



RESOURCEFUL HUMANS



42

Find and follow a higher purpose
to define the "why" behind the organization

Establish shared Values and Ground Rules to define how to work together

Build an attractive and vibrant community to enable partnerships for purpose-led collaboration and co-creation

Allow flexible engagement and fair remuneration to cater to the individual life circumstances

Define purpose-driven challenges and contributions, and form suitable teams to collectively find the best way to achieve the purpose

Grow personal skills and provide valuable feedback to foster purpose-driven success

Empower distributed decision intelligence to increase decision quality and foster ownership



RESOURCEFUL HUMANS



TURN YOUR ORGANIZATION INTO AN ENTREPRENEURIAL NETWORK



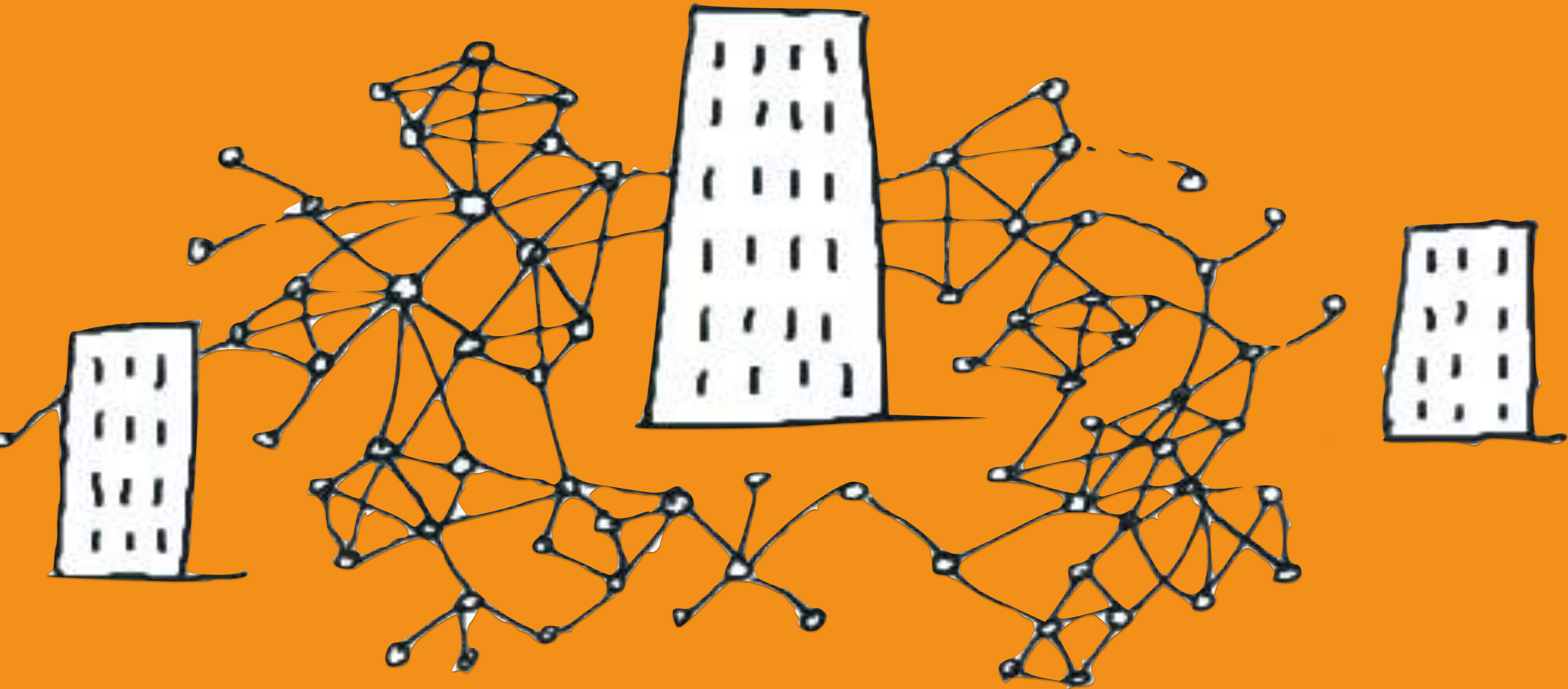
RH_WAY



Warning

**This is a Bureaucracy
& Asshole-free Zone**

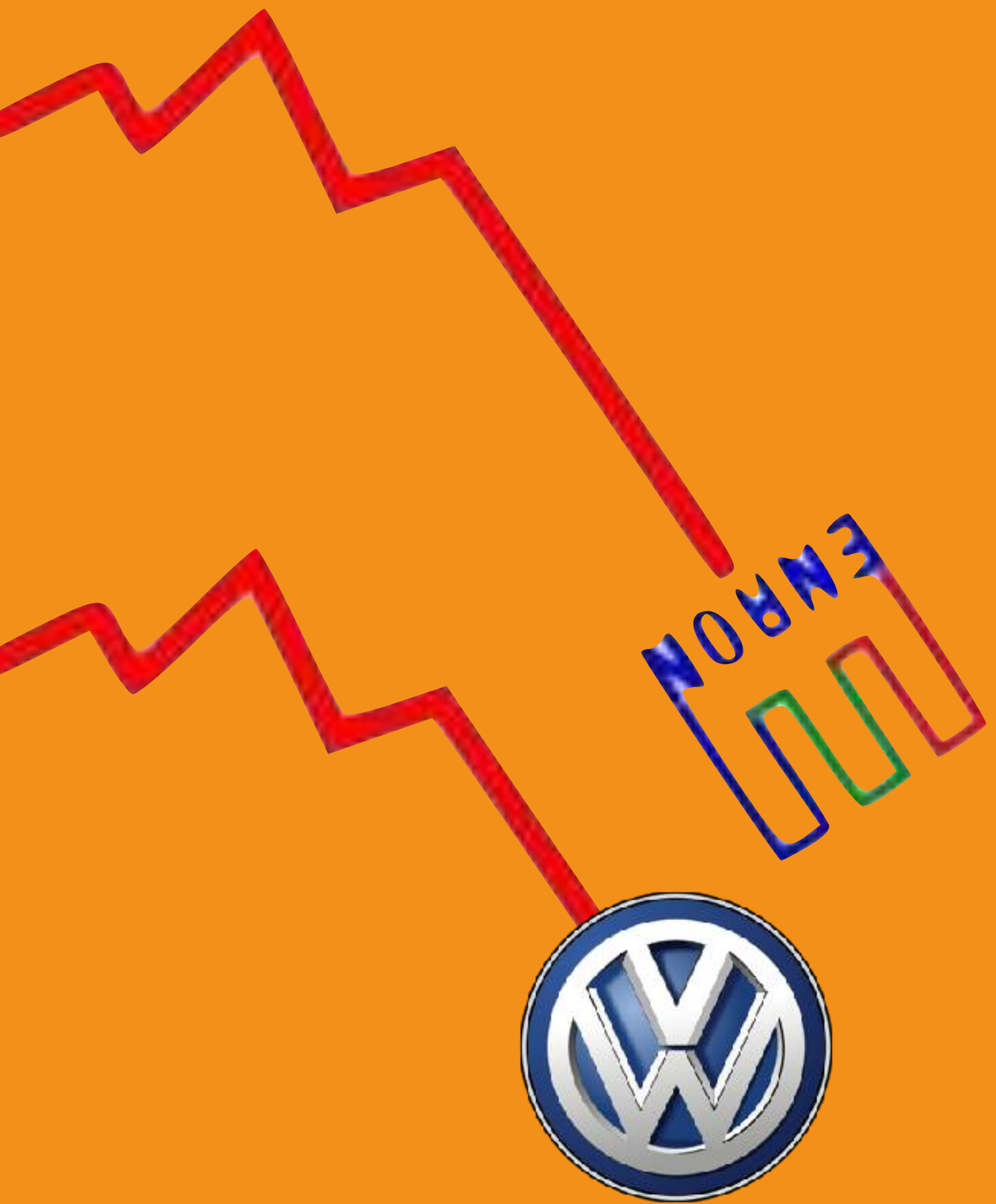
If you don't delight Customers, help Colleagues, enable Innovation, bring Attention to and eliminate Red-Tape, if you Kiss-Butt-Up and Kick-Down and Say A but do B, you will be named, shamed and run off this Company's Property



WE DIDN'T DO ANYTHING
WRONG, BUT SOMEHOW
WE LOST.

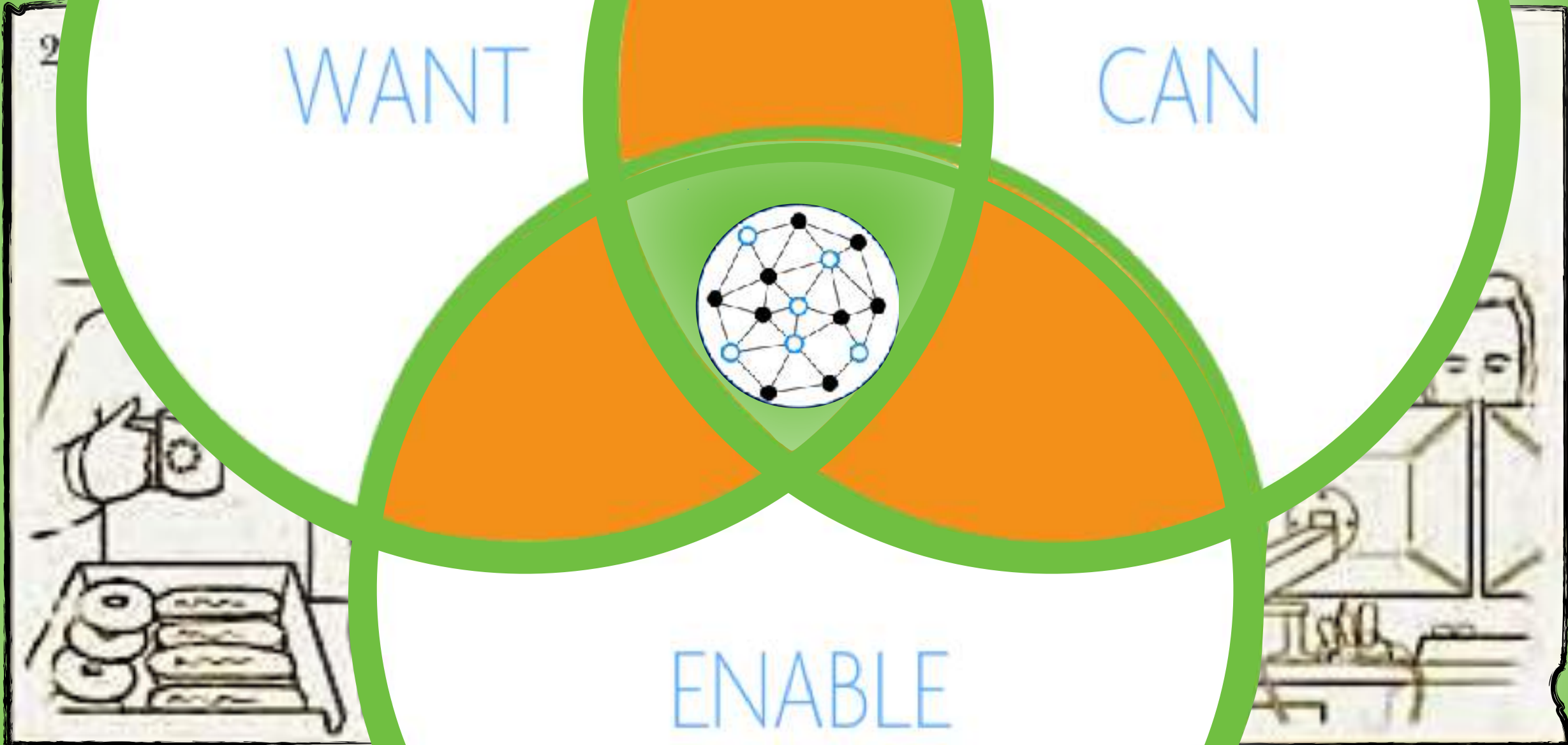
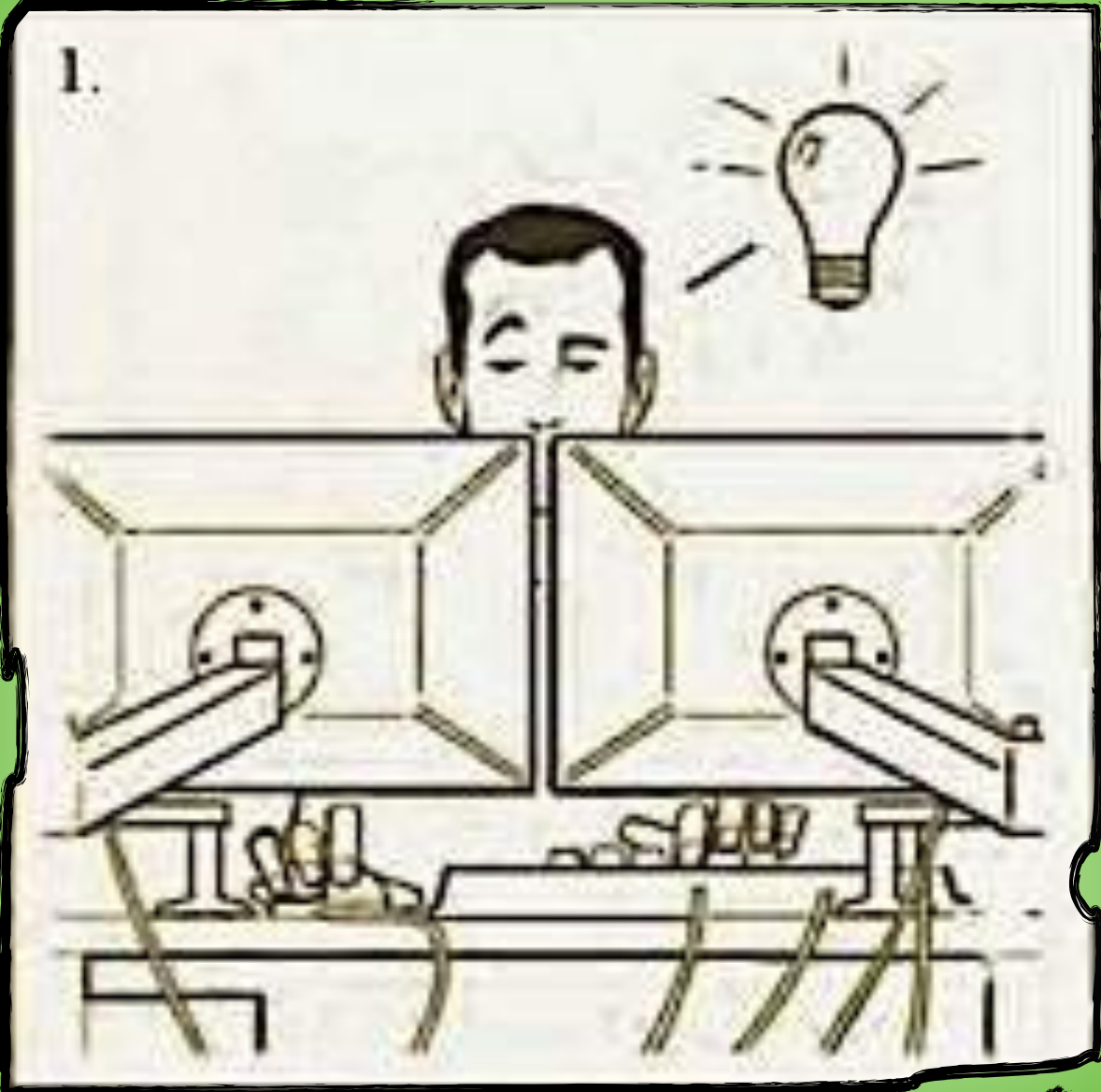
- STEPHEN ELOP
CEO NOKIA





