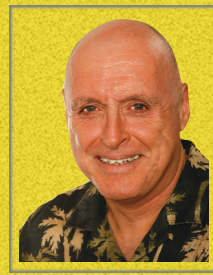


# THE EXTRA POINT

BY JERRY ROBERTS



## # 32 Is a Deep Data Dive Always Necessary?

Microsoft is compiling a lot of data on the workplace and employee productivity, but I'm wondering if some (maybe much) of that is unnecessary. I'm Jerry Roberts, let's crunch that next on The Extra Point.

Microsoft owns a company called Workplace Analytics, which advertises that they give business leaders dozens of actionable behavioral metrics about time and networks to inform a variety of strategic decisions, including teaming models, resource allocation, workspace planning, best practices, predictive models, and benchmarks, to deliver powerful new insights for enterprise productivity. Helping business leaders understand collaboration patterns across organizations that influence productivity and employee engagement.

(Whew!) Yeah.

I like data and use it to back up ideas and to show results. Its value is unquestioned.

What Microsoft is doing, however — and they're not alone — is that they're promoting this as a service that will put the data ahead of good old-fashioned getting to know people and helping them to grow.

Who are they targeting for this? The millennial managers who worship data and look to it for answers before they deal with human beings. I think this will have a negative impact on the workplace if it catches on to a large degree.

What are some of the earth-shattering conclusions brought forward from the use of this data machine?

1. When you are interviewing for a job you are also interviewing your manager. Trying to figure out if you can work well with the person, and if they are going to create the right environment where you can succeed.

2. The more one-on-one meetings an employee has with their manager, the more the employee feels their contributions are appreciated and that can improve performance.

3. Regular access to a manager creates confidence in the worker.

4. All levels of workers benefit from creating and nurturing networks, both inside and outside of their organization.

Okay, I'm sure it goes deeper than that but did they need complicated charts and formulas to generate this kind of stuff? They could have just consulted with a room full of grandmothers and some old school managers who live all that by showing their workers they care, and who have teams that love them for it.

That's The Extra Point. Get out there and make something good happen today. For 93.3, I'm Jerry Roberts.

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