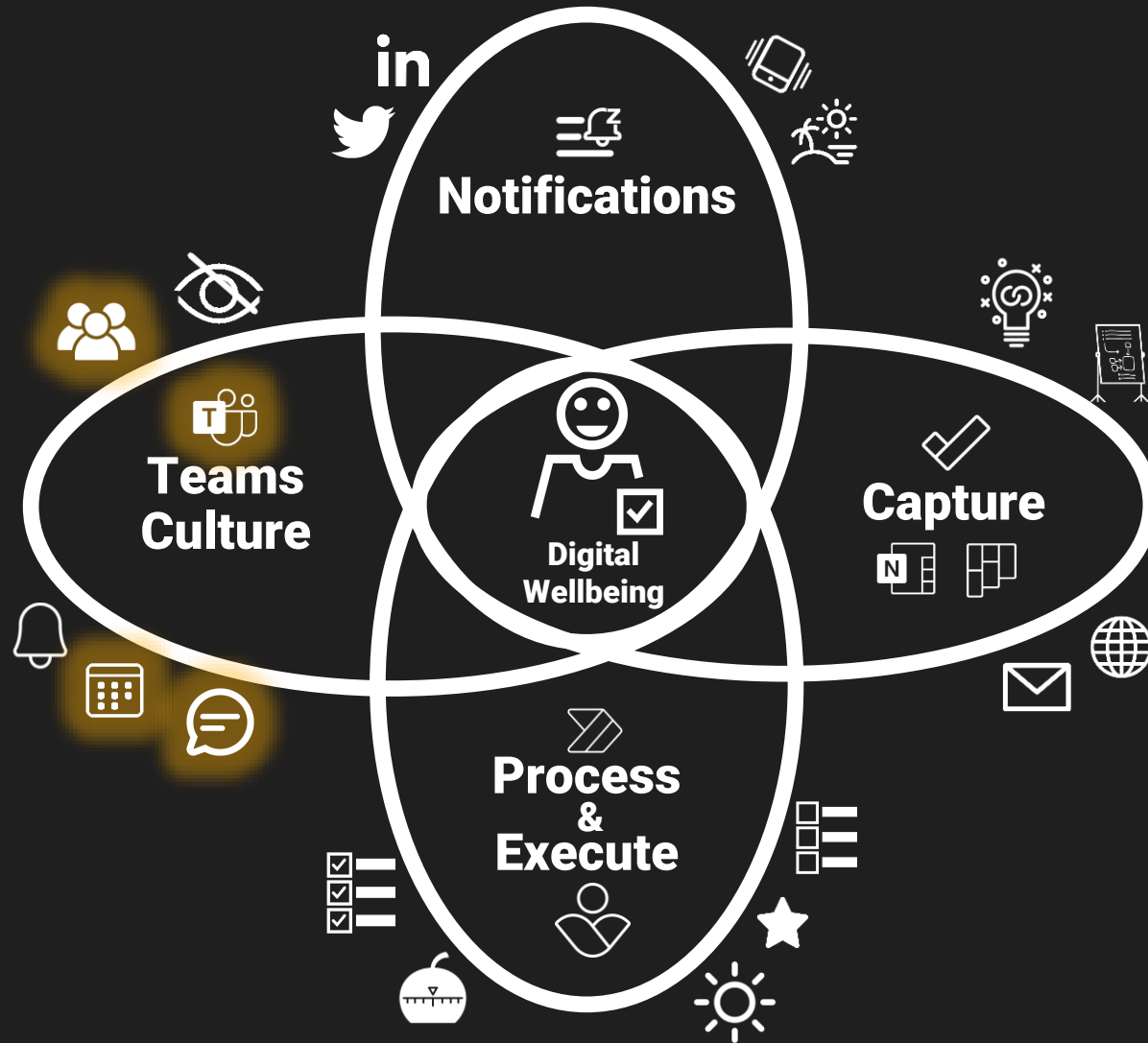
Change settings

Empathic Leadership



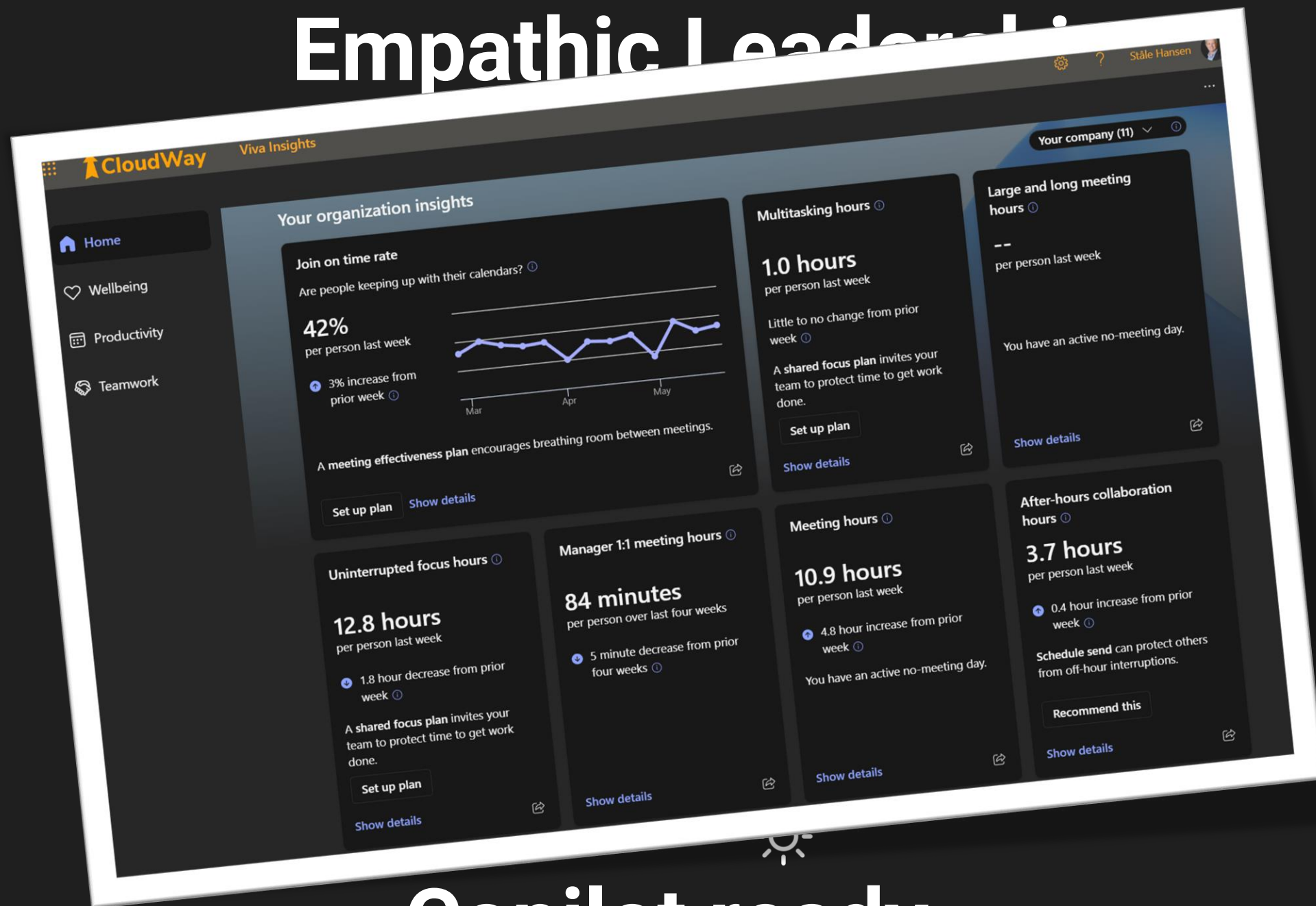
Copilot ready

Empathic Leadership



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Empathic Leadership



Manager 1:1 meeting hours ⓘ

week

Increase from prior

4 minutes

person over last four weeks

I can protect other
 interruptions.

5 minute decrease from prior
four weeks ⓘ

and this

s

Show details

Meeting hours ⓘ

10.9 hours

per person last week

⬆ 4.8 hour increase from prior
week ⓘ

You have an active no-meeting day.

Show details

After-hours collaboration
hours ⓘ

3.7 hours

per person last week

⬆ 0.4 hour increase
week ⓘ

Schedule send
from off-hour

Recommend

Show details

Empowering Leadership



2 h

Mar

Apr

May

● Your company ⓘ
11 people

Coordinate a no-meeting day

You have an active no-meeting day.