0% BUREAUCRACY

100% ENTREPRENEURSHIP





The two pillars of management

Hard: Structure, Processes, Systems, Metrics...

Soft: Feelings, Interpersonal Relationships, Traits...

[OBSOLETE]

TED



“ THE ESSENCE OF OUR WAY. SET THE FRAMEWORK, GIVE THE TOOLS, GET OUT OF THE WAY AND LET THE PEOPLE DO THEIR JOBS.

Bill Hewlett & Dave Packard
Co-Founders of HP

The Original Silicon Valley Startup
1952



Want a little more experience before you start a business of your own?

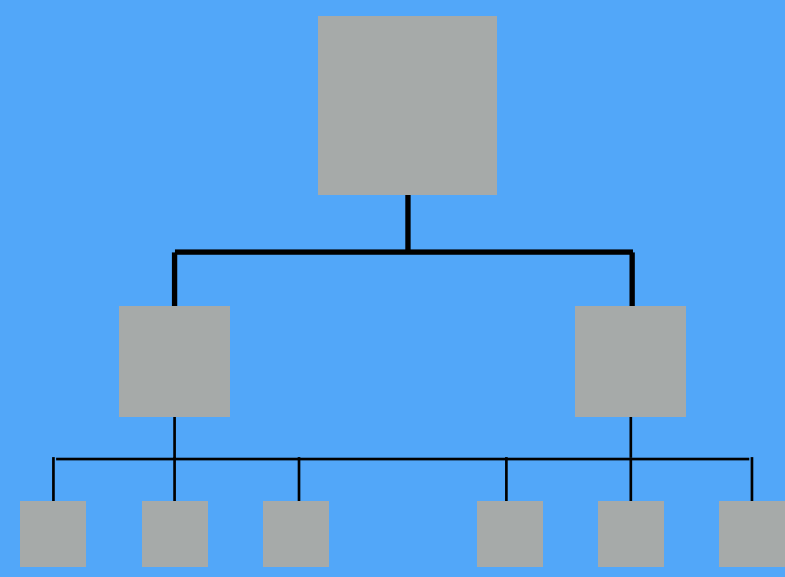


Hewlett-Packard may be the perfect proving grounds for you. One word of warning: You may never want to leave!

As an R&D engineer at Hewlett-Packard you'll be encouraged not only to develop ideas for marketable products, but given every opportunity to follow your concepts through research and development, pilot runs, manufacturing and finally even into marketing. You will be totally involved in every area of a business enterprise, gaining experience both as engineer and entrepreneur.

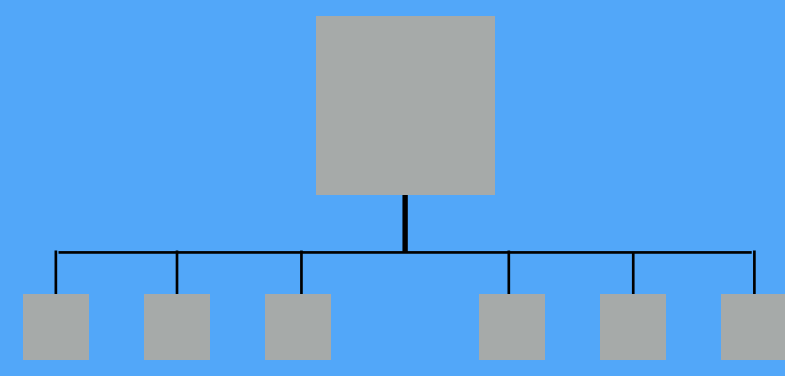
HEWLETT  PACKARD

ORIGINS



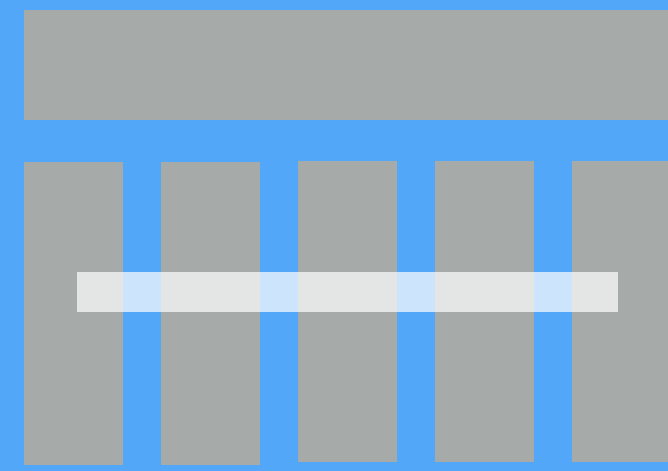
BIG & SCARY INC.

MANY ORGANISATIONS PRETEND TO FOLLOW THIS MODEL. IT NEVER WORKED ANYWHERE. BUILT TO DISENGAGE 100% OF PEOPLE 100% OF THE TIME.



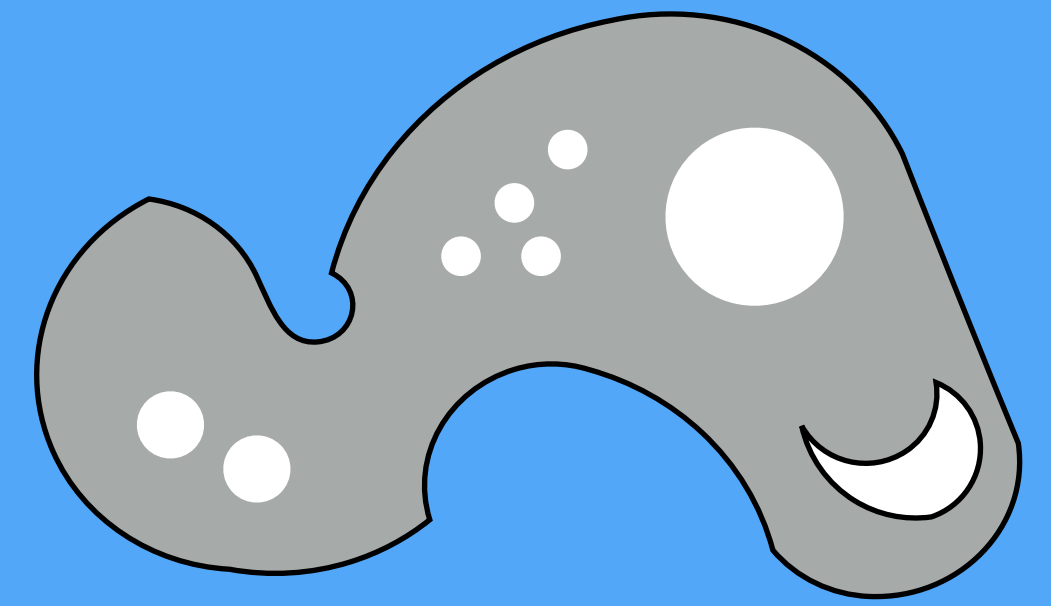
IPO.COM

ANY STARTUP THAT WANTS TO GET BOUGHT BY GOOGLE OR FACEBOOK. RELIES ON FOOSBALL TABLES AND CHARISMATIC LEADERS. ACTUALLY STRUCTURELESS. BUILT FOR SALE.



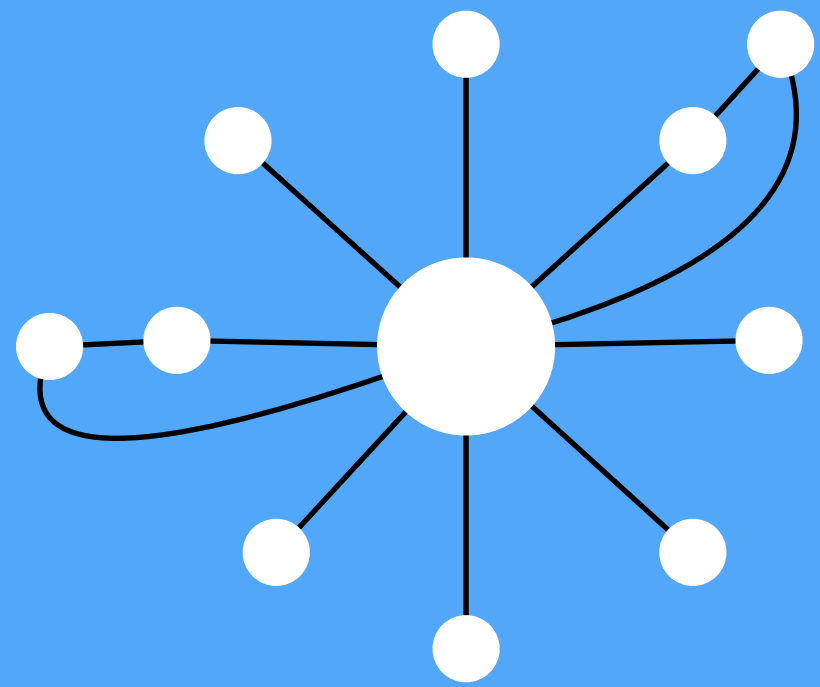
MCKINSEY

CONSULTING PARTNERS BOASTING CROSS-CUTTING MULTI-DISCIPLINARY STRATEGY THAT CREATES CUSTOMER FOCUS SYNERGY. BUILT TO BILL.



