

Humanistic Practices

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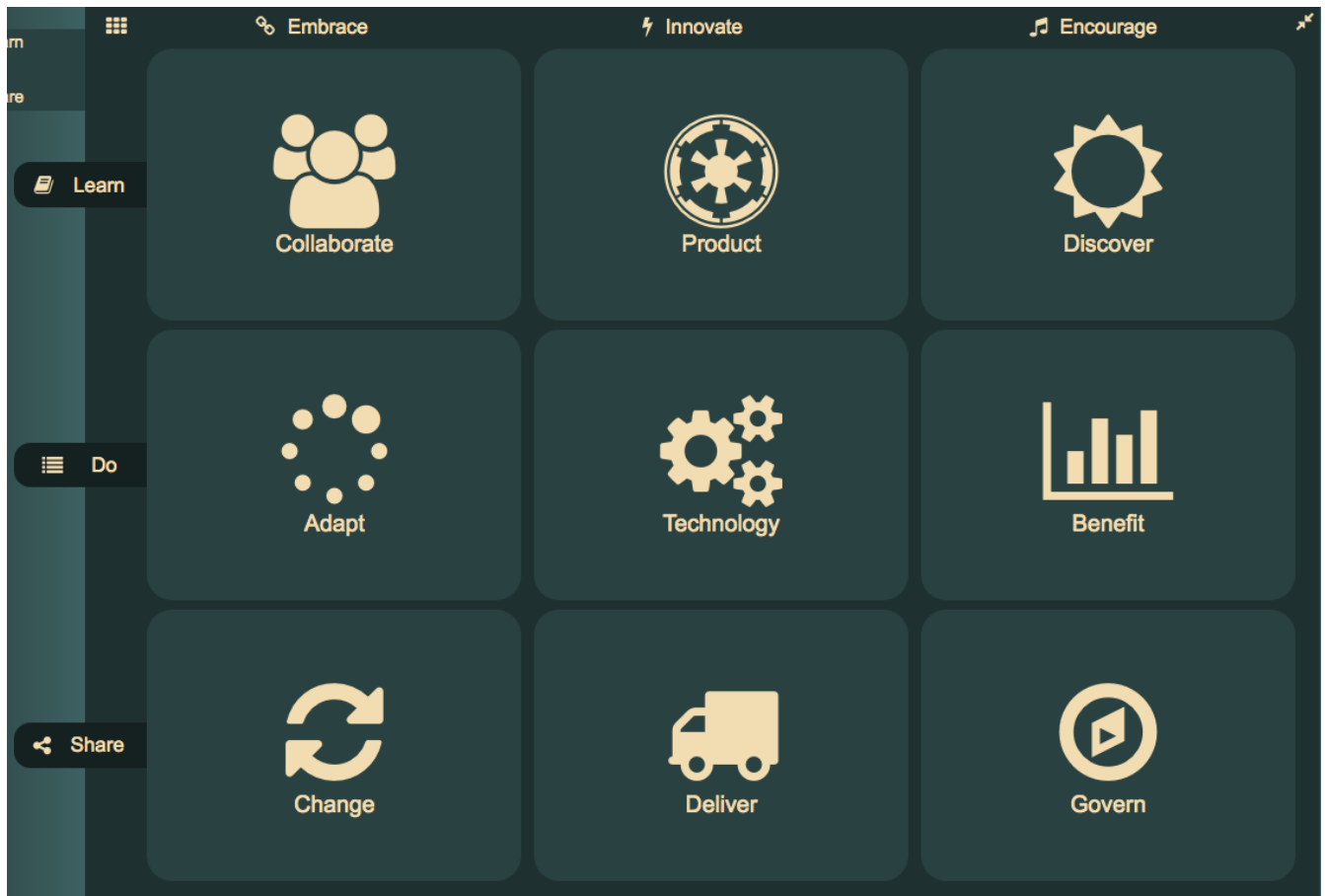
A humanistic methodology with a light weight ontology comprising nine practices that Embrace, Innovate and Encourage the processes of Learning, Doing and Sharing.

Introduction To Humanistic Practices

A Humanistic Approach

- We embrace, innovate and encourage cultural fit.
- We 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

The means for defining the business with the model canvas.

Do

Technological adaptation and construction influenced by benefits.

Share

Continuous change and delivery overseen by governance.

Nine Practices

Practices emerge at the intersections of columns and rows.

Collaborate

Team building with creative interaction.

Product

Transforming ideas into an attractive portfolio.

Discovery

Finding and communicating our vision to clients.

Adapt

Fine tuning our work.

Technology

Innovative engineering and construction.

Benefit

Realizing the best architecture that propels our discoveries.

Change

Continuous evolution.

Deliver

Sharing our work with our communities.

Govern

Facilitating and improving the entire company.

What's Next

The rest of this chapter discusses the inspiration and columns and rows in more detail while the subsequent chapters address each of these nine practices.

The Principles Behind Each Column and Practice

Reference?

- General
 1. IT and business alignment
 2. Maximum benefits at the lowest costs and risks
 3. Business continuity
 4. Compliance with standards and policies
 5. Adoption of the best practices for the market
- Information
 1. Information treated as an asset
 2. Shared information
 3. Accessible information
 4. Common terminology and data definitions
 5. Information security
- Application
 1. Technological independence
 2. Easy-to-use applications
 3. Component reusability and simplicity
 4. Adaptability and flexibility
 5. Convergence with the enterprise architecture
 6. Enterprise architecture also applies to external applications
 7. Low-coupling interfaces
 8. Adherence to functional domains
- Technology
 1. Changes based on requirements
 2. Control of technical diversity and suppliers
 3. Interoperability

Embrace

Collaborate

- Activities have gravitated away from individuals and towards teams.

