



Hable  
DREAM “” DEPLOY

Mark Reynolds  
Founder

@themarkreynolds



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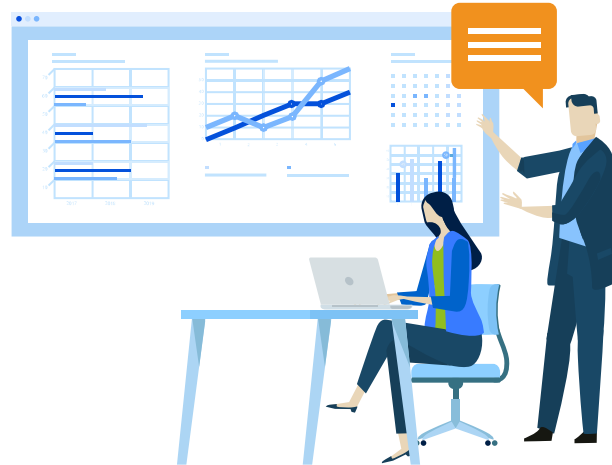
Change how your people  
feel about technology..

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# What we do.



**Manage  
Successful  
Change**



**Deliver  
Impactful  
Learning**



**Support  
Office 365  
Adoption**



**Greener Meetings & Culture Change**

3rd July 2019

# Abingdon given Plastic Free status by Surfers Against Sewage



By **Erin Lyons**  
Reporter



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# Green IT in 2014

## Off the Grid and in the Classroom

Mar 12, 2014 | [Josh Henretig](#)



In recent years Microsoft has increased its awareness and activities around sustainability, from our corporate headquarters in Redmond to our furthest reaching offices around the world. With this commitment, we've seen an increased interest from employees across the company in sustainable projects and efforts taking place both at Microsoft and also in other industries. Mark Reynolds, a Microsoft education sales manager in the UK, [recently shared](#) an interesting project that is focused on powering technology in the classroom through solar energy, and that has the potential to improve the way technology-enhanced learning is delivered globally.

Near the Microsoft Reading campus in Berkshire, UK, a local company called [Solar Ready](#) developed a concept called the Off-Grid Classroom, with the goal of offering more technology while reducing the environmental impact and electricity expenses. Mark shares that the Off-Grid Classroom "is essentially a container with solar panels on the roof and an IT rich classroom inside." The concept comes in different sizes and is powerful enough to run as many as 30 computers and a teacher station, even in the gloomy Berkshire weather.

The possibilities for the Off-Grid Classroom are significant. Many parts of the world do not have the power infrastructure in place to give children the opportunity to use technology in learning, so a





**Why move meetings online?**

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A282 (M25)

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40

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HIGHWAY MAINTENANCE

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ONLINE ROADWAYS

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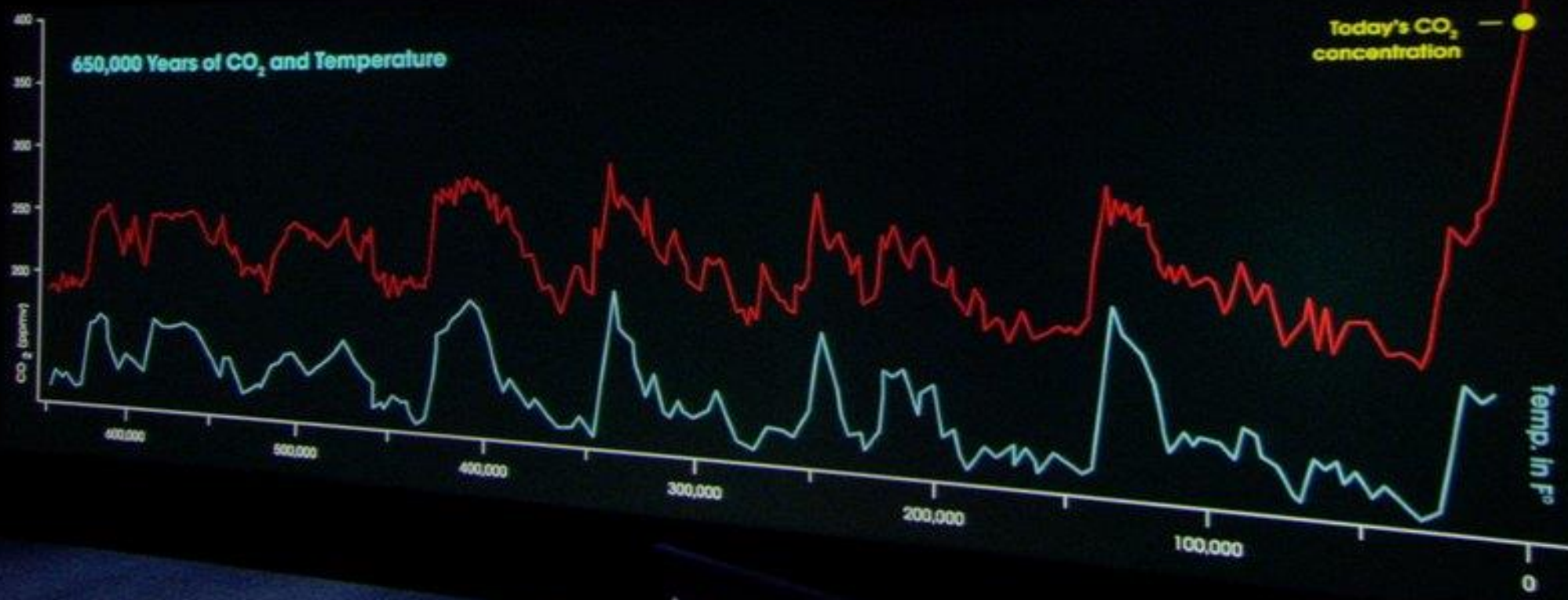
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Projected concentration after 50 more years of unrestricted fossil fuel burning