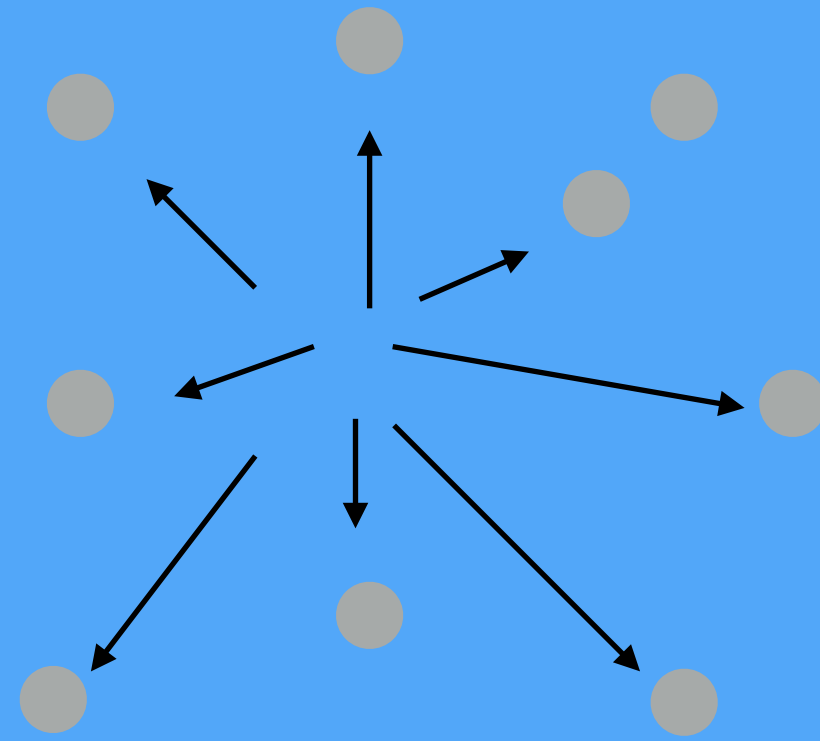
GOVERNMENT

AMOEBIC ORGANISATION WHERE DREAMS GO TO DIE. TRYING TO CONTRIBUTE HERE IS LIKE TRYING TO BUILD A TOWER OUT OF WATER. GREAT DENTAL THOUGH. BUILT TO RESIST CHANGE.



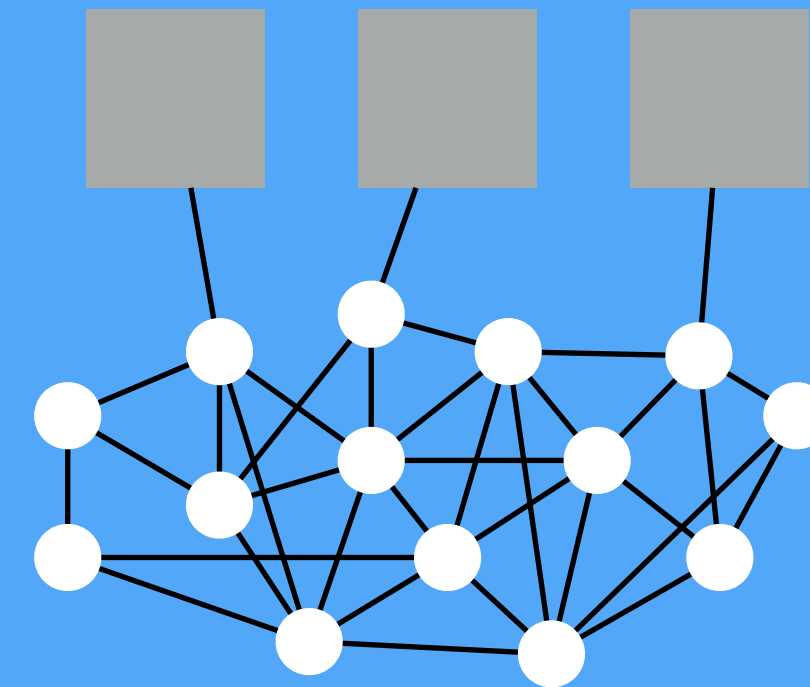
APPLE WITH STEVE

THE ULTIMATE PERSON FOCUSED ORGANISATION CREATING THE MOST VALUABLE BRAND IN THE WORLD. BUILT TO PUT A DING IN THE UNIVERSE.



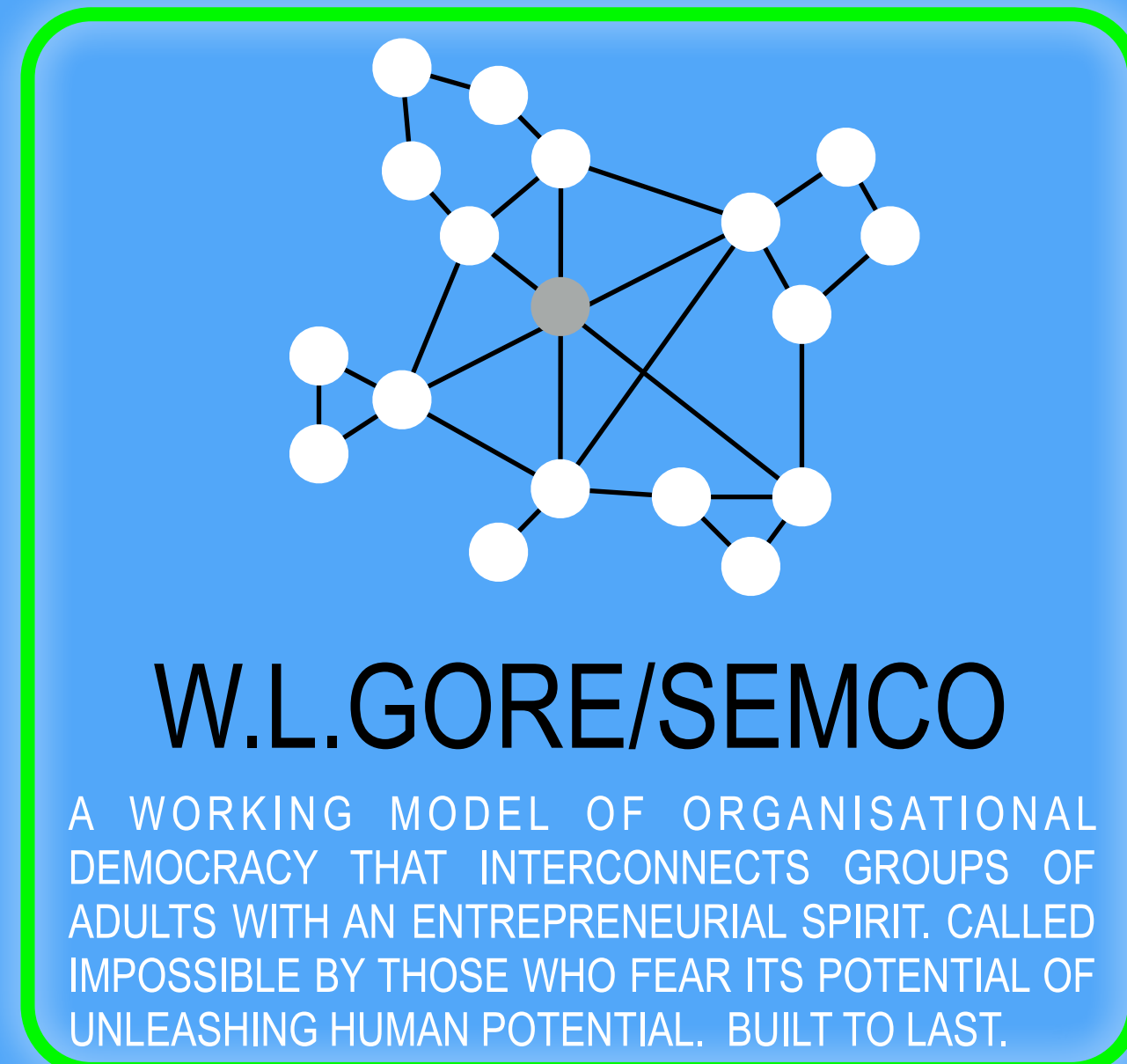
APPLE SANS STEVE

THE ULTIMATE PERSON FOCUSED ORGANISATION WITHOUT THAT PERSON, DESPERATELY TRYING TO HOLD ON TO BEING THE MOST VALUABLE BRAND IN THE WORLD. BUILT TO CASH IN ON THE DING.



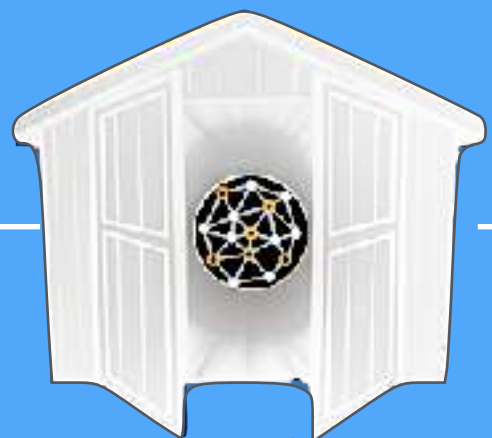
GOOGLE

EVERYBODY IS REALLY FREE AND INTERCONNECTED. IF YOU MENTION ANY IMPLICIT HIERARCHY, NO MORE FREE LUNCH OR CRAZY MEETING ROOMS FOR YOU, BUSTER. BUILT TO SELL.



W.L.GORE/SEMCO

A WORKING MODEL OF ORGANISATIONAL DEMOCRACY THAT INTERCONNECTS GROUPS OF ADULTS WITH AN ENTREPRENEURIAL SPIRIT. CALLED IMPOSSIBLE BY THOSE WHO FEAR ITS POTENTIAL OF UNLEASHING HUMAN POTENTIAL. BUILT TO LAST.



TURN YOUR ORGANISATION INTO AN ENTREPRENEURIAL NETWORK



RH_WAY

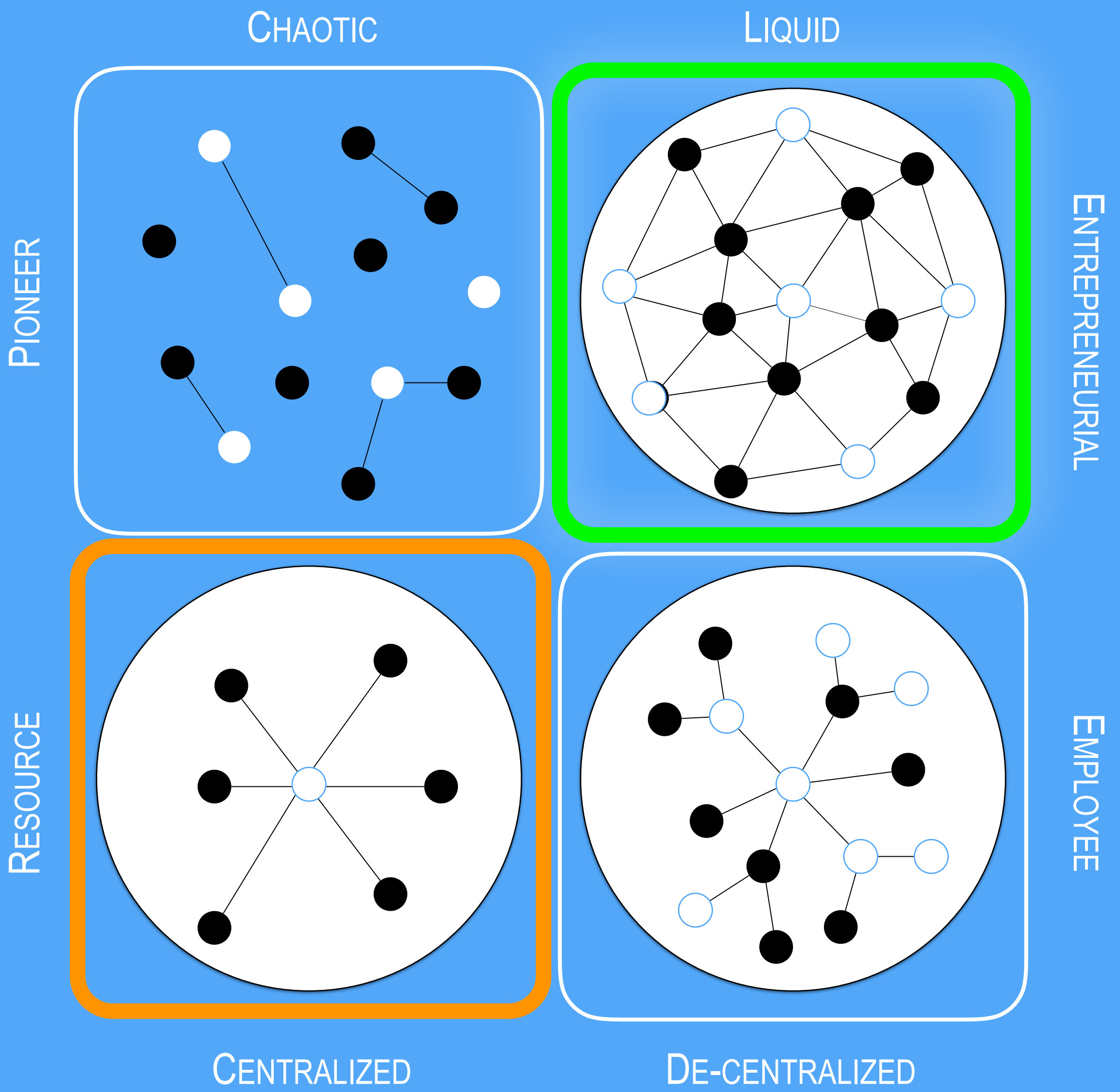
A NETWORK ORGANIZATION CONNECTS EVERY INDIVIDUAL IN THE ORGANIZATION
AROUND A CLEAR PURPOSE AND A SET OF PRIORITIES. NO LAYERS OF HIERARCHY.
INFORMATION FLOWS FREELY. SELF-MANAGED TEAMS & INDIVIDUALS GO DIRECTLY TO
ANYONE TO GET WHAT THEY NEED TO CONTRIBUTE TO THEIR CUSTOMER.