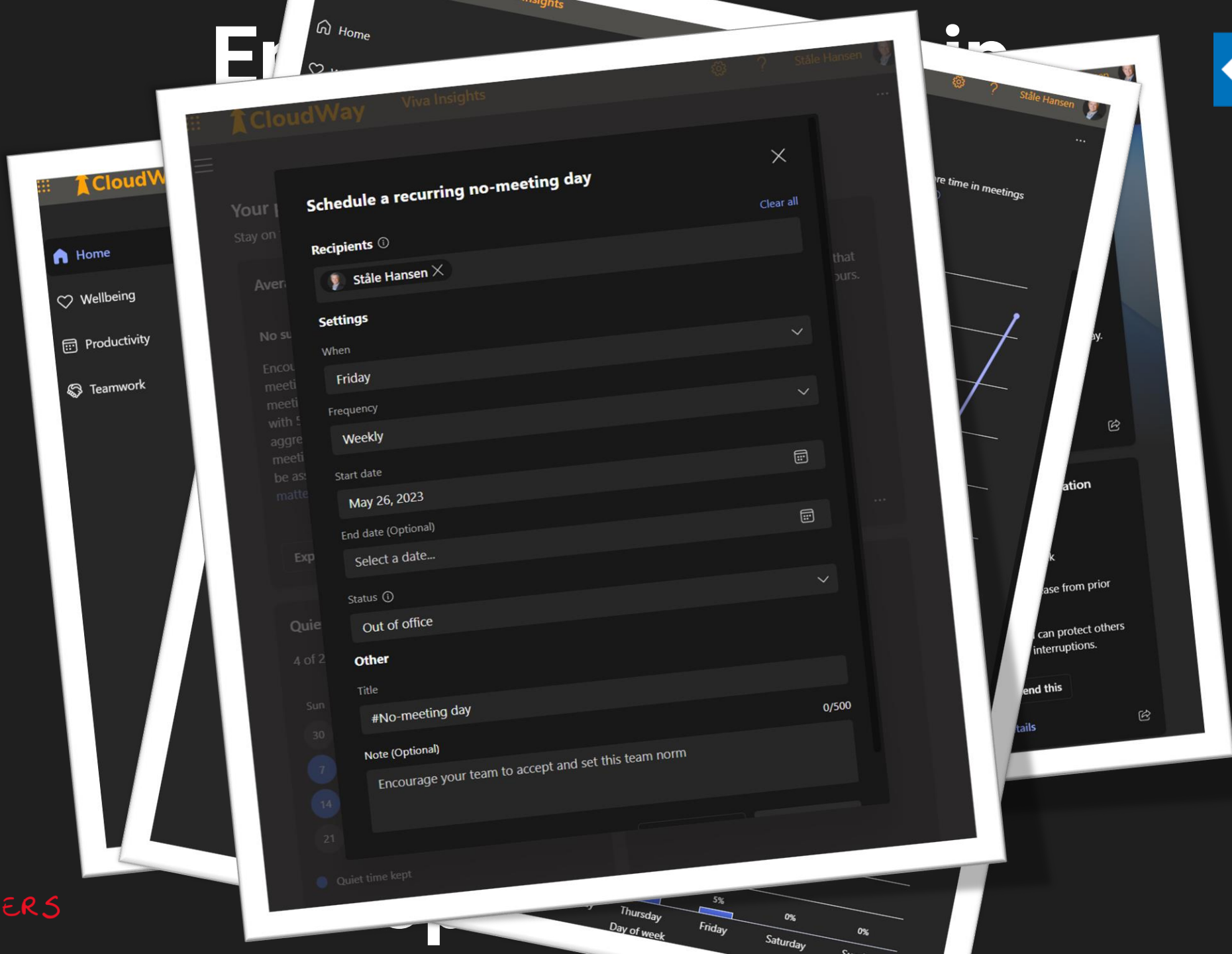
More actions

↔ Copy link

💬 Share via chat

Percentage of meeting hours

50%



↑ CloudWay Introduces #NoMeetingsFriday The 4-day work week



No Meetings



Declutter your mind



Work-life harmony



Personal growth



**Be more rested on Mondays.
More focused work on workdays.
Move errands and other activities to Fridays.**

Goal

More inbox zero 🙌
Fewer Friday meetings 👍
Higher quiet days average! ❤️

Where we succeed

NoMeetingsFriday has allowed me to prepare for upcoming events and perform admin duties on Fridays so my **weekends are kept free for my family - invaluable.**