Today's CO<sub>2</sub> concentration

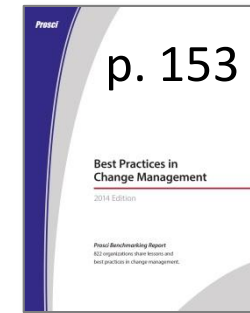




**People are lazy. Change is hard.**

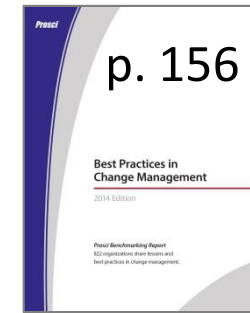
# The Top Reasons for Employee Resistance

1. Lack of awareness of why a change is needed
2. Impact on current job role
3. Organization's past performance with change
4. **Lack of visible support and commitment from managers**
5. Fear of job loss



# The Top Reasons for Manager Resistance

1. Lack of awareness about and involvement in the change
2. Loss of control or negative impact on job role
3. Increased work load (lack of time)
4. Culture of change resistance and past failures
5. Impact to their team



# Top reasons for resisting Online Meetings?

- Perception that “important” meetings must be face-to-face
- No visible move to Online Meetings from leadership team
- Poor AV in Meeting Rooms
- Lack of equipment for remote workers
- Poor Network Performance
- Low Confidence in arranging/hosting/chairing Online Meetings



