



El placer de cautivar y crear nuevos mercados

Aumentando la productividad mediante la colaboracion

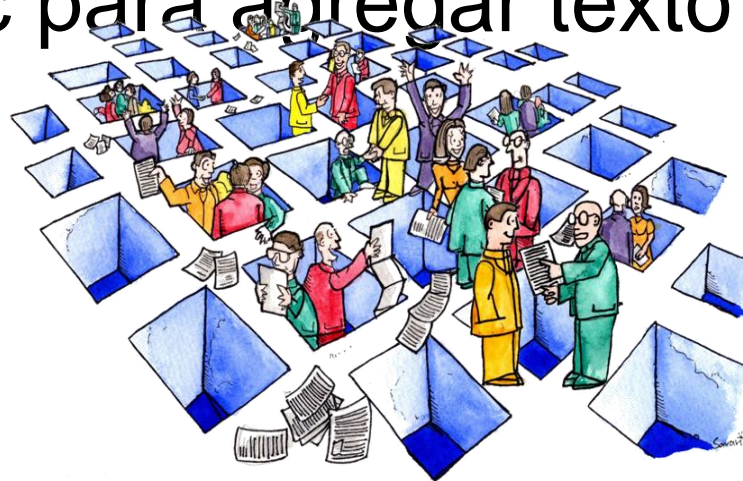
Conectese, colabore en tiempo real y sin fronteras

•Haga clic para agregar texto

Ana Isabel Otero B
aotero@mx1.ibm.com



@anais
#getsocial



La tecnología está cambiando drásticamente la forma en que vivimos y trabajamos.....

¿Cómo compro?

En línea, a través de redes sociales, por recomendación o comentarios que encuentro en la red.



¿Cómo trabajo?

Colaborando desde cualquier lugar, en cualquier momento y desde cualquier dispositivo.

¿Cómo participo?

Aprovechando la amplia variedad de conocimiento y

The logo for Software Summit 2012 features a circular arrangement of seven stylized human figures in various colors (orange, yellow, green, blue, purple, red, and blue) holding hands. To the right of this graphic, the word "Software" is written in a blue sans-serif font, and "Summit2012" is written in a larger, bold black sans-serif font.

Software Summit2012

El placer de cautivar y crear nuevos mercados

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Social Business es una serie de herramientas de **Software Social** y cultura de negocios basada en roles, procesos y resultados

- Compartir ideas, información y experiencias de acuerdo al contexto y en tiempo real*
- Estar conectado con colegas que nos aporten algún conocimiento específico de forma instantánea*
- Mantener el conocimiento actualizado de la organización concentrado en un sólo lugar de forma accesible y segura*



¿Por qué Social Business opera diferente?





El placer de cautivar y crear nuevos mercados

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shift.cemex.com

Shift es.....

Una herramienta interna de colaboración en línea que integra un mix de componentes de productividad.

Diseñado para.....

Innovar y ayudar a la compañía a ser más eficiente y ágil.

Brinda a los empleados.....

La posibilidad de compartir ideas, pensamientos, experiencias, conocimientos y mejores prácticas permitiéndoles ser más valiosos al interior de la empresa.



Shift: leveraging the power of IBM's Connections

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Sergio Javier Escobedo Sema

Innovation Director
(80523) 4349
sergiojavier.escobedo@cemex.com

Local Time: 4:57 PM

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What are you working on right now?

feedback

Sergio Javier Escobedo Sema
Preparing meeting on Global Innovation model proposal
Jan 18 [clear](#)
What are you working on right now?

Tags

My tags for this profile:

- business-case
- business-plan
- cement
- central
- communication
- director
- information-technology
- innovation
- mobilizer

Shift Awards

- 2 Thanks Received
- 2 Unique people

[Send a Thank You!](#)

Global Recognition Community

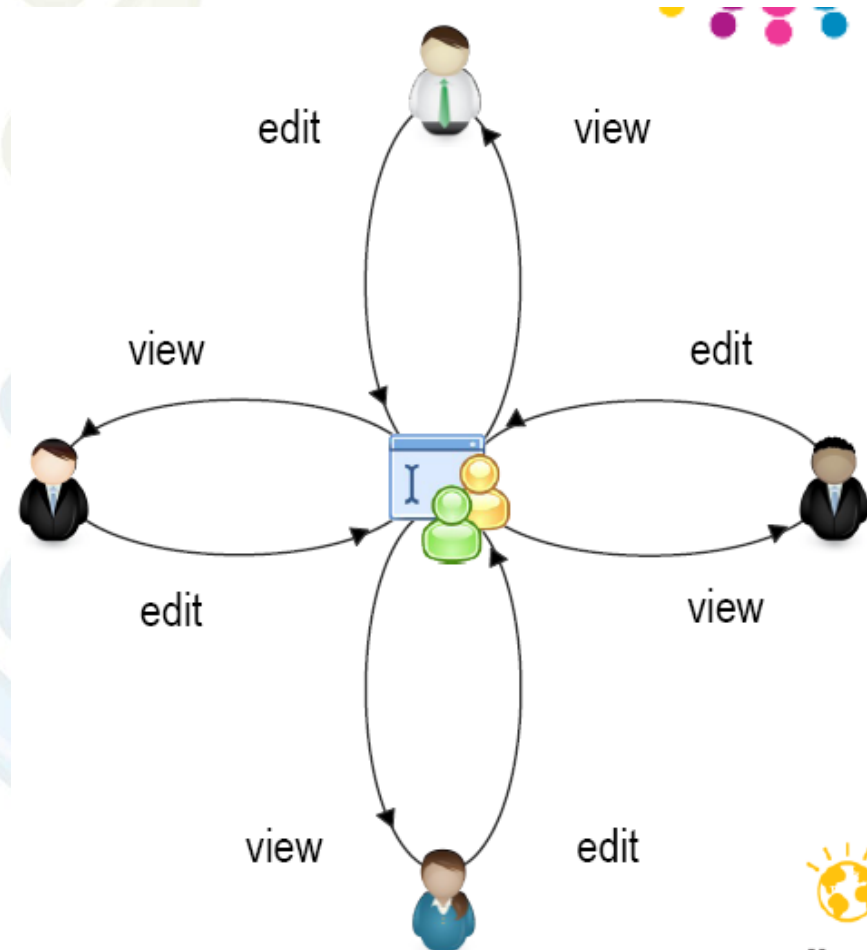
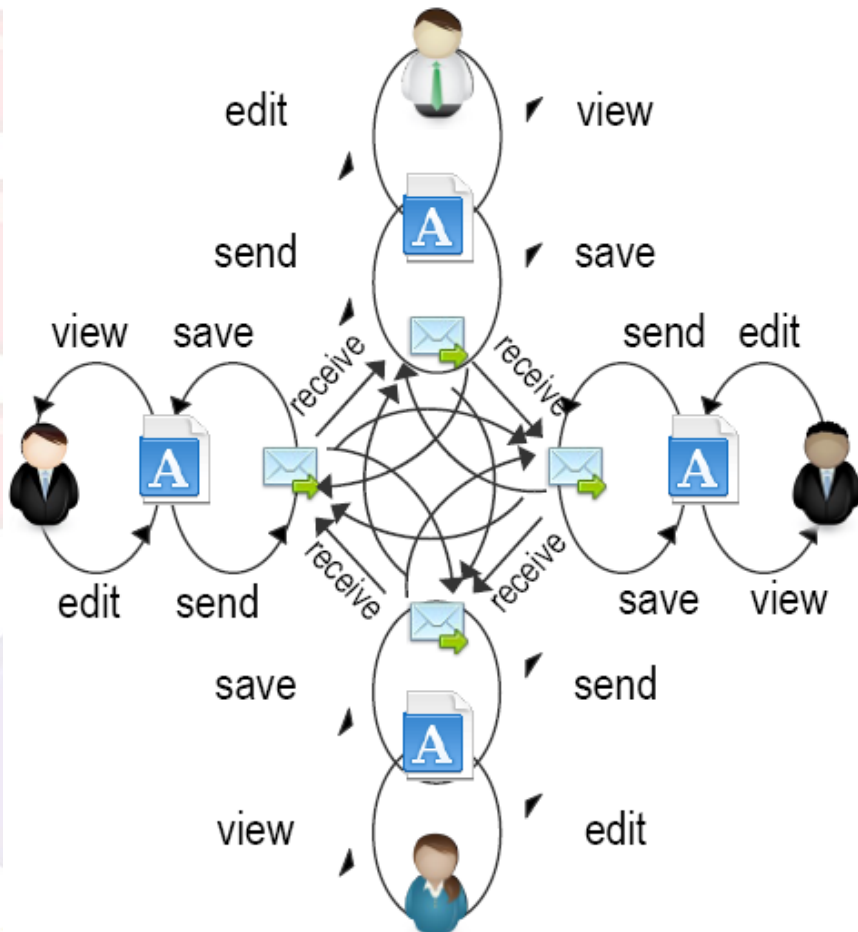
Report to chain

- Lorenzo H. Zambrano
- Fernando A. Gonzalez
- Jose Luis Luna Cárdenas
 - Sergio Javier Escobedo Sema

