Humanistic Concepts

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Introduction To Humanistic Practices

A Humanistic Approach

- We embrace, innovate and encourage cultural fit.
- We successively refine what we learn, do and share.

Introducing a Humanistic Ontology

Three Columns

Embrace

A tactical approach for human colaboration and adapting to change.

Innovate

An innovative product definition, technology and delivery lifecycle.

Encourage

A shared strategic vision for discovery, benefits governed by principles.

Three Rows

Learn

A collaborative means for conceiving products and discovering thier connection to customers.

Do

Technological adaptatiion and construction influenced by it benefits.

Share

Continuous change and delivery overseen by governance.

Nine Practices

Practices emerge at the intersections of columns and rows Practices focus the principles of its column and row.

Collaborate

A charter driven proactive multi-faceted team response to requests with Kanban.

Product

Entitling our teams to transform propositions into an attractive well documented portfolio.

Discovery

Finding and connecting our vision to our community with valid assumptions.

Adapt

Fine tuning our work by insuring that our components provide acceptable features.

Technology

Integated engineering and construction for UIs, services and databases on the cloud.

Benefit

A pattern driven reviewed architecture that mitigates risk by quantitfying our discoveries.

Change

Transitioning, testing and deploying continuous change into evolutionary architecture.

Deliver

Supporting, securing and monitoring our cloud network for our communities.

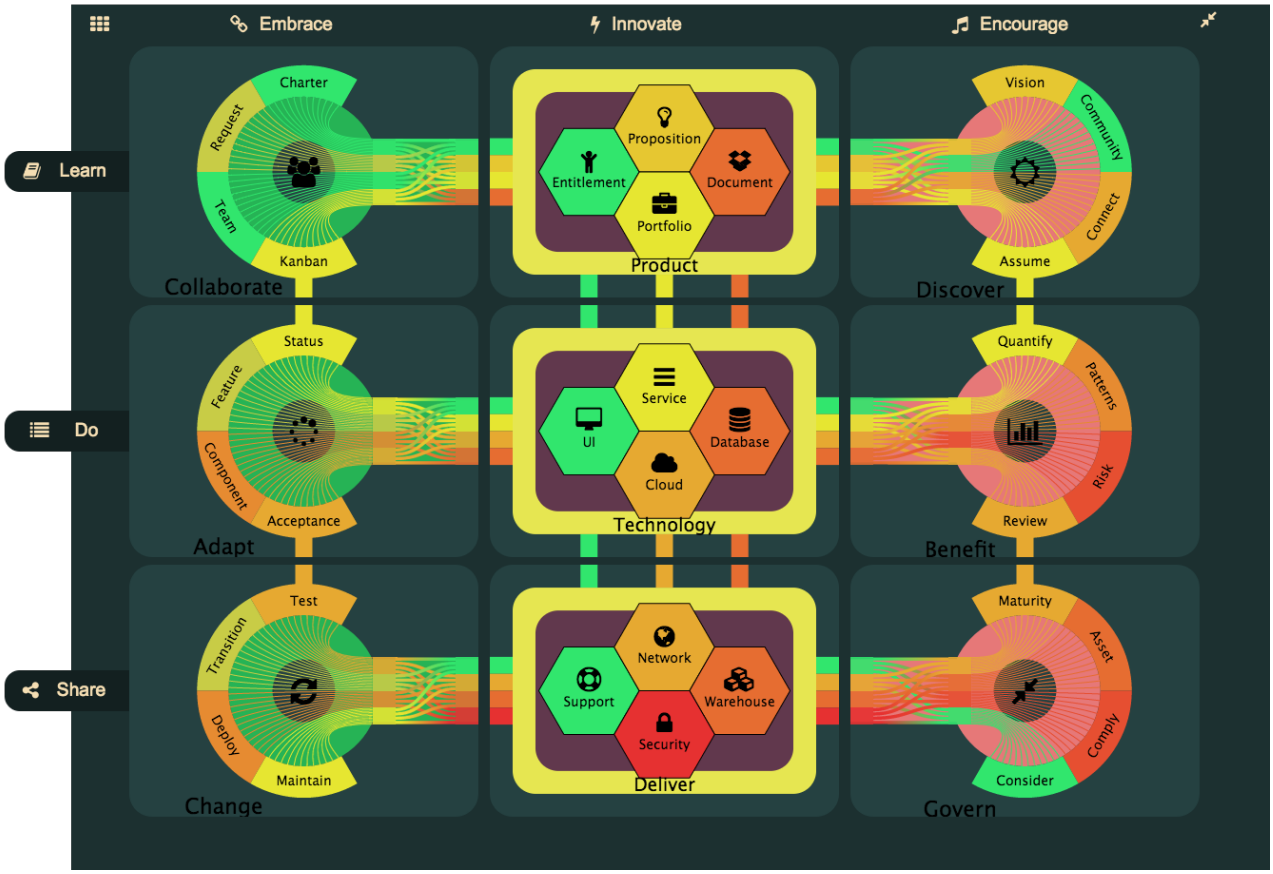
Govern

Improving maturity by careful consideration of assets with compliance.

