

# 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 collaboration 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 their connection to customers.

### *Do*

Technological adaptation and construction influenced by its 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*

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

## *Benefit*

A pattern driven reviewed architecture that mitigates risk by quantifying 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.

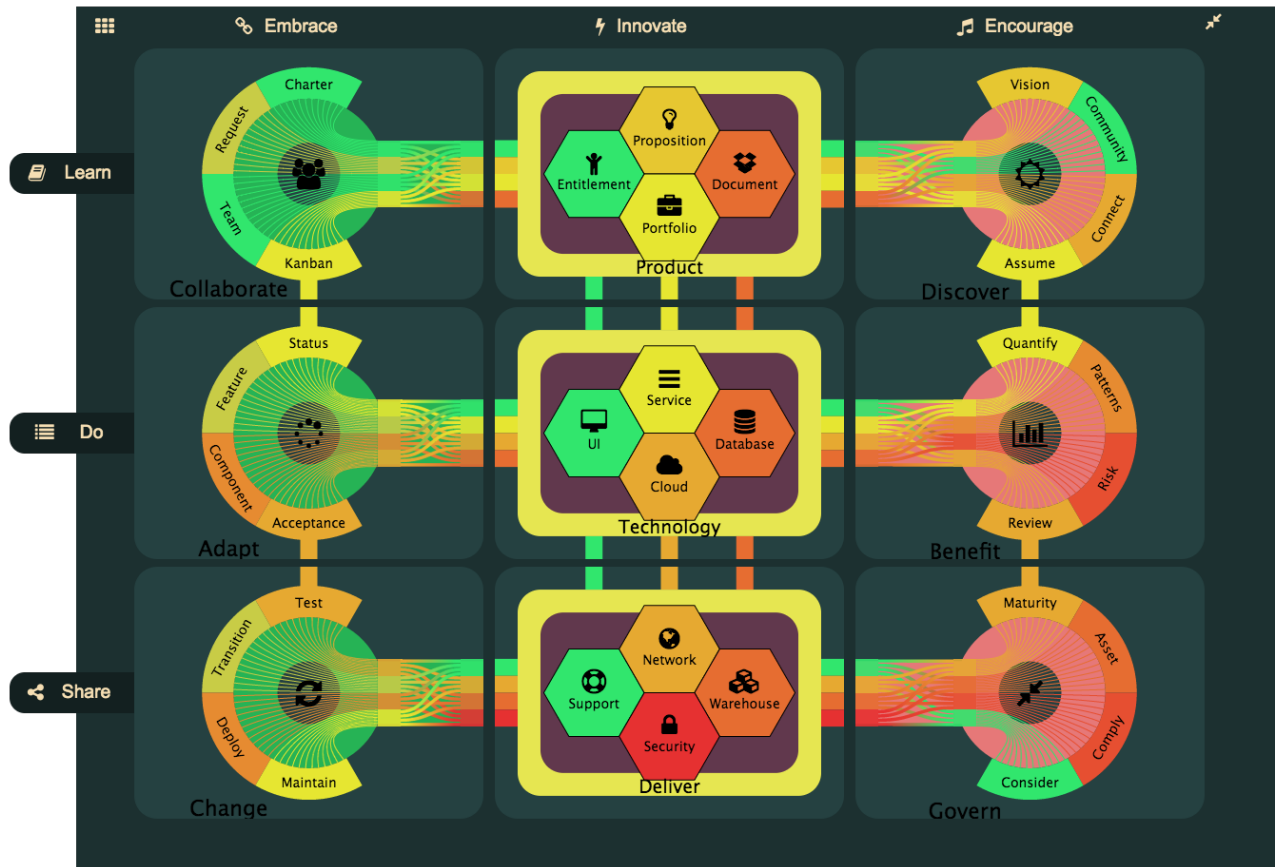
# Thirty Six Studies





# 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 describes each of the nine practices.

# Embrace

## Principles

### 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.

#### *Harmony*

Jobs and lifestyles are kept in balance.

#### *Safety*

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

### Mutual Respect

#### *Diversity*

We recognize everyone's diversity and approach.

#### *Individual*

We include in everyone's individual viewpoints.

#### *Together*

Together we make work happen.

### Trust

#### *Interpersonal*

Our teams thrive on interpersonal trust.