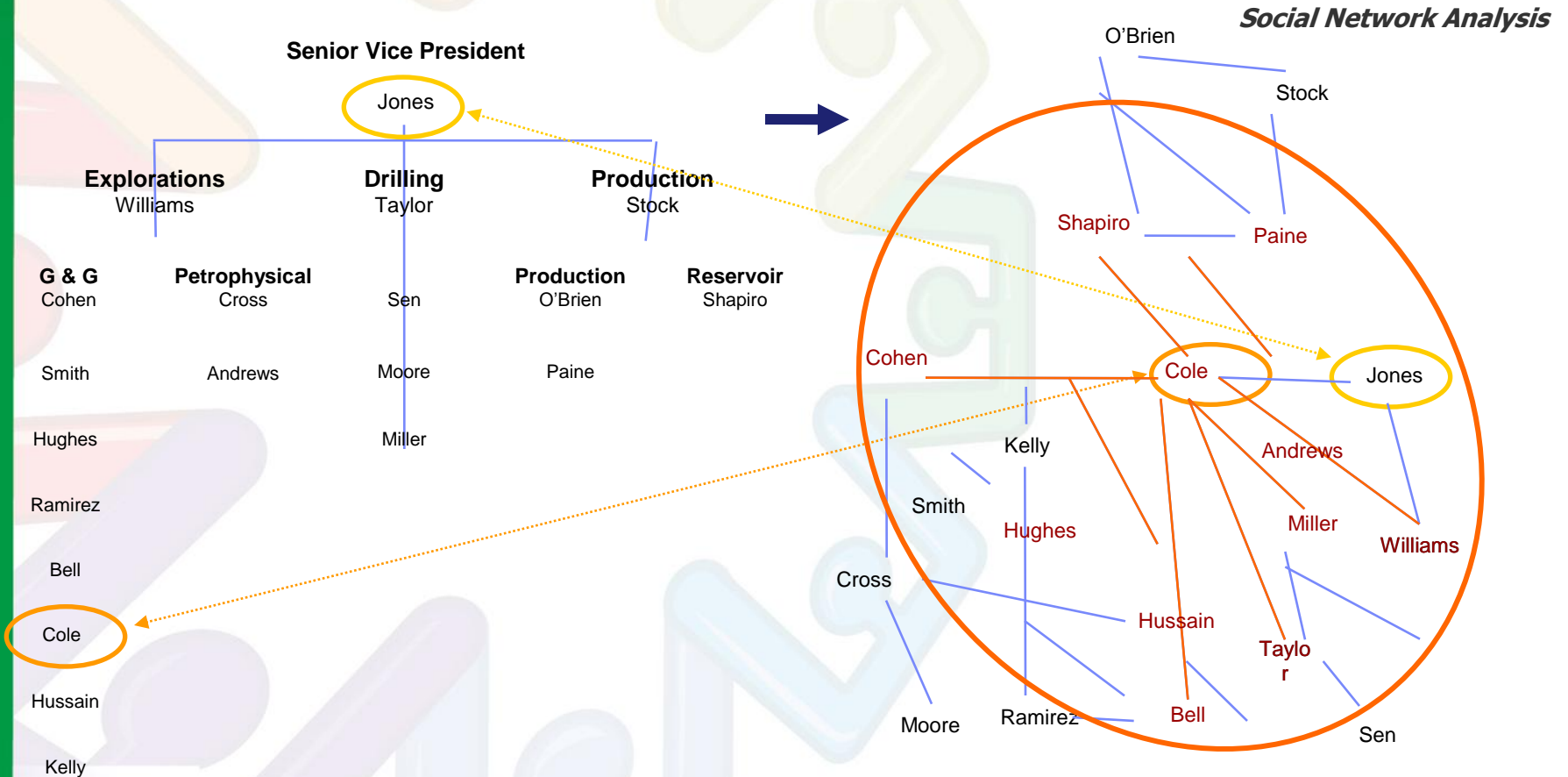
Full report to chain
Same manager

Network

Hoy existen nuevas formas de colaborar en una empresa, dejando de lado el clásico “mándame un mail”



La “estructura” de las organizaciones esta cambiando



Los organigramas tradicionales **no reflejan la manera con los negocios *realmente se hacen***

Hemos entrado a la era de Social Business!



Social Business integra todos los componentes de colaboración en un mismo lugar



Colaboración Social

Contenido Social

Comunicación Social



¿Qué es?

Suite IBM Connections



Mensajería instantánea Actividad Presencia
Softphone Archivos Movilidad Perfiles Creación de ideas
Blogs Wikis Foros Reuniones
Video Comunidades
Social Analytics Microblogs VoIP
Etiquetas Librerías de documentos



Todo en un mismo lugar

The logo for Software Summit 2012 features a circular arrangement of seven stylized human figures in various colors (orange, yellow, green, blue, purple, red, and blue) holding hands. To the right of this graphic, the word "Software" is written in a blue sans-serif font, and "Summit2012" is written in a larger, bold black sans-serif font.

Software Summit2012

El placer de cautivar y crear nuevos mercados

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Un Negocio ...

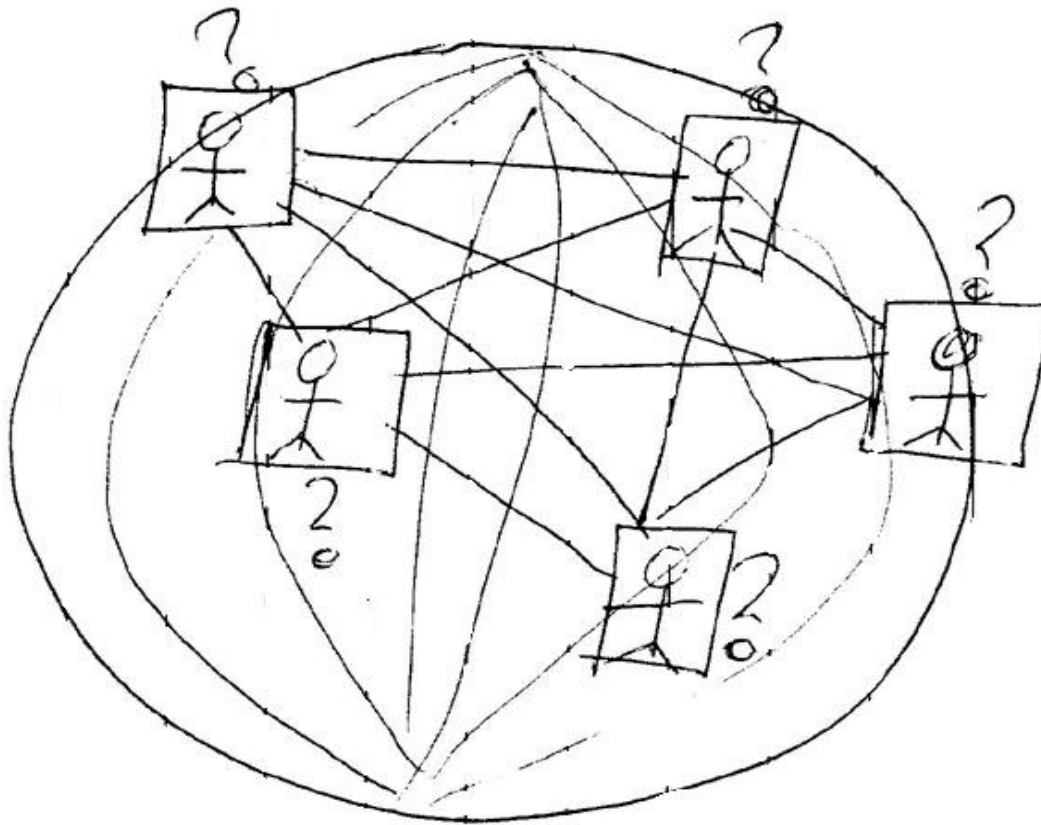


Un negocio social...



*Engaged
Tran*

Desafío: "Quien es quien en el Zoo?"




Who's who
IN THE ZOO.

Oportunidad: Crear *perfil de las personas*

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Working on the new print ad campaign for Bosnia. Please submit all IDEAS to the Marketing Community.

Today 4:27 PM

clear | update

Tags

Add tag(s) to this profile

collaboration compensation driver executive guru hr human-resources management manager mobile notes russia

View as Cloud | List

Brandon Seppa
Corporate Compensation Lead, HR
UK
Office: Bois-Colombes, Cedex
BrandonSeppa@renovations.com
Local Time: 6:15 PM

Local Time: 6:15 PM

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What are you working on right now?

Brandon Seppa Working on the new print ad campaign for Bosnia. Please submit all IDEAS to the Marketing Community. Today 4:27 PM
Add comment | ReShare

Brandon Seppa Gearing up for the BIG conference! Feb 9 (1 comment)

Ronald Denham Feb 10
Good luck with that!

Write another comment... | ReShare

Brandon Seppa Preparing a draft of "Motivating the Modern Knowledge Worker" for the upcoming Executive Team briefing. All ideas are welcome! Dec 26 2011 (3 comments)

Show 1 more comment...

Frank Adams Dec 26 2011
Be sure to incorporate what we learned in this summer's "Workforce of the Future" study. You will recall what we learned about Millennial workers and how to create the ideal working environment to support their growth as employees. @Nat
More...

Heather Reeds Dec 26 2011
@Natalie: I would like to suggest that this article be made into a SERIES. As a Manager with a strict compensation budget, I'm always looking for insight into how to motivate my team beyond the obvious salary increases, which as

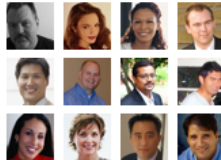
Report-to Chain

- Dennis Michaels
 - Bart Lautenbach
 - Brandon Seppa

Full Report-to Chain
Same Manager

Network

5 new invitations



View All (28)

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Profile Progress

85% - This profile could be improved by adding some information in about me.

Oportunidad: Estimular la actualización de *estatus* y *proyectos*

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My To-Do List

- Overdue**
- Provide Standard Performance Metric Set
- Calculate current and resultant ownership stake
- Policy Change Introduction
- Due**
- Provide Standard Performance Metric Set

Recommendations

- Steps To Obtain Base Compensation**
- 1 related tags
- 1 related person
- MAZDA Recall 6.201**
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- parkinsons mouse models.pdf**
- 1 related person
- Insurance policy for vehicles**
- 1 related person
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- 2 related tags

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View updates from the people you are following or who are in your network. You can also update your own profile status.

Show: [My Network and People I'm Following](#)

Brandon Seppa Working on the new print ad campaign for Bosnia. Please submit all IDEAS to the Marketing Community. Today 4:27 PM Clear

What are you working on right now?

Brandon Seppa Working on the new print ad campaign for Bosnia. Please submit all IDEAS to the Marketing Community. Today 4:27 PM ✕

[Add Comment](#) | [ReShare](#)

Brian Pearson talking to TDA today. Today 3:48 PM

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Brian Pearson Tracking down #AAPL, #IBM as todays targets. Today 12:21 PM

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Alessandro Chinnici Listening to some very interesting customer stories about social business strategy & adoption. Today 11:53 AM

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Kyle Farnand working on employment procurement wiki. Yesterday 6:14 PM

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Chetan Rao presenting to a smarties crowd in joburg! Tuesday 2:35 PM

[Add Comment](#) | [ReShare](#)

George Brichacek (1 comment) Preparing our team's weekly reports. Mar 12

[Add Comment](#) | [ReShare](#)

Natalie Olmos Mar 12 Let me know how I am doing.



Oportunidad: "¿Quien mas esta interesado en este tema? Podria ayudarme ..."

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- Human Resources Policy
- Management 101

Folders Shared With Me

Public Folders

Employee Compensation.pdf

Public | [Natalie Olmos](#) updated on May 2, 2011 | ★ 4 people

Tags: [ca](#), [compensation](#), [hr](#), [policy](#), [us](#) [Add or remove tags](#)

Upload New Version
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Description: Employee Compensation guidelines and policies. Revised for 2011.

Size: 47 KB (122 KB including all versions)

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Any update: December 2, 2011 3:14:04 PM CET

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Recommendations: 4

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Natalie Olmos

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Sametime: I am active @ Monterrey, MX

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Oportunidad: Fomentar el desarrollo de las redes *profesionales*


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Do You Know



Heather Reeds

Invite to connect Remove










- They share files with you
- You share some files
- The same people have tagged you both
- You share a forum thread
- You are tagged the same
- You have used the same tag
- You share some colleagues
- You both edited the same wiki
- You are in a community together
- Has commented on your blog
- You commented within the same wiki.

