

Jul 27th, 3:30 PM - 4:00 PM

VoiceThread as a Tool to Support Engagement in Online Business Courses

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<http://pubs.lib.umn.edu/minnesota-elearning-summit/2016/program/24>



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VoiceThread: **A tool to support** **engagement in** **online business** **courses**



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Instructional Designer and Technologist

Nancy McGinley Myers, M.Ed.

Instructional Design Assistant



VoiceThread in Business Courses

- Recognize capabilities
- Describe use cases
- Identify advantages




Your experience

Introductory VoiceThread (Slide 1 of 1) Prof Izen

Introductions

- **Your Name**
 - **Interests**
- **Jobs/School Activites/Major**



1:25 / 22:41

The image shows a screenshot of a VoiceThread presentation. The interface includes a top header with the title 'Introductory VoiceThread (Slide 1 of 1)' and the presenter's name 'Prof Izen'. On the left side, there is a vertical list of participant avatars, some with lock icons indicating they are muted. The main content area displays a slide titled 'Introductions' with a bulleted list of topics: 'Your Name' (which includes 'Interests'), 'Jobs/School Activites/Major'. Below the text is a cartoon illustration of a computer monitor with the word 'Hello' on its screen. At the bottom, there is a playback control bar with a progress indicator and a timestamp of '1:25 / 22:41'.



Your poll will show here

1



Install the app from
pollev.com/app

2

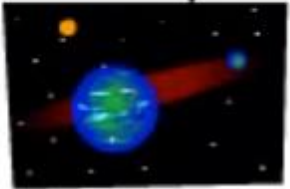
Make sure you are in
Slide Show mode

Still not working? Get help at pollev.com/app/help
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voicethread



of St. Thomas
Executive Education and Professional Dev

Lean Six Sigma Black Belt Program Application

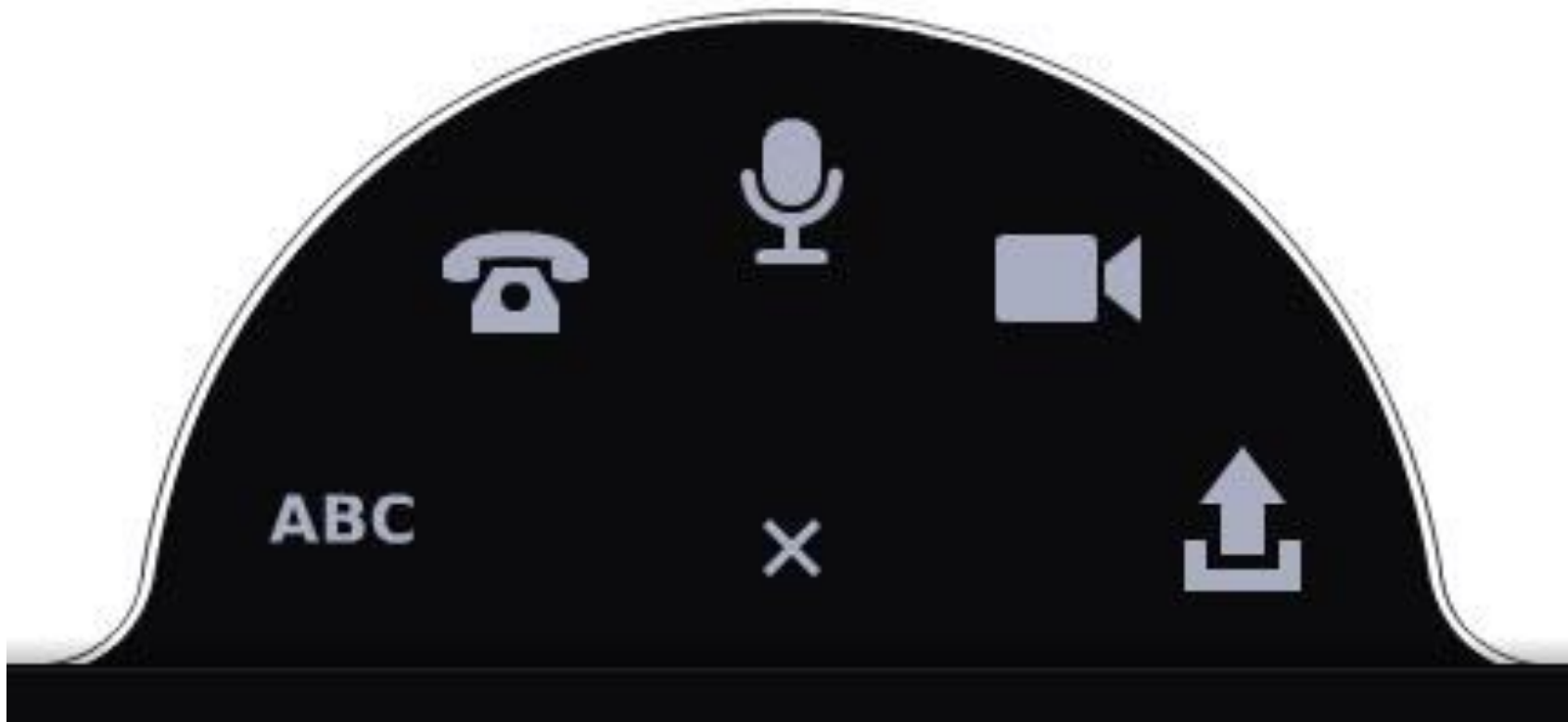
PROFESSIONAL INFORMATION:
Send all program-related materials to: Home Work (Email will be used)

