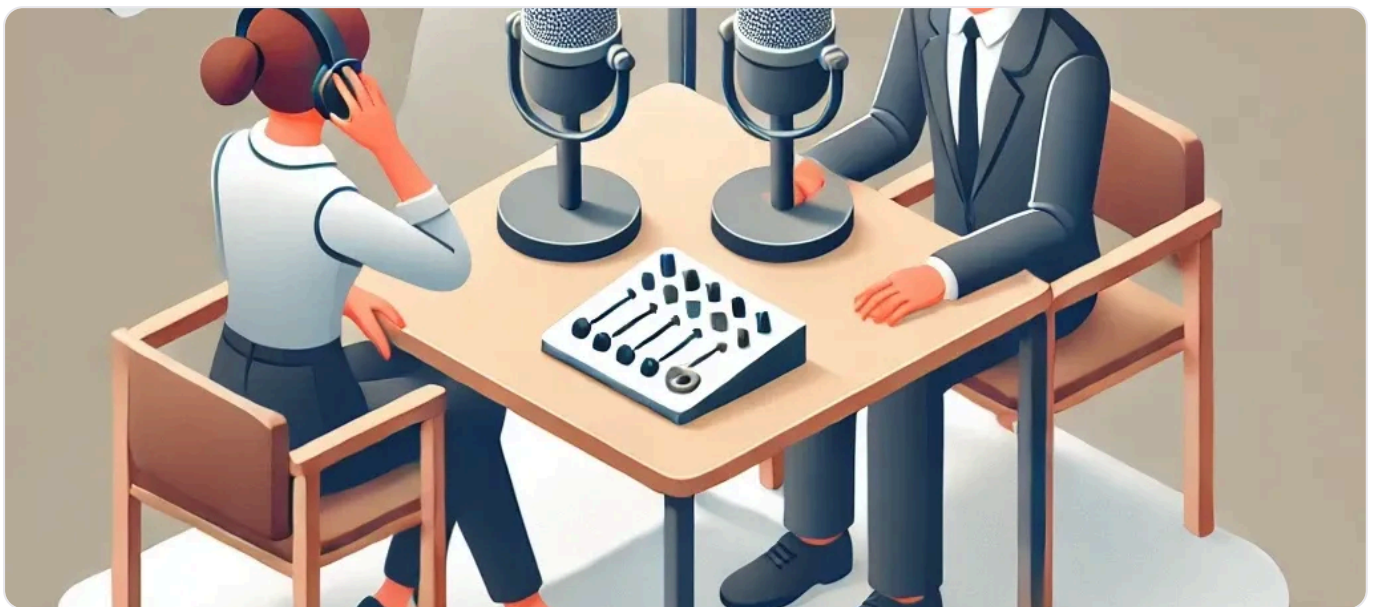


PODCASTS

Weasel-Proofing Your Work: Navigating Digital Transformation in a Remote World

Dive into what digital transformation truly means, the pitfalls companies face, and how to navigate these challenges to thrive in the modern workplace.

Sensei Labs August 29, 2024



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Topics Covered:

- Understanding Digital Transformation in Remote Work
- The Role of Change Management in Digital Tools Adoption
- Proprioception: The Key to Digital Awareness in the Workplace
- Building Transformation Muscles with Small Wins

Introduction

Digital transformation has become a buzzword, especially in remote and hybrid work settings. In this episode of the Long-Distance Worklife podcast, Jay Goldman of Sensei Labs dives into what digital transformation truly means, the pitfalls companies face, and how to navigate these challenges to thrive in the modern workplace.

Understanding Digital Transformation in Remote Work

Digital transformation is often misunderstood as a one-time, technology-focused project, but Jay explains that it's much more. It's about constantly adapting to new market conditions and improving operational excellence. Many companies have fallen into the trap of labeling basic IT upgrades as "transformations," missing the broader goal of ongoing evolution. The pandemic accelerated this need, forcing companies to adopt years' worth of technological changes in mere months.

The Role of Change Management in Digital Tools Adoption

One of the most critical factors in a successful digital transformation is change management. While it's tempting to focus solely on tools—like deciding between Teams or Zoom—the real challenge lies in managing how people adapt to these tools. Jay emphasizes that 80-90% of digital transformation is about guiding people through change, not just implementing new technology. Without proper change management, even the best tools will see poor adoption and limited success.

Proprioception: The Key to Digital Awareness in the Workplace

A unique concept discussed in the episode is proprioception, borrowed from kinesiology. In a digital context, it refers to knowing how to navigate your digital environment with ease. Just as your body instinctively knows where your limbs are, employees should have an intuitive sense of where to find data and tools in their digital workspace. Unfortunately, many people remain perpetual novices with certain tools, making digital proprioception a crucial skill for remote work success.

Building Transformation Muscles with Small Wins

Jay advises companies to start small when building transformation capabilities. Instead of launching massive, daunting projects, teams should focus on small, manageable initiatives that can drive real change. These small wins help organizations develop their "transformation muscles," gradually building the capacity to handle larger, more complex challenges over time. This approach not only reduces the intimidation factor but also allows for iterative learning and continuous improvement.

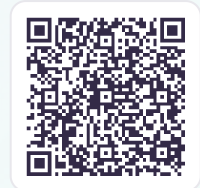
Conclusion

Digital transformation is not a one-time effort but a continuous journey that requires more than just new technology—it demands a shift in mindset, robust change management, and an ongoing commitment to operational excellence. By understanding and embracing these principles, companies can better navigate the complexities of remote work and thrive in an ever-evolving digital landscape. To learn more about digital transformation and how to successfully implement it in your organization, check out the full podcast episode and dive into the world of modern work.

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getconductor.com/resources/weasel-proofing-your-work-navigating-digital-transformation-in-a-remote-world



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