



# ISEOR FALL INTERNATIONAL CONFERENCE

## THREATS AND OPPORTUNITIES OF TELEWORKING

**8 & 9 october, 2020**

**Venue** - iaelyon, 16 rue Rollet 69008, Lyon,  
FRANCE



« We have just experienced a global health crisis, unprecedented in the contemporary period. The repercussions are considerable in all areas of the life of nations. From the point of view of companies and public and private organizations, we are witnessing transformations in the organization of work, including, in particular, an unprecedented acceleration of teleworking. Is this phenomenon sustainable? Does it constitute a new opportunity and/or a new risk that would impact the performance of our companies? Our annual conference wants to share experiences lived by managers and their teams: how did they live this experience with **the difficulties they had to face**, what choices did they make to organize their activities properly and ensure the quality of service to customers? How do they envisage **the (re)construction of an efficient and sustainable operation** that will take into account the new management practices that have emerged with teleworking? Will the development of teleworking, in the future, be a source of innovation and economic and social performance ».

Henri Savall  
Véronique Zardet

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# PRESENTATION

- HOW TO MANAGE THE POST-CRISIS PERIOD AND BUILD NEW WORK ORGANIZATIONS WITH TELEWORKING?
- HOW CAN WE AVOID THE DISPARITIES BETWEEN WORKERS, WHICH ARE A SOURCE OF TENSION AND CONFLICT ON A DAILY BASIS?
- WHAT IS THE ROLE OF THE MANAGER AND MANAGEMENT IN STEERING THE IMPLEMENTATION OF TELEWORKING?
- HOW TO INVOLVE ALL THE ACTORS OF THE ORGANIZATION IN THE IMPLEMENTATION OF NEW REMOTE MANAGEMENT PRACTICES?

## Knowledge based on lived experience

- > Teleworking risks degrading cohesion in the company and thus socio-economic performance.
- > A third generation of hidden costs is emerging in companies and organizations.
- > Teleworking brings up to date the issues of absenteeism, working conditions and more generally the overall productivity of the company.
- > The mastery of technologies, which enable teleworking, is a brake or, on the contrary, an opportunity to build **efficient work organizations**.
- > **Remote management requires in-depth reflection and the development of new team management practices.**
- > **Teleworking will only be an effective and efficient solution in the long term if this type of organization is not designed for the short term or with the sole aim of reducing costs.**

During these two days of conference, we will address the challenges posed by teleworking (labour law, working conditions, productivity, cohesion...) in companies and organizations.

Numerous books have been published to deal with teleworking. However, the aim of this conference is to **give the floor to leaders, managers and employees who have lived this experience of teleworking during the recent sanitary crisis. We propose to open new reflections in order to highlight concrete experiences with a view to developing managerial proposals that are socially sustainable and economically bearable.**



## THEMES

- > Remote management (new practices, activity management, people management, strategy management...)
- > Teleworking suffered versus teleworking chosen
- > Crisis management / choice of strategies
- > Immediate results versus potential creation
- > **Self-financing (recycling of hidden costs) and reconstruction**
- > Third generation of hidden costs: origin and prevention
- > Hybridization of teleworking practices (productivity, working conditions, time management...): How much teleworking should be implemented?
- > Role and contribution of the consultant
- > Collective Intelligence
- > Connectics / innovation under certain conditions
- > Does socio-economic management facilitate the implementation of economically viable and competitive teleworking?

## AUDIENCE:

Ceo's

managers, leaders

in all industries

Management consultants

and experts

Very much welcome

## KEY FIGURES

- Over **150 participants** will show up during the 2 day conference
- **Fifteen experts and researchers** will testify about their successes and difficulties in dealing with teleworking.
- **Thirty business leaders, managers, executives and employees** will speak on best practices related to remote management.

## OBJECTIVES

### ● ADDRESSING POTENTIAL THREATS TO CREATE OPPORTUNITIES

Highlighting the experiences of the structures

### ● CAPITALISE ON AND DISSEMINATE GOOD PRACTICES IN THE IMPLEMENTATION AND MANAGEMENT OF TELEWORKING

Analyzing and pooling innovative skills and experience

### ● DISCOVERING THE IMPACTS OF SOCIO- ECONOMIC MANAGEMENT

To identify the impacts of innovative socio-economic management on the performance and quality of operation of the company.

### ● How to work together? Intergeneration Challenges Actes du colloque d'automne de l'ISEOR - 2019

This book is aimed at raising the issue of the impacts of stereotypes and prejudices regarding age on people management. Preconceptions are put aside, to make easier the cross-generational interactions so to share competencies and innovating experiments, along with the impacts of the innovative socio-economic approach to management. The book also stimulates a debate on the added value of cross-generational diversity as a sustainable performance driver... (Édition EMS-Management et Société, France)

> En savoir plus et commande : [www.iseor.com](http://www.iseor.com)





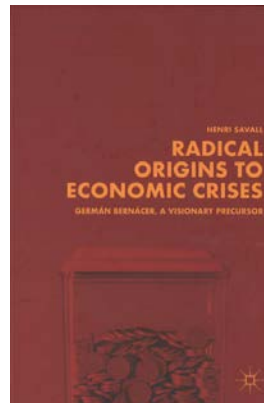
# Main references



Coordonné par Henri savall et Véronique Zardet  
409 pages, 2020,  
EMS Paris



Henri Savall, Michel Péron, Véronique Zardet et Marc Bonnet  
216 pages, 2015,  
Éditions EMS Paris



Henri SAVALL  
447 pages, 2018,  
Éditions Palgrave  
Macmillan. États-Unis



Anthony F. Buono, Henri Savall et Laurent Cappelletti  
312 pages, 2018, Éditions IAP-Information Age Publishing, États-Unis

[http://www.iseor.com/  
Recent\\_publications](http://www.iseor.com/Recent_publications)

## TRAINING COURSES

The next socioeconomic trainings in management (SEAM) for leaders, managers, and consultants, in English are :

**Professional Training Seminar « Socio-Economic Approach to Management Techniques and tools required to successfully implement change management projects »**  
The 5, 6, 7 and 10 October, 2020

**Contacts & Inscriptions : [secretariat.general@iseor.com](mailto:secretariat.general@iseor.com)**