TURN YOUR

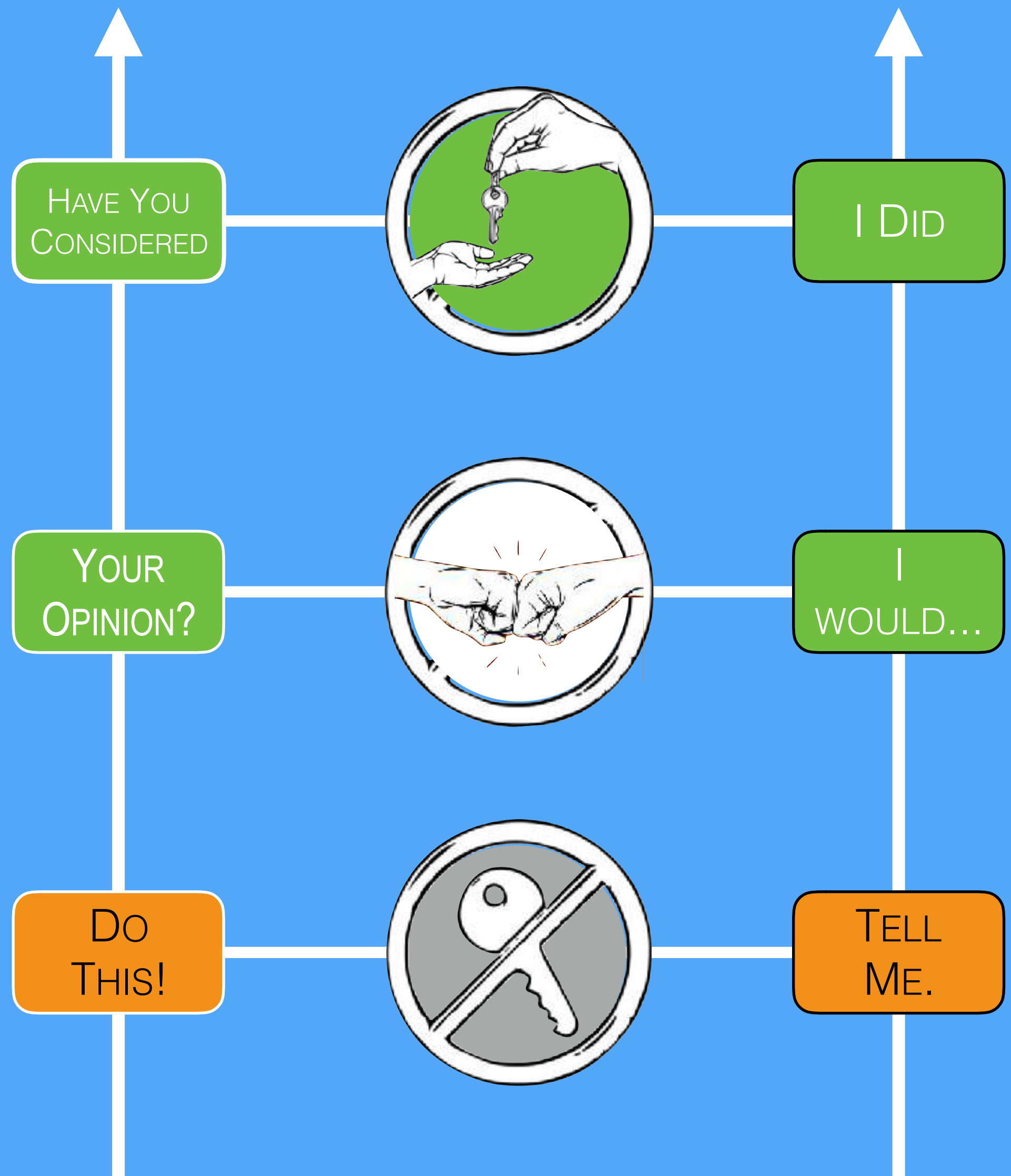
ORGANIZATIONAL DESIGN

MIND & SKILL-SET

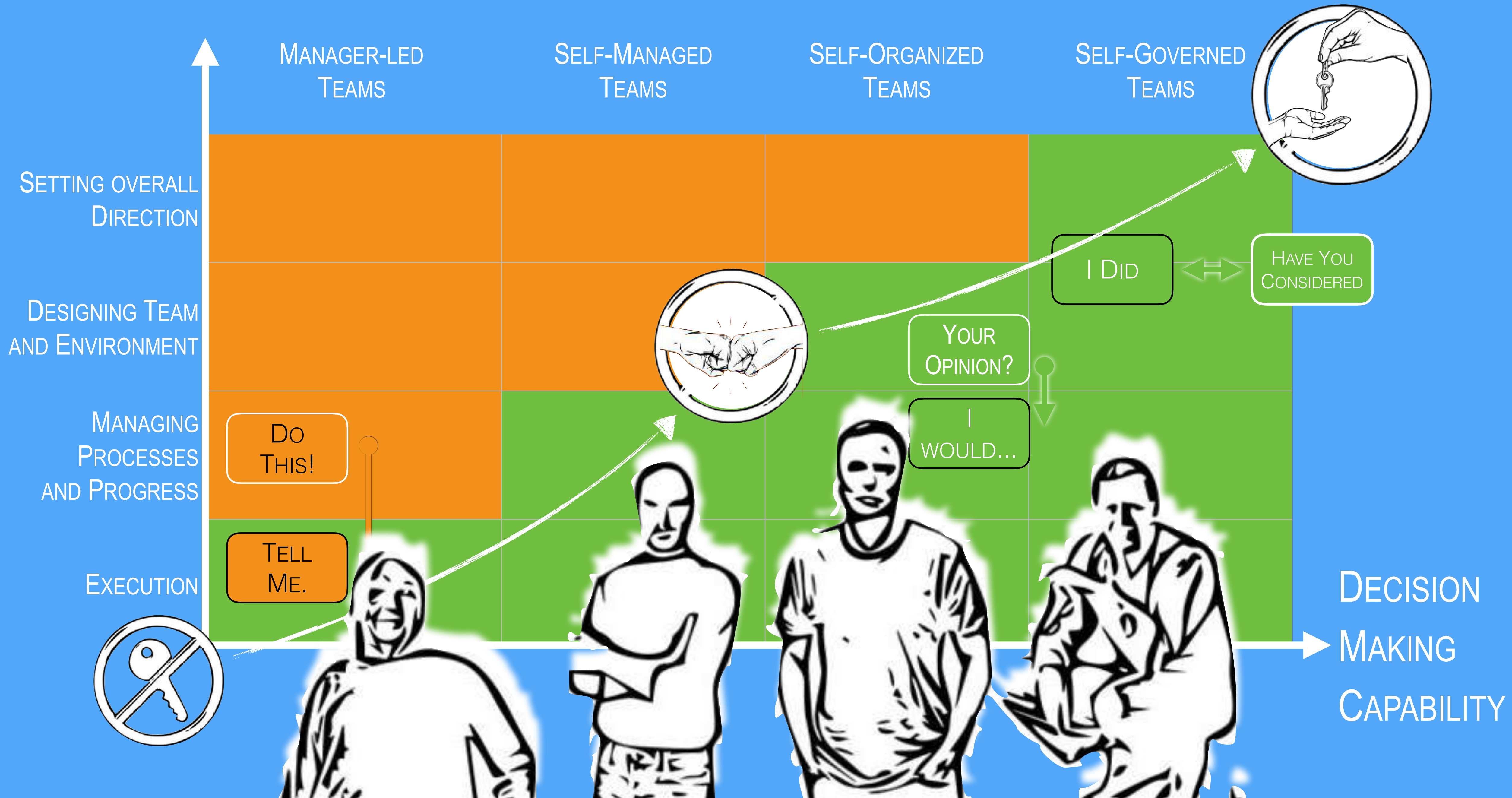


BOSS

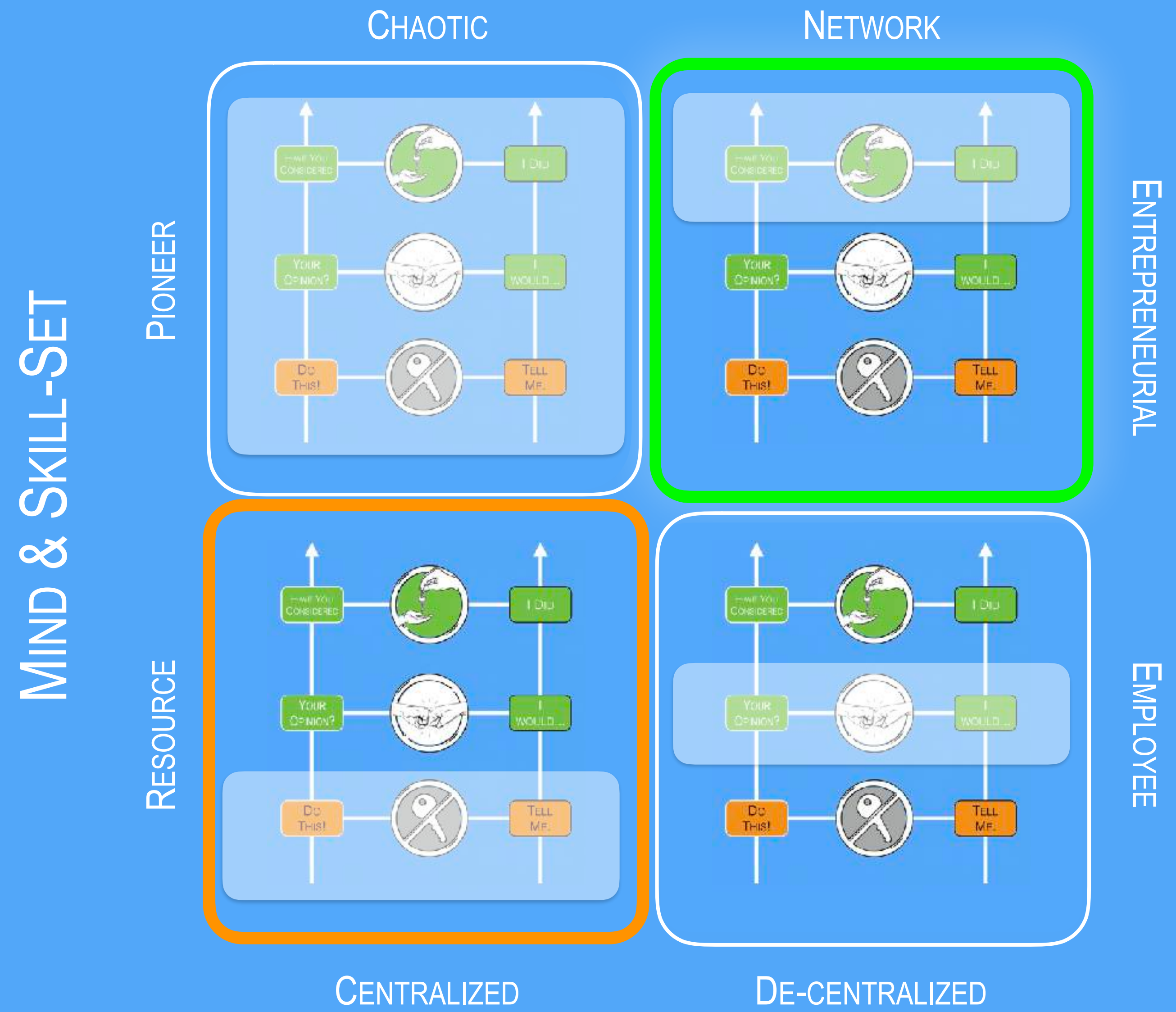
WORKER



LEVEL OF AUTONOMY



ORGANIZATIONAL DESIGN



CHOICE

RESPONSIBILITY



TRANSPARENCY

ACCOUNTABILITY



SIMPLICITY

COLLABORATION



OUTDATED MANAGEMENT MODELS KILL JOY,
INNOVATION AND GOOD LEADERSHIP. IT TAKES
MORE THAN ACCEPTANCE OF SELF-CONTROL
AS RIGHT AND DESIRABLE. IT REQUIRES NEW
TOOLS AND FAR-REACHING CHANGES IN
THINKING AND PRACTISE.