October

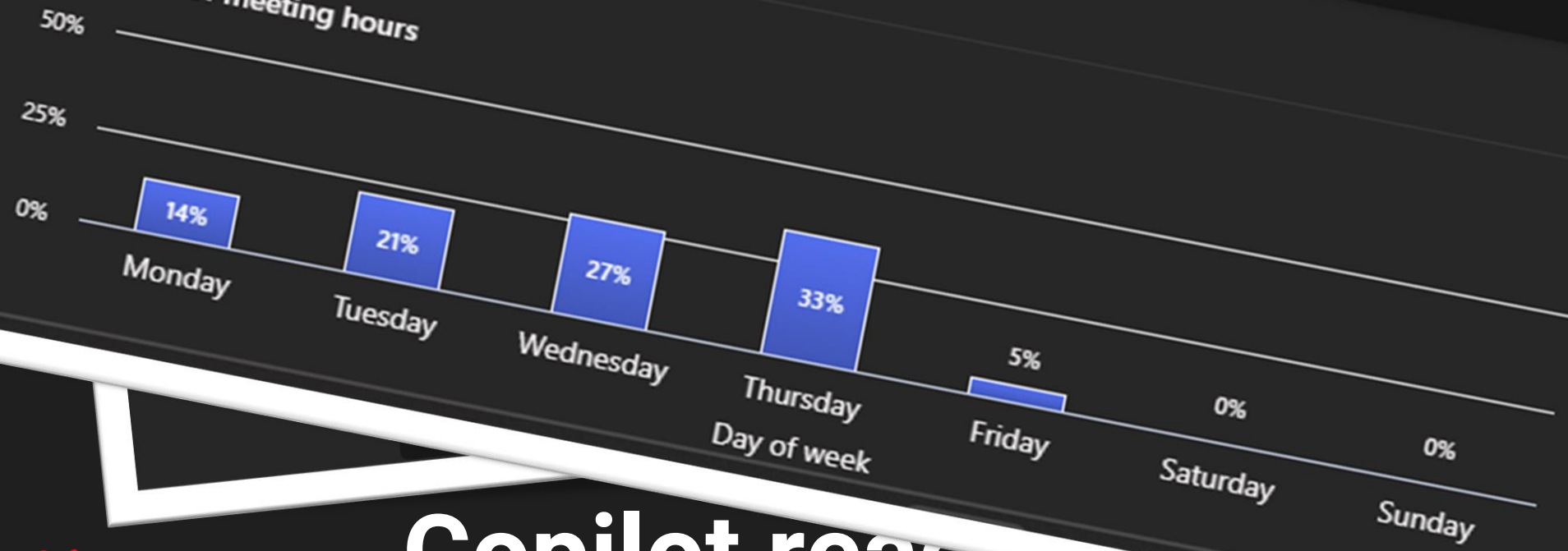
no-meeting day.