Network Contacts for Brandon Seppa

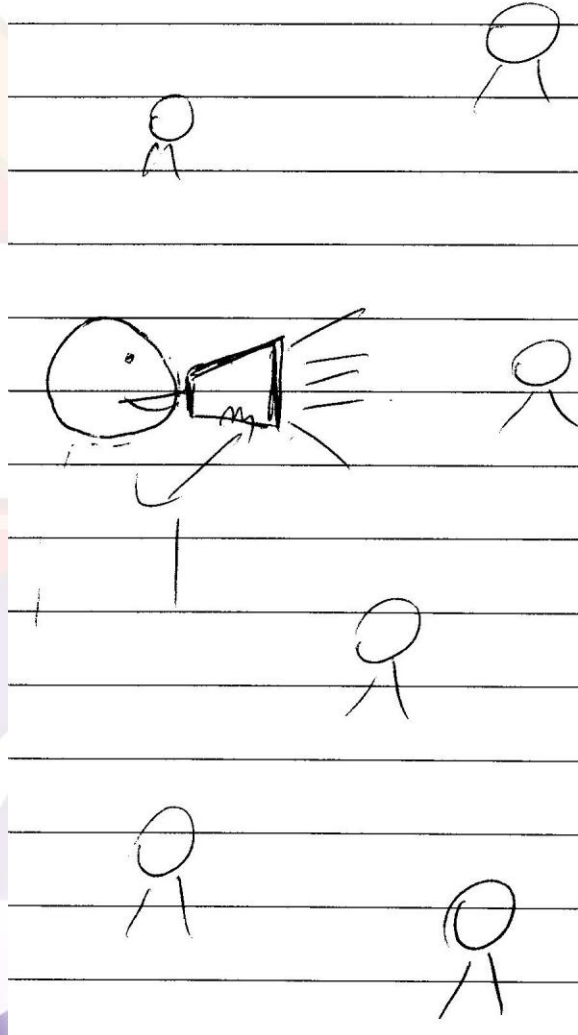
Remove from My Network

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<input type="checkbox"/>	 Louis Richardson Social Business Evangelist	Telephone: E-mail: LouisRichardson@renovations.com Alternate E-mail:
<input type="checkbox"/>	 Anne Lehto	Telephone: E-mail: AnneLehto@renovations.com Alternate E-mail:
<input type="checkbox"/>	 Natalie Olmos Legal Analyst	Telephone: (52) 65619910 E-mail: NatalieOlmos@renovations.com Alternate E-mail:
<input type="checkbox"/>	 Steve Cogan Knowledge Management Analyst	Telephone: E-mail: SteveCogan@renovations.com Alternate E-mail:
<input type="checkbox"/>	 Naoya Moritani Chief Quality Care Officer	Telephone: E-mail: NaoyaMoritani@renovations.com Alternate E-mail:
<input type="checkbox"/>	 Ronald Denham Vice President Dental Benefits Strategy	Telephone: E-mail: RonaldDenham@renovations.com Alternate E-mail:
<input type="checkbox"/>	 Avneet Gupta Sales Leader (Lotus) - ISA	Telephone: E-mail: AvneetGupta@renovations.com Alternate E-mail: avneet.gupta@airtelmail.in
<input type="checkbox"/>	 Chetan Rao Social & Collaboration Evangelist	Telephone: E-mail: ChetanRao@renovations.com Alternate E-mail:
<input type="checkbox"/>	 Jasmine Haj Customer Care Representative - KLM	Telephone: (5255) 5514-8101 E-mail: JasmineHaj@renovations.com

Desafío: Como se le puede dar al experto voz



*"Personas pueden tener ambas cosas
escuchar que **ser escuchado**"*

Oportunidad: Inspirar a los expertos para *compartir* lo que saben

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5 Tips for Better Work-Life Balance

Pierre Dumont | Apr 22 2011 | Tags: [tips work-life-balance](#) | 6 comments | 51 visits ★ 4



If you're feeling overworked and finding it more challenging than ever to juggle the demands of your job and the rest of your life, you're not alone. "A lot of people are having a more difficult time finding balance in their lives because there have been cutbacks or layoffs where they work. They're afraid it may happen to them, so they're putting in more hours," says psychologist Robert Brooks, PhD, co-author of *The Power of Resilience: Achieving Balance, Confidence, and Personal Strength in Your Life*. "But even if you don't have much control over the hours you have to work, you can ask yourself: In what other ways am I bringing greater enjoyment into my life?" Brooks says. "Focus your time and attention on things you can control."

Here are five ways to bring a little more balance to your daily routine:

- 1. Build downtime into your schedule**




When you plan your week, make it a point to schedule time with your family and friends and activities that help you recharge. If a date night with your spouse or a softball game with friends is on your calendar, you'll have something to look forward to and an extra incentive to manage your time well so you don't have to cancel. "It helps to be proactive about scheduling," says Laura Stack, a productivity expert in Denver and author of *SuperCompetent: The Six Keys to Perform at Your Productive Best*. "When I go out with my girlfriends, we all whip out our cell phones and put another girls' night out on the calendar for one month later," she says. Stack also plans an activity with her family -- like going to a movie or the park -- every Sunday afternoon. "We do this because if there's nothing on the schedule, time tends to get frittered away and the weekend may end without us spending quality time together," she says. Michael Neithardt, an actor and television commercial producer in New York City, wakes up three hours before he has to leave for work so he can go for a run and spend some time with his wife and baby. "A lot of my friends tend to wake up, shower, and go straight to work. And they often complain about having no time to do anything," he tells WebMD in an e-mail. "I find that if I can get those three hours in the morning, I have a more productive and peaceful workday. I can sure tell the difference when I don't."
- 2. Drop activities that sap your time or energy**

"Many people waste their time on activities or people that add no value -- for example, spending too much time at work with a colleague who is constantly venting and gossiping," says Marilyn Puder-York, PhD, a psychologist and executive coach in New York and Connecticut. She recommends taking stock of activities that aren't really enhancing your career or personal life and minimizing the time you spend on them. You may even be able to leave work earlier if you make a conscious effort to limit the time you spend on the web and social media sites, making personal calls, or checking your bank balance. "We often get sucked into these habits that are making us much less efficient without realizing it," Stack says.
- 3. Rethink your errands**

Archive

April 2011

Blog Authors

-  [Brandon Seppa](#)
-  [Lucille Suarez](#)
-  [Pierre Dumont](#)

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Oportunidad: Darle a todos una voz

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- Procurement News** ☆ 0
Kraig Vanderbeek | Yesterday 6:55 PM | Tags: procurement | 1 entry | 2 visits
- Global Procurement** Community Blog ☆ 0
Kyle Farnand | Mar 12 | Tags: procurement and policy procedure global | 0 entries
- Global Procurement** Ideation Blog 3 votes
Kyle Farnand | Mar 12 | Tags: procedure global procurement policy and | 2 ideas | 4 visits
- I was just thinking...** ☆ 0
Brian Pearson | Feb 29 | Tags: 2012 thinking pearson | 1 entry | 2 visits
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Christopher Crumme | Feb 2 | Tags: ipad | 5 ideas | 3 comments | 39 visits
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Kyle Farnand | Feb 1 | Tags: expertise innovation knowledge ideas | 1 entry | 6 visits
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Ronald Denham | Jan 26 | Tags: retirement | 1 entry | 33 visits
- ie:3 Demonstrator vehicle** Ideation Blog 24 votes
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- The importance of knowing the business** ☆ 0
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- Dealer Center of Excellence** Ideation Blog 12 votes
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Oportunidad: Crear mas oportunidades para *feedback*

...your schedule that are important to you," he says. "Maybe you can start by spending an hour a week on your hobby of carpentry or planning a weekend getaway with your spouse once a year," he says. Stack points out that even during a hectic day, you can take 10 or 15 minutes to do something that will recharge your batteries. "Take a bath, read a trashy novel, go for a walk, or listen to music," she suggests. "You have to make a little time for the things that ignite your joy."

Apr 22 2011: [Brandon Seppa](#) edited this post

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Comments (6)



1 [Ted Amado](#) commented Apr 22 2011 [Permalink](#) ☆ 2

Wow Pierre, really great article. Work-Life balance has become a critical strategic initiative in Human Resources this year. What I like about your points here is that they are very clear, relatable, and easy to implement in our lives. I hope to see more such writing from you in the future.

[Flag as inappropriate](#)



2 [Natalie Olmos](#) commented Apr 22 2011 [Permalink](#) ☆ 1

Regarding #4 above, "Get moving", I'd like to remind the Community that we have revised the "Get Fit, Get Paid!" Program to include less-traditional forms of exercise such as Yoga and Pilates. If you've ever done Pilates, you know how rewarding an experience it can be! Now employees can get up to \$450/year back if they commit to eating right and exercising throughout the year.

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3 [Brandon Seppa](#) commented Apr 22 2011 [Permalink](#) ☆ 0

@Natalie: Can you post a Bookmark in the community to the "Get Fit, Get Paid!" Program page?

[Flag as inappropriate](#)



4 [Natalie Olmos](#) commented Apr 22 2011 [Permalink](#) ☆ 0

@Brandon: Done.

[Flag as inappropriate](#)



5 [Ron Espinosa](#) commented Apr 28 2011 [Permalink](#) ☆ 0

+1 Pierre. Very well done sir!

[Flag as inappropriate](#)



6 [Frank Adams](#) commented Sep 6 2011 [Permalink](#) ☆ 0

This is great

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Oportunidad: Permitir comunicaciones corporativas atractivas


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Recruiting the Leaders of Tomorrow
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Learn how to plan for your retirement and how to get the absolute most of your Golden Years ...