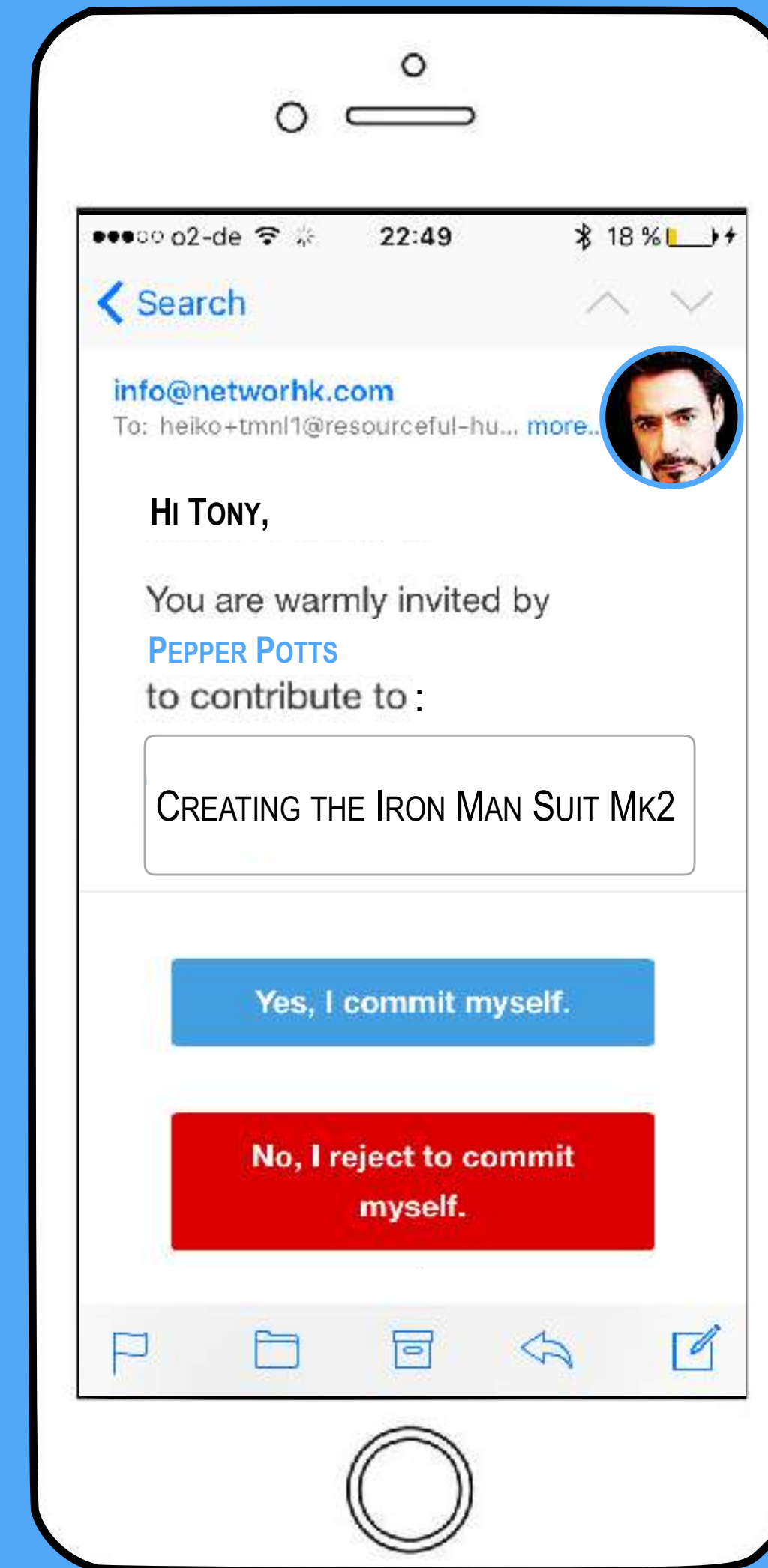
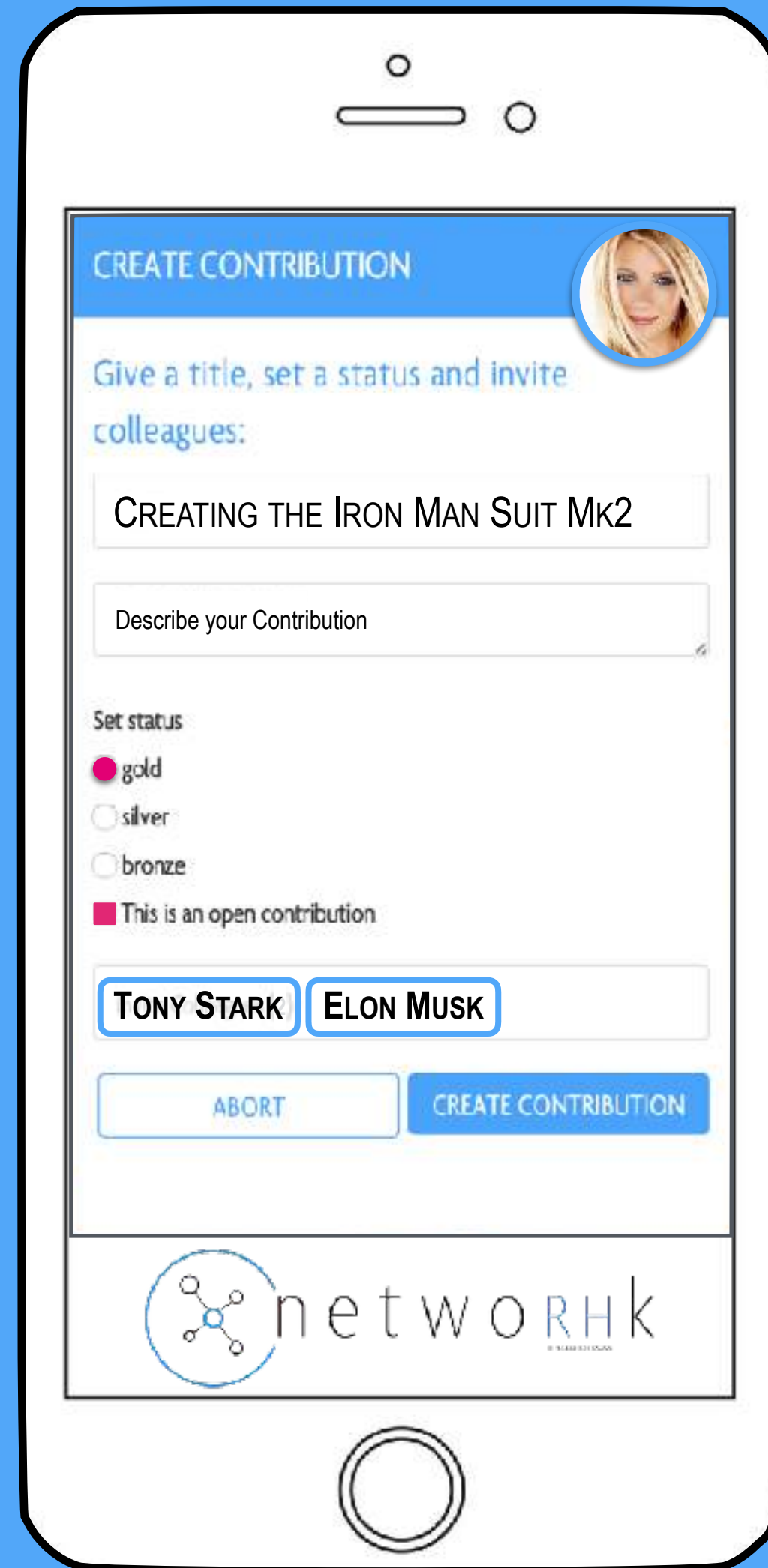
- Peter Drucker
Founder of Modern Management





GARY HAMEL'S
MIXMASHUP
MAVERICK
★
APPROACH





PERFORMANCE AT THE SPEED OF WORK

RESOURCEFUL HUMANS + Contribute Health Marketplace Done Customers starHs 7 days Heiko

MY CONTRIBUTIONS

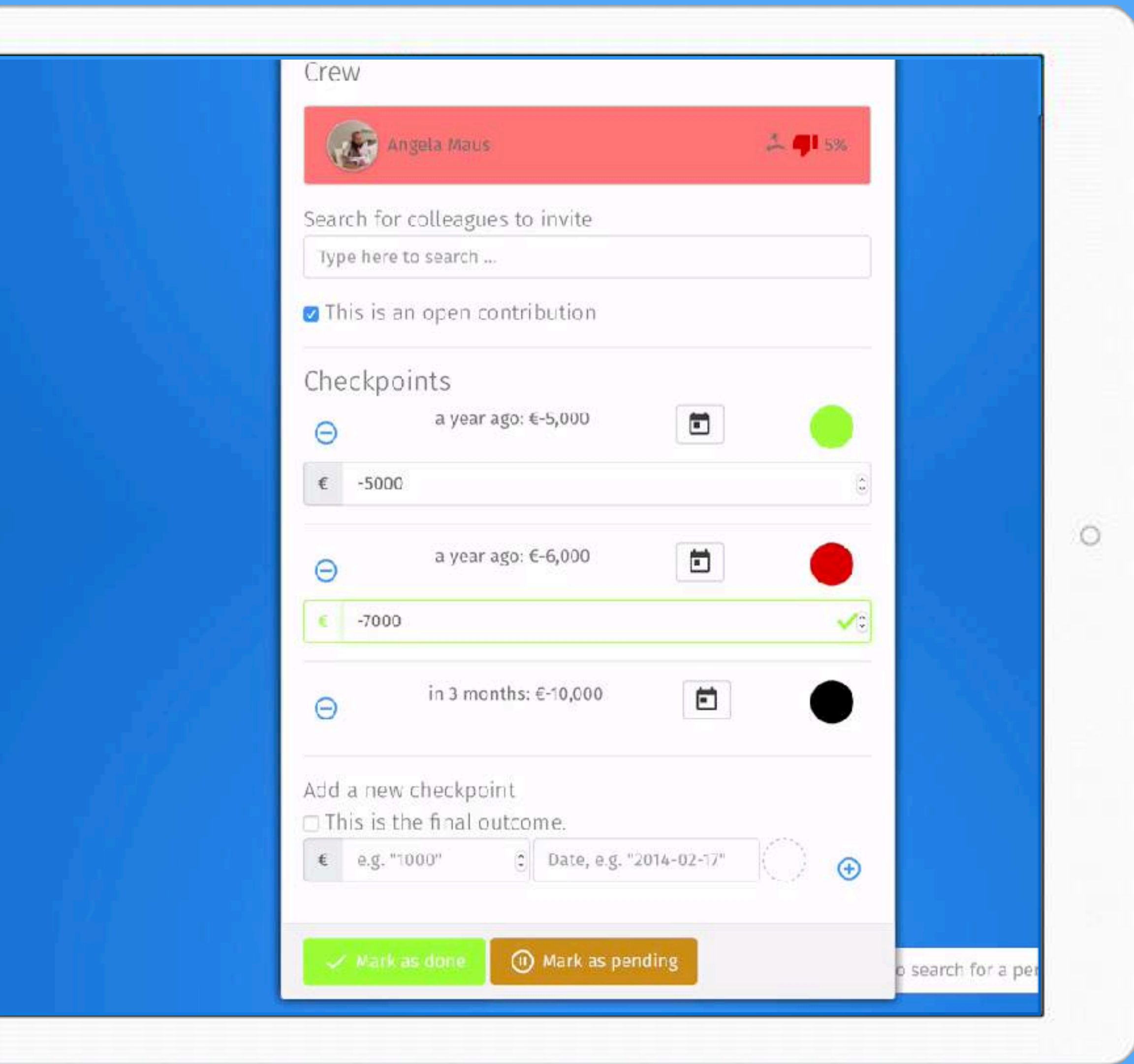
11-16 of 16

Filter contributions

Type here to filter ...

configRHator 2.0	bad	good
The Dive	bad	good
Readiness Vodafone	bad	good
Readiness Eon	bad	good
starHs Pilot	bad	good
contrHibute App	bad	good

Type to search for a person



AGILE BUDGETING

LOAD -O- METER




Add a task.