Name: Jane Doe
Home Address: 1000 LaSalle Ave
City, State, Zip: Mpls, MN 55403
Email: jaredoe@gmail.com
Work Address: Manufacturing, Inc.
City, State, Zip: Mpls, MN 55405

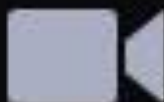
Different from mailing address

Degree(s):
Specialty:
Years:

The image shows a Zoom meeting interface. The main window displays a document titled "Lean Six Sigma Black Belt Program Application" from St. Thomas University. The document includes a "PROFESSIONAL INFORMATION" section with handwritten details for Jane Doe, including her home and work addresses in Minneapolis, MN, and her email address. The Zoom sidebar on the left shows three participant thumbnails: two of the same woman (Jane Doe) and one of a man. The Zoom control bar at the bottom shows a pause button, a volume slider, and a timer indicating 0:14 / 9:06.



ABC



Business Education





Opus College of Business



UNIVERSITY OF

St. Thomas



4 months ago

The Challenge of going Non-Calculative from Calculative Culture

I believe organizations do struggle with things that don't align with their culture. Regardless of the size of an organization, I feel that it's a lot easier to align with a strategy or process that you are familiar as that is what you do day in and day out. So naturally if you are a quantitative based organization and you are looking to implement a risk management process or strategy it would end up numbers based as that's easy for you to understand. As outlined in the Mike's discussion it's easy for organizations to put these quantitative risk parameters up and so call "box themselves in" or put borders up.

There are a number of ideas I feel that a firm that is in a "calculative culture" could do to implement or design a risk management process that would break down the barriers or expand outside of the quantitative focus they may be associated with now and more into a qualitative process. To start I think a firm should start with a risk review of the organization and inventory and categorize all their documented risks and have them in a matrix for everyone to see. Once this process is complete they can analyze and see what they have and use it as a road map to expand into other areas such as qualitative. I would have a meeting among the different leaders of the organization and have the risk managers lead an open discussion and reflect on what their organizations current culture is and how they all view it. I think it would be important for the risk managers to have knowledge on non-calculative cultures and be prepared to lead and drive the discussion with these leaders and have them come up with ideas along their business units to identify risk and bubble it up to the risk managers. I think it would be a lot easier to break down the barriers between "calculative and non-calculative" if everyone is on the same page and has been given guidance on this issue. Also another option would be if the current risk managers don't have the knowledge in the non-calculative space, they could bring in outside consultants or hire someone with experience in this initiative to champion this cause.