Thirty Six Studies

Twelve Connections between Nine Practices

- The six horizontal connections convey culture across columns.
- The six vertical connections flow successive refinements down rows.
    - The innovative flows from Product to Technology to Deliver are further broken out into a group of three.



What’s Next

- The rest of this document discusses the inspiration and principles behind each column and row.
- The subsequent document descrives each of the nine practices.

Principles

Embrace

Psychological Safety

Confidence	Our teams instill confidence into each member.
Contribution	Everyone's individual contributions are sought after and valued.
Identity	Everyone is comfortable being themselves.
Balance	Jobs and lifestyles are in harmonony.
Safety	The team will not embarrass, reject or punish someone for speaking up.

Mutual Respect

Diversity

: We recognize everyone's diversity and approach.

Inclusive

: We bring in everyone's viewpoints.

Together

: Together we make work happen.

Trust

Climate

: Our teams thrive on interpersonal trust.

Commitment

: We do not say it unless we mean it. We say we will do .

Partner

: We are a trustworthy partner to everyone.

Innovate

We Appreciate "Where Good Ideas Come From*"

Ecosystem

Allows ideas to be diffused and be reconnected in novel ways.

Connection

Chance favors the connected mind with serendipitous discoveries

Adjacent

Possibilities emerge and become close waiting to be connected.

Hunches

Ideas evolve over time as slow hunches rather than sudden breakthroughs.

Extend

Technologies engineered for one purpose are extended to other purposes.

Convergen

Ideas converge in a shared physical or intellectual space.

Learning

Leverage change to adopt new strategies.

- We create the space and entitle everyone for "Good Ideas" to emerge.

Improvement

Continuous

Everyone is involved in continuously improving our products, technology and delivery.

Excellence

We strive for excellence in everything we do.

Transparency

Share

We document and share information freely with everyone. Transparent: We are transparent with everything and everyone.

Agenda

We have no hidden agendas.

Encourage

Vision

Why

We communicate our positive "Why" message to our community.

Benefit

Everything we do benefits everyone.

Govern

We govern ourselves with vision and passion.

Community

Serve

We serve community needs to the best of our abilities.

Priority

We recognize our teams and customers are the reason for our existence.

Connect

Strive

We strive to discover and connect to out community.

Genuine

Our connections are genuine.

Assumptions

- We list, track and challenge all our assumptions.
- Our mistakes help us abandon our old assumptions.

Embrace

Psychological Safety

Confidence

Our teams instill confidence into each member.

Trust

A climate characterized by interpersonal trust.

Safety

The team will not embarrass, reject or punish someone for speaking up.

Respect

People are comfortable being themselves.