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[A Fortune Hidden in your Salary](#)
Mar 9, 2012 by [Samantha Daryn](#)




[Penny Wise, Pound Foolish](#)
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[Pay for the New Hires](#)
Dec 8, 2011 by [Heather Reeds](#)

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Aug 3, 2011 by [Frank Adams](#)

[Linking Pay to Performance](#)
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Benefits Central



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Last updated Yesterday 10:11:52 PM

[Retirement Benefit Changes Coming in 2012](#)
Last updated Yesterday 10:11:51 PM

Featured News



1 2 3

[A Fortune Hidden in your Salary](#)
Mar 9, 2012 by [Samantha Daryn](#)

The "millionaire next door" does a lot to get ahead, but you can be pretty sure the list excludes the following 20 points. The millionaire next door does NOT:

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Oportunidad: Mantener *a todos* informados



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[The Benefits of Eating Healthy](#)
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[IBM Docs Basics](#)

5:00 AM - 9:00 AM on May 31, 2012

[Trends in Information Architecture](#)

9:00 AM - 2:00 PM on May 15, 2012

[How to Collaborate More Effectively](#)

3:30 PM - 5:30 PM on March 18, 2012

Upcoming Events



[Stress Management 101](#)
11:00 AM - 2:00 PM on
June 12, 2012



[Making the Most of Relocation or Reassignment](#)
June 4 - 6, 2012



[Lunch and Learn Series - Planning for Your Retirement](#)
6:30 PM - 9:00 PM on May 16, 2012

[Smart Portal: Intranet 2.0 Launch Party](#)

10:00 AM - 3:00 PM on April 30, 2012

[Successful Strategies for City Living](#)

9:00 AM - 3:00 PM on April 25, 2012

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Frank Adams

Vice President, Human Resources

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Heather Reeds

Chief Human Resources Officer

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Minh Li

Director, Knowledge Management

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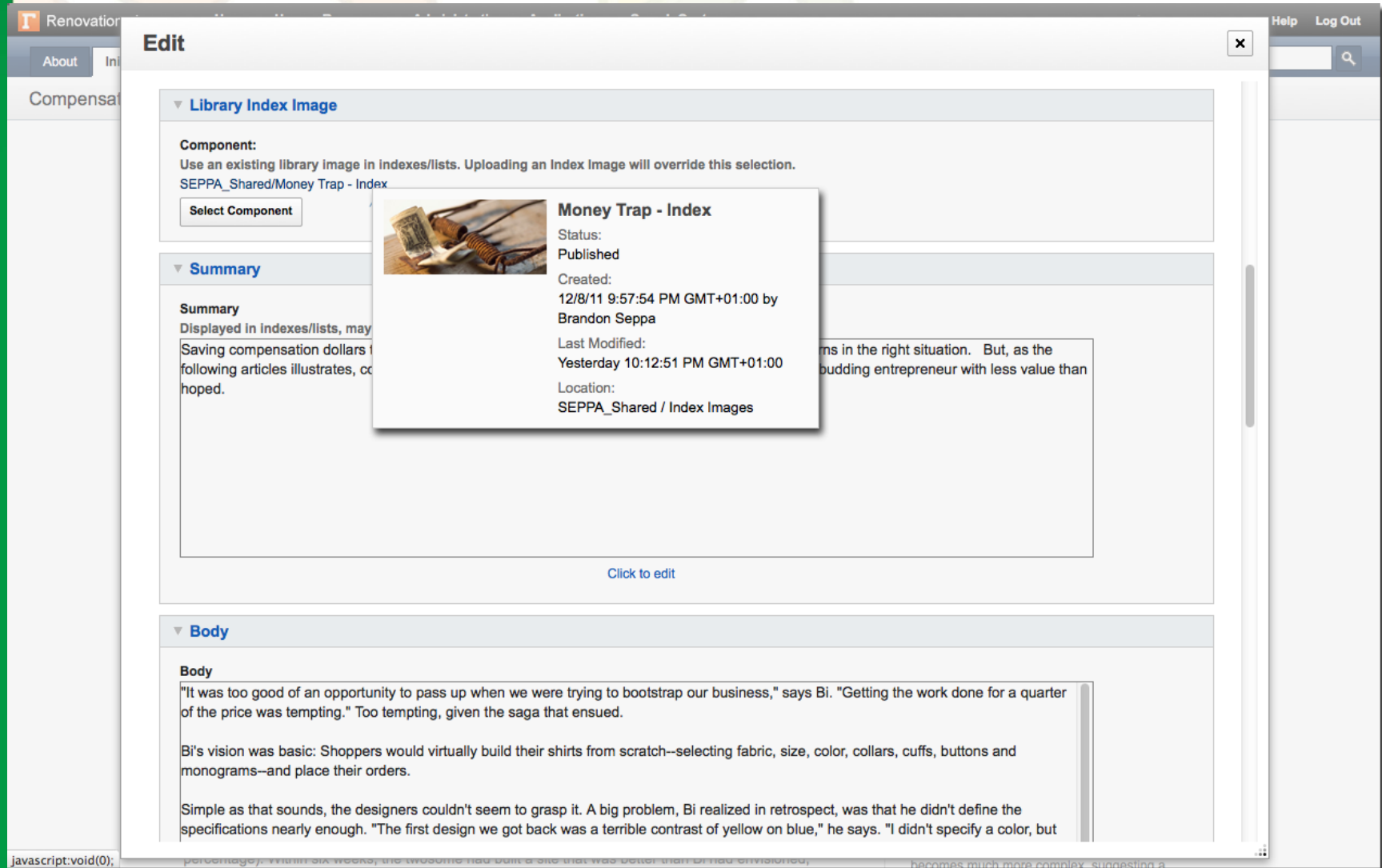


Samantha Daryn

Director, Leadership Development and Succession

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Oportunidad: Permitir a los usuarios *no-tecnicos* para mantener el contenido *fresco e interesantes*



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Edit

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Component:
Use an existing library image in indexes/lists. Uploading an Index Image will override this selection.
SEPPA_Shared/Money Trap - Index

Money Trap - Index

Status: Published
Created: 12/8/11 9:57:54 PM GMT+01:00 by Brandon Seppa
Last Modified: Yesterday 10:12:51 PM GMT+01:00
Location: SEPPA_Shared / Index Images

Summary

Summary
Displayed in indexes/lists, may
Saving compensation dollars f
following articles illustrates, co
hoped.

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Body

Body
"It was too good of an opportunity to pass up when we were trying to bootstrap our business," says Bi. "Getting the work done for a quarter of the price was tempting." Too tempting, given the saga that ensued.

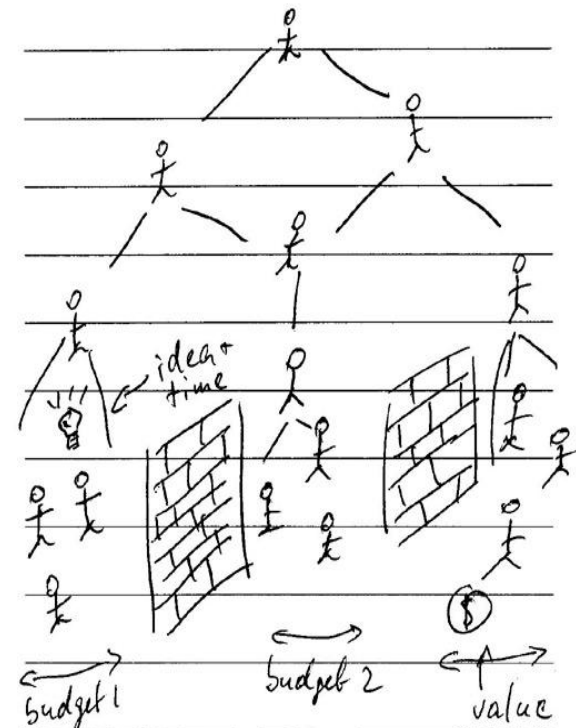
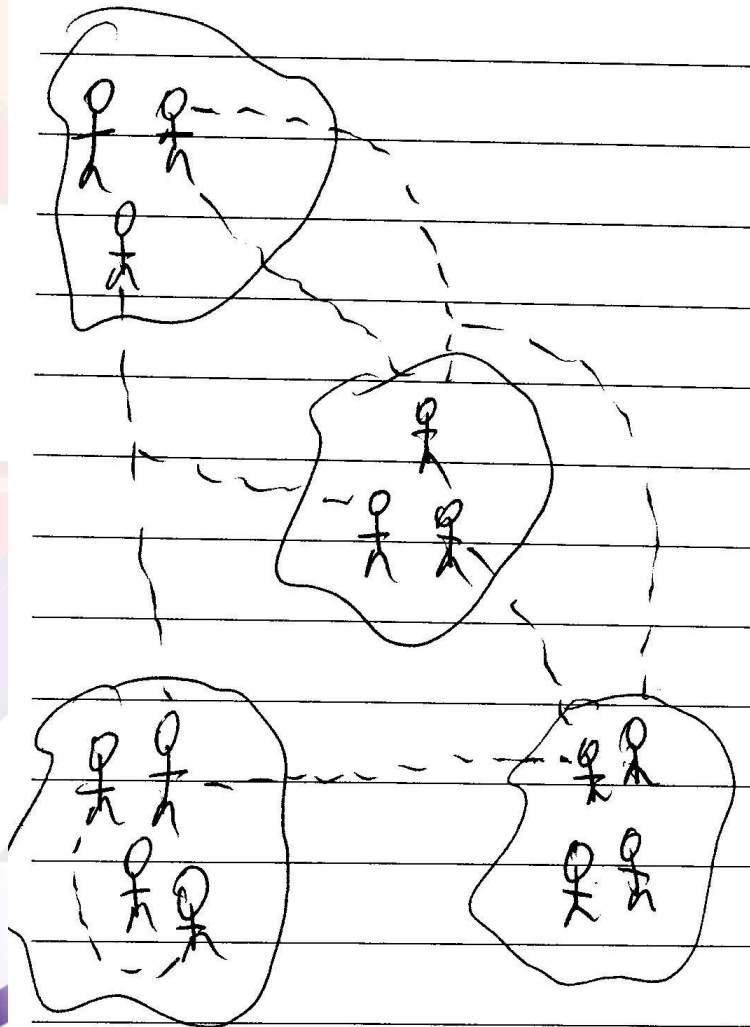
Bi's vision was basic: Shoppers would virtually build their shirts from scratch--selecting fabric, size, color, collars, cuffs, buttons and monograms--and place their orders.