Works Cited

<http://www.referenceforbusiness.com/management/Pr-Sa/Risk-Management.html>

https://en.wikipedia.org/wiki/Risk_management

http://www.iaeng.org/publication/WCECS2008/WCECS2008_pp1073-1078.pdf

http://www.corpsriskanalysisgateway.us/lms/course_cfml?crs=13&crspg=154

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3 months ago

RE: The Challenge of going Non-Calculative from Calculative Culture

Hi

Great post about calculative vs non-calculative cultures. Coming from an engineering organization, I definitely do feel it's very challenging going from calculative to non-calculative. It seems that the biggest problem, which Mike's talks about as well, is that the focus is on metrics. Our company has a desire to measure everything, and if it can't be measured then it probably isn't going to get focus.

I agree that a roadmap would be a good option to break down these barriers. I've had similar success with this when implementing other new processes within the company where the improvements were not purely quantitative.

Thanks,



3 months ago

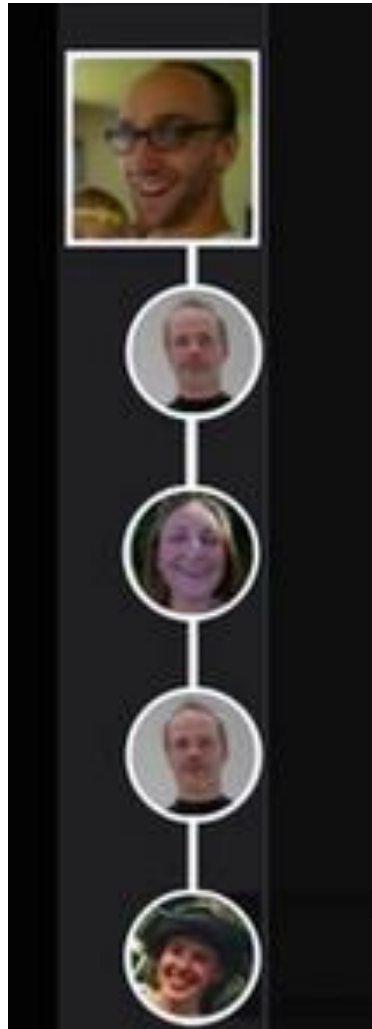
RE: The Challenge of going Non-Calculative from Calculative Culture

I think one of the biggest barriers to this kind of change is that these cultures seem to only be able to be calculative or qualitative. There doesn't appear to be any middle ground. The quantitative gurus tend to rely more and more on their models as they go through more iterations and become more complex. This seems to lead them into a sense of security that does not allow them to even consider items or risks that can't be quantified and integrated into the model. Likewise, the qualitative cultures seem reluctant to become more analytical for fear of falling into a "paralysis of analysis" where they will be consumed by data-driven models and ignore broader risk categories.

