AUGUST

TEAMS & WORK
IN THE 21ST CENTURY
Mike Arauz

AUGUST
EVERYTHING IS AMAZING

AND NOBODY'S HAPPY
Exhibit 13: Firm performance metric trajectories (1965-2010)

We’ve never been more productive! Yet, it’s never been harder to get a return on assets.

Source: Deloitte analysis
Source: Gallup “State of the Global Workplace Report”
CERTAIN

UNCERTAIN
CERTAIN

WHAT COMPUTERS ARE GOOD AT

UNCERTAIN
WHAT COMPUTERS ARE GOOD AT

CERTAIN

WHAT HUMANS NEED TO BE GOOD AT

UNCERTAIN

CERTAIN

UNCERTAIN
CERTAIN

WHAT COMPUTERS ARE GOOD AT

WHAT HUMANS NEED TO BE GOOD AT

WHAT MOST COMPANIES ARE DESIGNED FOR

UNCERTAIN
THE WAY WE ORGANIZE NEEDS TO CHANGE

EXECUTING → LEARNING
A REVOLUTION IN HOW WE WORK
IT GOES BY MANY LABELS...

AGILE
LEAN STARTUP
THE B TEAM / B CORP
HOLACRACY
RESPONSIVE ORG
EXPONENTIAL ORG
REINVENTING ORGS
THE 5TH DISCIPLINE
5 CORE PRINCIPLES

BE PURPOSE-DRIVEN

DESIGN FOR NETWORKS

DISTRIBUTE AUTHORITY

LEARN BY DOING

DEFAULT TO OPEN
5 CORE PRINCIPLES

BE PURPOSE-DRIVEN

DESIGN FOR NETWORKS

DISTRIBUTE AUTHORITY

LEARN BY DOING

DEFAULT TO OPEN
DISTRIBUTE AUTHORITY
INTEGRATIVE DECISION MAKING

PROPOSE

CLARIFY

REACT

EDIT

CONSENT
DEFAULT TO OPEN
HolacracyOne
Purpose: Exquisite Organization

Board

GCC

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THANK YOU

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