Simple as that sounds, the designers couldn't seem to grasp it. A big problem, Bi realized in retrospect, was that he didn't define the specifications nearly enough. "The first design we got back was a terrible contrast of yellow on blue," he says. "I didn't specify a color, but

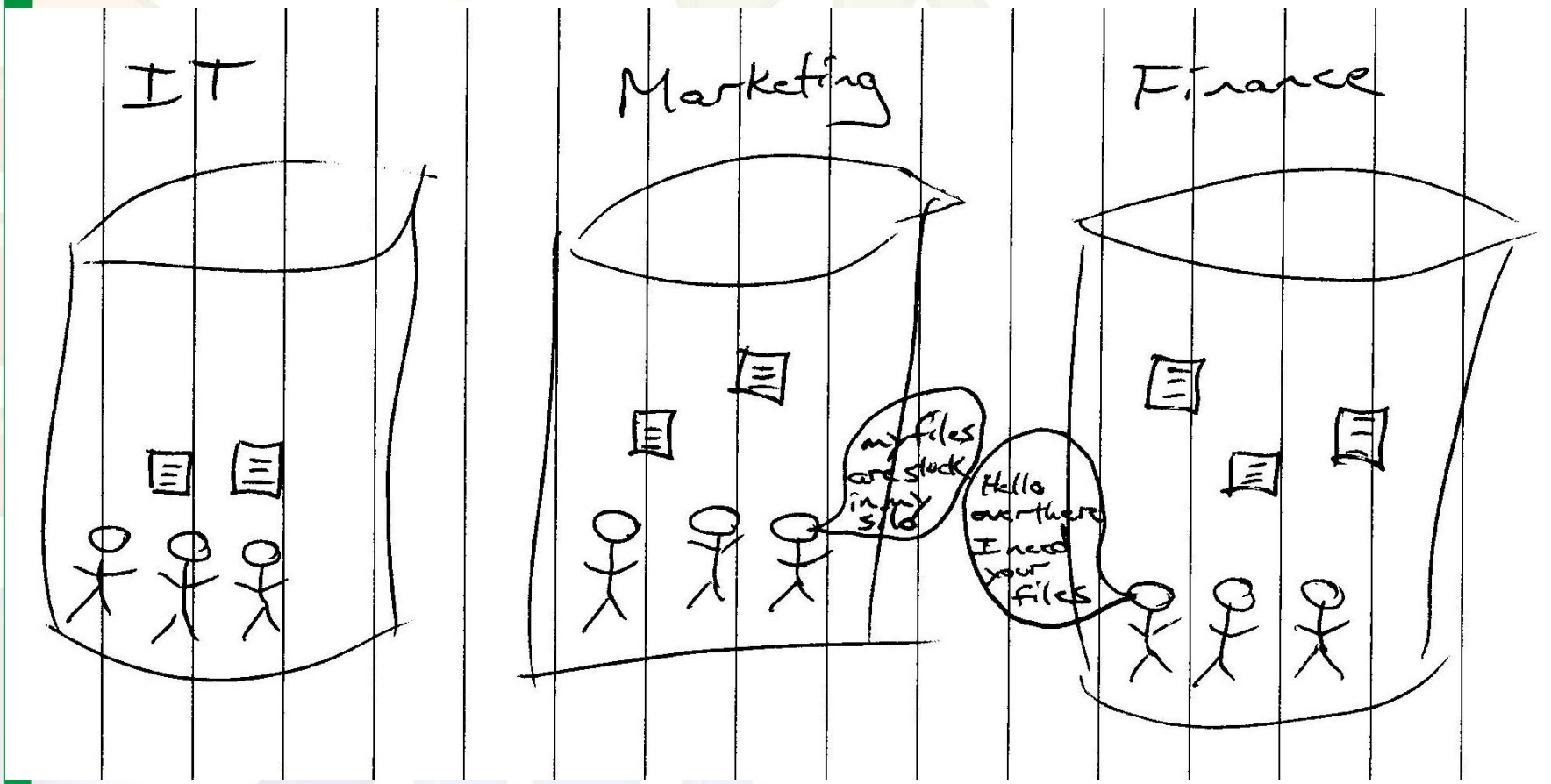
Desafío: Como romper los silos organizacionales

"We have hired and trained people to work in silos. We need to identify future leaders who can operate in a globally integrated company, and train them to think and work globally."

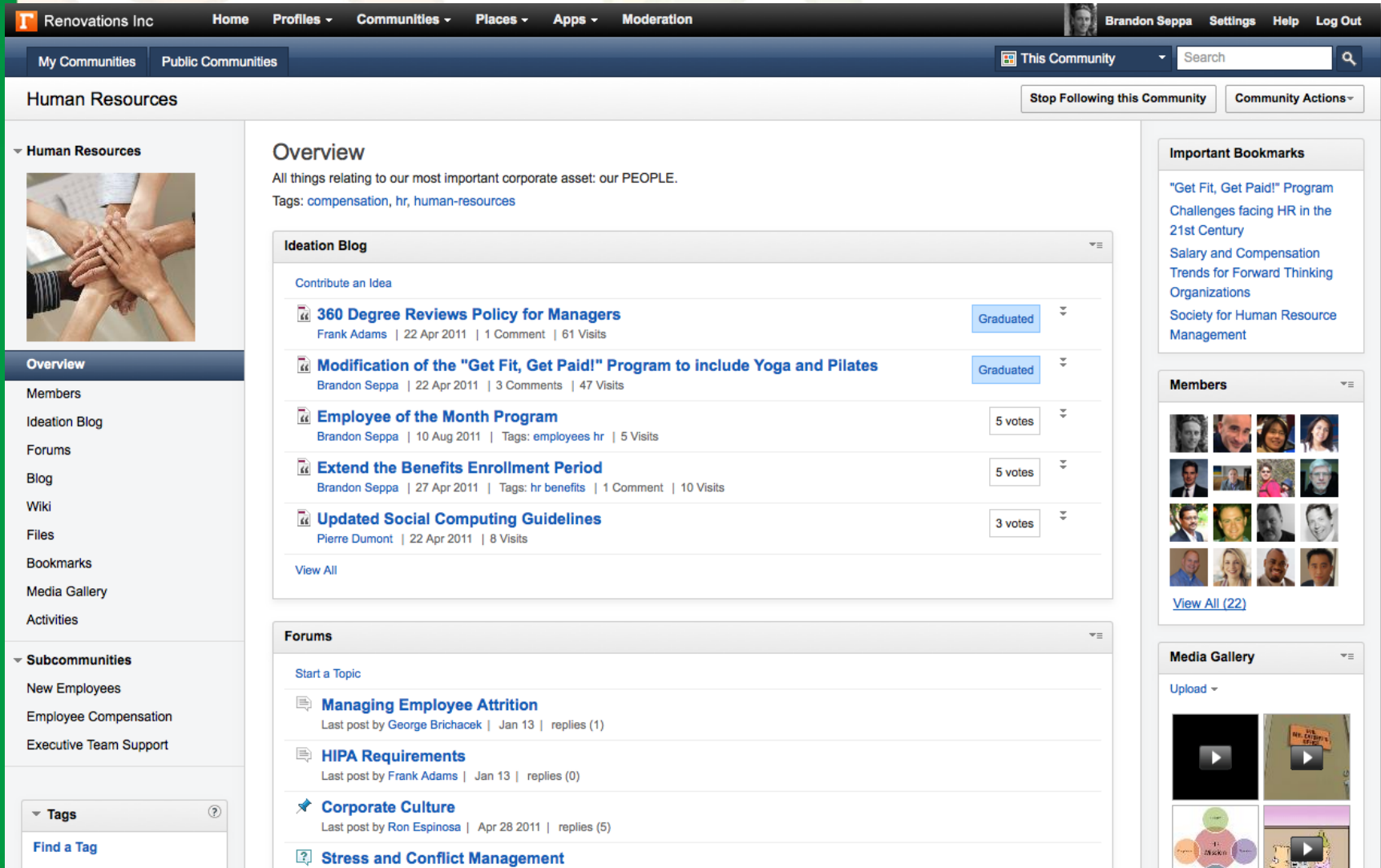
SVP HR, Invacare Corporation



Desafio: Como romper los silos organizacionales



Oportunidad: Construir comunidades de *interes* y *practicar*




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Human Resources

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Human Resources



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Subcommunities

- New Employees
- Employee Compensation
- Executive Team Support

Tags






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Overview

All things relating to our most important corporate asset: our PEOPLE.
 Tags: compensation, hr, human-resources

Ideation Blog





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 360 Degree Reviews Policy for Managers Frank Adams 22 Apr 2011 1 Comment 61 Visits	Graduated
 Modification of the "Get Fit, Get Paid!" Program to include Yoga and Pilates Brandon Seppa 22 Apr 2011 3 Comments 47 Visits	Graduated
 Employee of the Month Program Brandon Seppa 10 Aug 2011 Tags: employees hr 5 Visits	5 votes
 Extend the Benefits Enrollment Period Brandon Seppa 27 Apr 2011 Tags: hr benefits 1 Comment 10 Visits	5 votes
 Updated Social Computing Guidelines Pierre Dumont 22 Apr 2011 8 Visits	3 votes

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Forums

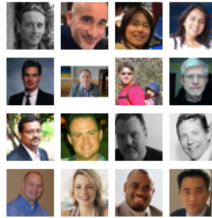
[Start a Topic](#)

 Managing Employee Attrition Last post by George Brichacek Jan 13 replies (1)
 HIPA Requirements Last post by Frank Adams Jan 13 replies (0)
 Corporate Culture Last post by Ron Espinosa Apr 28 2011 replies (5)
 Stress and Conflict Management

Important Bookmarks

- "Get Fit, Get Paid!" Program
- Challenges facing HR in the 21st Century
- Salary and Compensation
- Trends for Forward Thinking Organizations
- Society for Human Resource Management


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Oportunidad: Mejorar la *cantidad* y *calidad* de la colaboracion a traves de la organizacion

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[welcome](#) [wellness](#) [work-life-balance](#)

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Tips

Use the overview to keep track of the latest updates to your community.

 **5 Tips for Better Work-Life Balance** ★ 4
 Pierre Dumont | 22 Apr 2011 | Tags: [tips](#) [work-life-balance](#) | 6 Comments | 51 Visits

 **Motivating Workers** ☆ 0
 Frank Adams | 22 Apr 2011 | Tags: [motivation](#) | 11 Visits

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Wiki

[Create a Wiki Page](#)


 **Social Computing Guidelines**
 Ronald Denham | Dec 15 2011

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Files

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 **Company Meeting.odp** ☆ 0
 Shared by Christopher Crumme on Jan 13 | 1 download

 **Executive Compensation Policy.ods** Shared from Files ★ 1
 Shared November 22, 2011 | 3 downloads

 **Dental Plan - Network Analysis.pdf** Shared from Files ☆ 0
 Shared by Natalie Olmos on November 19, 2011 | 1 comment

 **Health and Safety Policy.doc** Shared from Files ☆ 0
 Shared by Avneet Gupta on November 3, 2011

 **Maternity Planning.doc** ☆ 0
 Shared by Brian Pearson on September 27, 2011

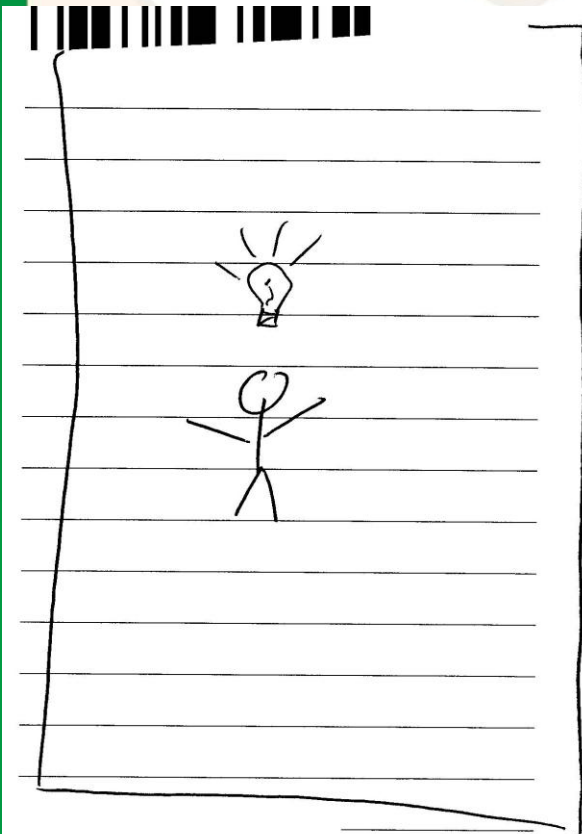
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Bookmarks