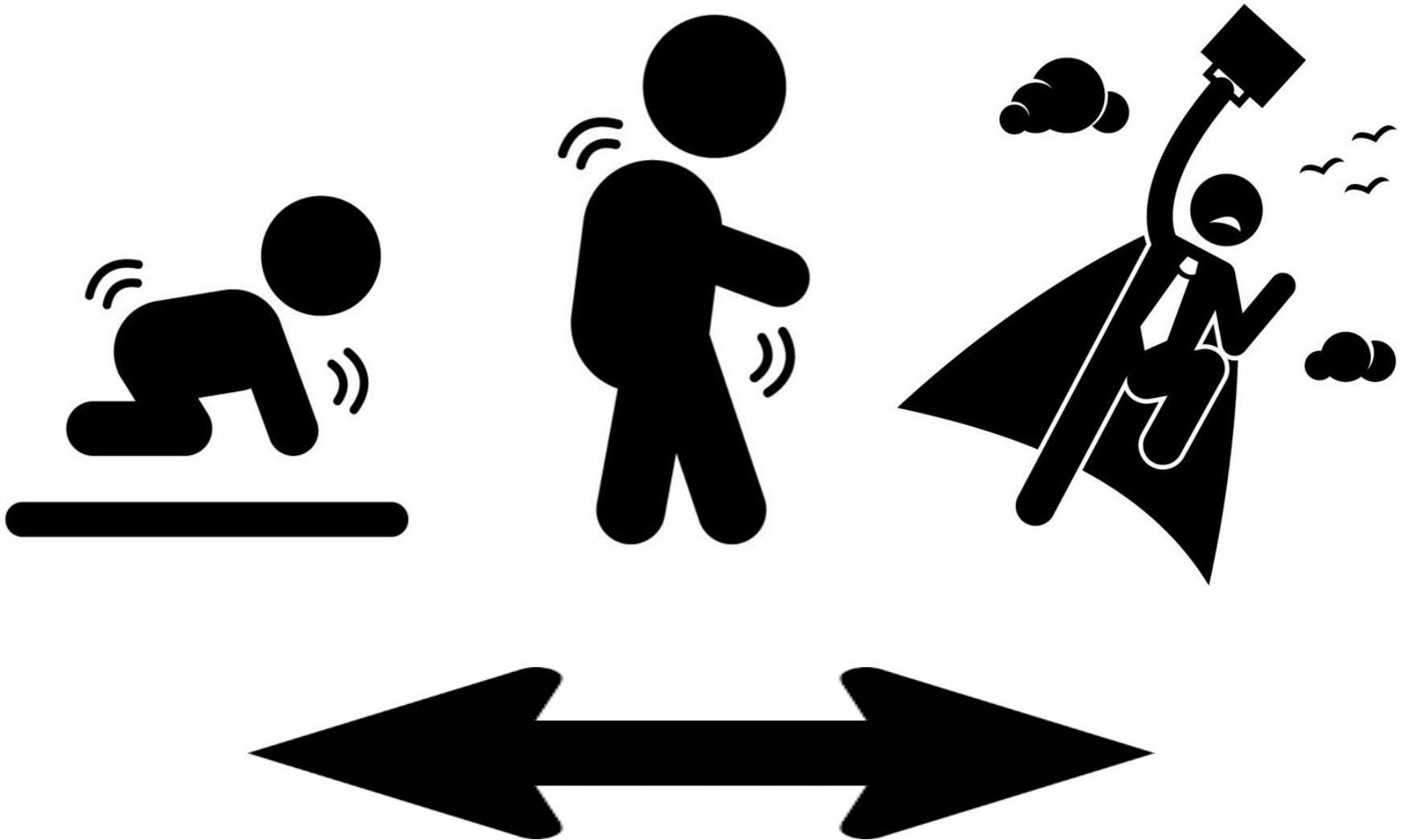
Your outline above sounds a bit similar conceptually to what I read in the case I used as my external research where a board or a responsible management level drives the conversation more towards a qualitative view of risk while presenting it in an analytical framework. Also similar (in methodology, anyway) is how these directors challenged the calculative employees to broaden their own scope and report on those findings.



VOICETHREAD



voicethread Phases



voicethread Phase 1



Never give up.

Life is...

Trial and error.

Mainly error.

Lots of error.

Blackboard learn⁺_{TM}

VoiceThread



[VoiceThread for Mgmt 751](#)

TIP: You can reorder the videos into numerical order by clicking the "three horizontal lines" in the upper left corner of the VoiceThread window. Sort by "title (a-z)" to get the videos in order.



[How to Add Comments to a VoiceThread](#)

[Learn how to add comments](#) to a VoiceThread.

ONE

WAY





The Relationship Between Organizational Culture and Enterprise Risk Management

R. L. Kimbrough, Deloitte & Touche LLP

P.J. Compton, The University of Alabama in Huntsville

Abstract: This article contributes to insights regarding the role of organizational culture in the implementation of risk management across an enterprise. Enterprise risk management is a systematic approach to managing all forms of risk faced by an organization, including those in the purview of an engineering manager. The literature discusses organizational culture's importance in ERM implementation, but there is scant empirical evidence regarding this connection. This research combined a culture measurement instrument with gauges of ERM implementation. The results were correlated, and the analysis supports the hypothesis that organic cultures tend to make greater progress in their ERM programs. An engineering manager can use this article to identify potential cultural strengths and barriers prior to implementing ERM.

Keywords: Risk Management, Organizational Culture

EMJ Focus Areas: Organizational Performance and Assessment, Organization and Work System Design

In a world of increasing risks from various sources, Enterprise risk management (ERM) is gaining acceptance as a way for organizations to address these uncertainties (Farrell, 2008). According to various ERM books and conferences, companies such as Wal-Mart, Capital One, Ford Motor Company, Unisys, Caterpillar, and Chase Manhattan have implemented ERM programs. Books, conferences and seminars have been devoted to the topic. A wave of articles concerning ERM has been observed, while companies are appointing Chief Risk Officers to oversee ERM programs (Liebenberg and Hoyt, 2003). Well known consulting practices now provide ERM services (Rasmussen and McClean, 2007). An overview of ERM's primary characteristics is provided below. Organizational culture is discussed next; finally, some links between ERM and culture are discussed to lay the foundation for this study.