Psychological Safety

- We instill a sense of confidence so that everyone's contributions are sought after and valued.
- Everyone is comfortable being themselves.
- Jobs and lifestyles are in harmony.

Mutual Respect

- We respect everyone's diversity and are sensitive about their viewpoints.
- We work as a team within our organization, across organizations and with our customers.

Acquire

Expertise

Trust

Interpersonal

Our teams thrive on interpersonal trust.

Commitment

We do not say it unless we mean it. We do what we say we will do, when we say we will do it.

Partnership

We firmly believe in being a trustworthy partner to everyone.

Innovate

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.

Repurpose

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.

Improvement:

- We facilitate everyone to be involved in continuously improving our products, technology and delivery.

- We create the space and allocate the resources for long term strategies.
- We strive for excellence in everything we do..

Product

Tools

Science

Creativity

Encourage

Discover

Customer Focus:

- We strive to discover ours customer needs to the best of our abilities.
- We recognize our teams and customers are the reason for our existence.

Vision:

- We communicate our positive "Why" message to everyone expecially our customers.
- Everything we do benefits everyone.
- We govern ourselves with vision and passion.

Assumptions:

List

We list, track and challenges all our assumptions

Pivot

Our mistakes help us abandon our old assumptions

Transparency:

- We share information freely with everyone.
- We are transparent with everything and everyone.
- We have no hidden agendas.

Insight

Understand

Truth

Embrace

MPinciples from Psychological Safety from Google

[link::www.nytimes.com/.../what-google-learned-from-its-quest-to-build-the-perfect-team.html](https://www.nytimes.com/.../what-google-learned-from-its-quest-to-build-the-perfect-team.html)[Psychological Safety at Google]

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.

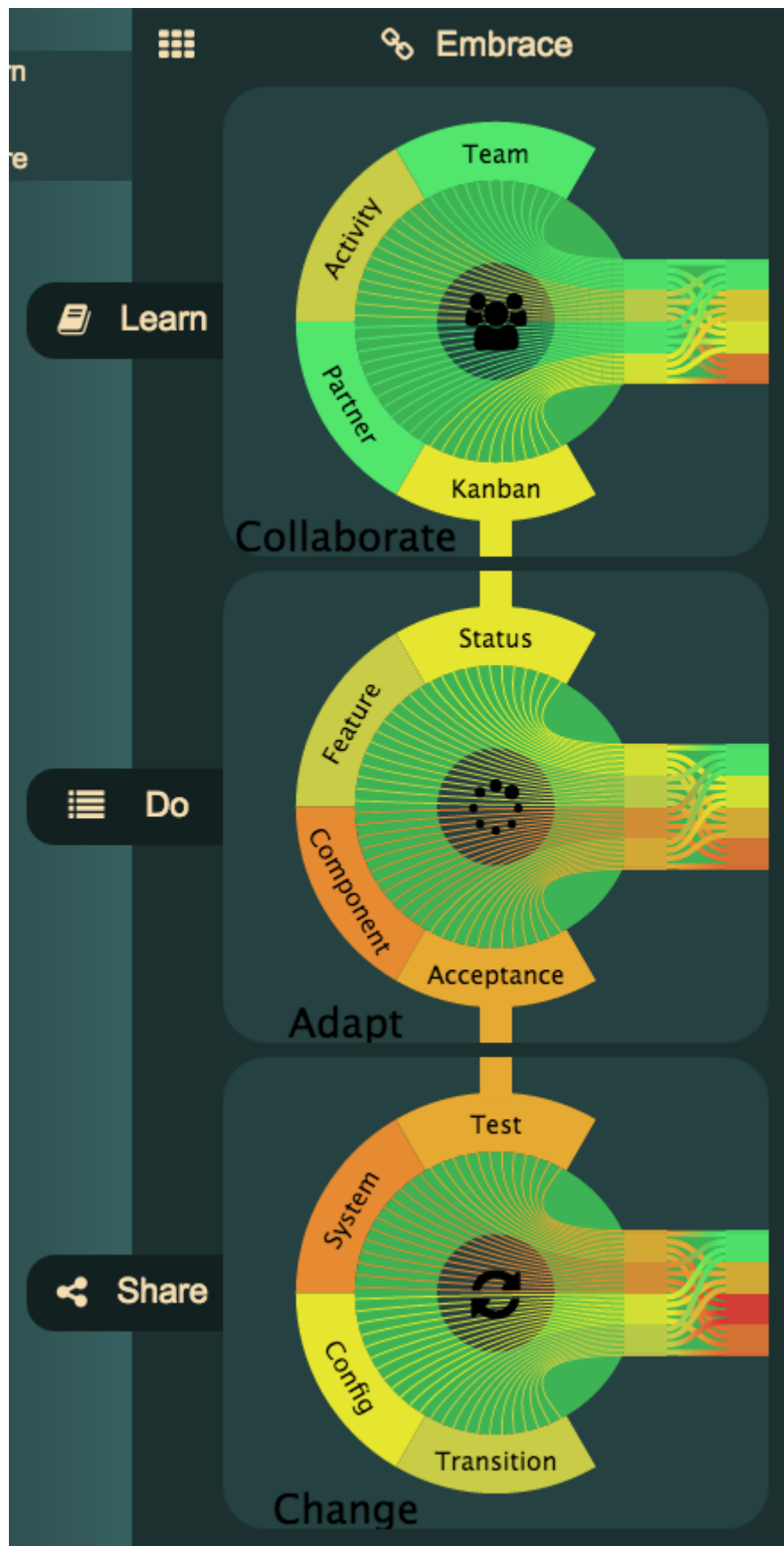
Energy

Our teams generate energy.

Dependable

Teams impart momentum to create a culture of dependability.