More actions

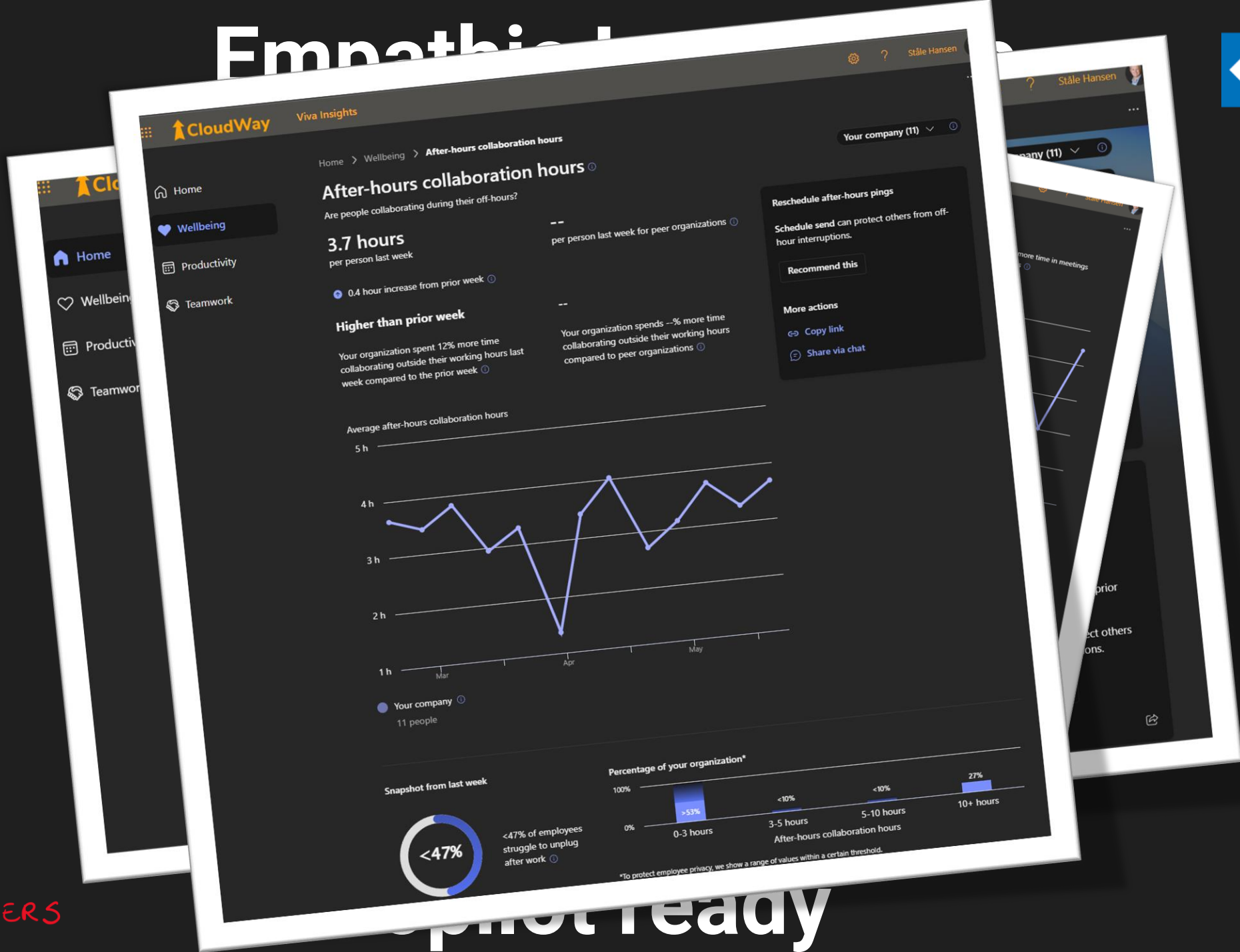
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💬 Share via chat

Percentage of meeting hours



Empathic



Wellbeing

Productivity

Teamwork

3.7 hours

per person last week

0.4 hour increase from prior week

Higher than prior week

Your organization spent 12% more time collaborating outside their working hours last week compared to the prior week

per person last week for peer organizations

Your organization spends --% more time collaborating outside their working hours compared to peer organizations

Schedule send can protect others from hour interruptions.