Enterprise Risk Management

Over the past several years, ERM has evolved as an approach to enhancing the tradition of managing specific types of risk within organizational silos, such as operational, finance, market, and information technology risks. In order to accomplish this, ERM takes a portfolio view of all risks facing the organization as a whole, and attempts to manage these through a systematic method using a common risk language. It is characterized by efforts to comprehensively identify risks to the organization's objectives, assess these risks in a standardized fashion, and make deliberate

decisions regarding how to respond to those risks. This process is expected to be monitored at the highest levels of the organization, and continually improved. Typically, ERM encourages supporting these processes through mechanisms such as performance metrics linked to risk management, integration with strategic planning, and risk policies defining risk appetite, establishing an oversight committee, and providing a risk philosophy. Enterprise risk management is expected to pervade the organization, so that all risks can be dealt with systematically and consistently, rather than on an ad hoc or reactive basis.

Whether running a high-tech organization or supervising knowledge workers, engineering managers are called upon to actively support or lead ERM initiatives. This may include transparency in discussing risks, rigor in utilizing risk management methodologies, fluency in a new risk lexicon, and effectiveness in working with colleagues across organizational boundaries. In addition, the ubiquitous nature of ERM by definition incorporates risks typically in the purview of engineering managers, such as risks related to operations, research and development, project management, safety, the environment, and new product or process design.

Organizational Culture

In contrast to ERM, organizational culture has been a topic of management theory for several decades. Numerous frameworks for understanding organizational culture have been proposed, using a wide variety of ideas. Some focus on management's assumptions about workers, while others describe various patterns of behavior within entities. There have been discussions of the values espoused by an organization, the leadership styles of those in charge, and the type of language used within the organization. Regardless of the approach, the underlying thought is that organizational culture plays a critical role in key areas such as how major initiatives are implemented, how quickly the organization can react to market changes, and whether or not the organization can successfully navigate major changes in the business environment.

Organizational Culture and ERM

Since ERM is a substantial initiative, and it is intended to help an organization be more resilient in times of uncertainty, it would not be unreasonable to expect an organization's internal culture to be a significant factor in ERM deployment. Indeed, ERM implementers are encountering challenges related to organizational culture. One study identified "organizational culture" and "organizational turf" among the top barriers to ERM implementation, encountered by approximately half of survey respondents (Miccolis, 2003). Another study found that about two-thirds of its participants were facing challenges in

Refereed management tool manuscript. Accepted by Associate Editor Mallak.



- 1) What supporting facts, figures, metrics or other data points would be helpful for you to understand the case? These ideas could be future additions to the appendix or external links for deeper information.

LM

I think the content is overall, rather good. At this point, I would not need additional information to discuss, generally.

DH

GW

MG

DV



0:32 / 16:08

Copyright Considerations



**HARVARD
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FOR EDUCATORS

BUSINESS ETHICS



NEW CASE

Faith and Work: Hobby Lobby and AutoZone

Ivey Publishing

This case examines the issue of religion in the workplace. In Part I, the arts and crafts company Hobby Lobby takes issue with parts of a new law that it believes run contrary to the organization's stated Christian values. In Part II, an employee of AutoZone faces religious discrimination.