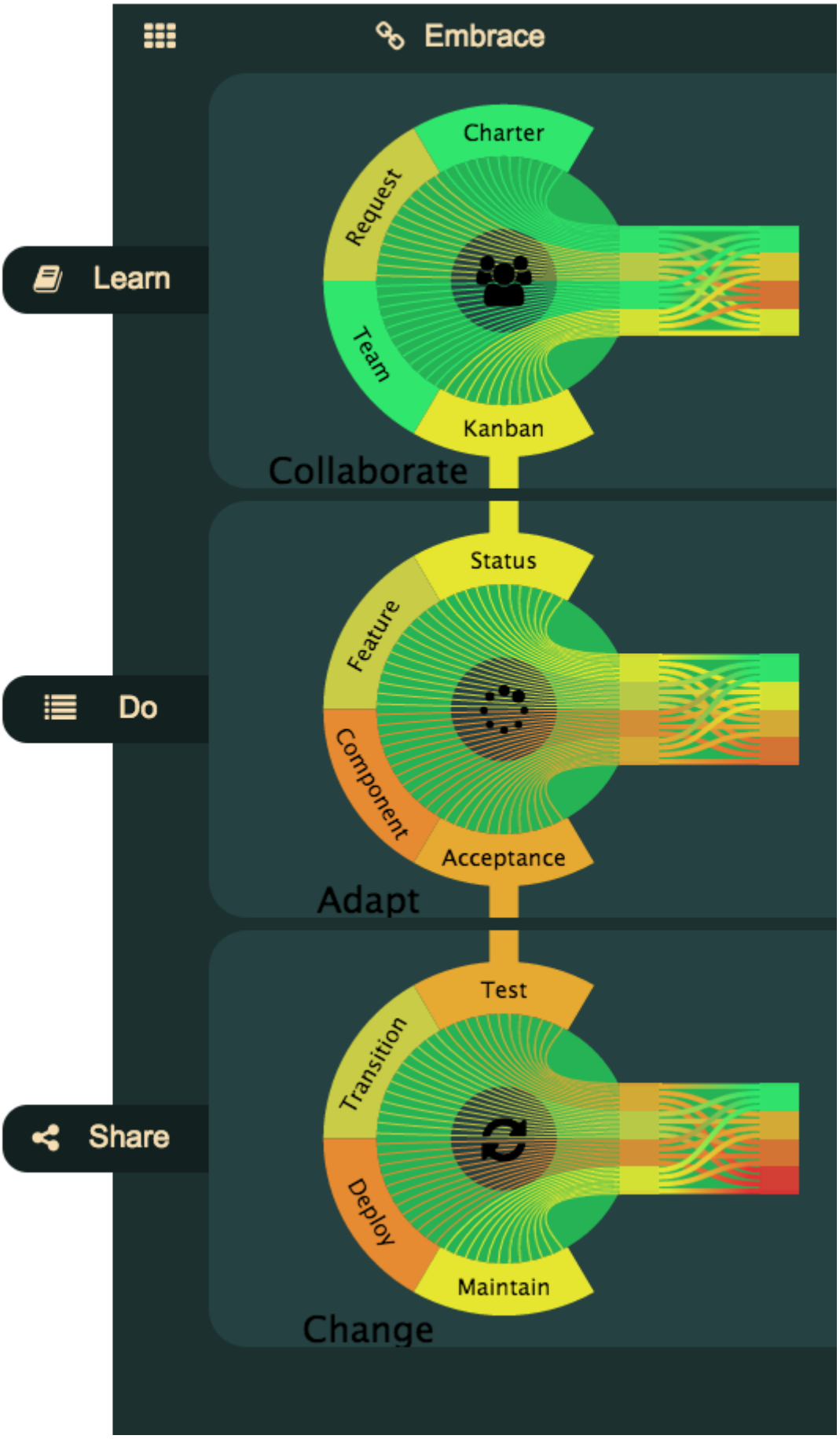
Energy

Our teams generate energy.

Dependable

Teams impart momentum to create a culture of dependability.

Practices


Embrace
Learn
Charter
Request
Team
Kanban
Collaborate
Do
Status
Feature
Component
Acceptance
Adapt
Share
Test
Transition
Deploy
Maintain
Change

What Makes Embrace Work

Confidence

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Trust

A climate characterized by interpersonal trust.

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Innovate

Principles: "Where Good Ideas Come From"

link::https://medium.com/key-lessons-from-books/the-key-lessons-from-where-good-ideas-come-from-by-steven-johnson-1798e11becdb#.mkayh3sye[“Where Good Ideas Come From” by Steven Johnson]

Premise

Chance favors the connected mind.

Adjacent Possible

Possibilities emerge and become close waiting to connected.

Slow Hunches

Ideas evolve over time as slow hunches rather than sudden breakthroughs.

Technologies

Technologies engineered for one purpose are extended other purposes.

Large Networks

Allows ideas to be diffused and be reconnected in novel ways,

Collaboration

Discoveries have gravitated away from individuals and towards teams.

Connections

Random connections drive serendipitous discoveries

Shared Space

Ideas converge in a shared physical or intellectual space.