Recommend this

More actions

Copy link

Share via chat

Average after-hours collaboration hours

5 h

4 h

3 h

2 h

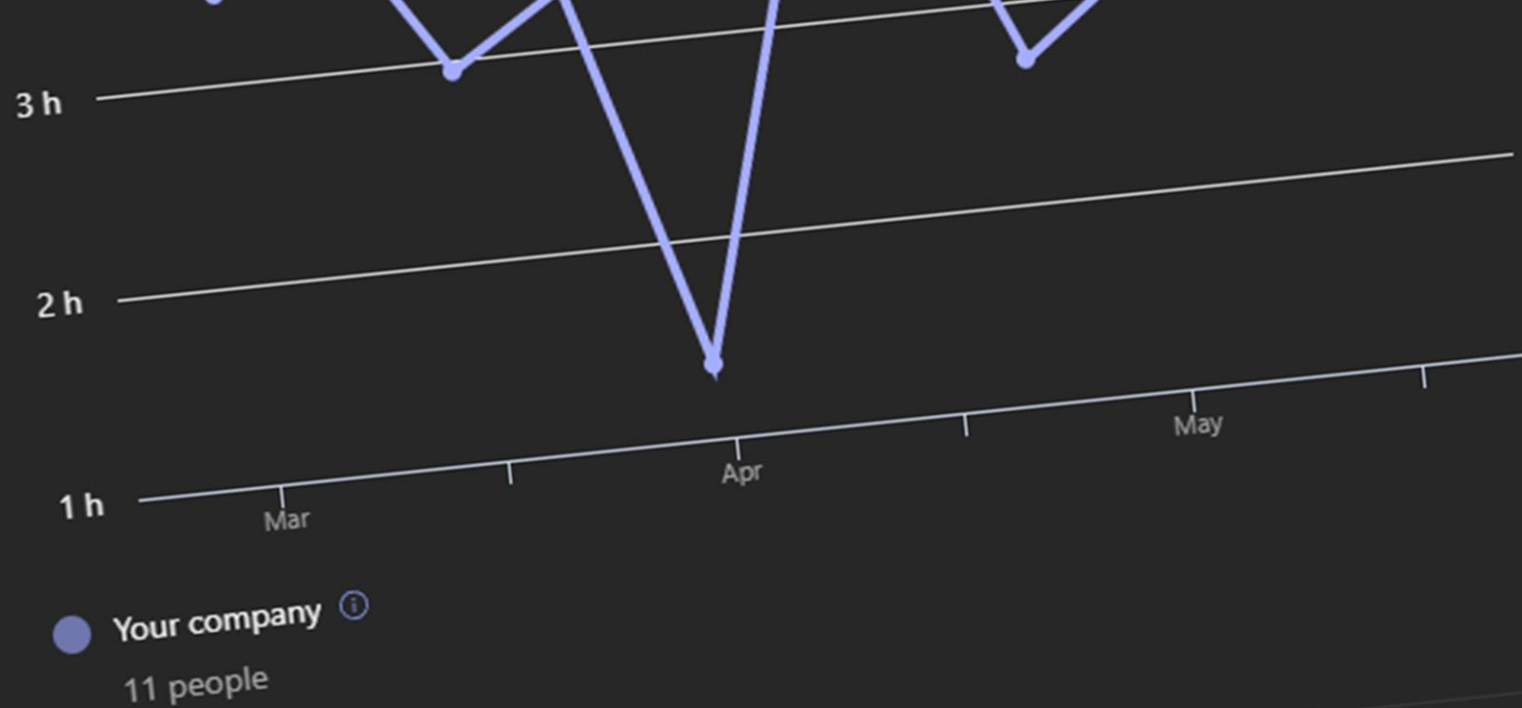
1 h

Mar

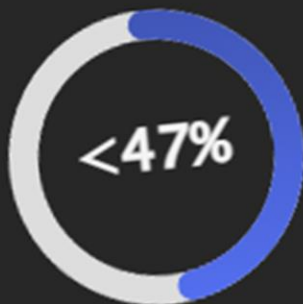
Apr

May

Your company
11 people