#### *Commitment*

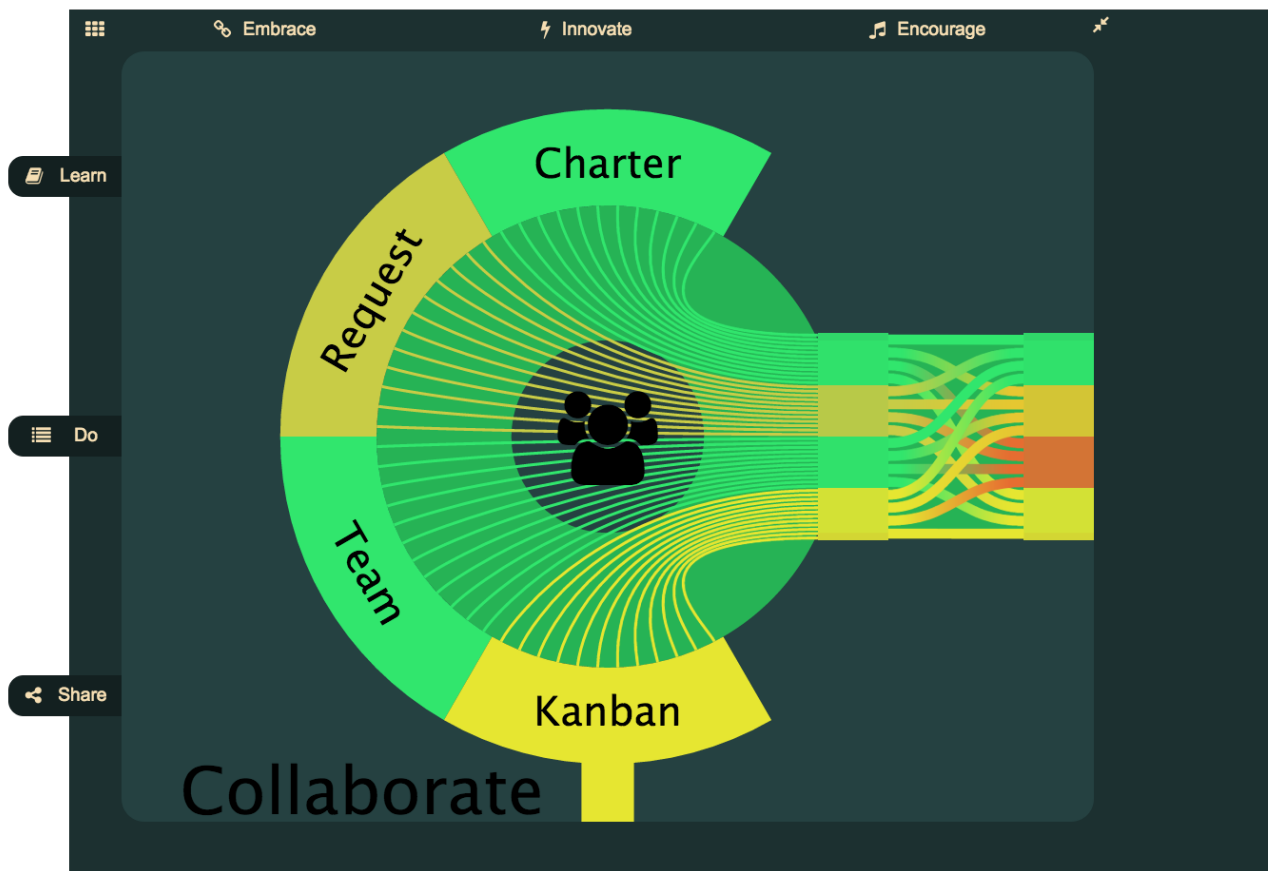
We do not say it unless we mean it. We say we will do .

#### *Partner*

We are a trustworthy partner to everyone.

# Collaborate

Working together to create propositions, transform them into services, build the technology and put it into production.



## *Charter*

A statement about the purpose and how teams see themselves.

## *Request*

A proactive attitude to respond to and process requests.

## *Team*

Everyone is assigned to a Project and their Expert group(s).

## *Kanban*

A queue for pulling activities when members are ready.

# What Makes Embrace Work

## Psychological Safety

Confidence in ones expertise and ones Identity are cultivated within an Expert Team. Everyone is comfortable with their core Experise and Product Contributions which are kept in Safely in Harmony by direct representation.