SEARCH for material in Business Ethics

NEW IN BUSINESS ETHICS



[After the Wrongdoing: What Managers Should Know about Whistleblowing \(Article\)](#)

[Fraud Risk Management: A Small Business Perspective \(Article\)](#)

[Make Way for the Chief Integrity Officer: Beyond Compliance \(Article\)](#)

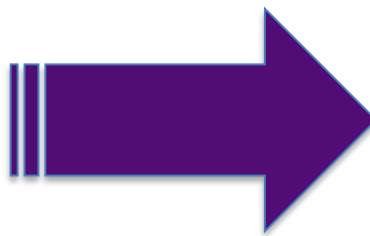
[Navigating the Realities of Emerging Markets: Compliance in Context \(Article\)](#)

[Using a Framework to Create Better Choices \(Note\)](#)



LEARN STUFF

A blue rectangular sign with rounded corners and a white border. The sign is mounted on two grey poles. The background is a bright blue sky with scattered white clouds. The text 'LEARN STUFF' is written in a bold, white, sans-serif font, slanted slightly upwards from left to right.



voicethread phase II



voicethread phase III



Student Enrollment Example

- Enrollment in Lean Six Sigma Programs
- Green Belt – participates in projects
- Black Belt – leads projects
- Need Green belt to take Black Belt
- Observe process before improvement
- Participants
 - Alice: Marketing coordinator
 - Heather: Program Manager
 - Jane: Student
- Observe process – create process map

University of St. Thomas
Executive Education and Professional Development
Lean Six Sigma Black Belt Program
Application

PROFESSIONAL INFORMATION:
Send all program-related materials to: Home Work (Email will be used)

Name: Jane Doe
Home Address: 1000 LaSalle Ave
City, State, Zip: MN 55403
Email: jane.doe@manufacturing.com
Work Address: 15th St, MN 55405

Degree(s):
Special:
Year:



Nancy McGinley Myers



A blue rectangular sign with rounded corners and a white border, mounted on two grey poles. The sign features the text "LEARN STUFF" in large, white, bold, sans-serif capital letters. The background is a clear blue sky with scattered white clouds.

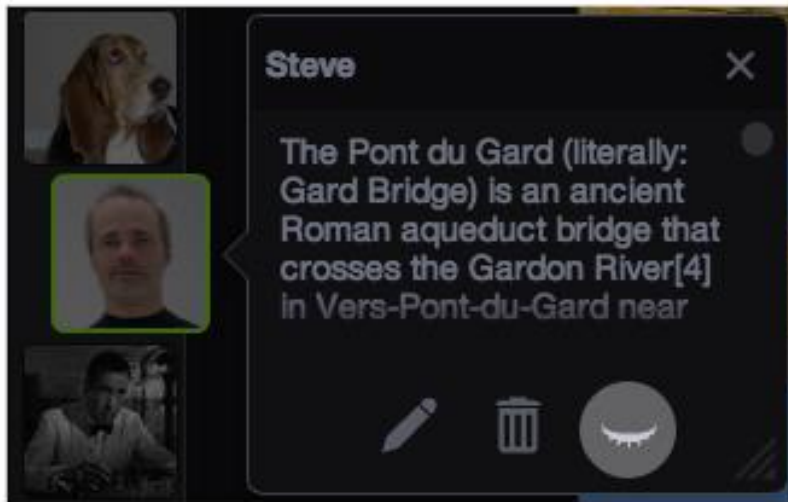
LEARN STUFF



FUTURE PLANS

Future Plans

- Asynchronous lectures with embedded assessments
 - Checks for understanding
 - Comment moderation



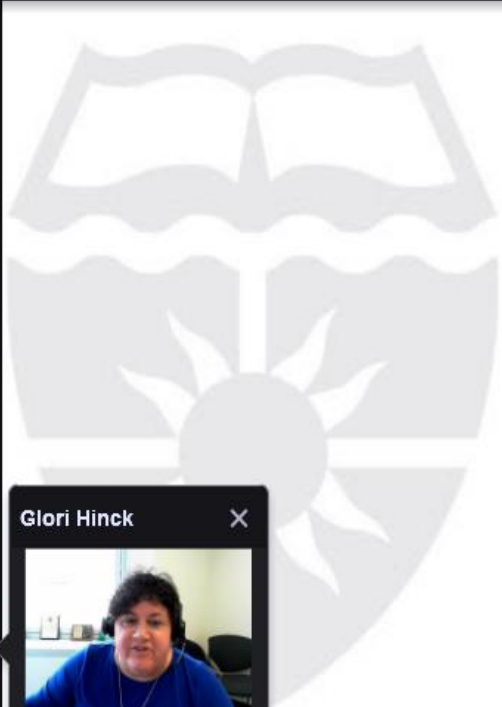
Hidden Comment



Visible Comment

Future Plans

- Student final projects



Opus College of Business  UNIVERSITY OF **St. Thomas**

NEGOTIATION Exercise

Glori Hinck 





0:09 / 0:32



Recommendations

- Start with a simple, low-stakes activity
- Realize that there is a learning curve!
- Don't always use VoiceThread- mix it up with regular discussion boards sometimes.