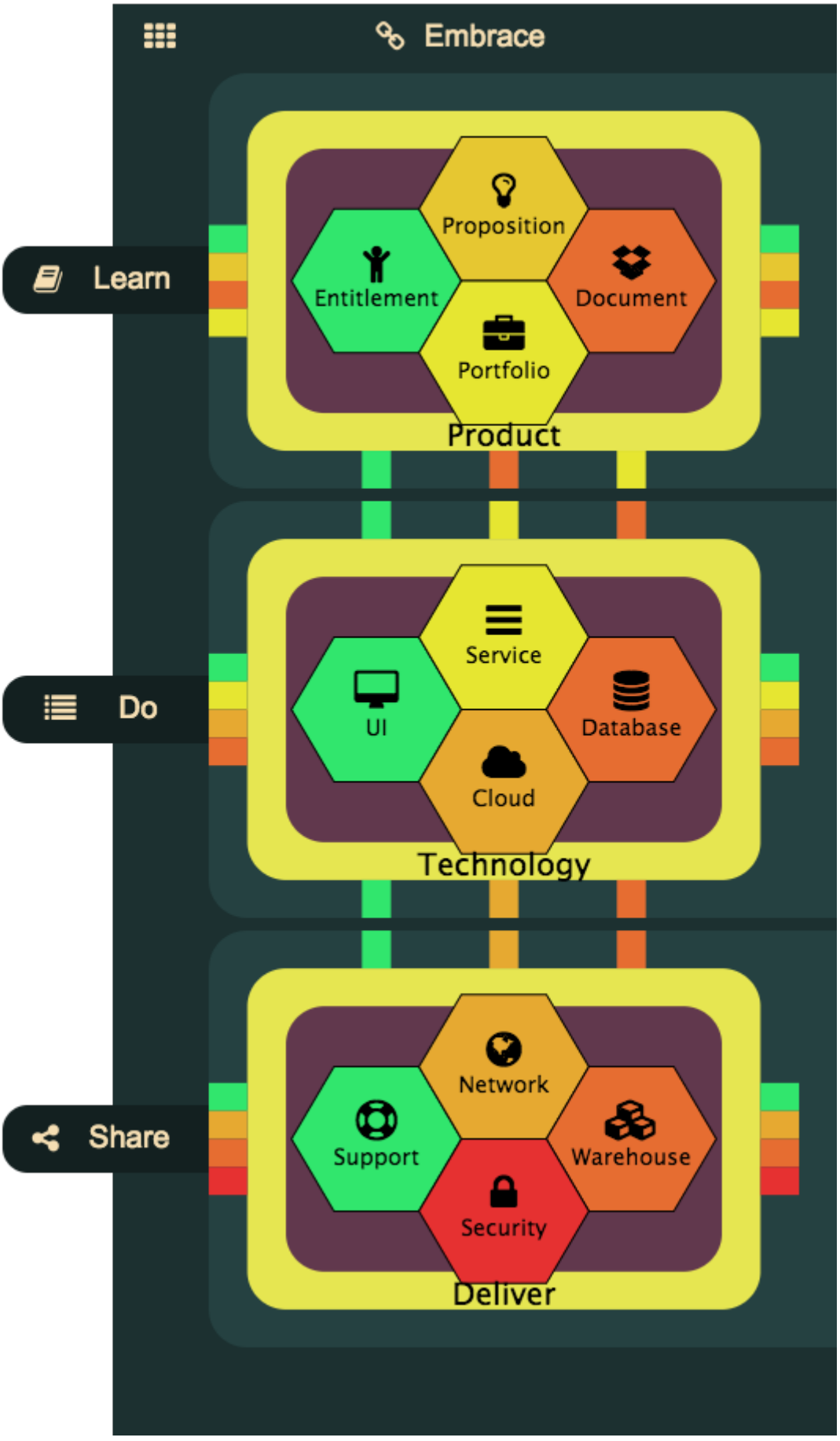
Errors

Learning that forces us to adopt new strategies and to abandon our old assumptions.

Repurposing

New uses found current and old platforms.

Practices


Embrace
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Document
Portfolio
Product
Do
Service
UI
Database
Cloud
Technology
Share
Network
Support
Warehouse
Security
Deliver

What Makes Innovate Work

Premise

Lots of connections as illustrated by the color coded rectangles.

Adjacent Possible

Interelated tiers represented by hexagons have adjacent sides with meaning.

Slow Hunches

Time and resources are alocated to evolve each practice.

Platforms

Each practice serves as a large extensible multi-tier platform.

Large Networks

Each tier is part of a large network.

Collaboration

The Product Entitlement tier captures messages from the Collaborate practice

Connections

Random collaborative connection are source

Shared Space

Each practice is functions as a share physical and intellectual space.

Errors

When iterate with prototypes to recognize and learn from our errors.

Repurposing

Each practice is built on a core foundation for new purposes.

Definitions

Both evolution and innovation thrive in collaborative networks where opportunities for serendipitous connections exist. Great discoveries often evolve as slow hunches, maturing and connecting to other ideas over time.

Innovation

Innovations are a broad category, relative to the current knowledge of the analyzed unit. Any idea, practice, or object that is perceived as new by an individual or other unit of adoption could be considered an innovation available for study.[14]

Adopters

Adopters are the minimal unit of analysis. In most studies, adopters are individuals, but can also be organizations (businesses, schools, hospitals, etc.), clusters within social networks, or countries.[15]

Communication channels

Diffusion, by definition, takes place among people or organizations. Communication channels allow the transfer of information from one unit to the other.[16] Communication patterns or capabilities must be established between parties as a minimum for diffusion to occur.[17]

Time

The passage of time is necessary for innovations to be adopted; they are rarely adopted instantaneously. In fact, in the Ryan and Gross (1943) study on hybrid corn adoption, adoption occurred over more than ten years, and most farmers only dedicated a fraction on their fields to the new corn in the first years after adoption.[6][18]

Social system

The social system is the combination of external influences (mass media, organizational or governmental mandates) and internal influences (strong and weak social relationships, distance from opinion leaders).[19] There are many roles in a social system, and their combination represents the total influences on a potential adopter.[20]

Studies have explored many characteristics of innovations. Meta-reviews have identified several characteristics that are common among most studies.[21] These are in line with the characteristics that Rogers initially cited in his reviews.[22]

Characteristics

Potential adopters evaluate an innovation on its relative advantage (the perceived efficiencies gained by the innovation relative to current tools or procedures), its compatibility with the pre-existing system, its complexity or difficulty to learn, its trialability or testability, its potential for reinvention (using the tool for initially unintended purposes), and its observed effects. These qualities interact and are judged as a whole. For example, an innovation might be extremely complex, reducing its likelihood to be adopted and diffused, but it might be very compatible with a large advantage relative to current tools. Even with this high learning curve, potential adopters might adopt the innovation anyway.[22]

Studies also identify other characteristics of innovations, but these are not as common as the ones that Rogers lists above.[23] The fuzziness of the boundaries of the innovation can impact its adoption. Specifically, innovations with a small core and large periphery are easier to adopt.[24] Innovations that are less risky are easier to adopt as the potential loss from failed integration is lower.[25] Innovations that are disruptive to routine tasks, even when they bring a large relative advantage, might not be adopted because of added instability. Likewise, innovations that make tasks easier are likely to be adopted.[26] Closely related to relative complexity, knowledge requirements are the ability barrier to use presented by the difficulty to use the innovation. Even when there are high knowledge requirements, support from prior adopters or other sources can increase the chances for adoption.[27]

Decision Levels

Knowledge

The individual is first exposed to an innovation, but lacks information about the innovation. During this stage the individual has not yet been inspired to find out more information about the innovation.