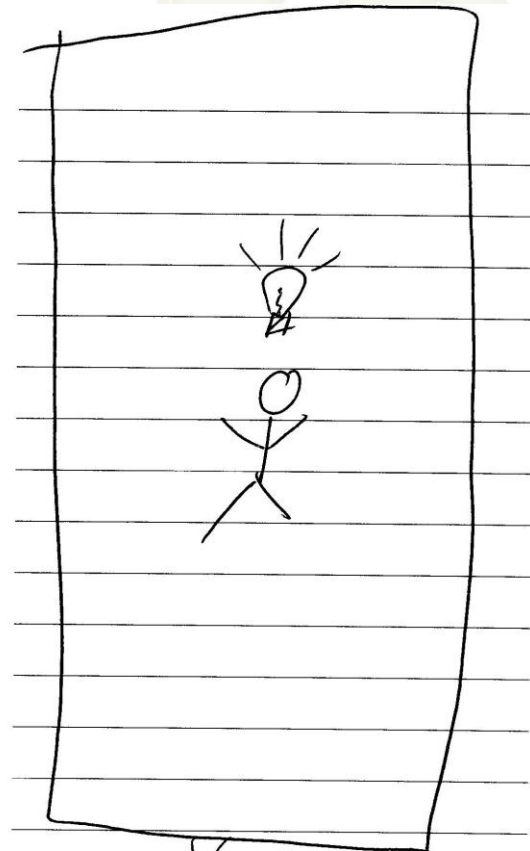
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 **Salary Surveys**
 Updated by Ronald Denham | Jan 14 | Tags: [hr](#) [salary](#) [survey](#)

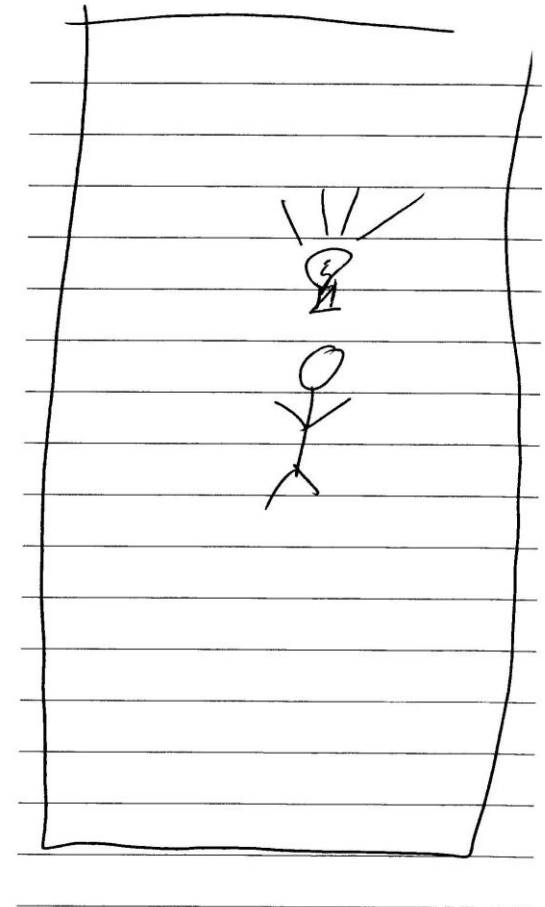
Desafio: Como detener tener que reinventar el hilo negro una u otra vez



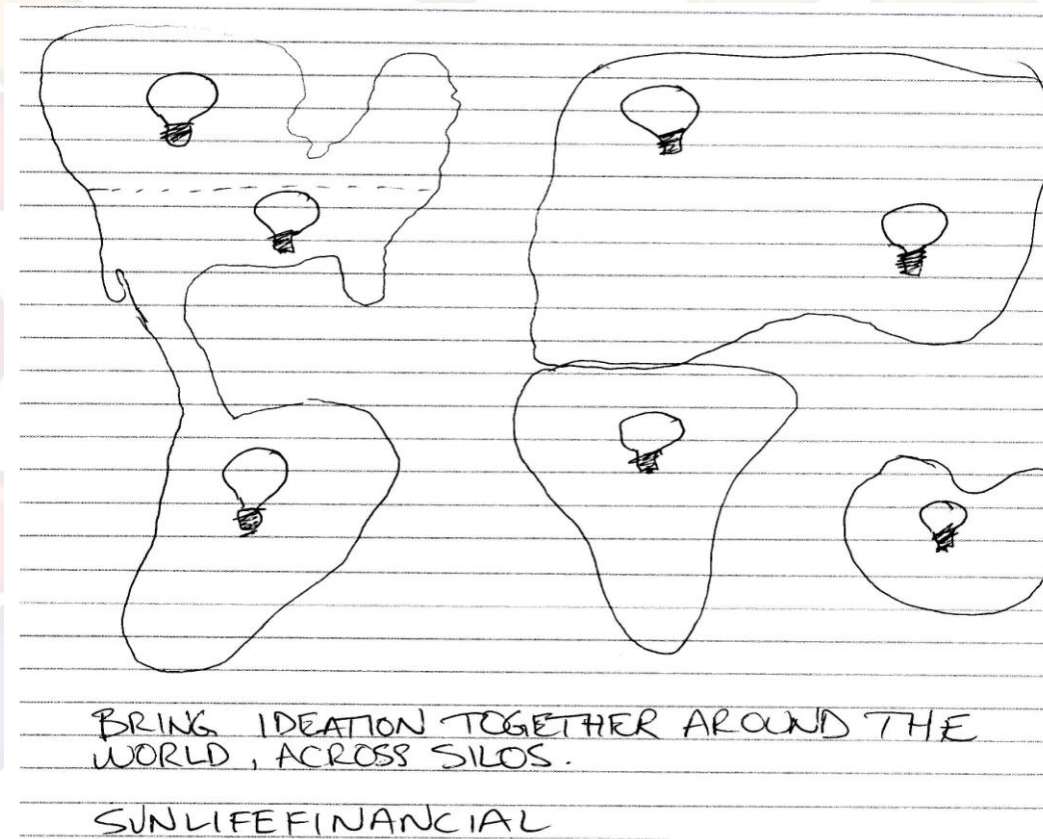
Genesis HealthCare System



 = SAME IDEA



Challenge: How to become more innovative



"The way to get good ideas is to get lots of ideas, and throw the bad ones away"

Linus Pauling

Oportunidad: Estimular conversaciones acerca *proyectos* y prioridades

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Human Resources > Corporate Culture

5 replies **Last Post** - Apr 28 2011 by Brandon Seppa



Brandon Seppa
5 Posts


Corporate Culture

Apr 21 2011 | Tags: culture Add or Remove Tags

Continued Merger/Acquisition activity at Renovations as we grow makes consistent corporate culture that much more difficult/important.

[Reply](#) | [Edit](#) | [Delete](#) | [Move](#) | [Lock Topic](#) | [Unpin this Topic](#)

[Flag as Inappropriate](#)



Heather Reeds
2 Posts


Re: Corporate Culture

Apr 22 2011 in response to [Brandon Seppa](#)

First of all, I would argue that continued use of capabilities such as Communities goes a long way to more effectively integrating a new organization into our own. The ability to easily find groups of like-minded colleague across disciplines and geographic/organizational boundaries and collaborate around work responsibility synergies makes everyone feel more involved and accepted. Also, this approach drives the sort of innovation that it will take for us to continue to lead in the markets in which we sell! :)

[Reply](#) | [Edit](#) | [Delete](#)

[Flag as Inappropriate](#)




Brandon Seppa
5 Posts

Re: Corporate Culture

Apr 22 2011 in response to [Heather Reeds](#)


@Heather: I absolutely agree. We need to be doing more to educate employees of newly acquired companies about the critical role that Social tools play in connecting each of us to the organization and each other. I would like to recommend that we add this as an agenda topic to the upcoming Planning session. Will you participate?

Attachments

 [The Power of Social Software at Work.pdf](#) 47 KB

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[Flag as Inappropriate](#)



Ron Espinosa
2 Posts

Re: Corporate Culture

Apr 28 2011 in response to [Brandon Seppa](#)

We're working on a comprehensive enablement strategy.

[Flag as Inappropriate](#)

Topic Tags ?

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Oportunidad: Fomentar el *intercambio* de ideas

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7

✓ Voted

360 Degree Reviews Policy for Managers

Frank Adams | Apr 22 2011 | 1 comment | 61 visits

I propose that we modify our review process such that people manager's are more thoroughly reviewed by their subordinates. We have compelling research data that suggests this sort of feedback to management helps tremendously in their development as our future Leaders. We should start with a simple, anonymous, generic survey with multiple choice questions and a few free-form text questions.

Graduated

6

✓ Voted

Modification of the "Get Fit, Get Paid!" Program to include Yoga and Pilates

Brandon Seppa | Apr 22 2011 | 3 comments | 47 visits

At present, the "Get Fit, Get Paid!" wellness program reimburses employees (up to a specific annual amount) for fitness club membership, but not for membership to a Yoga or Pilates studio. I propose to add this type of facility to the eligibility list to facilitate reimbursement in this category.

Graduated

5

✓ Voted

Employee of the Month Program

Brandon Seppa | Aug 10 2011 | Tags: [employees](#) [hr](#) | 5 visits

Employee of the Month is an organizational recognition that companies have used successfully for years. In many organizations, Employee of the Month is cherished. I submit that we should have our own such program.

5

✓ Voted

Extend the Benefits Enrollment Period

Brandon Seppa | Apr 27 2011 | Tags: [hr](#) [benefits](#) | 1 comment | 10 visits

It's clear from the low percentage of completion, that the new deadline we've placed on benefits enrollment each year needs to be reassessed. I propose pushing the date back a full month to 30 March, and sending out weekly email reminders to those that have not registered starting the first working day of February.

3

Vote

Updated Social Computing Guidelines

Pierre Dumont | Apr 22 2011 | 8 visits

It's clear from even a cursory review that our Social Computing Guidelines need to be updated. As more and more of our employees go online to share their thoughts about our industry, it's important that we have consensus and clarity around what is and more importantly what is not appropriate in terms of representing Renovations in various Social contexts on the internet. This is the Age of Social Business folks -- we need to make sure we are leading in this area. I propose a thorough


Archive


October 2011


August 2011

April 2011

Recent Contributors


Avneet Gupta


Brandon Seppa


Pierre Dumont

1 - 3 of 7 authors

Oportunidad: Reflejar la ejecución de ideas y tareas

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2012 Chairman Stock Option Grant

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Executive Team Support

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- To Do Items
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- Sections
- Add Section

Members ?