Type and press enter to add a task ...

Priority

Gold Silver **Bronze**


My commitment **Uncommit**


 Dottie Underwood **bad** **good**

Workload: 26%

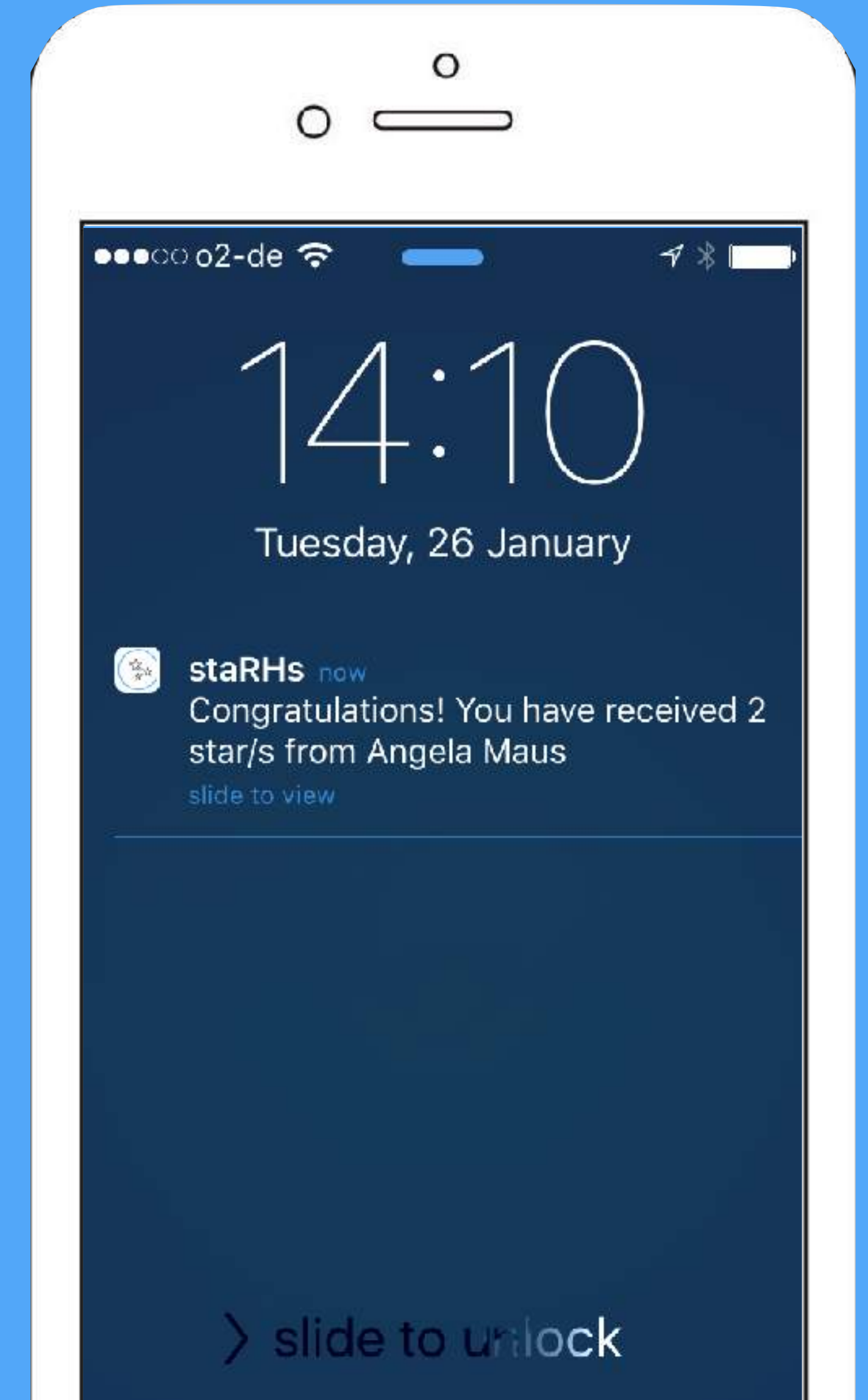
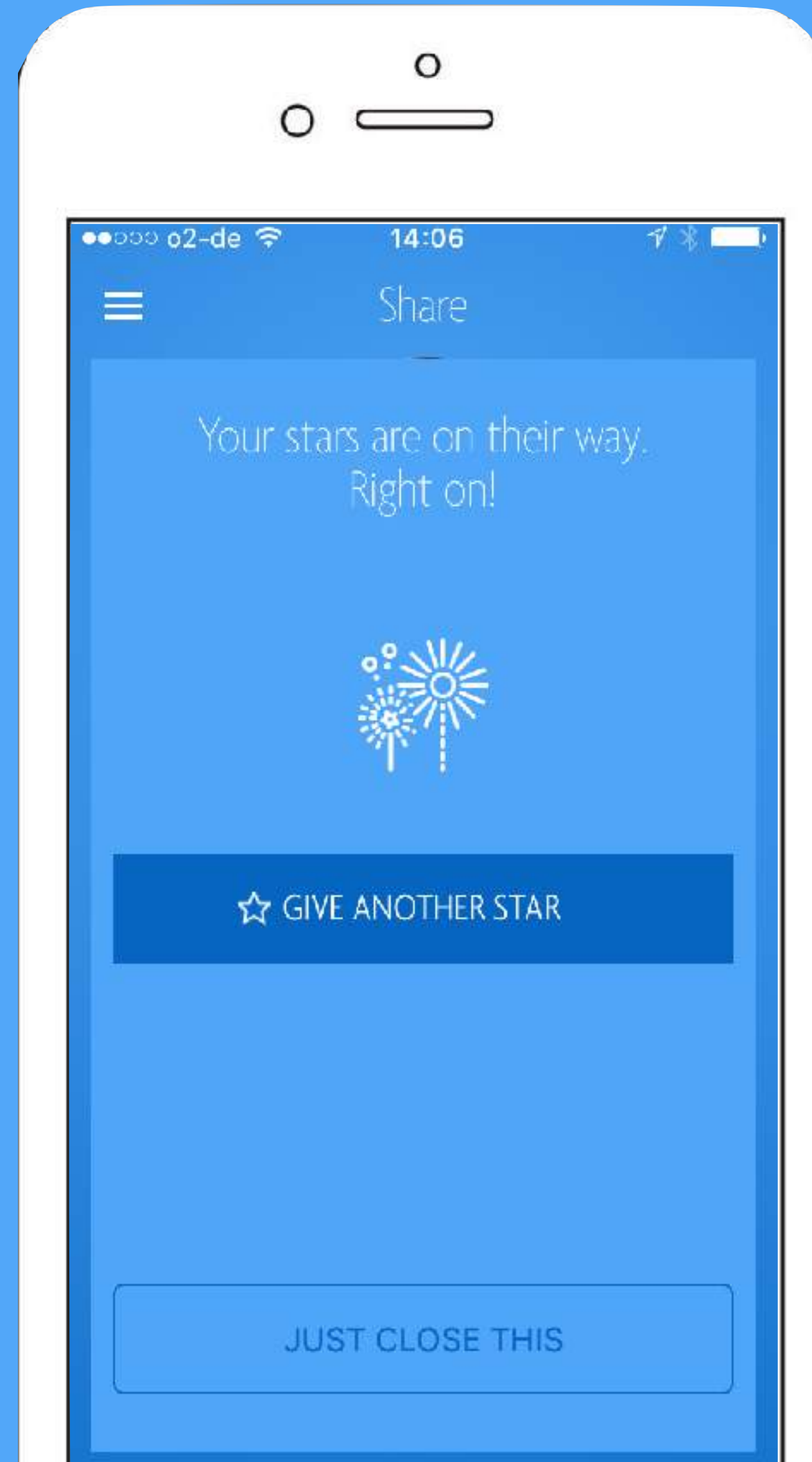
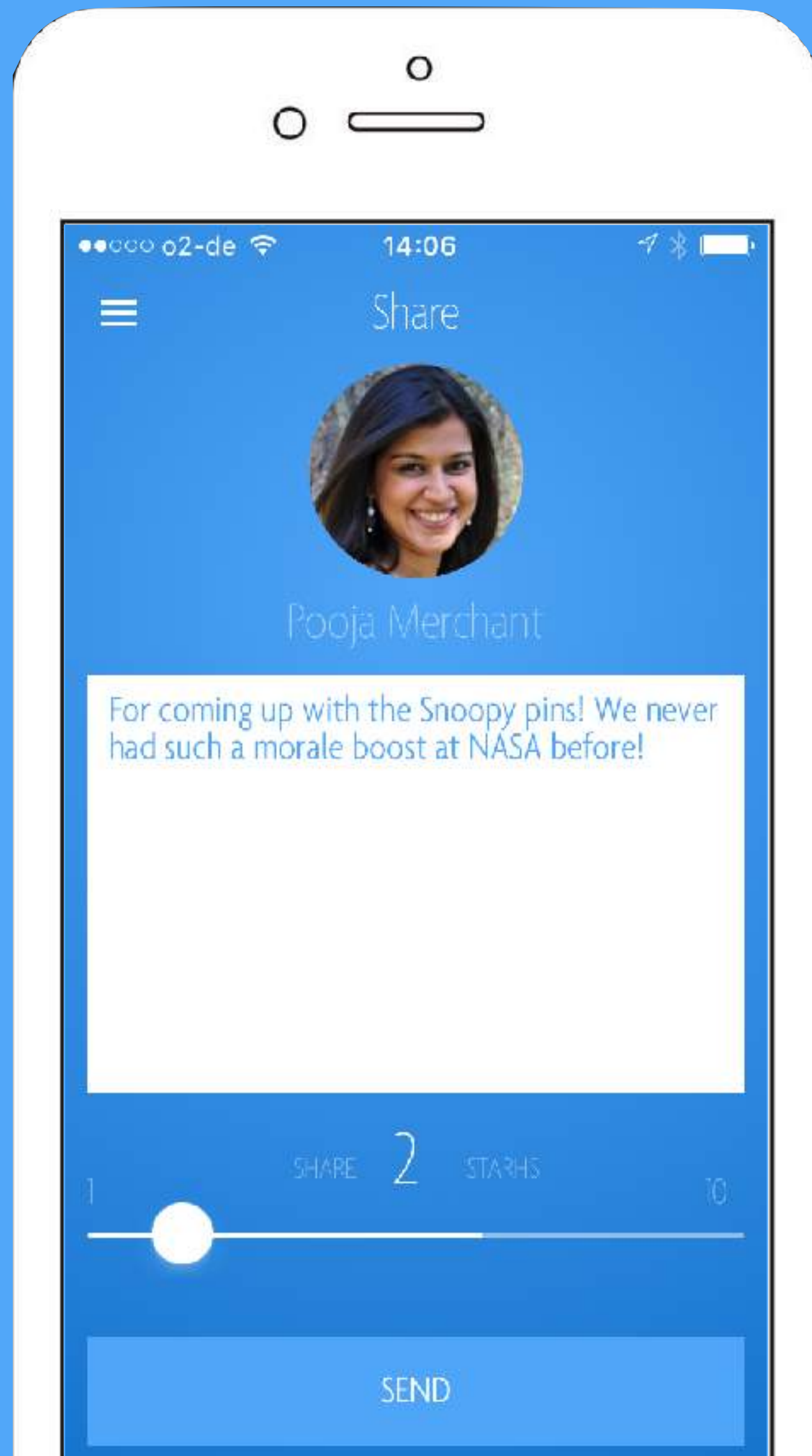
Crew

