

DO TRY THIS AT WORK

EXPERIMENTS TO TRY IN THE OFFICE



PURPOSE & PLAN

I'm Mark and I'm going to talk about three things:

1. My personal self-management journey: *for context* 
2. Two transitions I've experienced: *for patterns & lessons* 
3. The global Reinventing Work movement: *it brought us to tCL, you can join, & we're self-organising!* 



MARK'S JOURNEY & TWO TRANSITIONS

“The working world is not for me, Dad”



🌐 Systems & paradigms (2 years +)

🌐 ‘Despair’, ‘suffering’, ‘torture’ (10 years)

🌐 Freedom (5 years)

PATTERNS

1. *Realisation*: leaders place *trust* in co-workers 
2. Distribute *authority*: move it to where the info is 
3. *Transparency* 
4. *Listening begins*: culture of *feedback* 
5. *Experimentation* culture  

LESSONS FROM THE JOURNEYS

1. There is no road map: *each team or org needs to work out the 'how' for themselves* 
 2. Timing: *how 'ripe' is your team / organisation* 
 3. Ask co-workers: *do we want to try this?* 
 4. Persevere: *no-one gets this right first time* 
 5. Warning: *it is really hard!* 
- Mike?



1-2-4-ALL



Question: if you had permission, what would you do next week to begin re-imagining work?

1. Silent self-reflection individually (1 minute)
2. Generate ideas in pairs (2 mins)
3. Share & develop ideas from your pair in fours (4 mins)
4. Groups share an idea that the stood out or felt important (5 mins)



REINVENTING WORK'S STORY

WWW.REINVENTING.WORK



REINVENTING WORK

 A global grassroots movement, founded in Bristol

 A self-managing, decentralised community

 No fixed leaders, no destination, no strategy beyond our purpose, no commercial aspirations

 To make work better, one place at a time

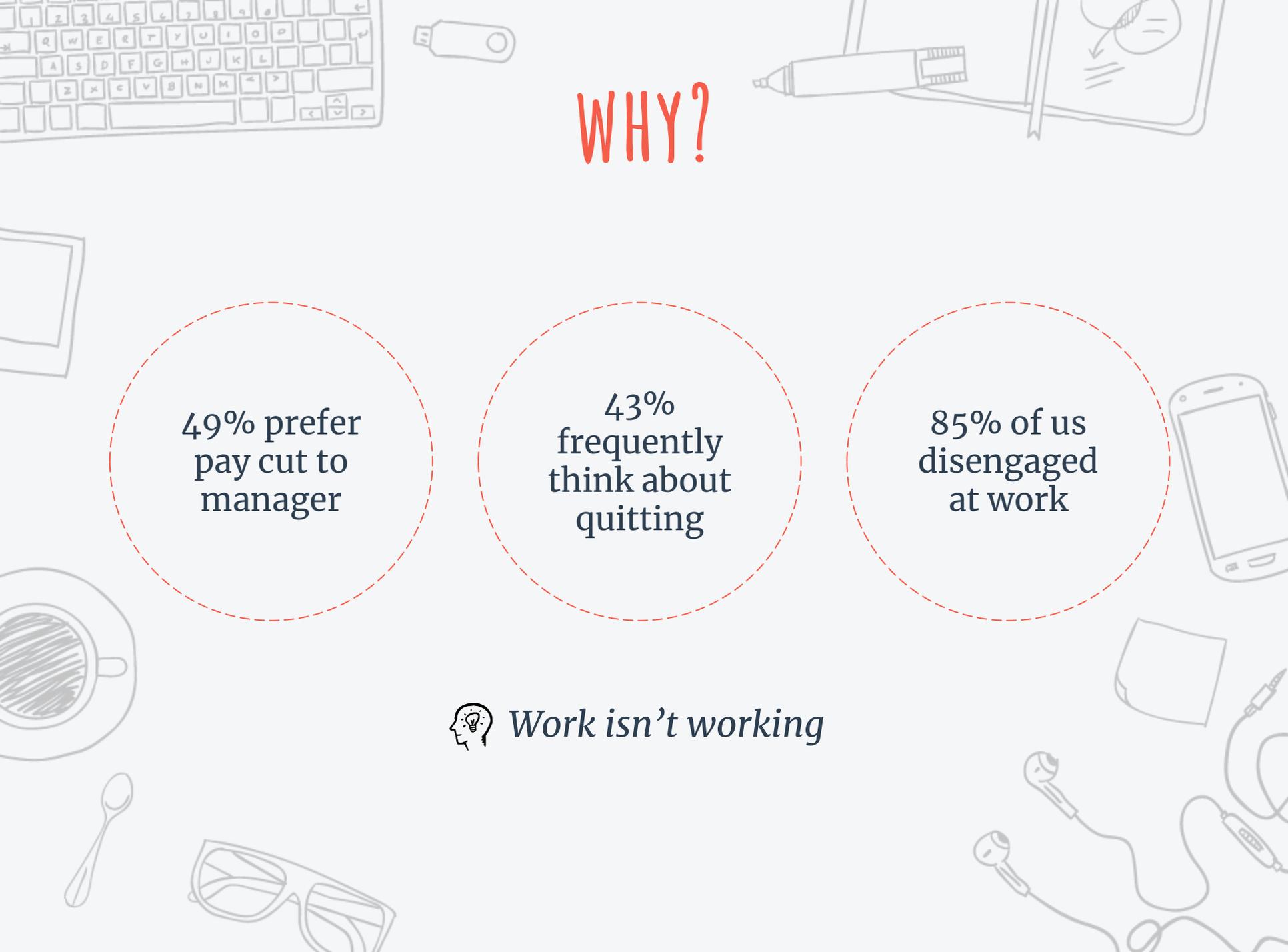
 We're in 25 cities on 5 continents and growing!