Practices



What Makes Embrace Work

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.

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.

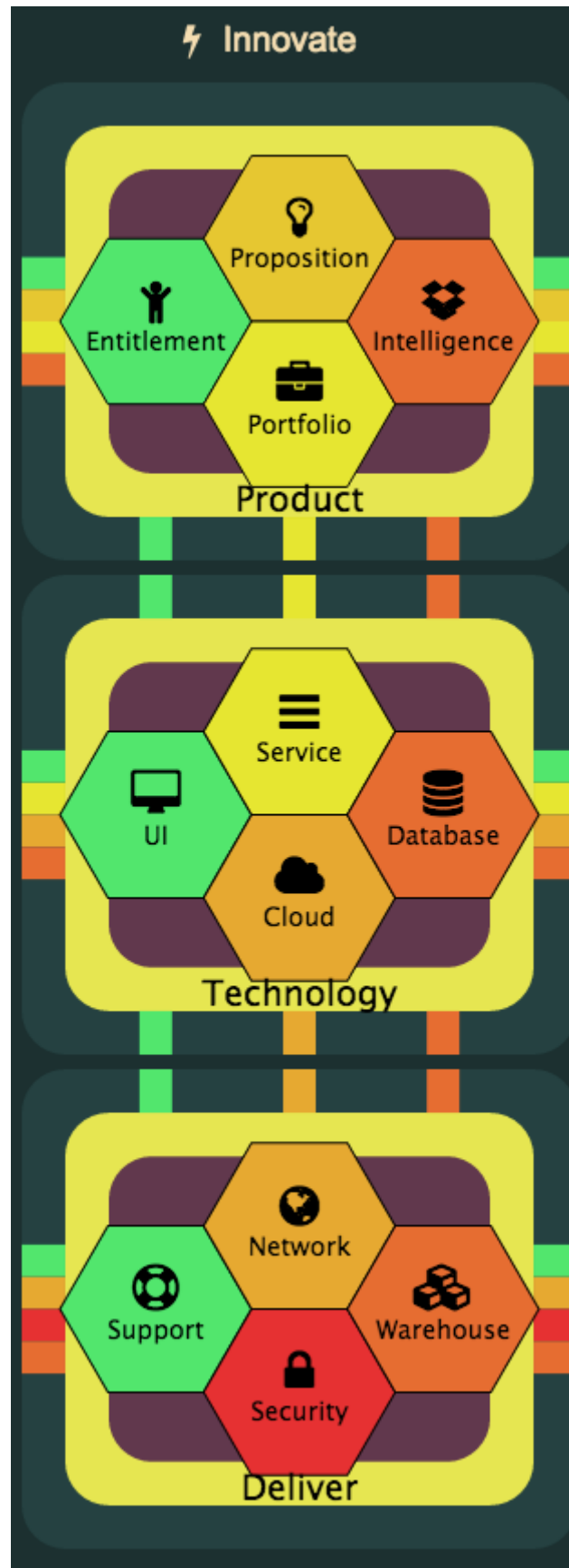
Errors

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

Repurposing

New uses found current and old platforms.

Practices



What Makes Innovate Work

Premise

Lots of connections as illustrated by the color coded rectangles.

Adjacent Possible

Interrelated tiers represented by hexagons have adjacent sides with meaning.

Slow Hunches

Time and resources are allocated 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

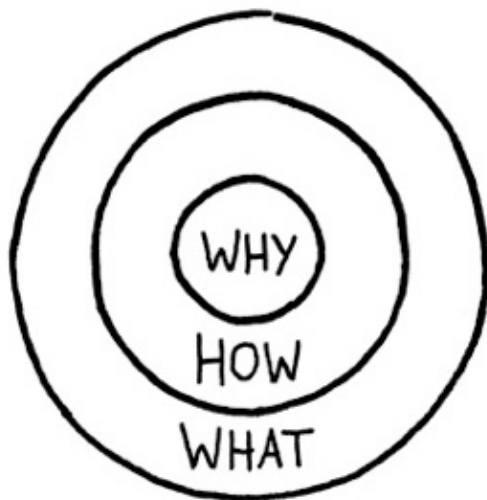
Each practice is built on a core foundation for new purposes.

Encourage

Start With Why

link::<http://bit.ly/2iST2Oy>[How Great Leaders Inspire Action 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.