Persuasion

The individual is interested in the innovation and actively seeks related information/details.

Decision

The individual takes the concept of the change and weighs the advantages/disadvantages of using the innovation and decides whether to adopt or reject the innovation. Due to the individualistic nature of this stage, Rogers notes that it is the most difficult stage on which to acquire empirical evidence.[11]

Implementation

The individual employs the innovation to a varying degree depending on the situation. During this stage the individual also determines the usefulness of the innovation and may search for further information about it.

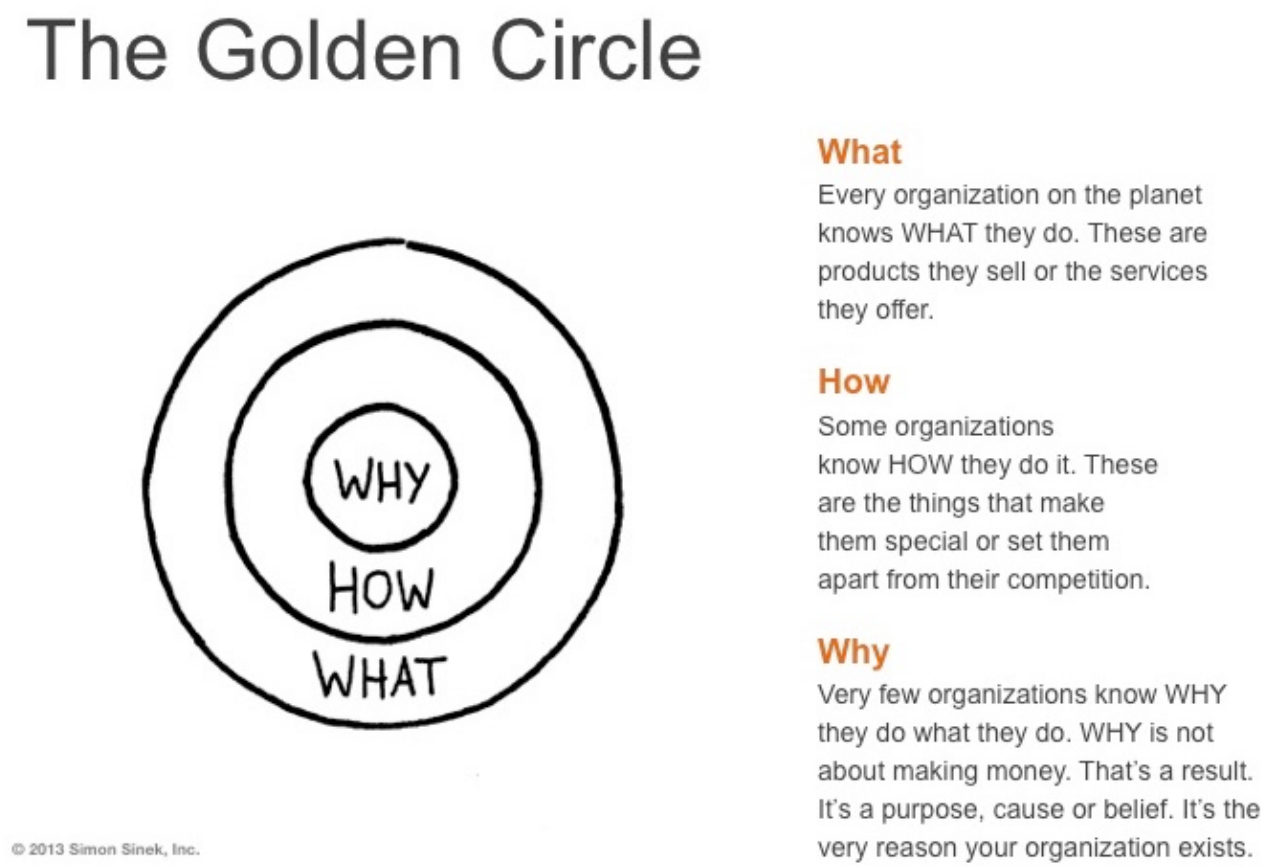
Confirmation

The individual finalizes his/her decision to continue using the innovation. This stage is both intrapersonal (may cause cognitive dissonance) and interpersonal, confirmation the group has made the right decision.