ACCESSIBILITY

VoiceThread Universal

VoiceThread is an application designed for people to have discussions about shared digital media. Each VoiceThread discussion consists of slides - just like a presentation - and each slide contains a piece of digital media, like an image, video, or document. These slides can be commented on by anyone with permission to access to the VoiceThread discussion.

[Go to My Threads](#)

[Create a New VoiceThread](#)

[Sign out of this account \(hinc4279@stthomas.edu\)](#)

[VoiceThread Universal Guide](#)

[Use VoiceThread Universal as my default site](#)

[Go to My Account](#)

[Visit the Standard VoiceThread Site](#)



Hearing Impaired

The screenshot shows a video player interface. The main video displays a man in a light blue shirt standing in front of a red and white striped barrier. A red '6' logo is visible in the bottom left corner of the video frame. Below the video, the text reads "4:28 71' HECKHAM TO PLAY SOCCER IN LOS ANGELES".

On the left side of the video player, there is a vertical stack of video thumbnails. The top thumbnail is a larger window showing a woman speaking. Below it are three smaller thumbnails showing different scenes.

On the right side of the video player, there is a vertical stack of three small video thumbnails showing different people.

At the bottom of the video player, there is a chat window with a lock icon. The chat message reads: "I think the content is overall, rather good. At this point, I would not need additional information to discuss, generally." The chat window has a close button (X) in the top right corner.

Below the chat window, there is a vertical list of user avatars represented by colored squares with initials: LM (green), DH (purple), GW (green), MG (orange), and DV (teal).

At the bottom right of the video player, there is a play/pause button, a progress bar, and a timestamp "0:32 / 16:08".

On the right side of the image, there is a white rectangular area with a black border. It contains the text: "What supporting facts, figures, metrics or other data points would be helpful for you to understand the case? These ideas could be future additions to the appendix or external links for deeper information."

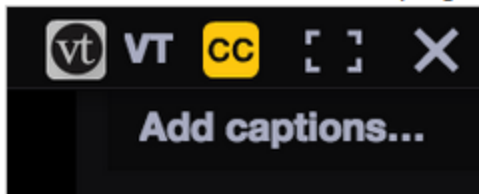
Closed Captioning

How to add a caption file

Only the person who created a VoiceThread or someone who has editing rights for that VoiceThread may add captions.

For central media:

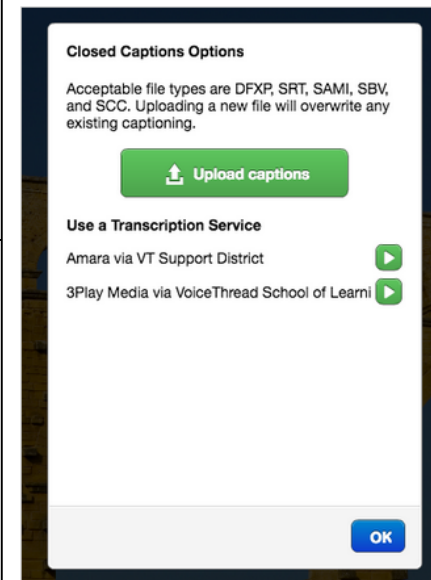
1. Navigate to the slide that contains the video.
2. Hover your mouse over the video icon on the left side of the page.
3. Click on the CC button in the top-right corner of the VoiceThread.