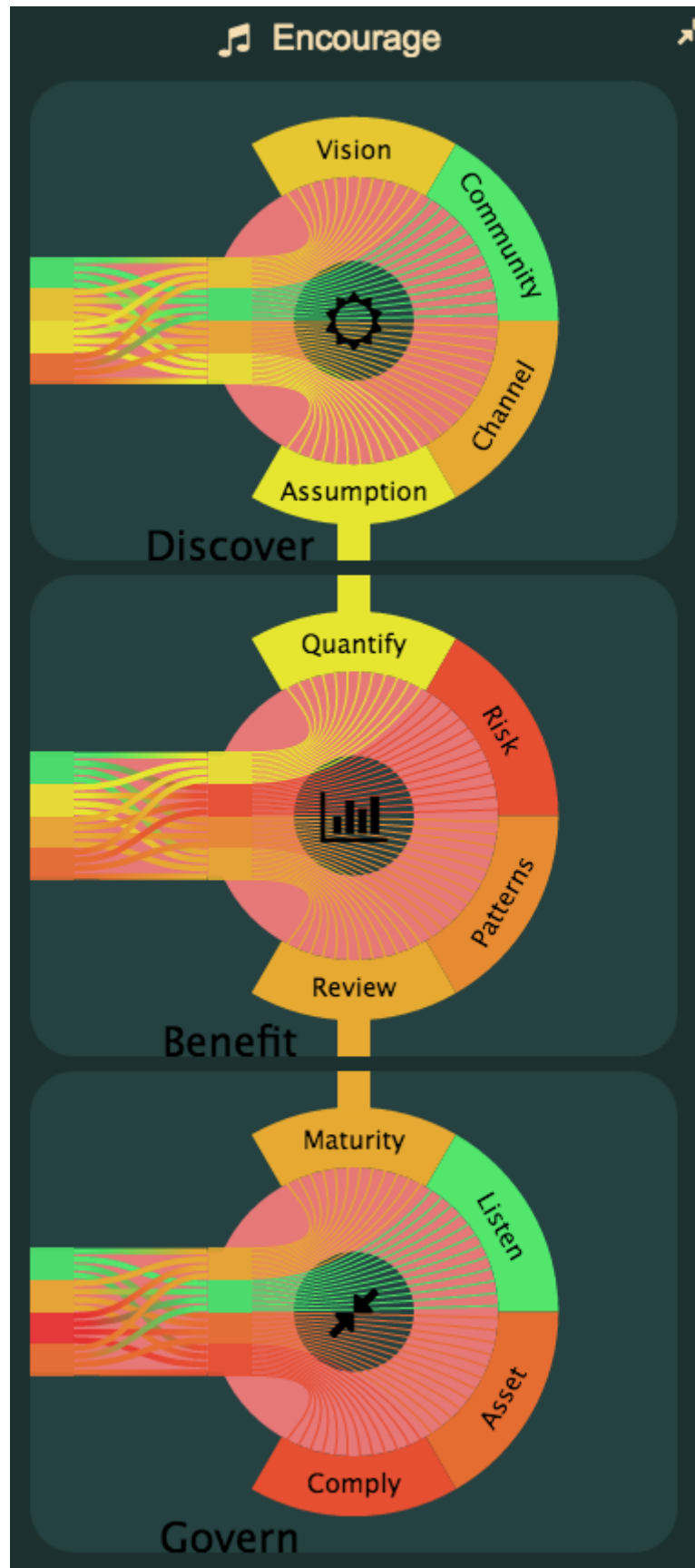
How

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.

Encourage Practices



What Makes Encourage Work

What

We discover our vision communities

How

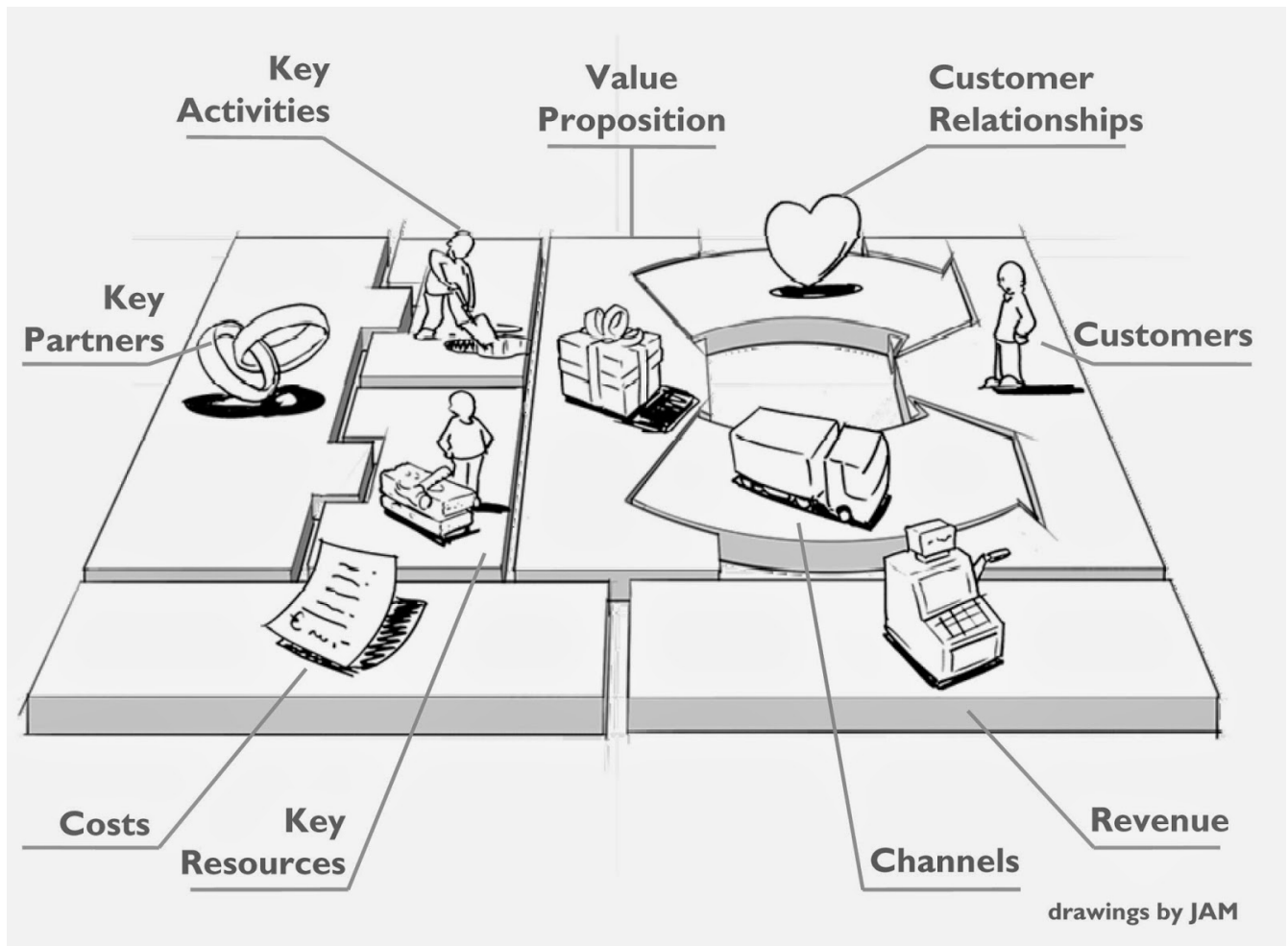
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Why

