

CULTURE SHOCK

PURPOSE OF SIGNIFICANCE

We share a purpose that matters to us and the wider world.

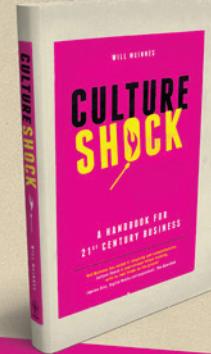
- Developed clear personal purpose
- Co-created our team or organizational purpose

ORGANIZATIONAL OPENNESS

We see that openness is an irresistible opportunity in the networked world.

- Tried using crowdsourcing to solve a business problem
- Developed a cross-functional team to solve a problem

A WORKSHEET FOR 21ST CENTURY BUSINESS



DEMOCRACY & EMPOWERMENT

We trust our people to do the right thing, and empower them to do so.

- Experimented with democratic decision making
- Used the WorldBlu scorecard

PROGRESSIVE PEOPLE

We create an environment where people feel they can be their very best.

- Installed happy buckets!
- Developed coaching skills

CONSCIOUS LEADERSHIP

We know that leadership must evolve to lead in this ever-changing world.

- Conducted open 360 degree survey
- Shared personal failures with colleagues

CHANGE VELOCITY

We believe we need to continually adapt and evolve.

- Tried 6 month planning & budgeting cycles
- Added 'to continually change' to everyone's job description

TECH DNA

We will thrive if we own our relationship with technology.

- Experimented with an internal flow tool
- Discussed the role of IT with team

FAIR FINANCES

We all do better by managing our finances fairly.

- Developed open book accounting (especially salaries)
- Tried collective budgeting processes

...there's a revolution happening, and a new business culture spreading. Its values are **Connectedness, Openness, Participation and Happiness**.