4. Click "Add captions".
5. Select your caption file.
6. Click "OK".

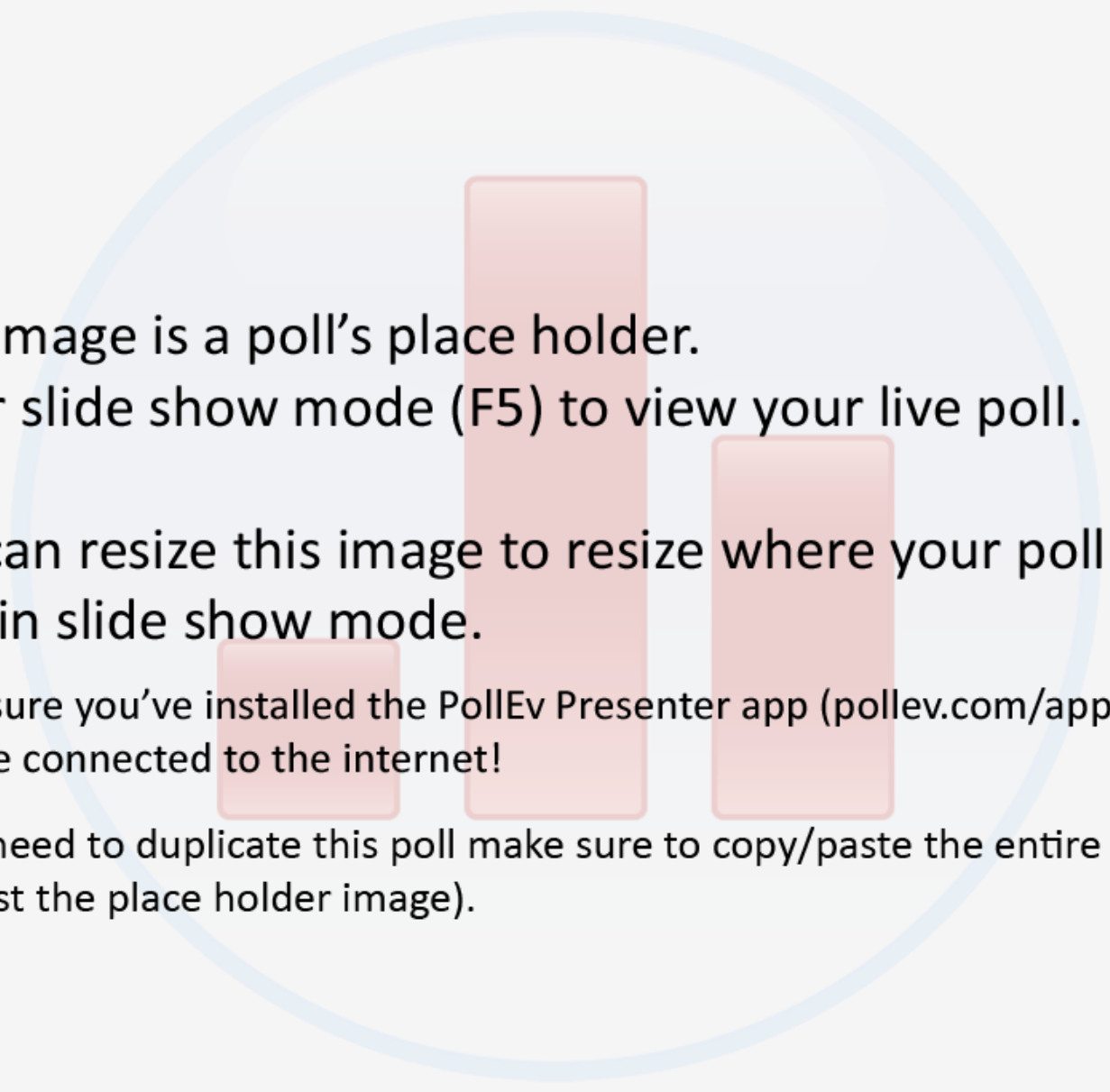
Third-party captions

If your institution has a license with 3Play Media, Amara, or CaptionSync, then you can integrate that license with VoiceThread to enable one-click professional captioning. If this option is available to you, then you will see the option to use a Transcription Service in the captioning interface. Simply click on the green arrow next to the caption service you want to use. Your slide or comment will be captioned automatically as soon as that third-party service completes that task.





IDEA



This image is a poll's place holder.
Enter slide show mode (F5) to view your live poll.

You can resize this image to resize where your poll will load in slide show mode.

Make sure you've installed the PollEv Presenter app (pollev.com/app) and are connected to the internet!

If you need to duplicate this poll make sure to copy/paste the entire slide (not just the place holder image).