## Mutual Respect

Our teams are Diverse like our Products that Include everyone's viewpoints. We make work Together and Individually on Products

## Trust

Our Charter communicates who we are to us and our community. We Commit to the work in our Kanban queue. By responding to request daily we maintain the trust of out community and Partners.

# Innovate

## Principles

### We Appreciate "Where Good Ideas Come From"

#### *Connection*

Chance favors the connected mind with serendipitous discoveries.

#### *Ecosystem*

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

#### *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.

#### *Space*

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

## Improvement

#### *Refinement*

Improvement takes place at multiple levels.

#### *Continuous*

Everyone is involved in continuously improvment.

#### *Excellence*

We strive for excellence in everything we do.

## Transparency

#### *Share*

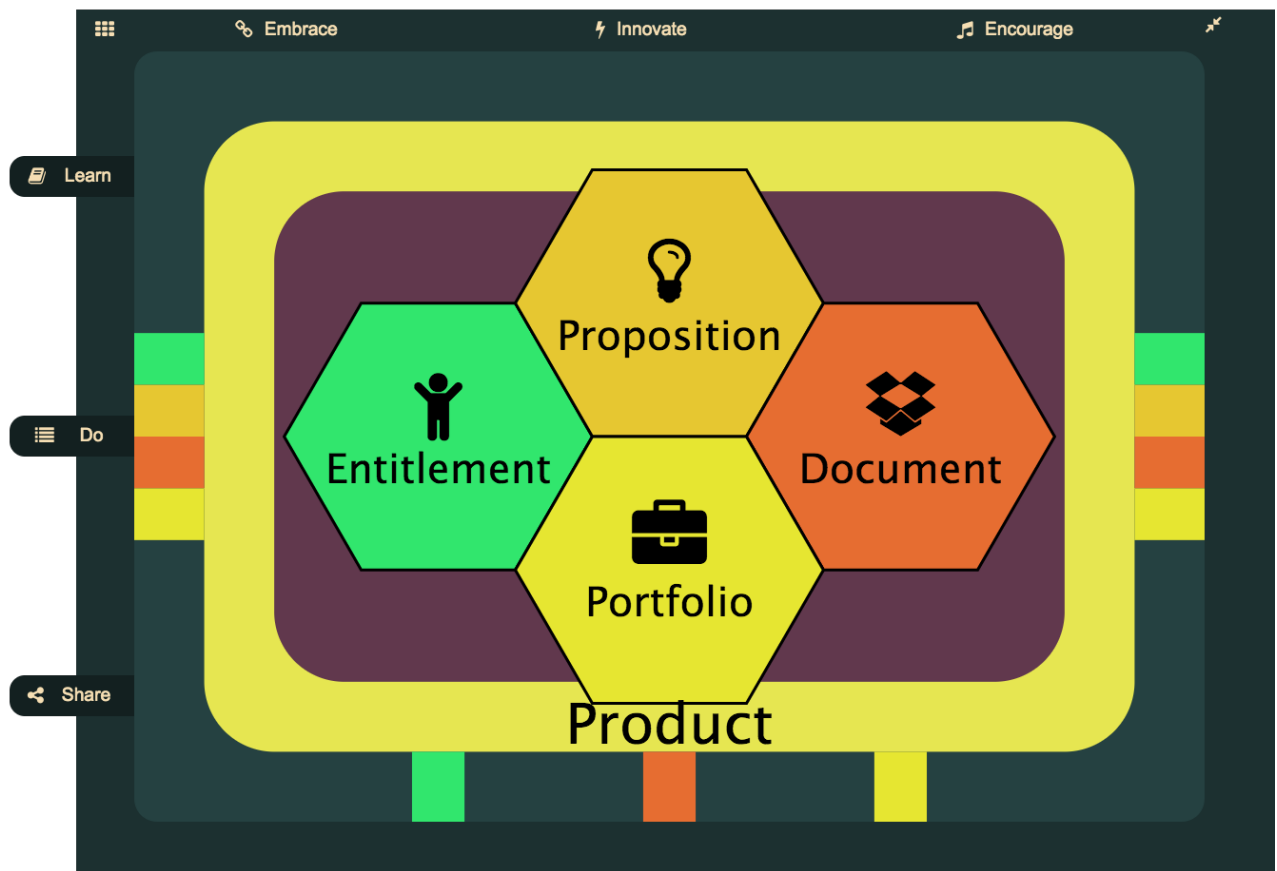
We document and share information freely with everyone. Transparent: We are transparent with everything and everyone.