# What Is Change Management?

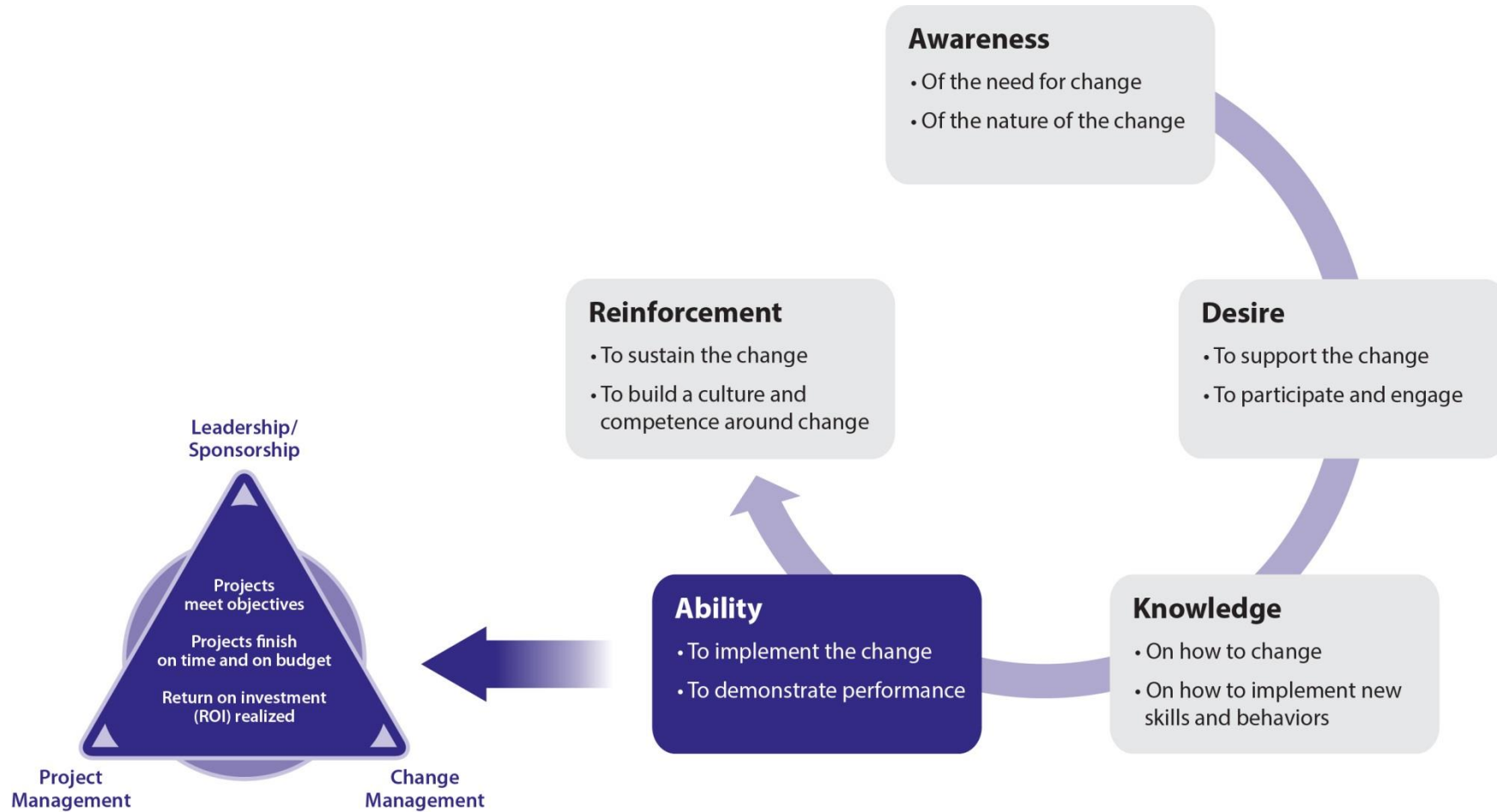
## On a project level:

- Change management is the application of a structured process and set of tools for leading the people side of change to achieve a desired outcome.

## On an organizational level:

- A leadership competency for enabling change within an organization
- A strategic capability designed to increase change capacity and responsiveness

# Prosci® ADKAR® Model







**A is for Awareness**

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# Houses of Parliament



## Did you know...

if you save a document to your OneDrive, you can access it from anywhere?



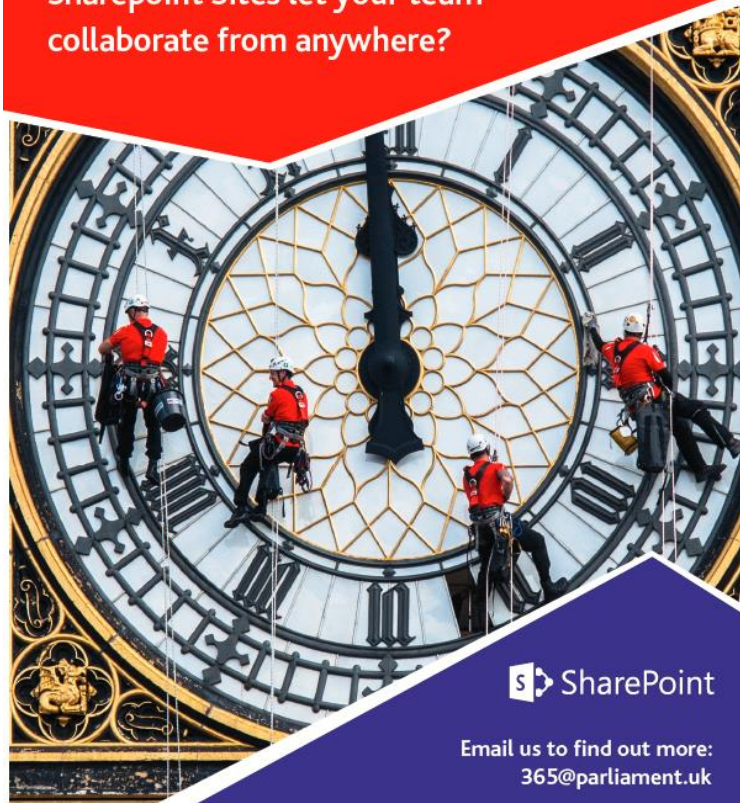
OneDrive

Email us to find out more:  
365@parliament.uk



## Did you know...

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Email us to find out more:  
365@parliament.uk

World  
OneNote  
Day.



