

# *Why Your Team is Burnt Out and Getting Nothing Done*

# What is Burnout?

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# Imagine instead...

# 3 Principles

for fostering a team that loves  
their work and delivers real  
customer value quickly in a  
healthier, more sustainable way.

# **Watch the Baton Not the Runner**

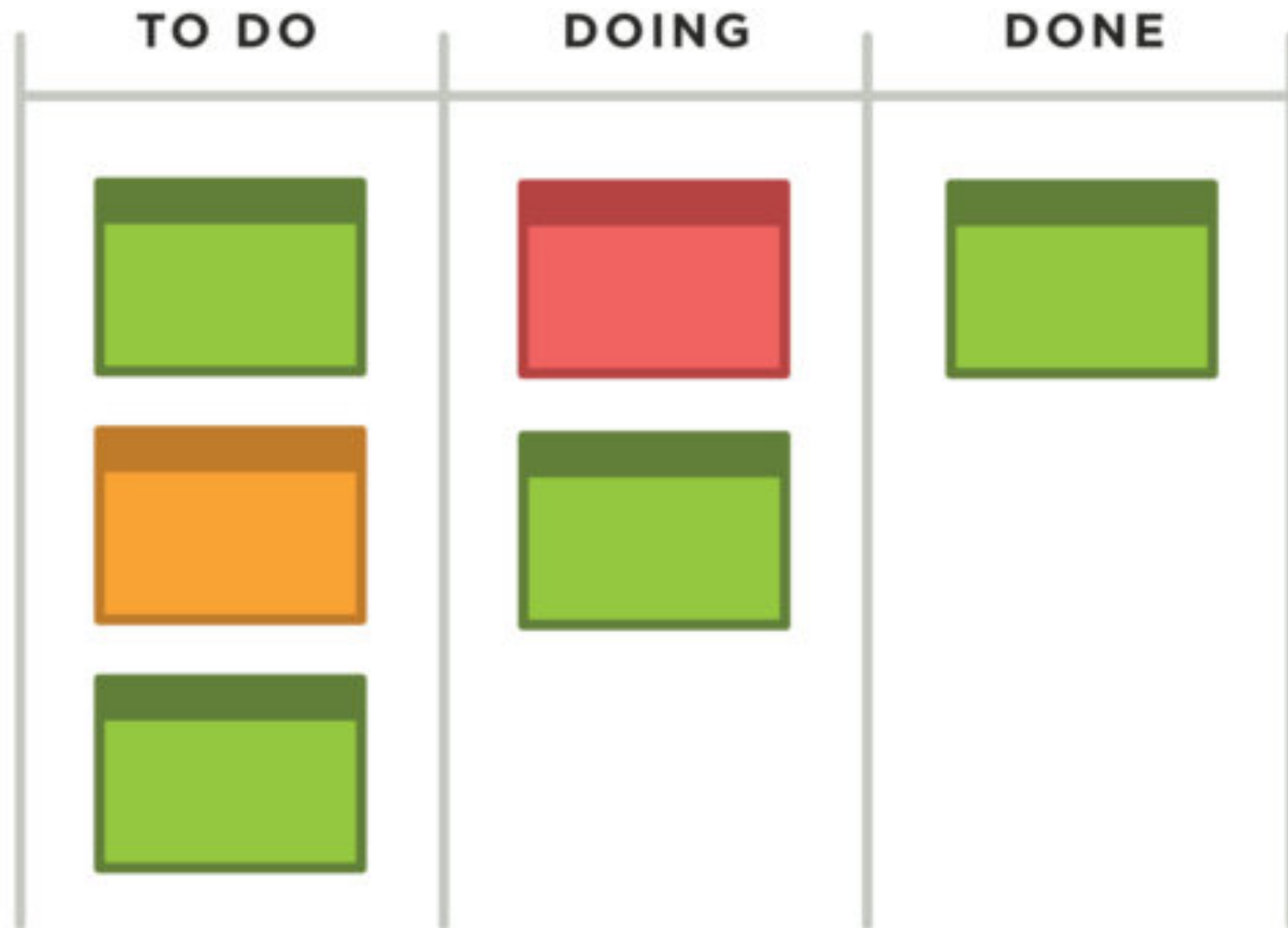


# How to Deliver Fast



# How to Deliver Fast

## 1. Visualize Your Work



# Kanban Board

# How to Deliver Fast

## 1. Visualize Your Work

# How to Deliver Fast

1. Visualize Your Work

2. Work in Small Batches

# How to Deliver Fast

1. Visualize Your Work

2. Work in Small Batches

# How to Deliver Fast

1. Visualize Your Work
2. Work in Small Batches