## *Agenda*

We have no hidden agendas.

# Product

Viable Propositions are promoted to Value Propositions by Discovery and their parts categorized into Entitlement, Portfolio and Intelligence.



## *Proposition*

The proposed ideas for new products.

## *Entitlement*

The secure allocation of resources by roles.

## *Portfolio*

The entire bundle of current and future products that a company offers.

## *Document*

A collected written, drawn and presented representation of thought.



# What Makes Innovate Work

## Where Our Good Ideas Come From

### *Connection*

Lots of connections as illustrated by the color coded rectangles.

### *Ecosystem*

The connections allow ideas to flow and interactive in novel ways.

### *Adjacent*

Interrelated tiers represented by hexagons have adjacent sides with meaning.

### *Hunches*

Everyone is Entitled to evolve their hunches.

### *Extend*

Special purpose tiers are extended to other purposes.

### *Convergent*

Propositions converge into the Product Portfolio and Services.

### *Learning*

We Embrace Change to Adapt to, Discover and Govern new strategies.

### *Space*

Our Practices provide a comprehensize space for "Good Ideas" to Emerge.

## Improvement

### *Refinement*

Our Products are successively refined by our Learn, Do and Share perspectives

### *Continuous*

We continously track, Adapt and Deliver new Technology.

### *Excellence*

We strive for excellence in everything we do.

## Transparency

### *Share*

We Document, store and Warehouse all of our Information. Transparent: Our Infomation is always available at Learn, Do and Share perspectives.

### *Agenda*

Our tactical Adaptations, Changes and strategic Vision are open.

# Encourage

## Principles

### 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 our community.

#### *Genuine*

Our connections are genuine.

### Assume

#### *Track*

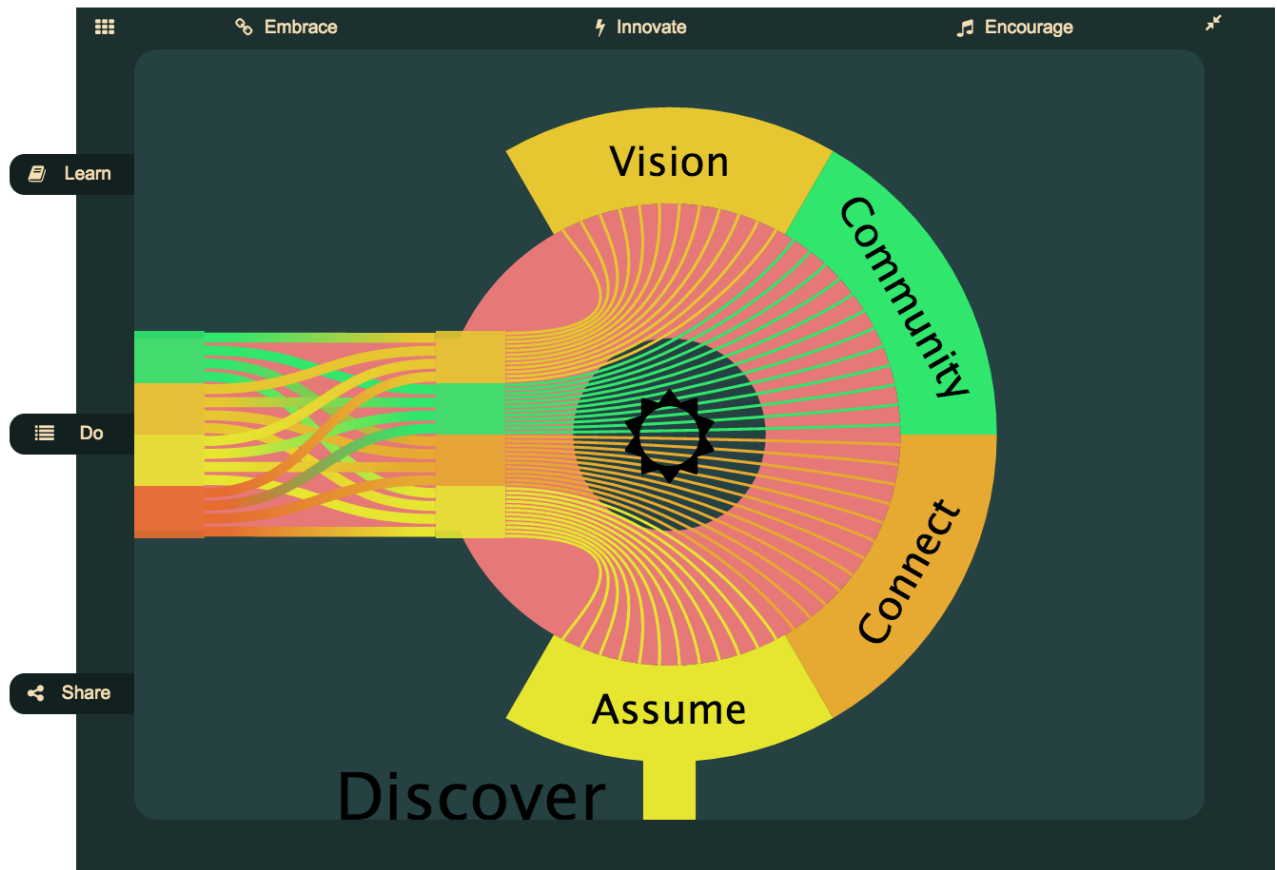
We list, track and challenge all our assumptions.