Add Members

Owners

Brandon Seppa x

Executive Team

Activity Goal - Determine eligibility and execute legal process related to a stock option grant... [\[more\]](#)

Add Entry Add To Do Item Add Section
Display:

Prior Grants Actions

- Provide detailed information on prior stock option grants** Brandon Seppa Apr 22 2011 [More](#)
- Previous Grants**
updated by [Brandon Seppa](#) | Apr 22 2011

Attachment: [Download](#) | [Publish to Lotus Quickr](#)

Here are Mr. Potatohead's previous stock option awards going back to 2004.

[Add Comment](#) | [Add To Do Item](#) | [Edit](#) | [More Actions](#)

Add to this section: [Entry](#) | [To Do Item](#)

Current Corporate Stake Actions

- [Natalie Olmos](#) Apr 22 2011 [More](#)

[Natalie Olmos](#) Apr 22 2011 [More](#)

Hide

Heather, this metric set is the new standard. Let's discuss on our update call this afternoon.

[Add Comment](#) | [Add To Do Item](#) | [Edit](#) | [More Actions](#)
- Calculate current and resultant ownership stake** Brandon Seppa Apr 22 2011 [More](#)

Add to this section: [Entry](#) | [To Do Item](#)

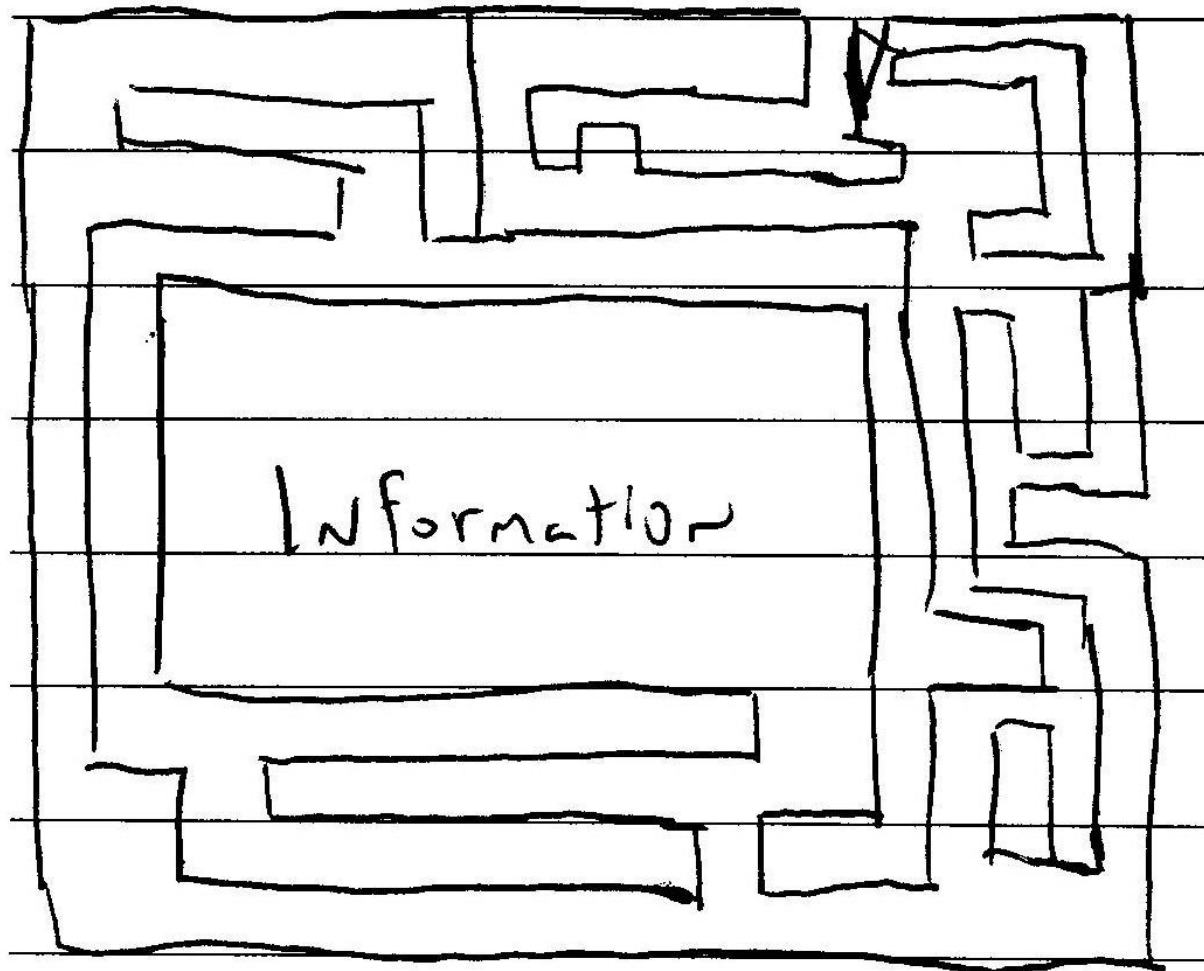
Legal Considerations Actions

Eligibility Actions

- Prepare SEC Filing** Brandon Seppa Apr 27 2011 [More](#)
- Brandon Seppa Apr 22 2011 [More](#)

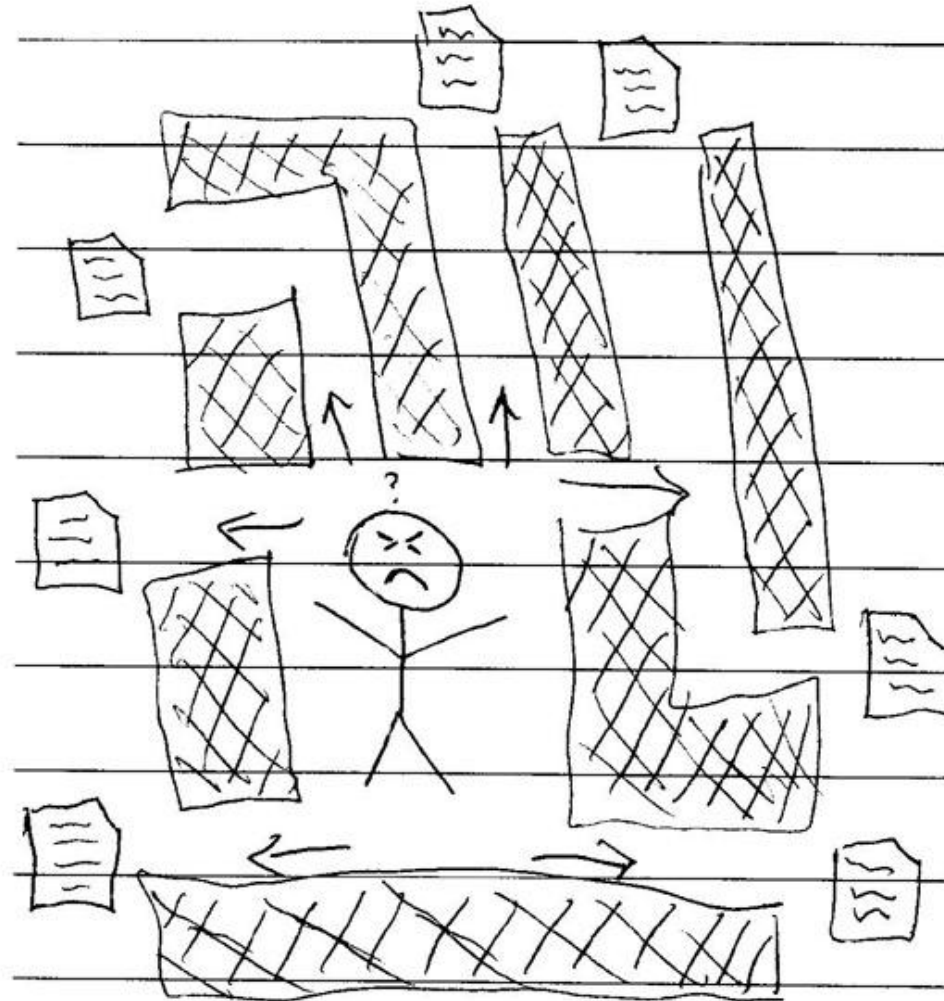
Brandon Seppa Apr 22 2011 [More](#)

Desafío: Tiempo es dinero



Hechos: Empleados gastan **25%** de su tiempo buscando information

Desafío: Como mejorar la toma de decisiones



Oportunidad: Presentar la *informacion* correcta mejorar la productividad

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Employee Compensation

Onboarded employee information provided below.

The chart shows compensation trends from 2010 to 2011. The y-axis ranges from \$0 to \$250,000. The x-axis shows years from 000010 to 000100. A single line represents the 'Total' compensation, which starts at approximately \$140,000 in 2010, drops to around \$50,000 in 2011, peaks at \$250,000 in 2012, and then fluctuates between \$100,000 and \$150,000 through 2016.

Communities matching compensation

Human Resources (22 Members)
All things relating to our most important corporate asset: our PEOPLE.
Updated Jan 18, 2012 by [Christopher Crumney](#)
community, compensation, hr, human-resources