from Whitney Frost

 Dottie Underwood

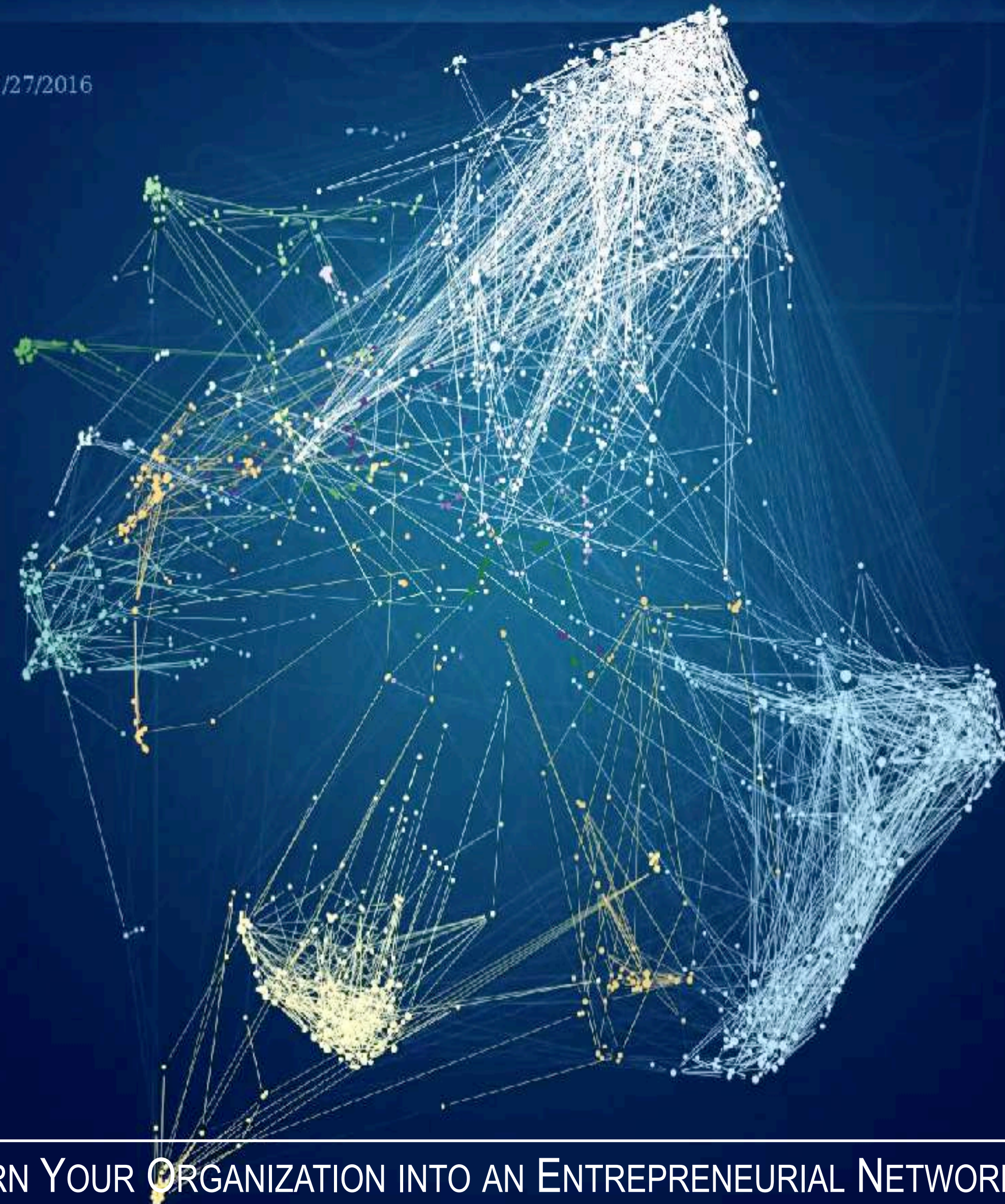
 Fix the Tracker Receiver

CROWD-SOURCED COMPETENCY RECOGNITION



1445
15281
2/26/2016

PEOPLE
STARS
FINAL DATE: 2/27/2016

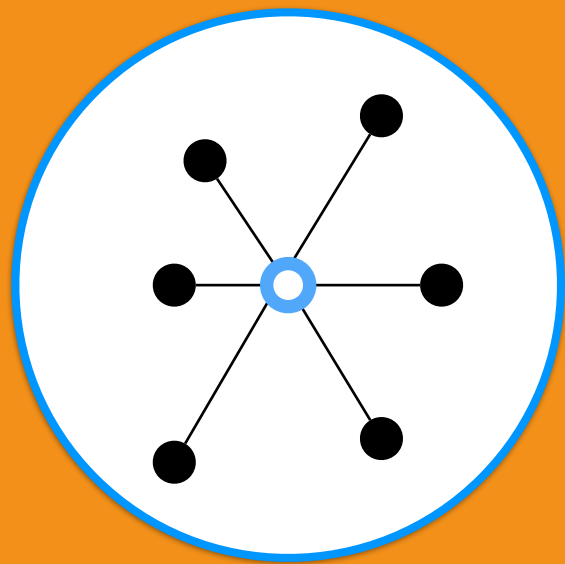




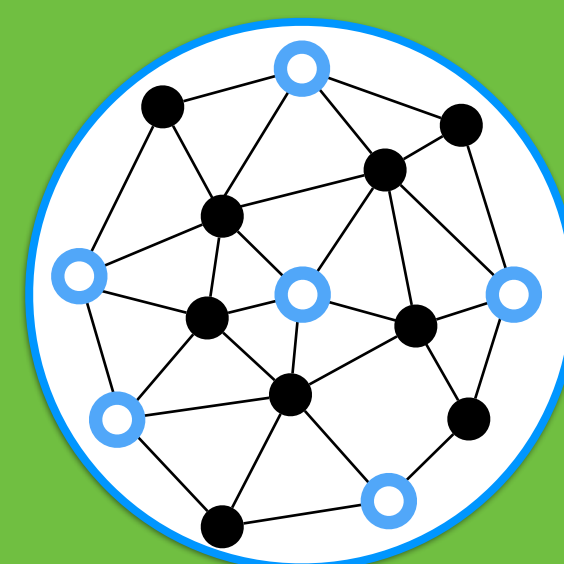
TURN YOUR ORGANISATION INTO AN ENTREPRENEURIAL NETWORK