Office 365



18/03/16

# Houses of Parliament

Send To Cc Subject It's time to explore Office 365...



## Time to explore Office 365

Whether you're brand new to **Office 365** and want to know what it is and how it works, or if you've used it before but want to learn more...the Office 365 team are here to help!

To begin with, we recommend you come along to one of our introduction sessions: Getting started in Office 365 to find out what it can do for you and how to get further support.

**Reply to this email** to book a place for you or your team on one of our introductory sessions listed below and we'll send you a calendar invitation by return.

## Make time for your own learning

Session 1	Tuesday 16th February	09:30 – 11:00	FULL
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## Make time for your own learning

Session 1	Tuesday 16th February	09:30 – 11:00	FULL
Session 2	Tuesday 16th February	11:30 – 13:00	
Session 3	Tuesday 16th February	14:00 – 15:30	FULL
Session 4	Tuesday 16th February	16:00 – 17:30	
Session 5	Thursday 18th February	09:30 – 11:00	
Session 6	Thursday 18th February	11:30 – 13:00	
Session 7	Thursday 18th February	14:00 – 15:30	FULL
Session 8	Thursday 18th February	16:00 – 17:30	
Session 9	Tuesday 23rd February	9:30 – 11:00	
Session 10	Tuesday 23rd February	11:30 – 13:00	
Session 11	Tuesday 23rd February	14:00 – 15:30	
Session 12	Tuesday 23rd February	16:00 – 17:30	
Session 13	Friday 26th February	9:30 – 11:00	Reserved for Support Desk
Session 14	Friday 26th February	11:30 – 13:00	
Session 15	Friday 26th February	14:00 – 15:30	Reserved for Support Desk
Session 16	Monday 29th February	9:30 – 11:00	
Session 17	Monday 29th February	11:30 – 13:00	

# Houses of Parliament



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**Gareth Bedford**

**London Borough of Tower Hamlets**

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# London Borough of Tower Hamlets

Working towards reducing our carbon footprint; our first Carbon Plan initiated 2009

First UK council to affiliate with Electronics Watch, stringent procurement and disposal governance

IT has a 'cloud-first' strategy for all services – Azure preferred

Our Smarter Working programme prioritises reducing paper and travel

Aiming for a 6:10 desk:staff ratio at our new town hall; saving space, power etc.

This requires an effective remote working and meetings culture

Smarter Working Programme set up to achieve this

# Smarter Working: IT @ LBTH

**Ambitious** programme for around 5000 staff, includes:

- Windows 10
- Office 365
- new devices
- move from Citrix VDI to Workspace One

Deployments started late 2019 & will complete July 2020

**Change Management supported by Hable**

# Deployment Approach

*Not just another IT project!*

Hable provide our **Orientation sessions**:

- **mandatory** for all staff
- collect **new laptop** at the session
- **two hours** - covers the basics of Win10 and 365
- introduce some **new concepts**, features and **new ways of working**
- followed up with **floor-walking and deskside support** for first few days



# Reinforcement

Chief Exec video opens all Orientation sessions, sets the challenge to 'Work Smarter'

Comms everywhere, all channels: Yammer, posters, intranet, roadshows

Championing the products; Teams default platform for meetings

Comprehensive Learning Hub - videos, tutorials for all new platforms

Business Change programme stream, ADKAR Business Change Manager

Hable helping follow up with in-depth sessions on Teams, OneNote, improving business processes

# Meetings Culture: Before

We love a meeting!

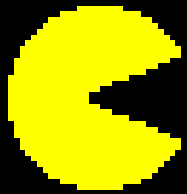
General challenges:

- start and end late
- room booking confusion, difficulties with AV
- lots of papers, inconsistent quality of notes
- travel time between meetings
- external visitors difficult to admit

# Meetings Culture: After

Teams meetings:

- start and end on (or before) time
- using large Clevertouch screens (for F2F meetings)
- some are recorded and annotated, stored in Stream
- zero paper use
- meeting rooms required less often (everybody gets a headset)
- people collaborate during meetings - get things done straight away
- easy to include external visitors



**Culture eats  
technology for  
breakfast...**