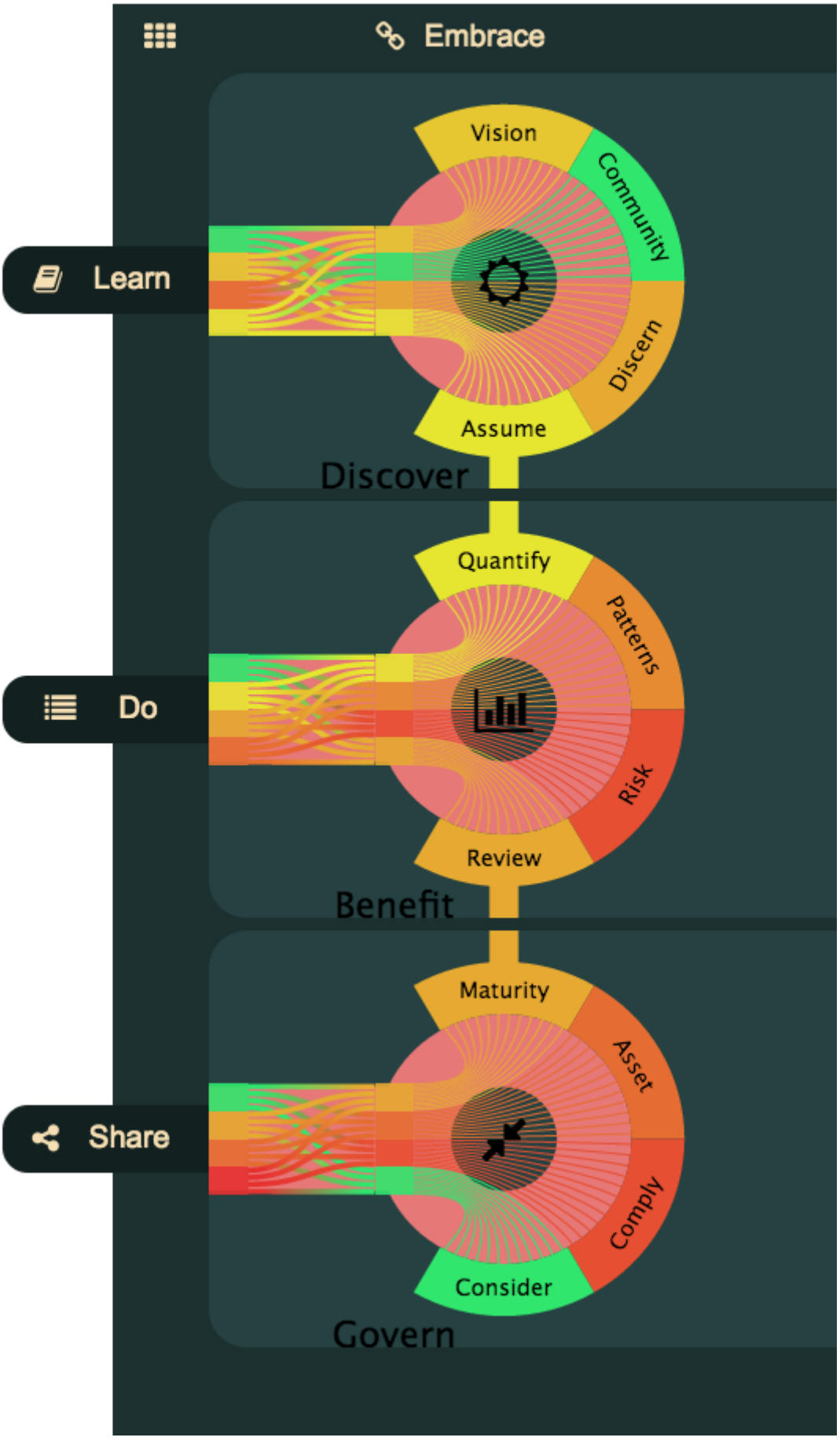
Encourage

Start With Why

link::http://bit.ly/2iST2Oy[How Great Leaders Inspire Action by Simon Sinek]