W

Learn

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

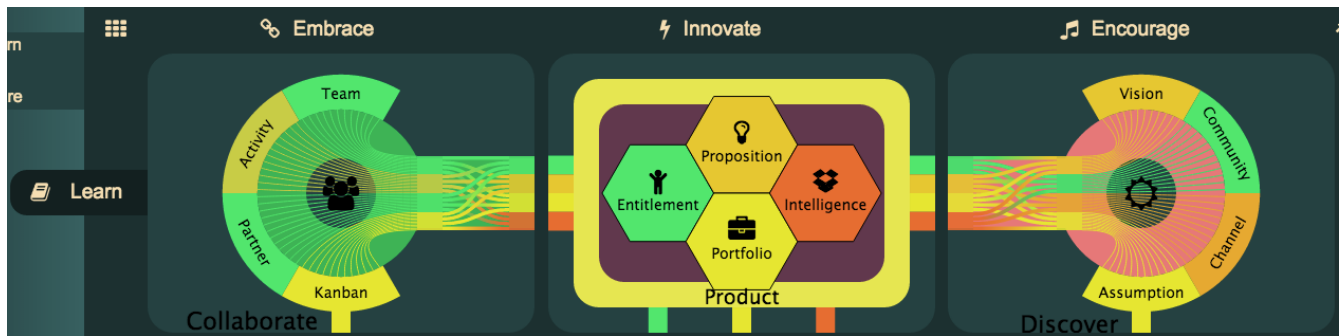
Costs

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

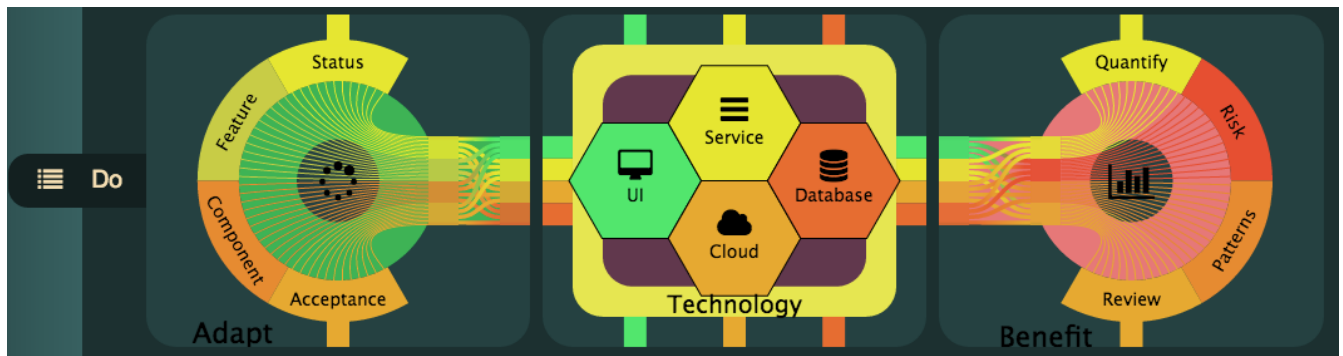
Pattern

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

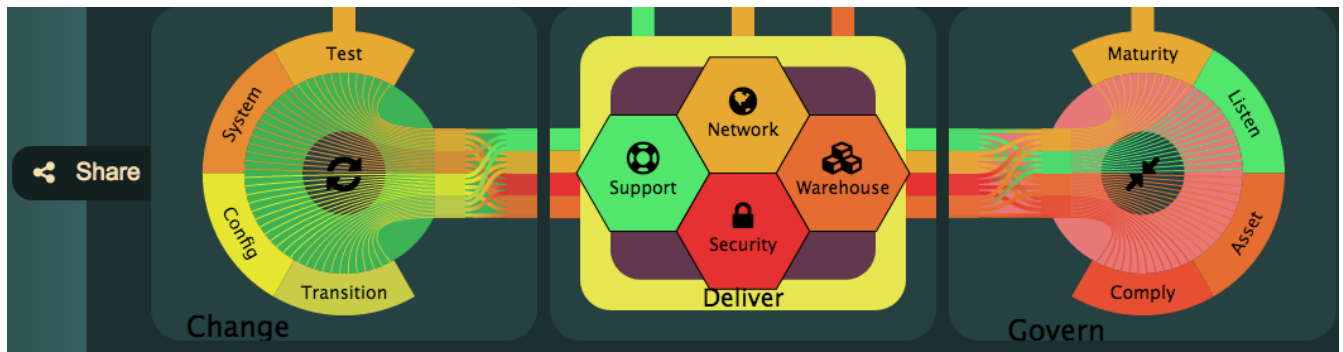
Asset

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

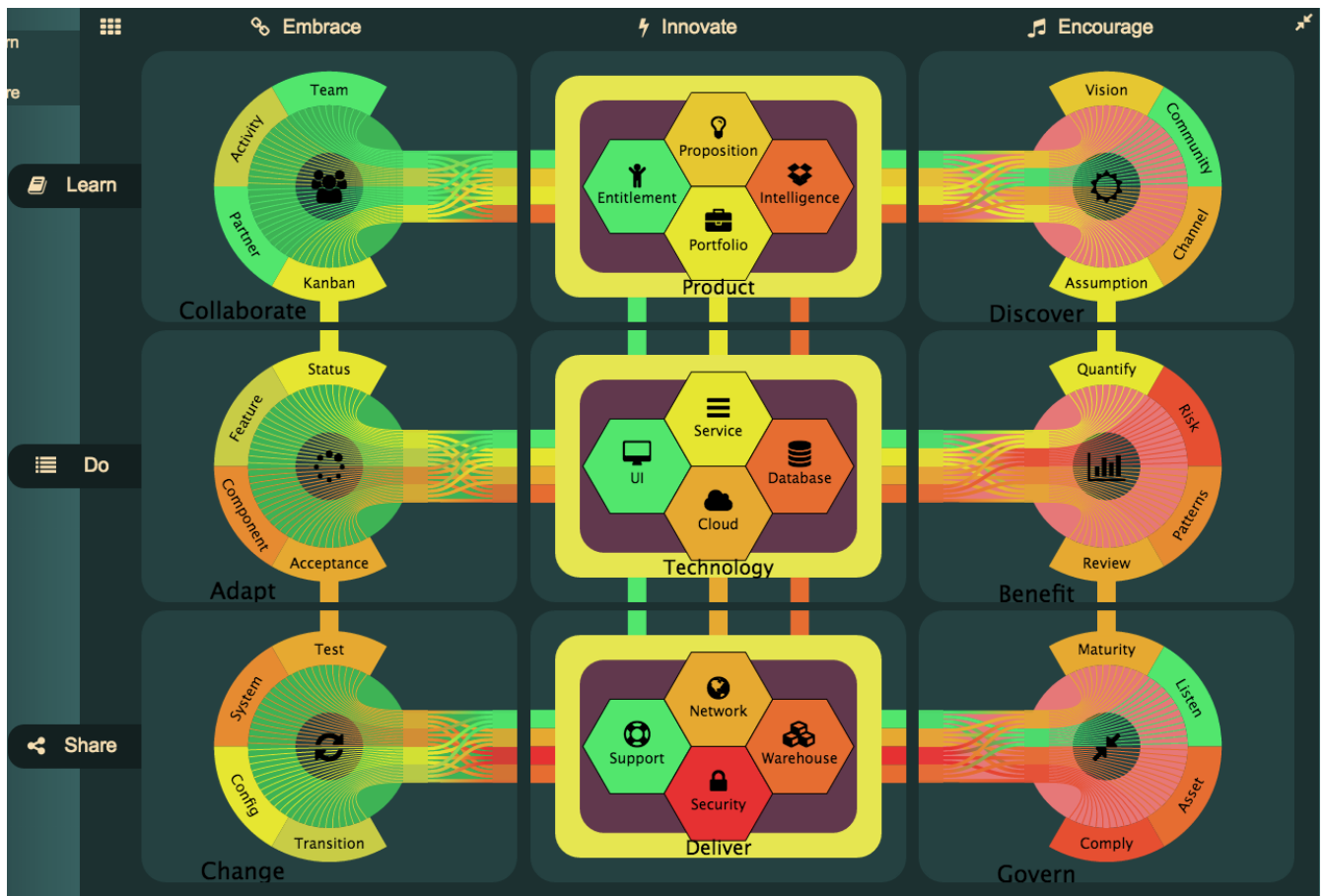
Ontology

Thirty Six Studies



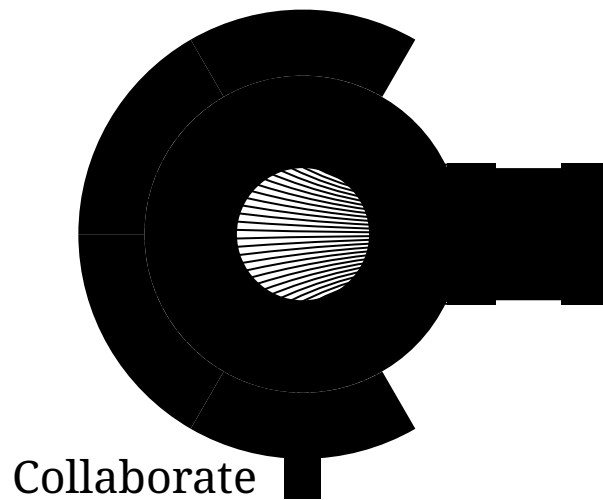
Twelve Connections between Nine Practices

The six horizontal connections convey culture across columns.
The six vertical connections flow refinements down rows.



Collaborate

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



Partner

The business network of partners and suppliers.

Activity

The current teams tasks generated by requests.

Kanban

Prioritized activities: To Do, In Progress and Closed.

Team

Members and their roles.

Activity

Partner

Team

Diversity

Make it define us: gender, ethnic, cultural, languages.

Creativity

Let's take full advantage of our amazing creative tradition.

Efficiency

Transform a necessary trait into a competitive advantage.

Knowledge

Science, underestimated and underutilized in tech.

Leadership

Who understands talent & helps develop people's potential.