3. Limit Work-in-Progress

# Burnout

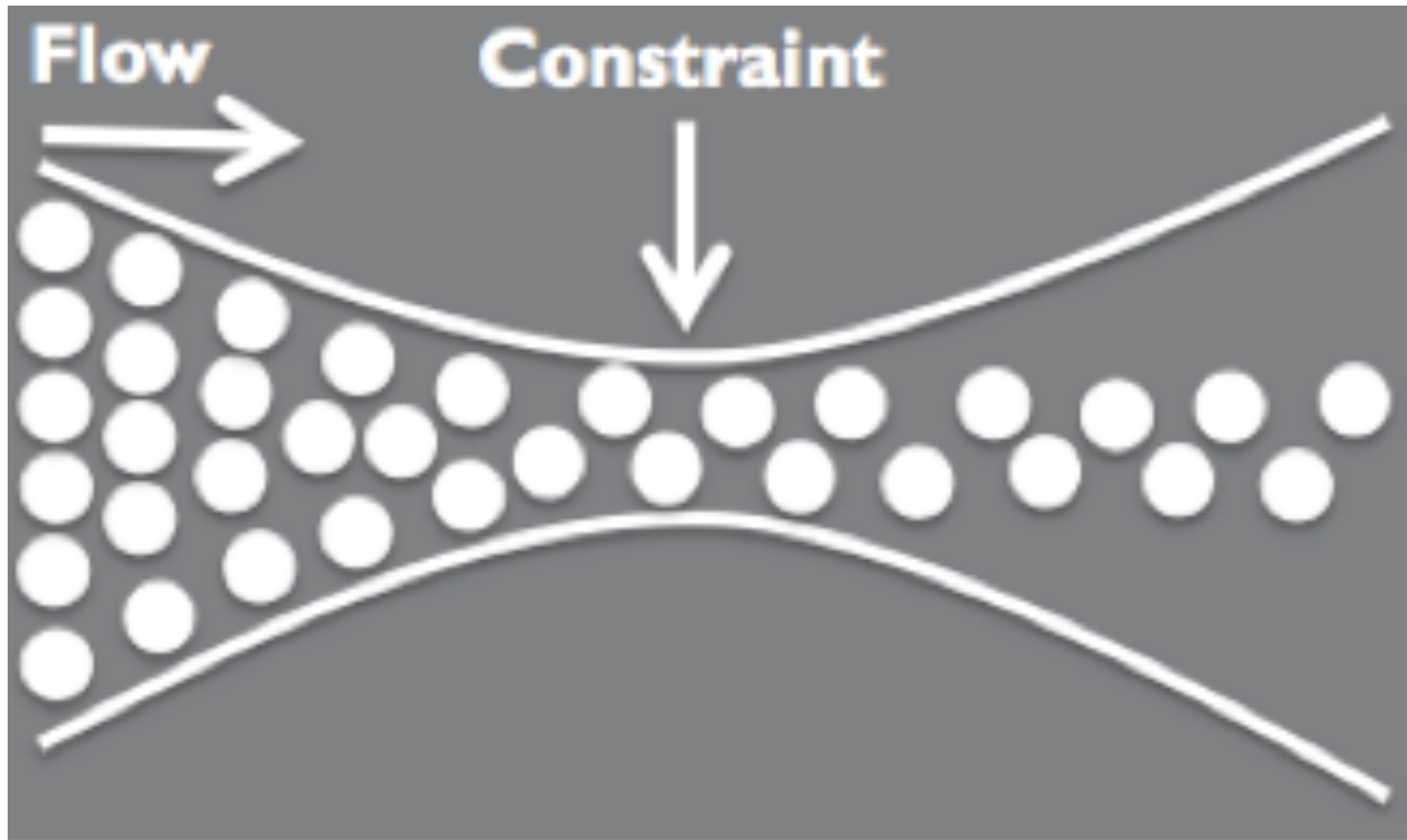


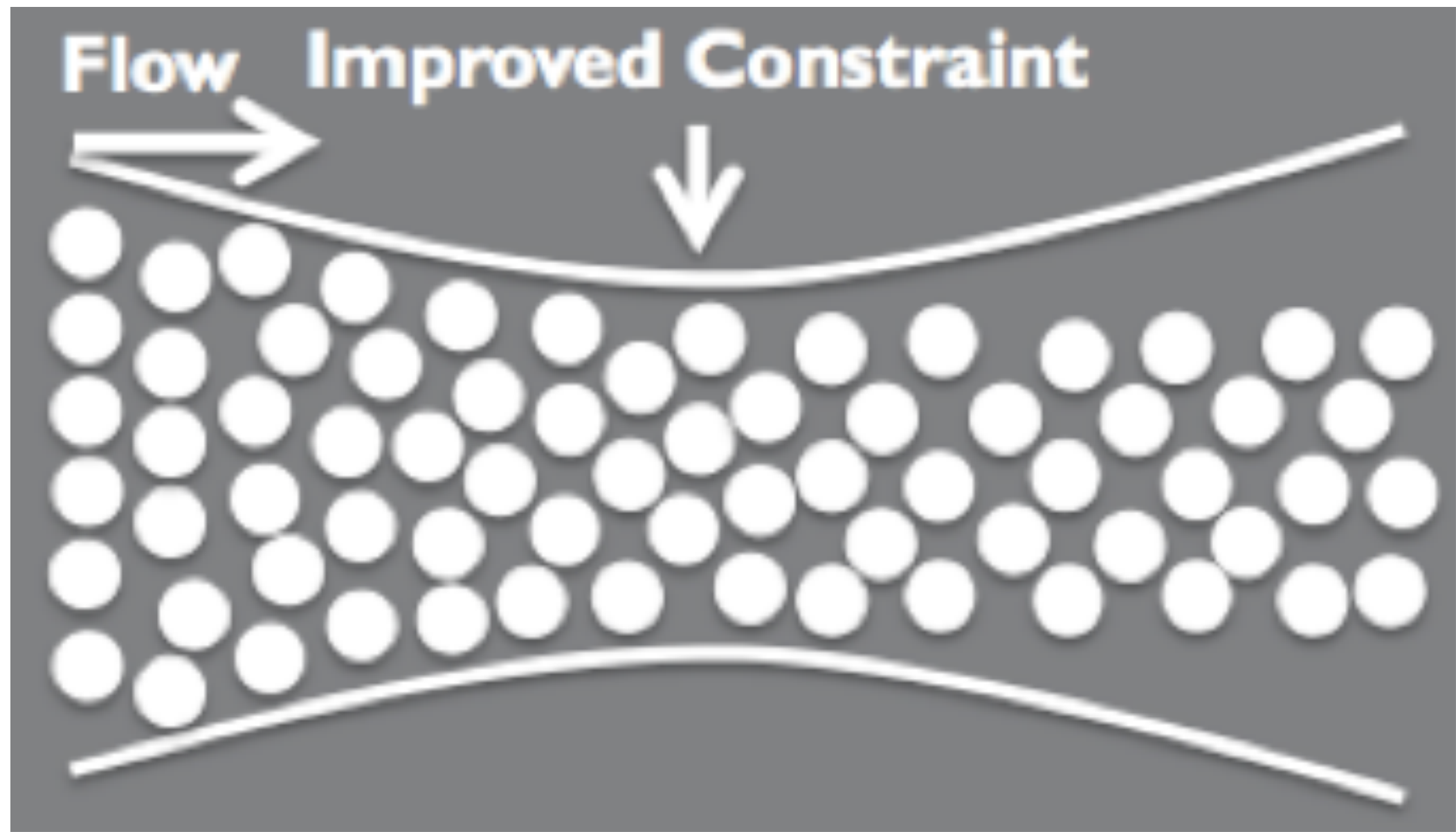
# See the Whole System



“Great companies are not in business to make money. They make money to stay in business and accomplish an important purpose.”

**- Mary and Tom Poppendieck**





“Local optimization leads to global sub-optimization.”

**- Klaus Leopold**

# Burnout



# Respect Your People





**“It’s just business.”**





“Everything we consider valuable in life and business begins and ends with people.”

**- Bob Chapman and Raj Sisodia,  
“Everybody Matters”**

from “Drive” by Daniel Pink

# Autonomy

from “Drive” by Daniel Pink

# **Autonomy Mastery**

from “Drive” by Daniel Pink

# **Autonomy**

# **Mastery**

# **Purpose**

from “Drive” by Daniel Pink

“Hard work without  
meaning is  
foolish grind.”

**- Jon Acuff**

# **Autonomy**

# **Mastery**

# **Purpose**

from “Drive” by Daniel Pink



# Burnout





# **Watch the Baton Not the Runner**

**Watch the Baton  
Not the Runner**

**See the Whole System**

**Watch the Baton  
Not the Runner**

**See the Whole System**

**Respect Your People**

# Baby Steps.

Start small.  
Keep going.

Let them evolve to  
fit your organization.



# Any Questions?

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[speakerdeck.com/kevinsmith](https://speakerdeck.com/kevinsmith)

or follow **@\_KevinSmith**  
on Twitter for the link

[kevin@kevinsmith.io](mailto:kevin@kevinsmith.io)