Encourage Practices



What Makes Encourage Work

What

We discover our vision communities

How

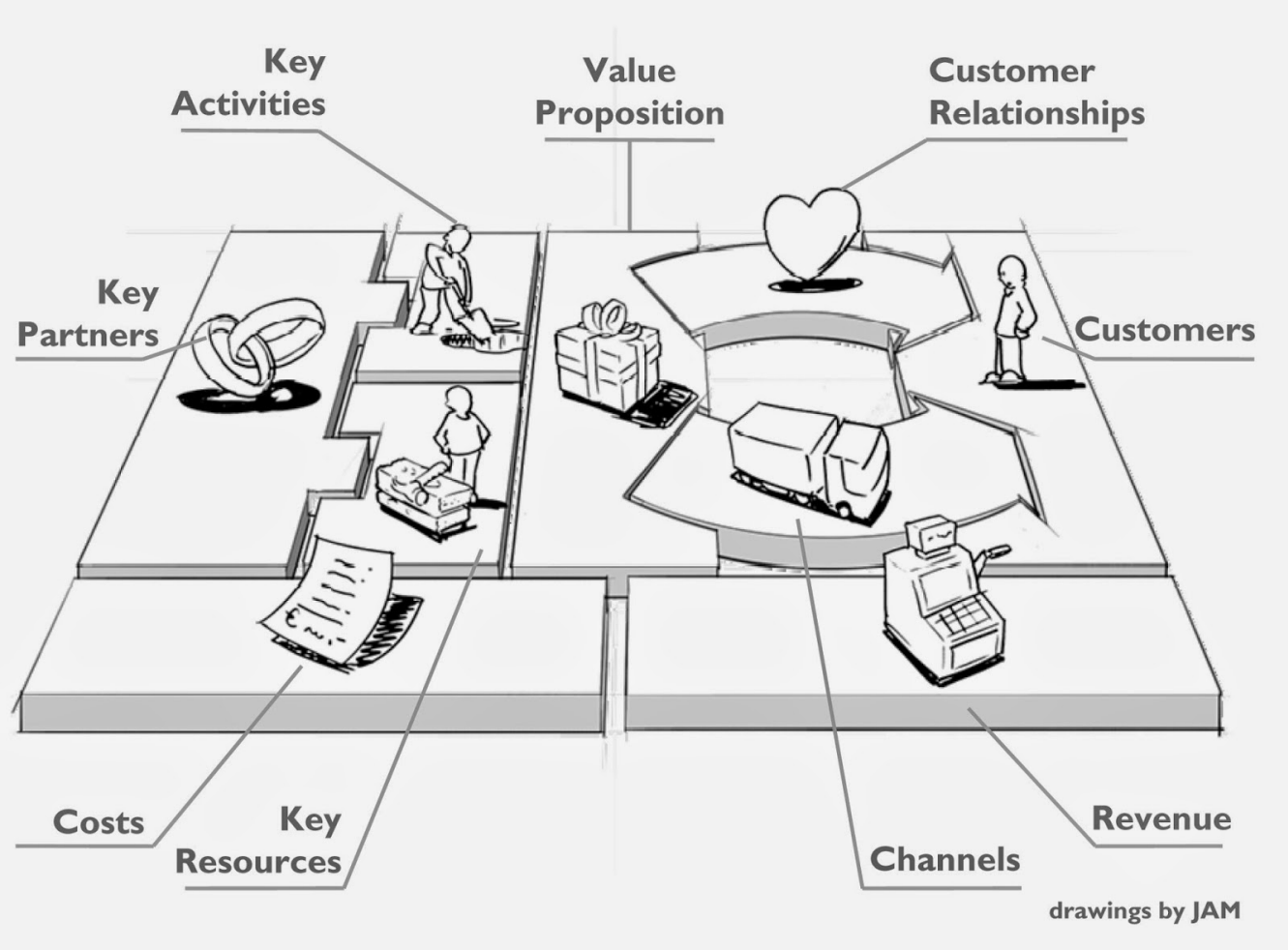
x

Why

W

Learn

The Business Model Canvas



Key Activites

The most important things a company must do to make its business model work

Key Partners

The network of suppliers and partners that make the business model work

Key Resources

The most important assets required to make a business model work

Value Proposition

The bundle of products and services that create value for a specific Customer Segment

Customer Relationships

The types of relationships a company establishes with specific Customer Segments

Customers

The different groups of people or organizations an enterprise aims to reach and serve

Channels

How acompany communicates with and reaches itsCustomer Segments to deliver a Value Proposition

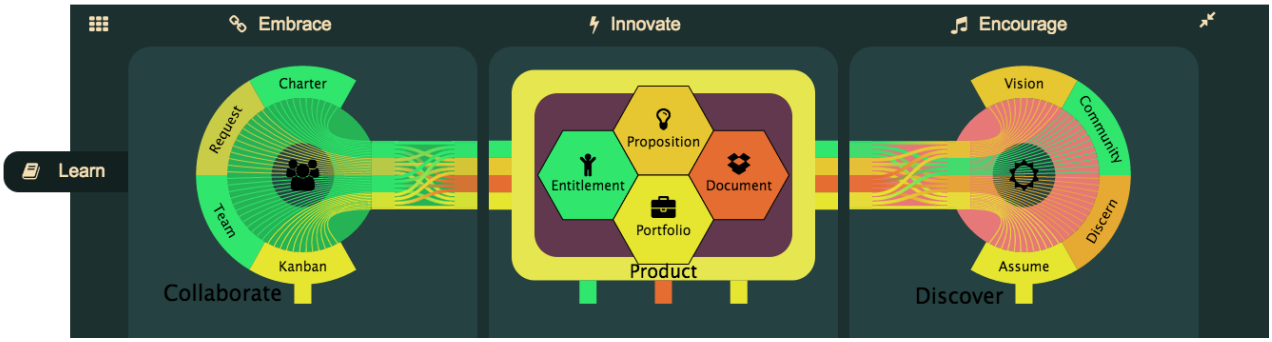
Costs

Describes all costs incurred to operate a business model

Revenue

Represents the cash a company generates from each Customer Segment

Practices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Entitlement
Document
Portfolio
Product
Vision
Community
Discern
Assume
Discover

What Makes Learn Work

Summary

Collaborate

Partner

The business network of partners and suppliers.