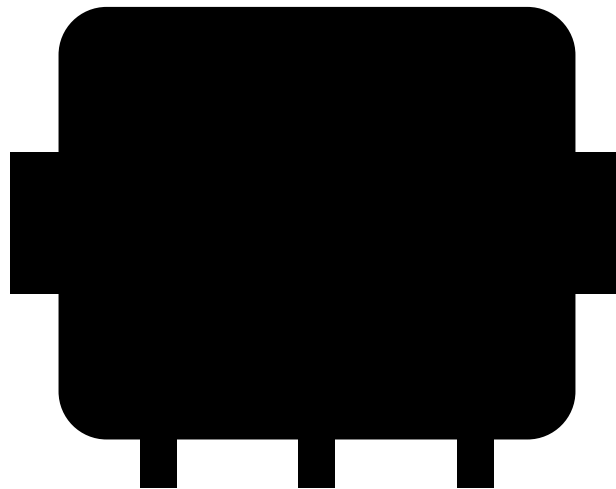
Quotes

- "Collaboration has no hierarchy. The Sun collaborates with soil to bring flowers on the earth." – Amit Ray
- "If everyone is moving forward together, then success takes care of itself." – Henry Ford
- "If I have seen further, it is by standing on the shoulders of giants." – Isaac Newton
- "No one can whistle a symphony. It takes a whole orchestra to play it." – H.E. Luccock
- "No matter what accomplishments you make, somebody helped you." – Althea Gibson
- "The lightning spark of thought generated in the solitary mind awakens its likeness in another mind." – Thomas Carlyle
- "Individual commitment to a group effort – that is what makes a team work, a company work, a society work, a civilisation work." – Vince Lombardi
- "It takes two flints to make a fire." – Louisa May Alcott
- "Many ideas grow better when transplanted into another mind than the one where they sprang up" – Oliver Wendell Holmes
- "No matter how brilliant your mind or strategy, if you're playing a solo game, you'll always lose out to a team." - Reid Hoffman

Kanban

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 UI allocation of Resources* to teams by roles.

Portfolio

The entire bundle of products that a company will offer.

Intelligence

Data with business descriptions.

Entitlement

Proposition

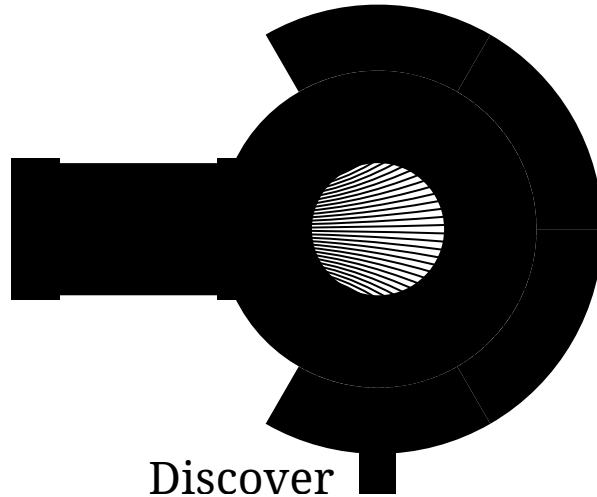
Intelligence

Portfolio

Discover

Propositions are evaluated where the best features are turned into Value Propositions for Product.

These Products are built into Services by Technology with are further validated by Benefits



Vision

The shared vision communicated to everyone.

Community

The people an enterprise aims to reach and serve.

Channels

Communication and product delivery.

Assumption

Strategic apriori statements to be verified by Benefit

Vision

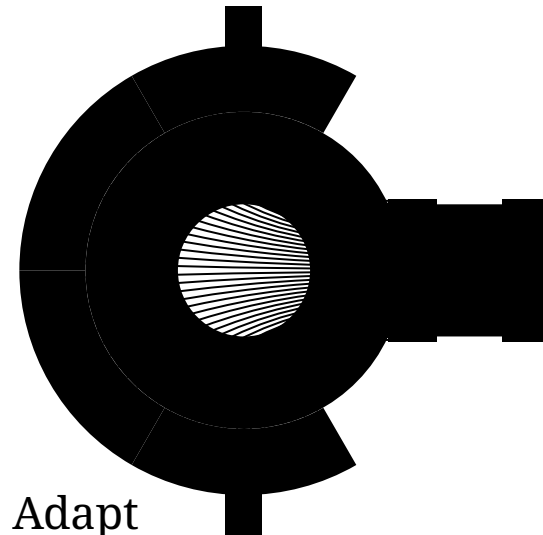
Community

Channel

Assumption

Adapt

The fine tuning of doing. Concepts are broken down into Features that are all Traced and linked to Technology Components and Acceptance criteria for completion. Collaborative Team members pull Component activities from the Kanban queue with full creative freedom for completion. Supercedes Agile



Feature

Outline of conceptualized value propositions transformed into concrete business requirements aligned to technology.

Status

Accomplishments, Concerns, Plans and Issues.

Component

Technology Traced by: UI, Service, Database & Cloud tiers

Acceptance

Completion criteria for Components linked back to Features

Status

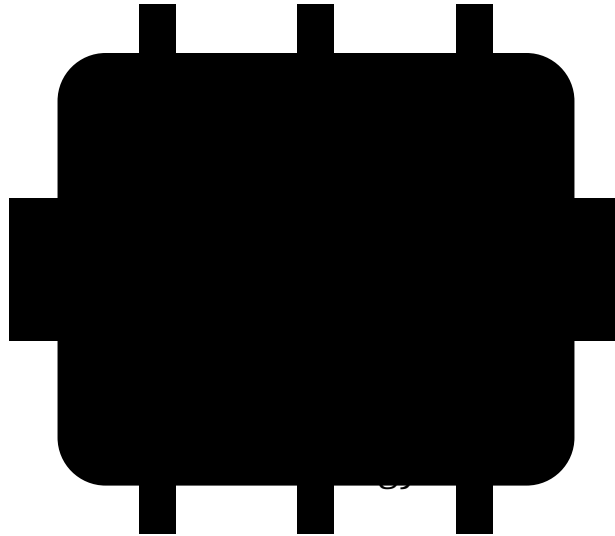
Feature

Component

Acceptance

Technology

All the software components integrated by tiers that fulfill the business Concepts from above. Architect, engineer, prototype and construct Activities are Traced* by Adapt and guided by the reference Architecture Patterns and Reviews in Benefit.



UI

Applications (mobile) that access services on the Platform.

Service

Integrated functionality for applications and peer requests.

Database

Persistent storage for business entities and cloud infrastructure.

