



Give People a VOICE

Jonathan Smart

@jonsmart

DOES 18 Las Vegas

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Intro

Me: Mike, CEO
You: Human Resources

Disclaimer

All names, characters, and incidents portrayed in this presentation
are fictitious and poorly acted

No identification with actual persons (living or deceased), organisations, places, buildings, and products is intended or should be inferred in the following fictitious and frankly ludicrous scenario

The background of the slide features a wide-angle photograph of a majestic mountain range. The peaks are covered in a thick layer of white snow, contrasting sharply with the deep blue of the sky above. The lighting suggests either early morning or late afternoon, casting soft shadows and highlights on the mountain faces.

Welcome to the
ACME Walking Shoes Ultra Mountain
(AWSUM Corporation)
Town Hall!



{CHANGE}



TRANSFORM

(you will)



Skiing Transformation





Spotify Model

Nordic Skiing





Certified Ski Master



Certified Piste Owner



I empower you
to be empowered



FRIDAY



MONDAY

End of Town Hall
Get back to work...

How do you feel?

Don't Mandate One Way
Give People a VOICE

Intent Based Leadership

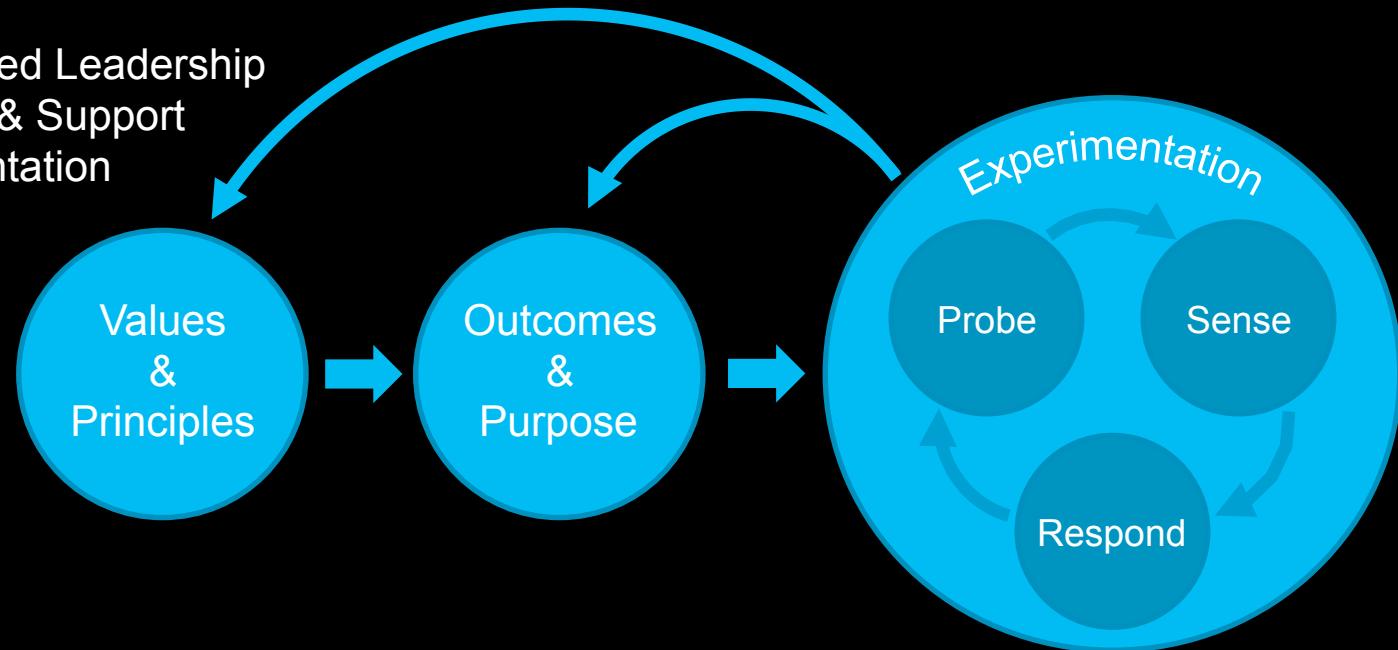
V Values & Principles

O Outcomes

I Intent Based Leadership

C Coaching & Support

E Experimentation



Coaching & Support

V	Values & Principles
O	Outcomes
I	Intent Based Leadership
C	Coaching & Support
E	Experimentation

Values & Principles

Practices =
Principles(Context)

Dan North

V	Values & Principles
O	Outcomes
I	Intent Based Leadership
C	Coaching & Support
E	Experimentation

Outcomes

Better Value Sooner Safer Happier

V	Values & Principles
O	Outcomes
I	Intent Based Leadership
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E	Experimentation

Intent Based Leadership

*“Most of what we call management
is about making it difficult
for people to do their jobs”*

Peter Drucker

V	Values & Principles
O	Outcomes
I	Intent Based Leadership
C	Coaching & Support
E	Experimentation

Intent Based Leadership

Leadership team is team #1

Psychological safety

High alignment & high autonomy

Locus of Control : Internal

V	Values & Principles
O	Outcomes
I	Intent Based Leadership
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E	Experimentation

Intent Based Leadership

*“We hired them from you and
got out of their way”*

Adrian Cockcroft,
AWS, Netflix, eBay

V	Values & Principles
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E	Experimentation

Coaching & Support

Su Ha Ri
Fractal CoEs
Guardrails
Toyota Coaching Kata

V	Values & Principles
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Experimentation

Visualise, Stabilise, Optimise
Probe, Sense, Respond
Nested Cadences

To get started

1. Start with the Leadership Team
2. A vertical slice
3. VOICE
4. Start small, with E2E view of work
5. Fan out sideways

Give People a VOICE

Thank you

Subliminal message from Mike the CEO :
go onto the app and give this presentation 5 out of 5
or else you're fired