#### *Errors*

Our mistakes help us abandon our old assumptions.

# Discover

We formulate a shared vision about ourselves and our Community. We then continuously assess Product Propositions to see what Connection they may have for our Community. We carefully list our Assume for deeper assessment in Benefit.



## *Vision*

Our shared vision the we communicate to everyone.

## *Community*

Our colleagues and customers that we serve.

## *Connect*

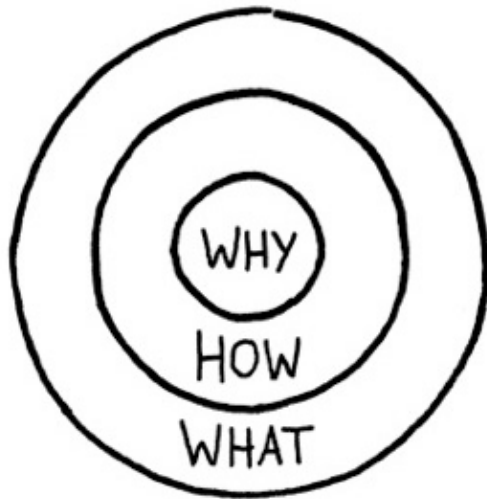
The meaningful ways we reach out to our community.

## *Assume*

The working concepts that need to be assessed by Benefit.

# "Start With Why"\* by Simon Sinek

## The Golden Circle



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### What

Every organization on the planet knows WHAT they do. These are products they sell or the services they offer.

### How

Some organizations know HOW they do it. These are the things that make them special or set them apart from their competition.

### Why

Very few organizations know WHY they do what they do. WHY is not about making money. That's a result. It's a purpose, cause or belief. It's the very reason your organization exists.

# What Makes Encourage Work

## Vision

### *Why*

We constantly ask Why with out Product practice.

### *Benefit*

We list and assess all out Assumption with the Benefit practice.

### *Govern*

We govern ourselves with vision and passion.

## Community

### *Serve*

We learn everything about our Community to serve their needs.

### *Priority*

Our teams and customers are our Vision.

## Connect

### *Strive*

We strive to discover and connect to out community.

### *Genuine*

With constantly examine our Connections.