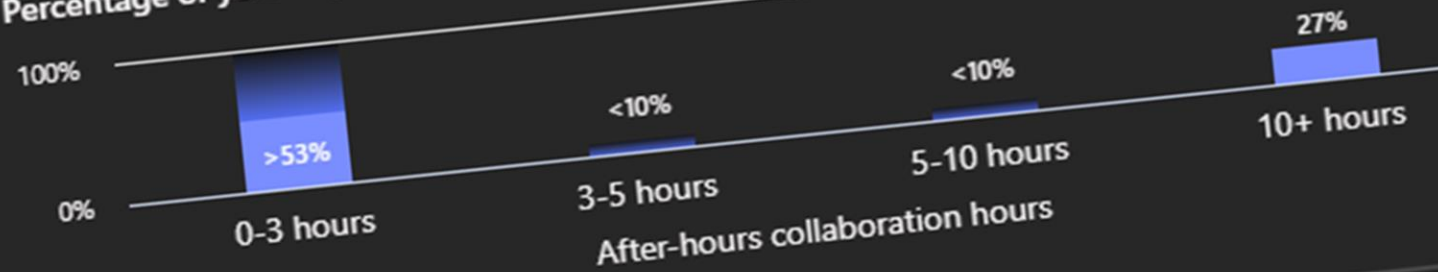


Snapshot from last week



<47% of employees struggle to unplug after work ⓘ

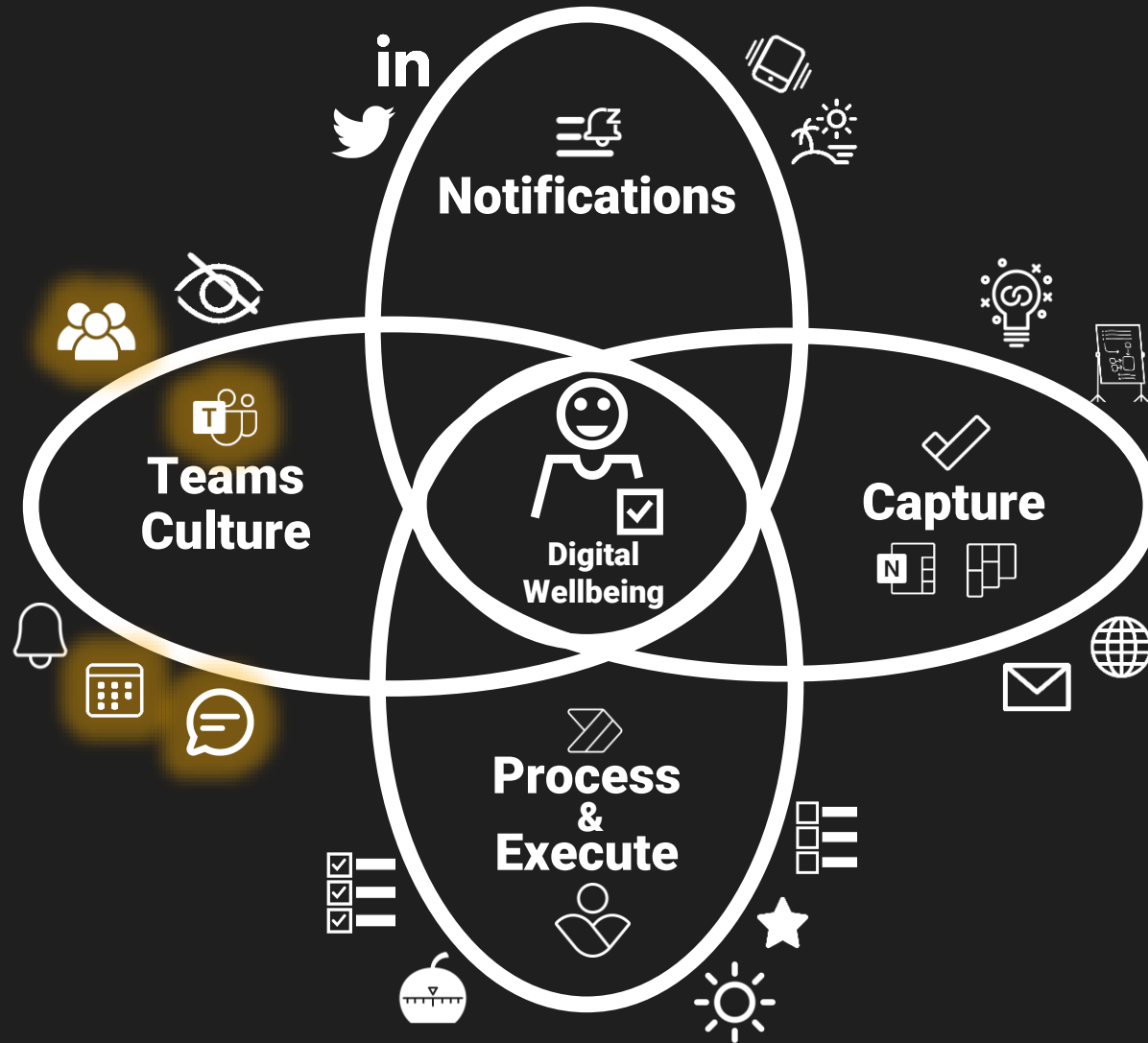
Percentage of your organization*



*To protect employee privacy, we show a range of values within a certain threshold.