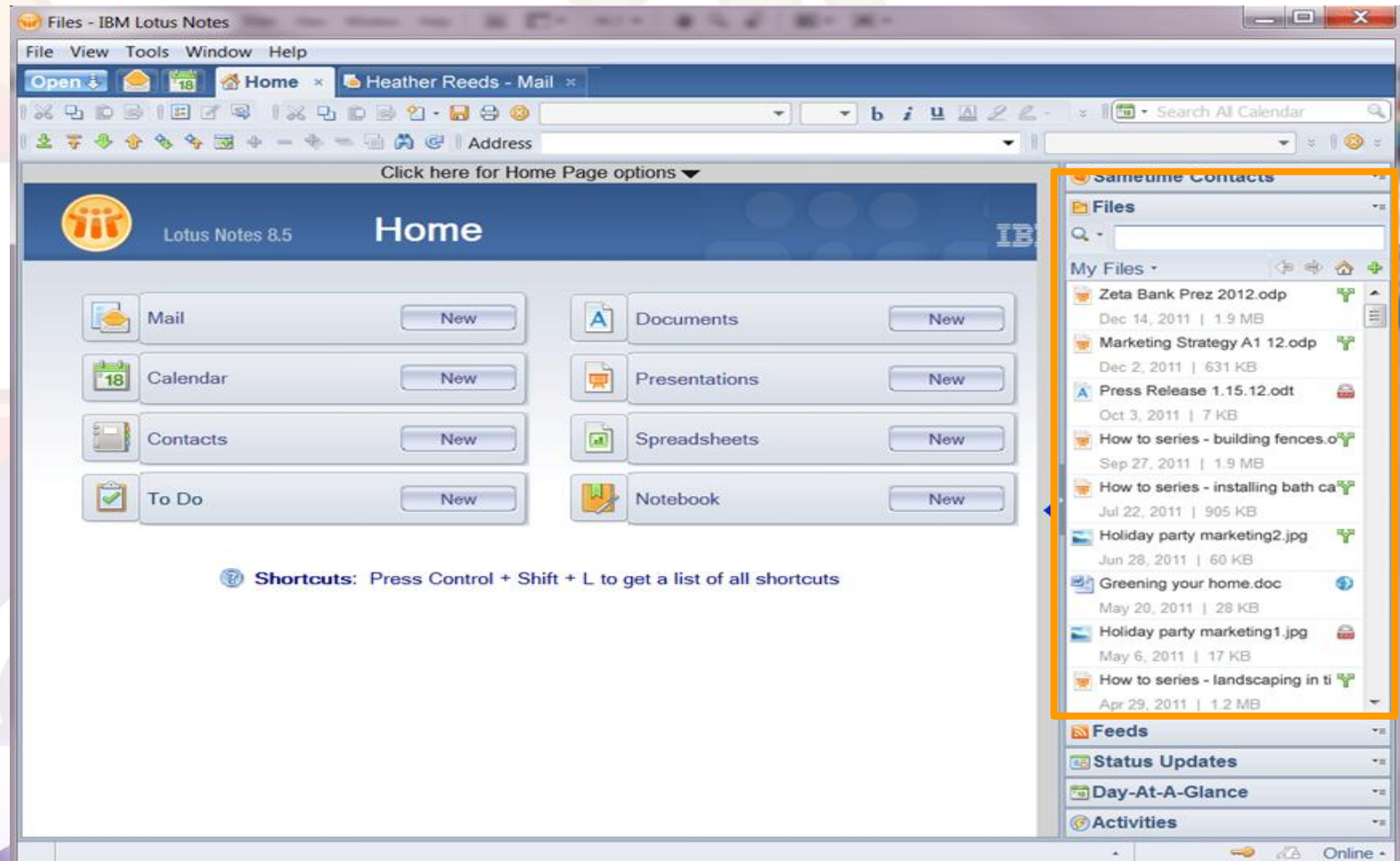
Files matching compensation

- [Employee Compensation.pdf](#) (47 KB) Download
Updated Dec 2, 2011 by [Brandon Seppa](#)
29 Downloads 4 Comments ★ 4 Recomm.
- [HR Lunch and Learn Series.mp4](#) (1 MB) Download
Updated Dec 2, 2011 by [Brandon Seppa](#)
1 Downloads 0 Comments ★ 2 Recomm.
- [2011 Compensation Budget.ods](#) (10 KB) Download
Updated Dec 2, 2011 by [Brandon Seppa](#)
6 Downloads 0 Comments ★ 1 Recomm.

Emp. No	Name	Dept	Ed.	Address	Phone	Total
000010	Brandon Seppa	B01	20	2 Dover Point Road Dover NH, 03820	+13032620165	\$140,001
000020	Brian Pearson	B01	20	2 Dover Point Road Dover NH, 03820	+17203420047	\$73,380
000030	Cheryl Pearson	B01	20	2 Dover Point Road Dover NH, 03820	+17206632197	\$34,040
000040	Esther Pearson	B01	20	2 Dover Point Road Dover NH, 03820	+17206632235	\$20,010
000050	Vonnie Pearson	B01	20	2 Dover Point Road Dover NH, 03820	+17206632192	\$80,643

Emp. No	Name	Dept	Salary	Bonus	Comm.	Total
000010	Brandon Seppa	B01	\$122,800	\$6,201	\$11,000	\$140,001
000020	Brian Pearson	B01	\$55,700	\$2,450	\$14,231	\$73,380

Lotus Notes 8.5.3 ahora cuenta con los módulos de *Files* y *Profiles* de IBM Connections



Home - IBM Lotus Notes

File Edit View Create Actions Text Tools Window Help

Open Home Heather Reeds - Mail









Search All Calendar


Address

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Home

Lotus Notes 8.5

 Mail <input type="button" value="New"/>	 Documents <input type="button" value="New"/>
 Calendar <input type="button" value="New"/>	 Presentations <input type="button" value="New"/>
 Contacts <input type="button" value="New"/>	 Spreadsheets <input type="button" value="New"/>
 To Do <input type="button" value="New"/>	 Notebook <input type="button" value="New"/>


 **Shortcuts:** Press Control + Shift + L to get a list of all shortcuts

Sametime Contacts

Files


Feeds


Status Updates


 Check out this article on marketing to the right


Today 1:30:10 PM

Network Board Updates for MCKINSTRY, SUSAN K.

 **Reeds, Heather L.** Check out this article on marketing to the right audience.
<http://www.marketingriteknow.com/article45987> Today 1:30:10 PM

 **Meriwether, Francis** Has anybody seen the quantum asx install disc? If you have, please let me know. Thx :) Today 1:24:13 PM
2 Comments

 **Alain, Amadou** Whew! Just finished a 53 page project proposal! Today 1:22:40 PM

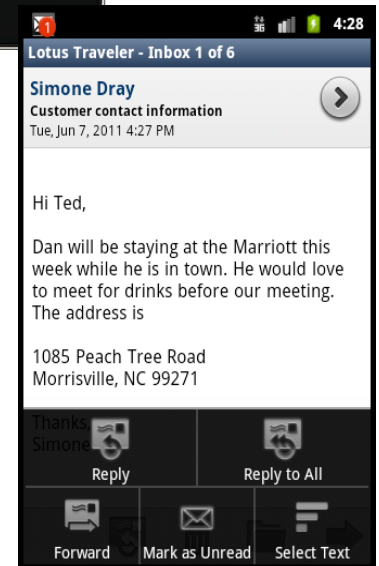
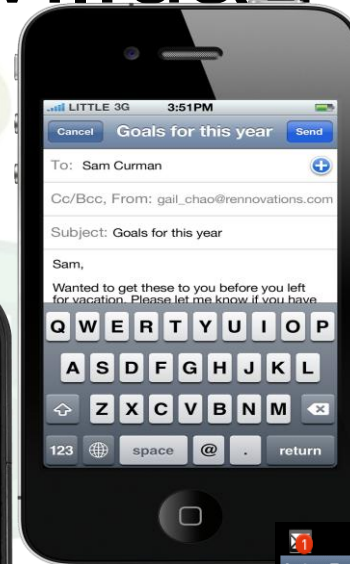
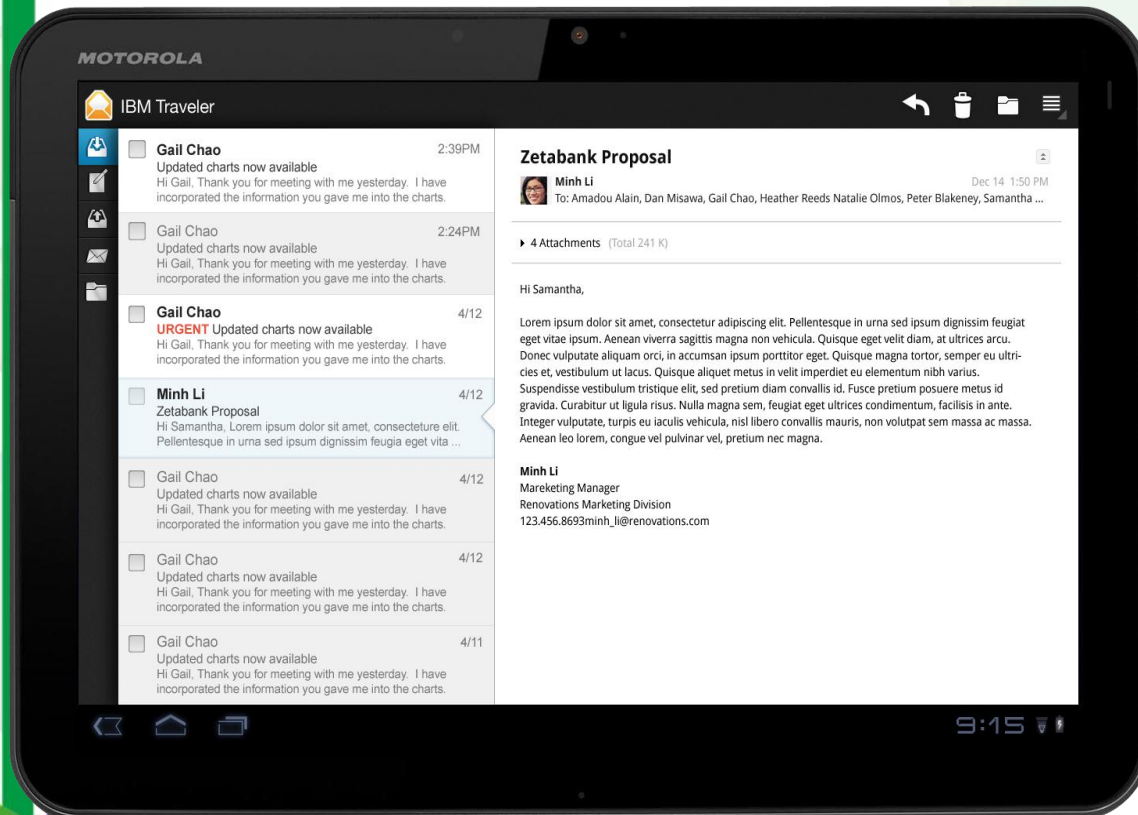
 **Reeds, Heather L.** working on Renovationshere 2012
screenshot Today 1:21:45 PM

Day-At-A-Glance

Activities

Online

Opciones de movilidad



Algunos de nuestros clientes.....



¿Por qué IBM?

Ranqueados por IDC como la plataforma líder de Social Business en 2009 y 2010.¹

IBM es el líder en “The Forrester Wave on Enterprise Social Platforms, and The Forrester Wave Mobile Collaboration”, Q3 2011²

IBM es líder en el cuadrante mágico de Gartner en “Social Software in the Workplace”, Agosto 2011³

SocialBusiness



*Social
Cloud*



Contenido



Analíticos



Movilidad



Servicios

¹ Fuente: IDC: Worldwide Social Platform 2009 Vendor Shares, June 2009 and Worldwide Social Platform 2010 Vendor Shares, June 2010

² Fuente: The Forrester Wave™: Enterprise Social Platforms, Q3 2011 and The Forrester Wave™: Mobile Collaboration, Q3 2011

³ Fuente: Gartner Magic Quadrant for Social Software in the Workplace, August 2011

Preguntas



*Muchas
Gracias*