## Assumptions

### *Track*

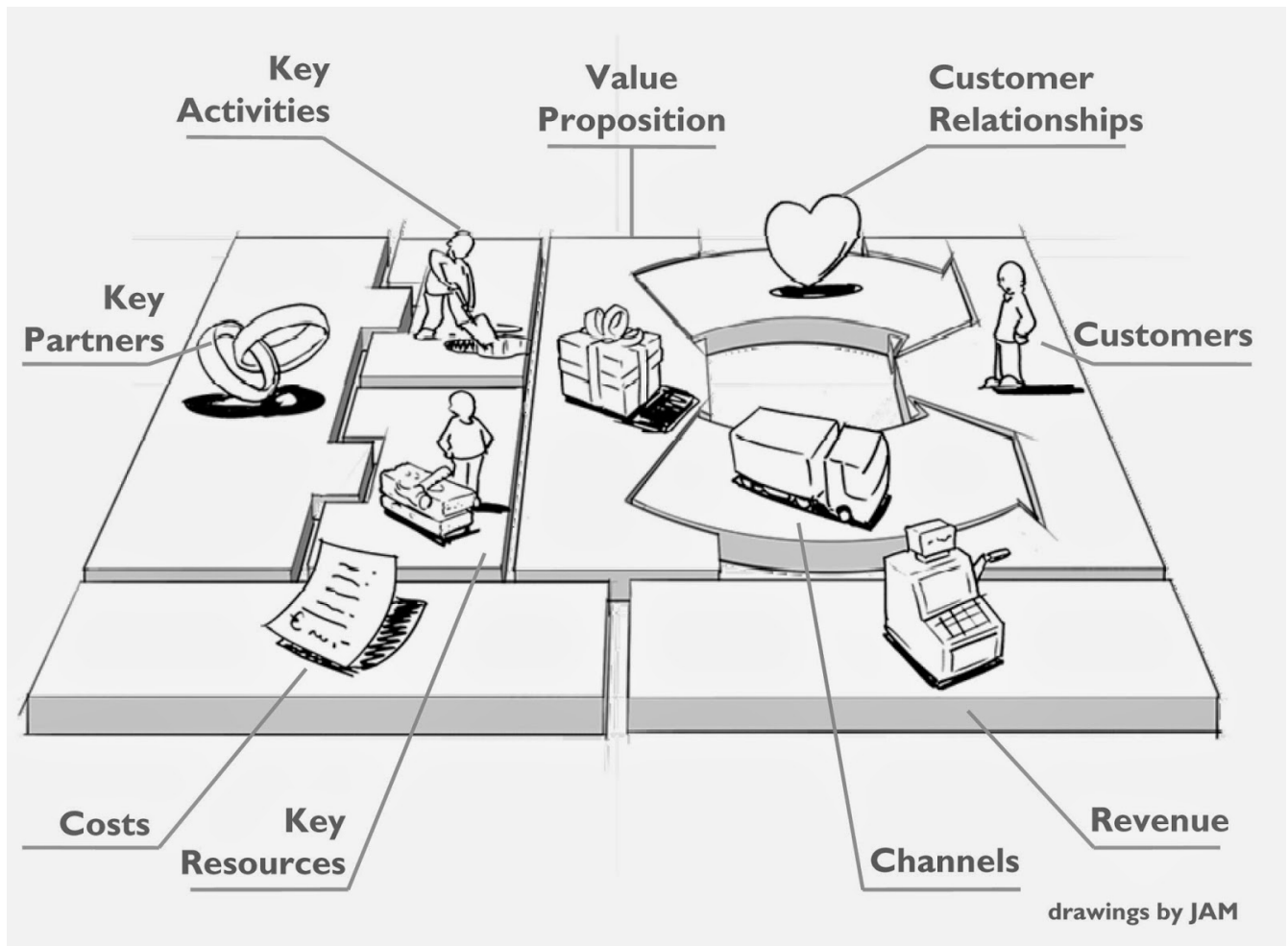
We interchallenge all our assumptions.

### *Errors*

Our mistakes help us abandon our old assumptions.

# Learn

## The Business Model Canvas



### *Key Activities*

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 a company communicates with and reaches its Customer Segments to deliver a Value Proposition