Activity

The current teams tasks generated by requests.

Kanban

Priorized activities: To Do, In Progress and Closed.

Team

Members and their roles.

Product

Proposition

The proposed ideas for new products.

Entitlement

The secure UI allocation of Resources* to teams by roles.

Portfolio

The entire suite of products that a company will offer.

Intelligence

Data with business descriptions.

Discover

Vision

The shared vision conveyed to customers.

Community

Who the enterprise aims to reach and serve.

Channel

Communicatuon and delivery mechanisms.

Assumption

Documenting guess for quanitative validation.

Do

Main Points: x

Status

x

Feature

x

Component

x

Acceptance

x

Architecture

x

Engineering

x

Construction

x

Quantify

x

Risk

x

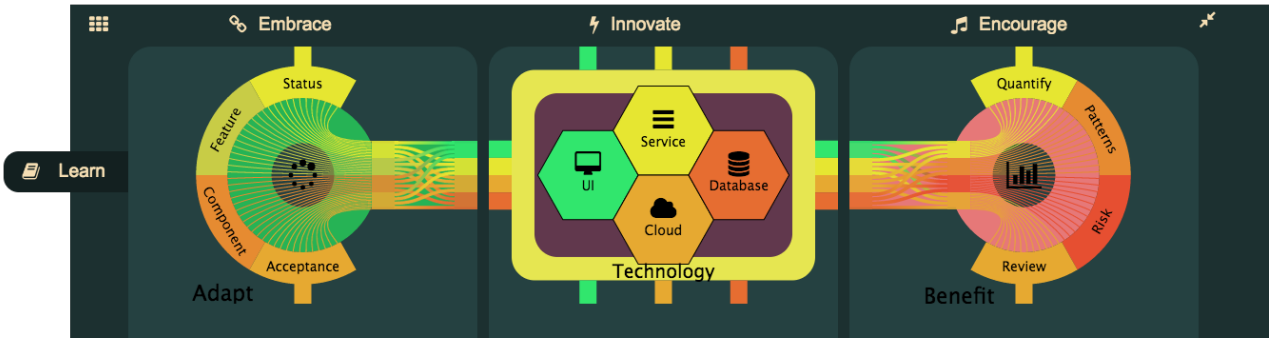
Pattern

x

Review

x

Practices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What Makes Do Work

Status

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Feature

x

Component

x

Acceptance

x

Architecture

x

Engineering

x

Construction

x

Quantify

x

Risk

x

Pattern

x

Review

x

Summary

Adapt

Status

x

Feature

x

Component

x

Acceptance

x

Technology

Architecture

x

Engineering

x

Construction

x

Benefit

Quantify

x

Risk

x

Pattern

x

Review

x

Share

Main Points: x

Test

x

Systen

x

Config

x

Transition

x

Support

x

Network

x

Warehouse

x

Security

x

Maturity

x

Listen

x

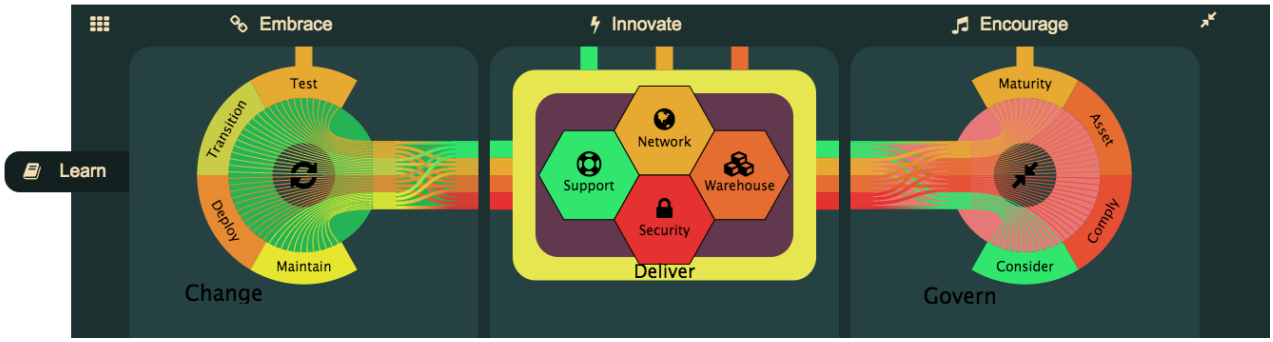
Asset

x

Comply

x

Practices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Change
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Support
Warehouse
Security
Deliver
Maturity
Asset
Comply
Consider
Govern

What Makes Share Work

Test

x

Systen

x

Config

x

Transition

x

Support

x

Network

x

Warehouse

x

Security

x

Maturity

x

Listen

x

Asset

x

Comply

x