Copilot ready

Empathic Leadership

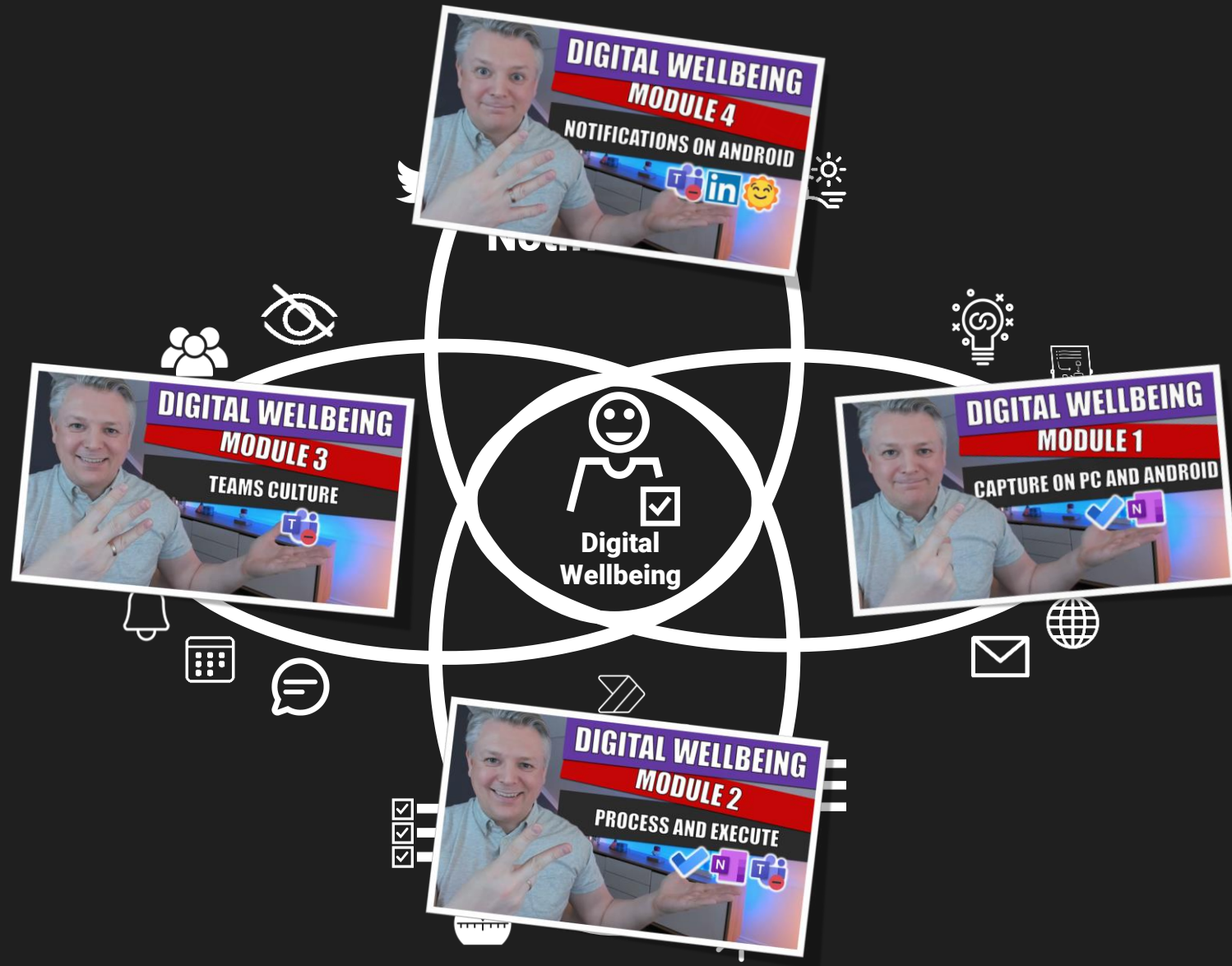


Copilot ready

Empathic Leadership



Copilot ready



**How to practice empathic
leadership in context of
Microsoft 365?**

**Teach Digital Wellbeing and
become Copilot ready**

“If you know the **WHY**, then you can live by any **HOW**”

Friedrich Nietzsche

Thanks for watching 📌



<https://CloudWay.com/DigitalWellbeing>

Ståle Hansen, CEO ⬆️ **CloudWay**

Microsoft Regional Director

Microsoft MVP