RH_WAY

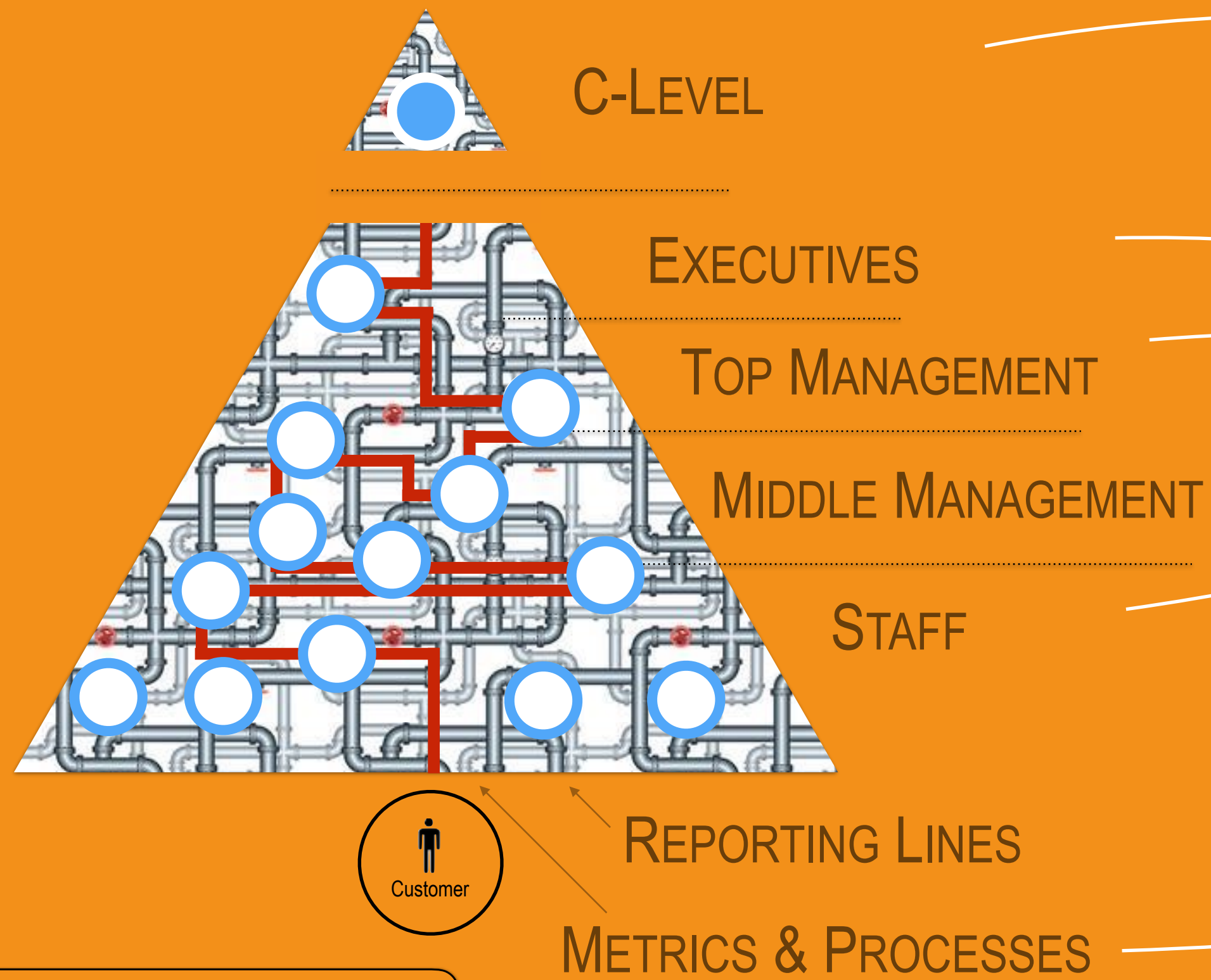


HIERARCHY & BUREAUCRACY



THE RH-WAY

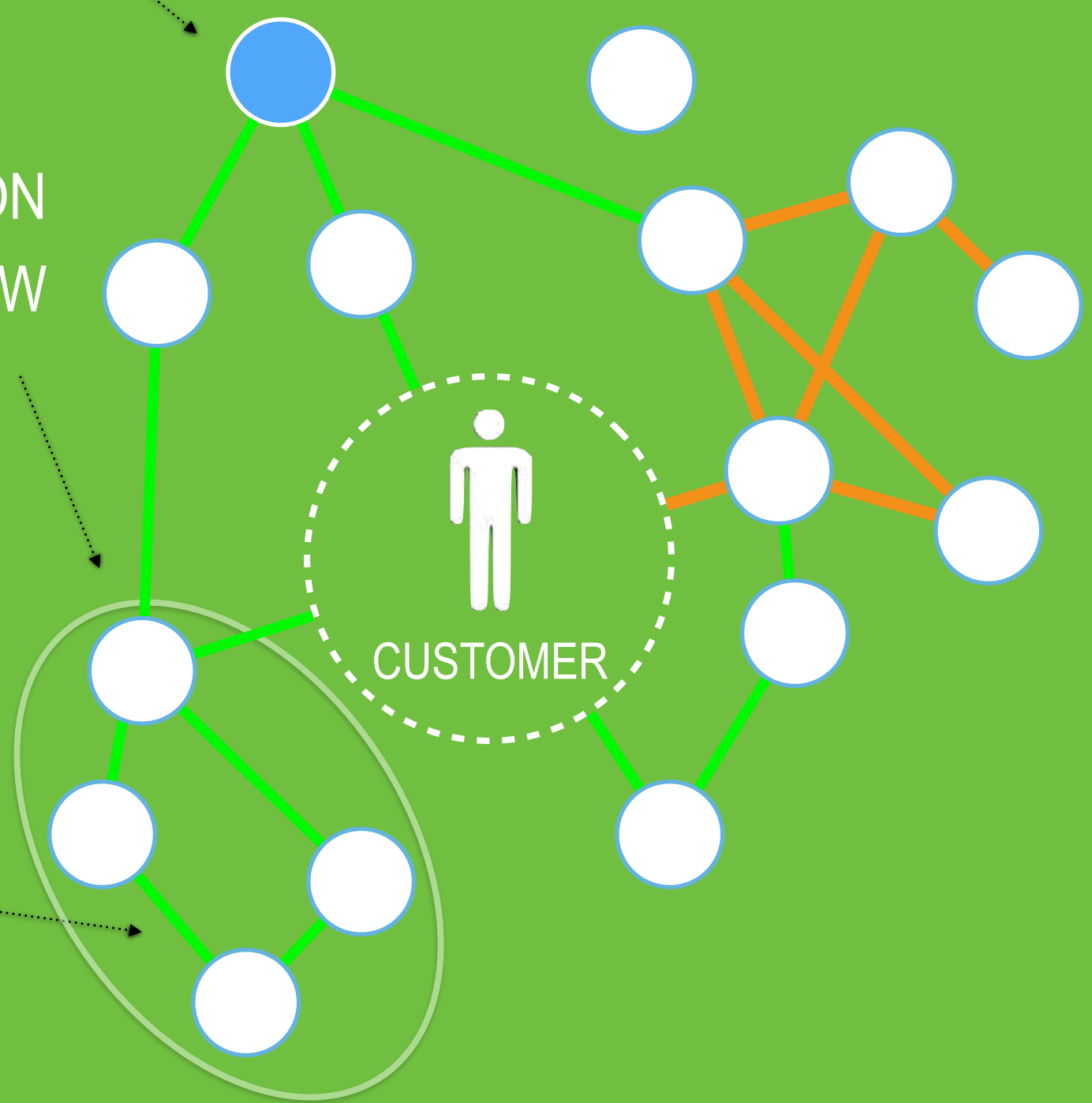
With the RH-Way, Power and Information to act are moved to where value is contributed to the Customer. The Customer defines a Job well done.



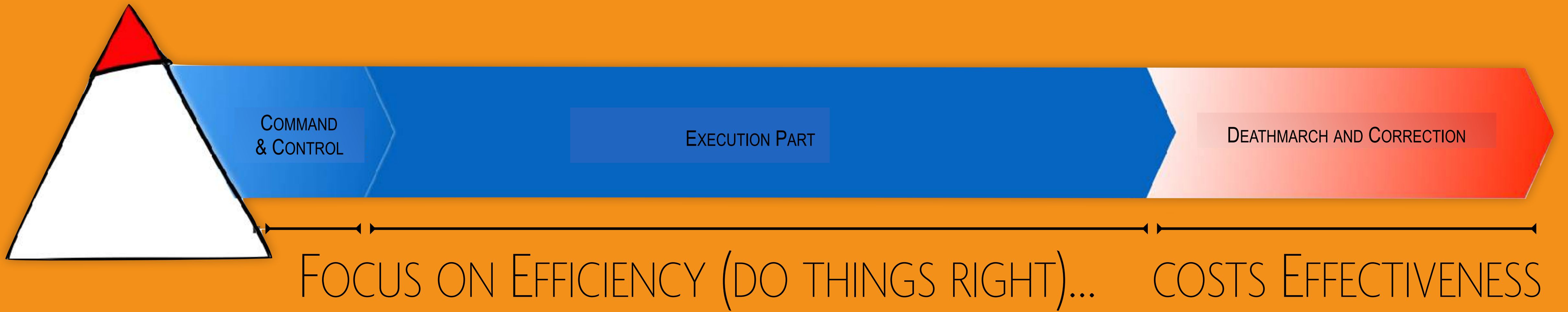
INTERNAL VENTURE CAPITALISTS

CONTRIBUTION CREW

PEER COMMITMENTS



In a Hierarchy, layers of Bureaucracy stand between a Contribution and the Customer Processes & Metrics rule.



TURN YOUR ORGANISATION INTO AN ENTREPRENEURIAL NETWORK



RH_WAY



Not a Tool

A Revolution

COURTESY - BUG VISION
ROY MILLER HIGH SCHOOL





TURN **T-Mobile** INTO AN ENTREPRENEURIAL NETWORK



RH_WAY

T-Mobile

Nederlands goes
Network Leadership



Turn your Organisation into an entrepreneurial network

Transformation & Tools and Co-Creation of, for and by  RESOURCEFUL HUMANS

fully empower OUR LEADERS
UNLEASH THE POTENTIAL IN OUR EMPLOYEES!"

T-SPIRIT
CHAPTER

7th July 2015

ARE WE READY??

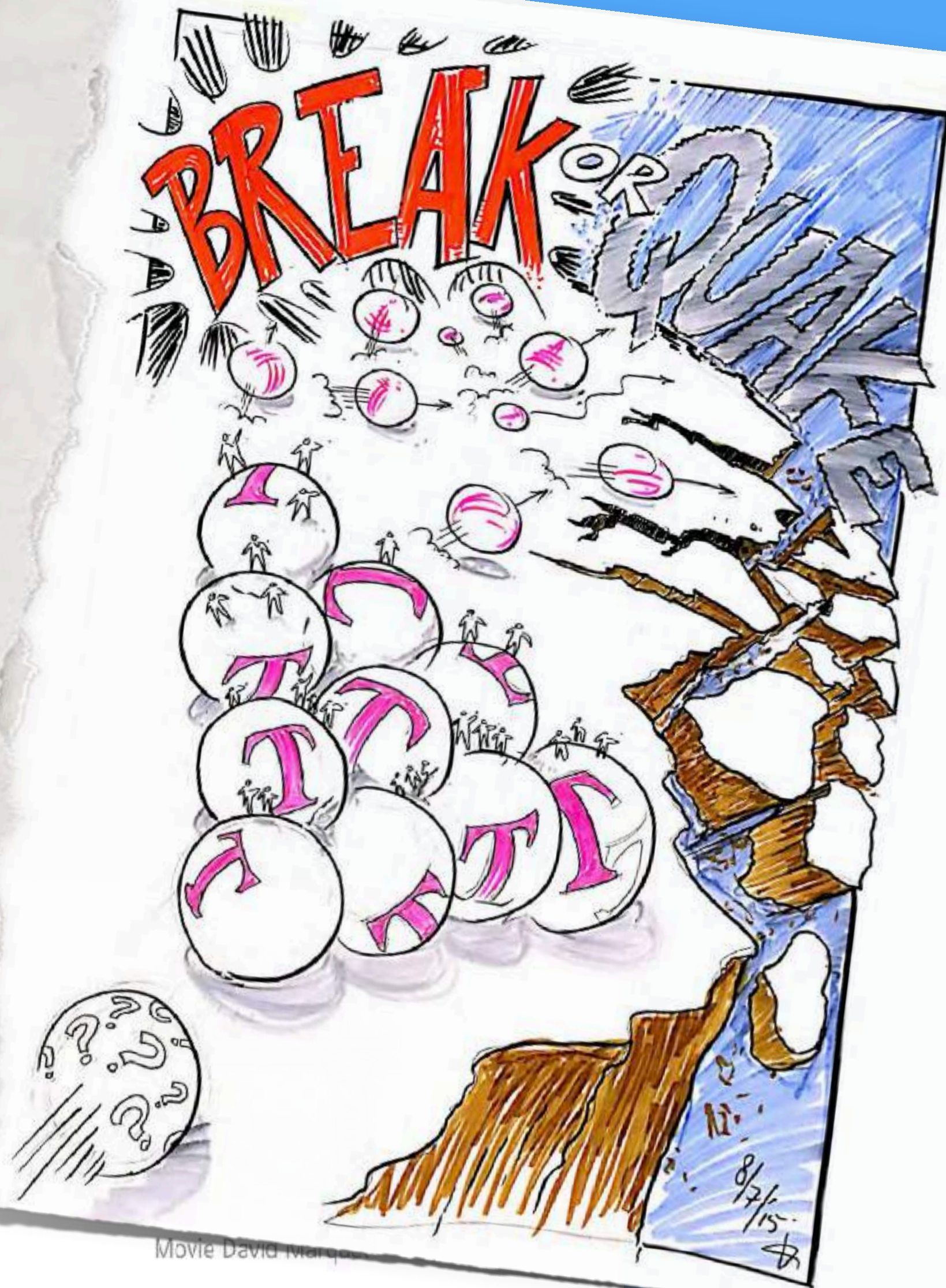
How can we set up
How can we lead?
How can we manage?
How can we control?
How can we create?
How can we improve?
How can we innovate?
How can we disrupt?
How can we transform?

ARE WE READY?

The T-spirit program has been experimenting and working together for quite some time now. The setting in E9 was geared towards a shared effort to turn over a new leaf and start a new chapter in T-spirit.

The purpose of the 2 day workshop with the team of Resourceful Humans was to check if the attendees think company is ready for change and to help gain speed in direction, further growing the T-spirit community. If so... try and pinpoint what the actual change is and the obstacles that are in the way of (re-)starting the company. Are we truly open to the HOW? A clear sense of purpose for all who drive change. A company empowers the leaders to unlock & unleash the potential of all T-employees!

But most importantly... Have FUN and be OPEN!
Create an inspiring clear view on the reading of T-mobile to take its responsibilities inside the company and outside in society.



BREAK OR QUAKE

At the end of day One I had a talk with Angelo and we could make a visual that would express the commitment needed to actually start down the change.

This visual shows two levels of Change.

A BREAK like when playing pool. A strong leading principle that connects down the rest and starts everybody on their way.

A QUAKE... like in total destruction of the system

After the readiness days I wonder who thinks we have a Hard Break or a soft Quake? Maybe good to discuss at the start of the next meeting?



CLARITY

In any organisation the big challenge is to see how you can get people to do their job in such a way that it support the bigger picture. Making the worker an integral responsible part of the "machine".

When we talk about moving beyond the old structures, procedures & ways of working (command & control) we have difficulty dealing with what beyond actually means



K



CONNECT

WE OFFER: Mobile access to our 4G network for a premium price

BECAUSE... "LIFE IS FOR SHARING"

FUNCTION

WE USE a LOT OF DATA!

CONTRACT / BILLING

€

MANAGE / MONITOR

KEY RESOURCES

4G

DISTRIBUTOR CHANNELS

T-SHOPS

HANDSETS



TURN **T-Mobile** INTO AN ENTREPRENEURIAL NETWORK



RH_WAY

UNLEASHING POTENTIAL



CLAUDIA NEMAT | BOARD MEMBER DT TECHNOLOGY

TURN **T-Mobile** INTO AN ENTREPRENEURIAL NETWORK



RH_WAY

WE ALL WORK TOGETHER!

THE CUSTOMER IS CENTRAL

Imagine customers noticing that at TMNL they are REALLY at the center, and not an advertising target!

Let me help!

Let me!

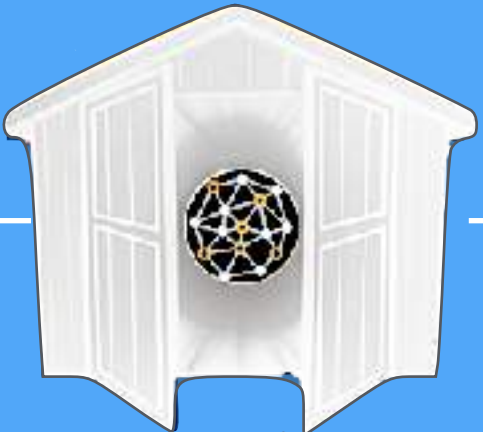
I can learn 5!

TAKE ON EVERY CUSTOMER CHALLENGE!!!

TOGETHER WE ROCK!

USE YOU HEAD, HEART + BALLS!

THE 5 MINUTE HACK



TURN **T-Mobile** INTO AN ENTREPRENEURIAL NETWORK



RH_WAY

The New Work Deal

In order to invest 100% of my Talent and Energy for Accenture, I require the following:

I am an applicant >

I am an Accenture employee >

If you have questions regarding this project, please contact [Angela Maus](#).







CONTRIBUTION



RESOURCEFUL HUMANS

INFO@RESOURCEFUL-HUMANS.COM