*Given permission, people can be unstoppable**



WHERE & WHERE NEXT?

- 🌐 **Asia:** Singapore.
- 🌐 **Australia & NZ:** Adelaide, Auckland, Brisbane, Melbourne.
- 🌐 **Europe:** Bath, Belgrade, Berlin, Bristol, Brussels, Bucharest, Canberra, Copenhagen (?), Den Haag, Edinburgh, Frankfurt, Lisbon, London, Stuttgart.
- 🌐 **The Americas:** Buenos Aires, Las Vegas, Montreal, Seattle.
- 🌐 **Online:** Slack community & online meetups



WHY?

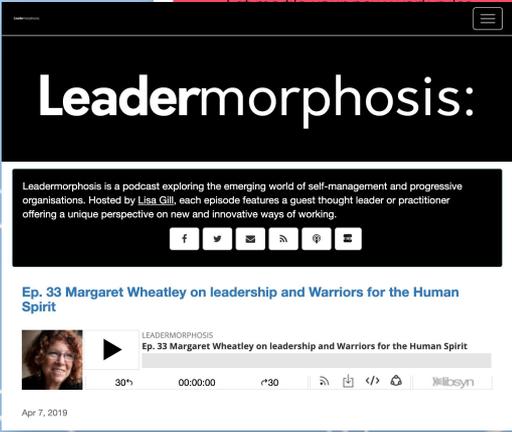
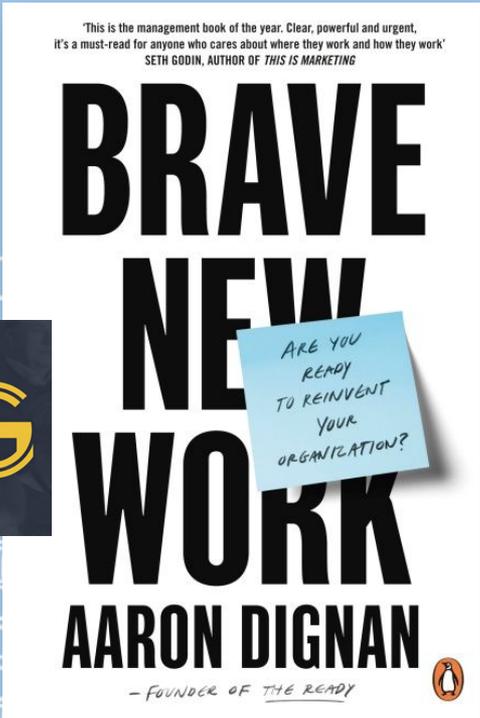
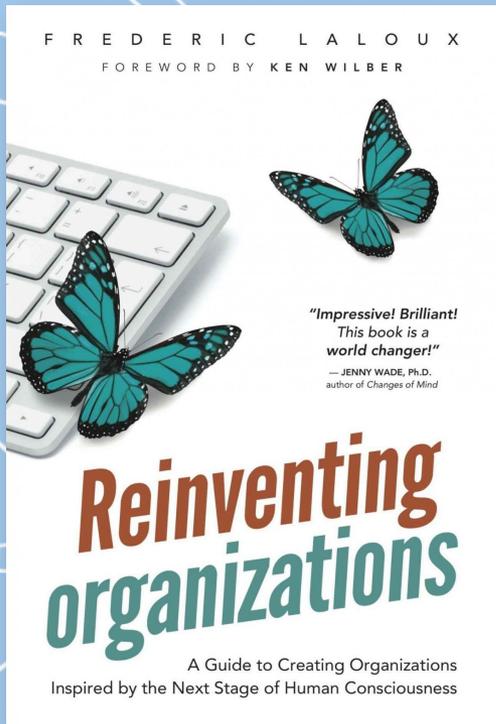
49% prefer
pay cut to
manager

43%
frequently
think about
quitting

85% of us
disengaged
at work



Work isn't working

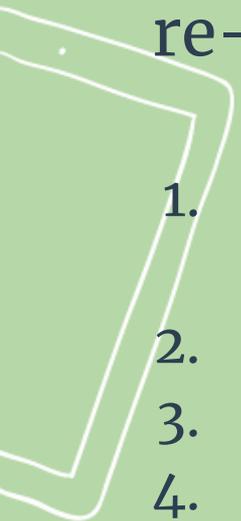




TROIKA CONSULTING



Context: you have permission to begin re-imagining work & have hired two consultants!



1. What is your challenge? What help do you need from your consultants? (1 minute)
 2. Client shares challenge & help needed (1-2 mins)
 3. Consultants ask clarifying questions. (1-2 mins)
 4. Client turn their back on the consultants
 5. Together, consultants generate ideas, suggestions, coaching advice for the client (5 mins)
 6. Client turns around & shares what was most valuable about the experience (1-2 mins)
 7. Groups switch to next person and repeat steps.
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THANKS



www.reinventing.work



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