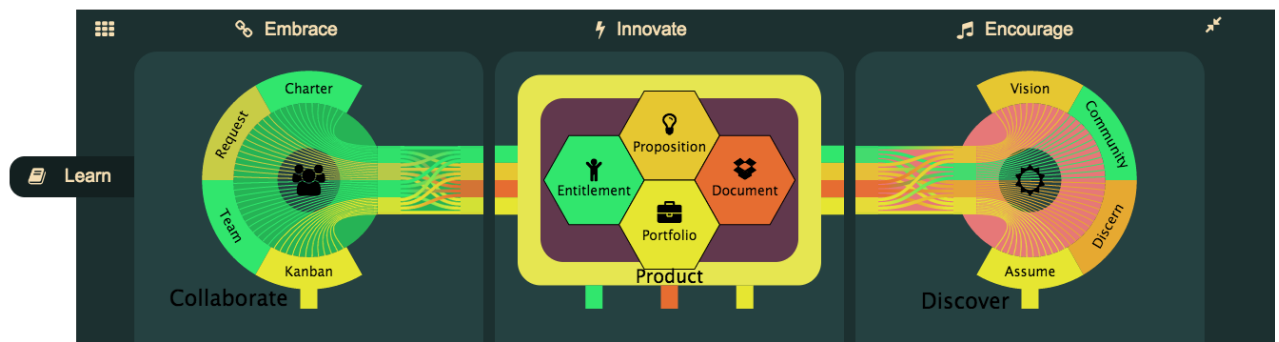
### *Costs*

Describes all costs incurred to operate a business model

### *Revenue*

Represents the cash a company generates from each Customer Segment

# Practices





# 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

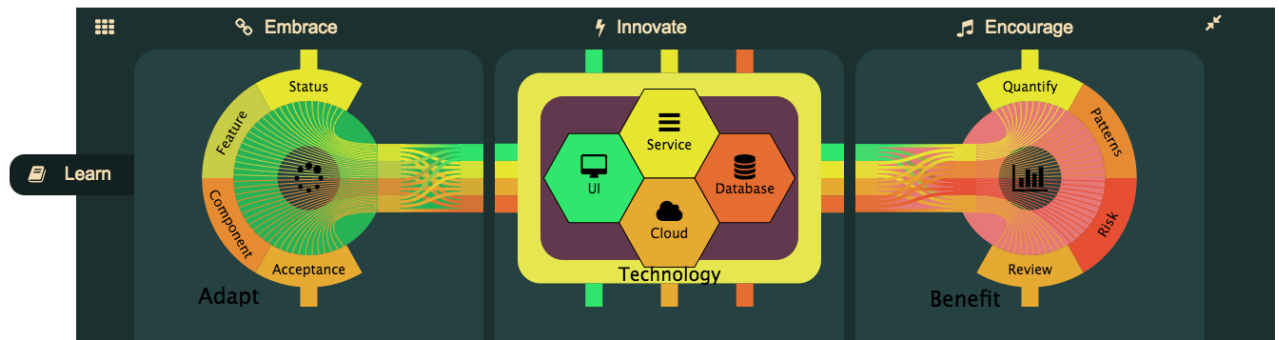
*Pattern*

x

*Review*

x

# Practices



# What Makes Do Work

*Status*

x

*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

*System*

x

*Config*

x

*Transition*

x

*Support*

x

*Network*

x

*Warehouse*

x

*Security*

x

*Maturity*

x

*Listen*

x

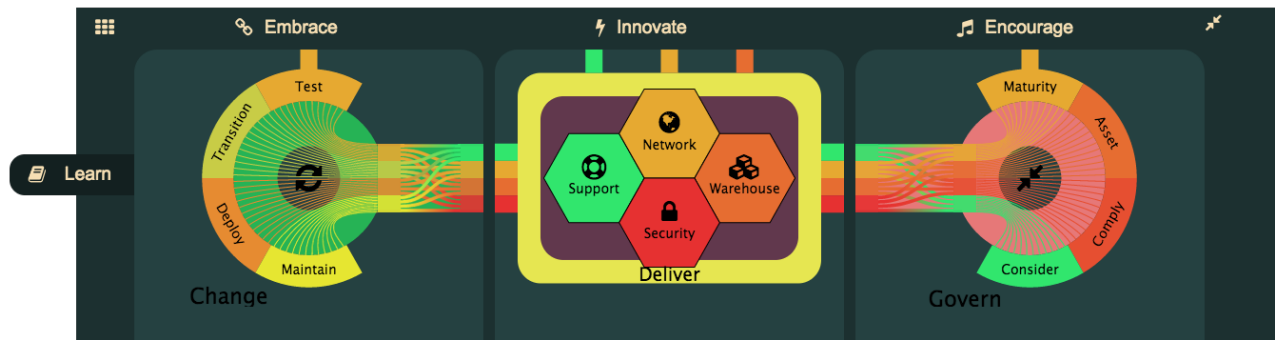
*Asset*

x

*Comply*

x

# Practices



# What Makes Share Work

*Test*

x

*System*

x

*Config*

x

*Transition*

x

*Support*

x

*Network*

x

*Warehouse*

x

*Security*

x

*Maturity*

x

*Listen*

x

*Asset*

x

*Comply*

x