Cloud

A Responsive, resilient, elastic, message driven service runtime.

UI User Interface

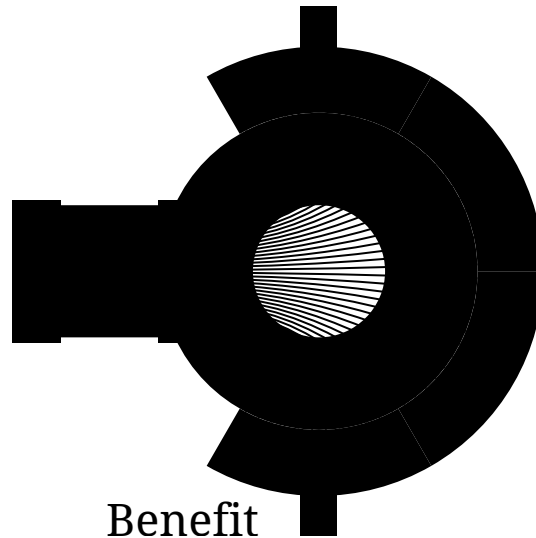
Service

Database

Cloud

Benefit

Quantifies the assumptions from Discovery with Data Science interpretations. Establishes a reference Architecture with design Patterns that guides Technology and provides a foundation for Review.



Quantify

Descriptive, Diagnostic, Model and Predictive interpretations.

Artitecture

A reference architecture composed of reactive components.

Risk

States the inherent risk for propositons, product, features and components

Patterns

Design patterns that guide the construction of each component.

Review

Discusses business and technical options and guidelines.

Patterns

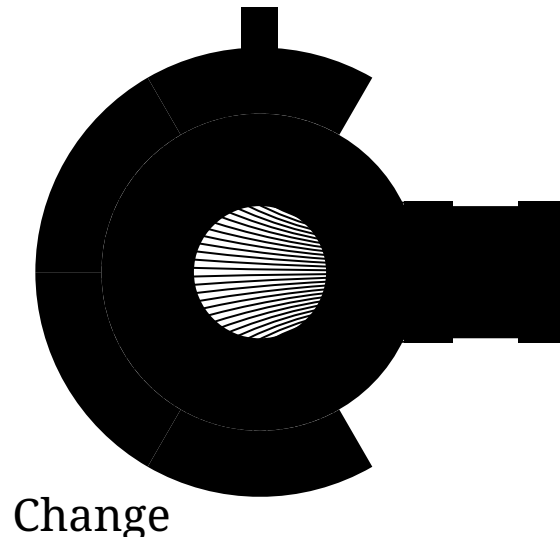
Quantify

Risk

Review

Change

Initially conducts Tests to ascertain deployment readiness, mitigated by Transition and backed by repeatable automation to insure successful delivery to production.



Test

Quality, defect and risk measures at many levels and types.

Provides

feedback to technology and confirms readiness.

Transition

Addresses new and updated deployments and disruptions.

Automate

Repeatable scripts for production configurations.

Transition

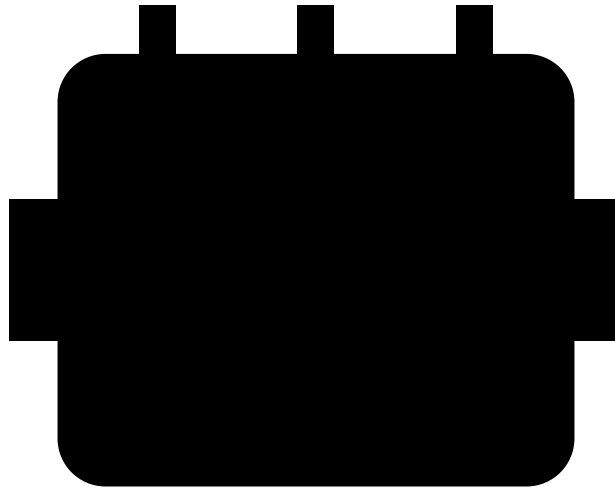
Test

System

Config

Deliver

Delivers product via a Secured cloud Network with complete Support and a Warehouse for measuring asset effectiveness with Data Science.



Support

Customer care, help desk, privileges, document and educate.

Network

Switches, routers, computers provision in secure zones.

Warehouse

Extended data for assets, Data Science and Govern queries.

Security

Defense in depth, weapon removal. pull proxies and inert data.

Support

Network

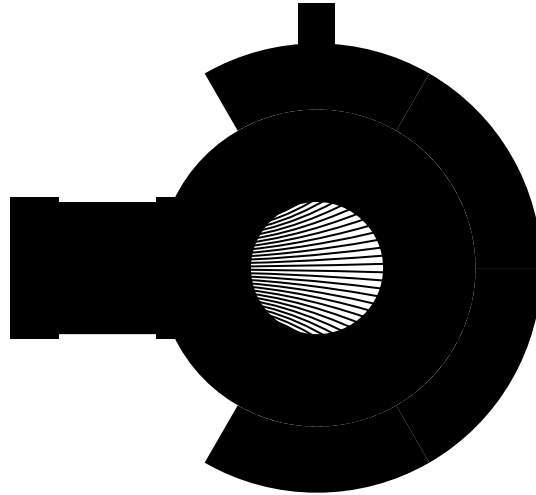
Warehouse

Security

Govern

Enables executive decision making for Resources, Maturity and Compliance by incorporating:

- Timely business data from Discovery.
- Technical reviews from Benefit.
- Asset status from Warehouse.



Govern

Asset

Approves the allocation of personnel, finances and assets.

Maturity

Identifies opportunities and resources for improvement.

Comply

Distributes required reports and issues for legal audits.

Listen

xxx

Asset

Maturity

Comply

Listen