

<http://www.citizenstudios.co.uk/index.php/2015/10/12/breakfast-in-time-motion/>



<https://www.flickr.com/photos/kheelcenter/albums/72157625643141198>

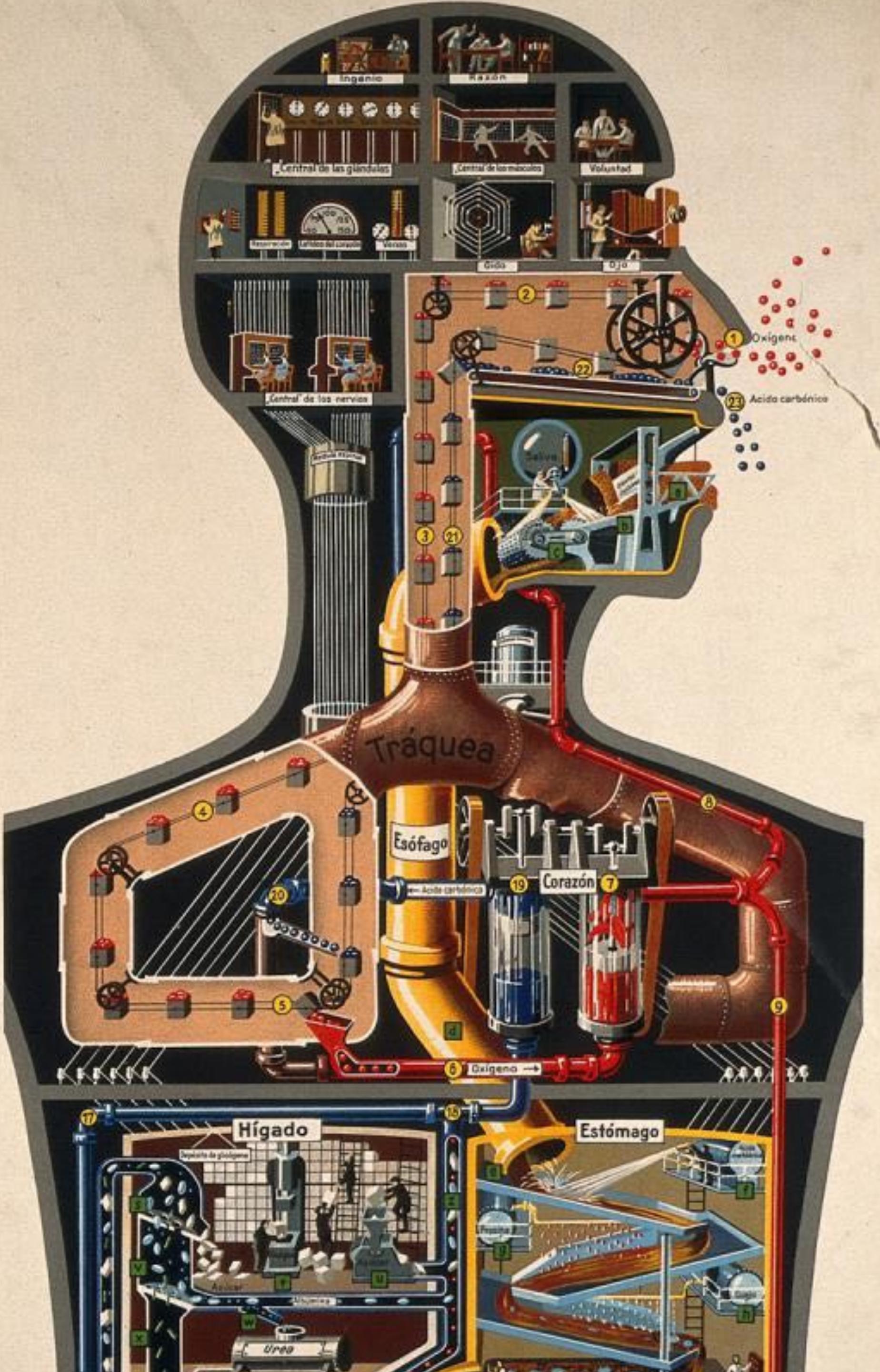


Photo: <https://www.toolshero.com/quality-management/scientific-management/>





Photo. How Scientific Management is Applied, via Google Books

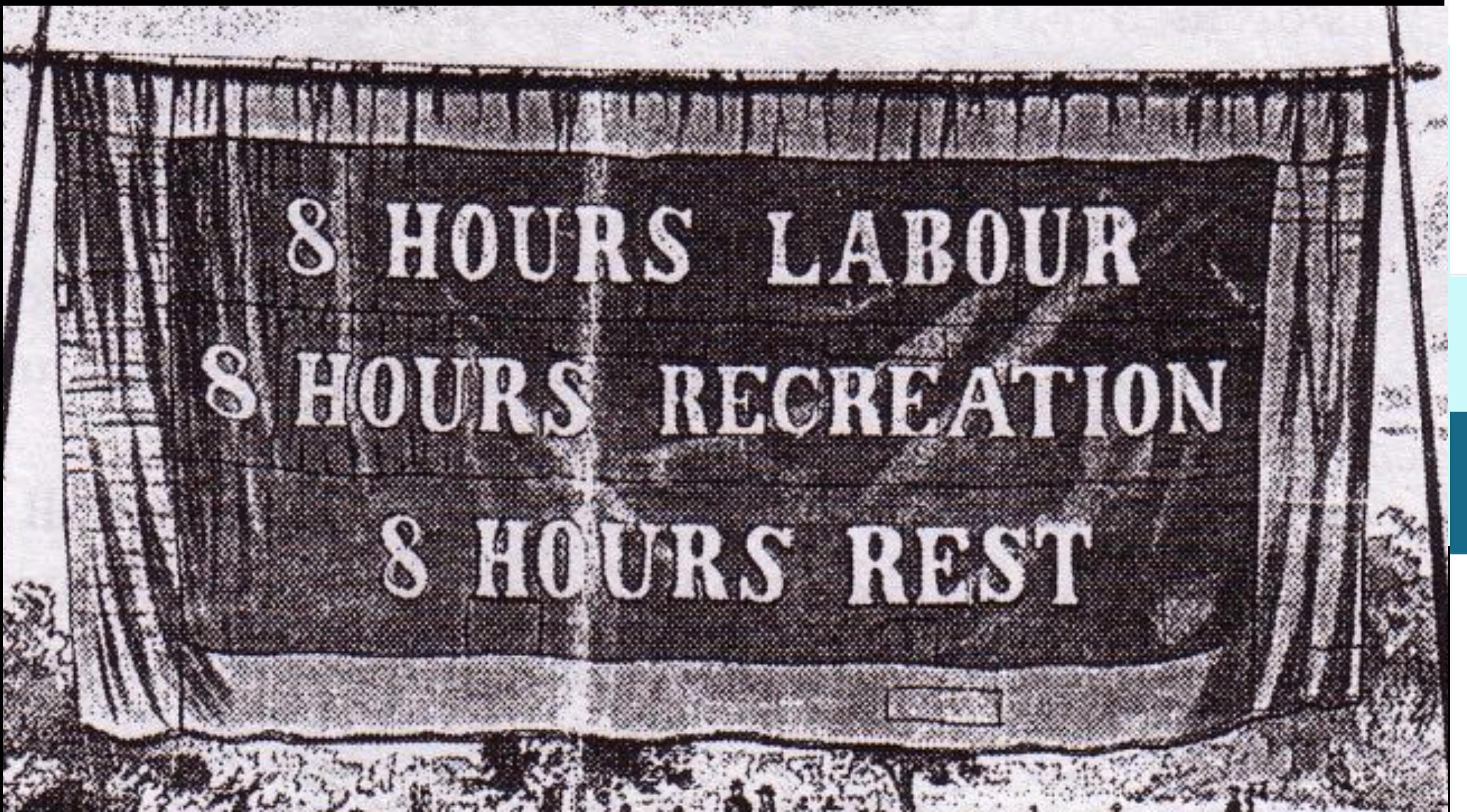








Photo: <https://www.timetoast.com/timelines/landmark-supreme-court-cases>



A Robert Half Company

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News InFact

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News Business Business News

How Tesla boss Elon works up to 100 hours

These are the secrets behind his product

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Jason Saltzman

@SaltzmanJason

Someone asked me if I'm "off the clock"... my answer "I'm NEVER of the clock". Are you?

Retweet

1

Likes

7

2:57 PM - 16 Jun 2017 from



1

FAST COMPANY



03.24.16 | LESSONS LEARNED

How I've Learned To Get Through A 100-Hour Workweek In One Piece

Step one: Don't be a hero. If you can avoid pulling crazy hours, do. If you can't, try this.

Why Millennials Never Stop Working, Even When We're On Vacation

BUSINESS
INSIDER

TECH INSIDER

Yahoo CEO Marissa Mayer explains how she worked 130 hours a week and why it matters

wrecking
disorder
ruin
split
trouble

disturbance
interrupt
wrecking
disorder
ruin
split
trouble

break
divide
obstruction
problems
undermining

unsettling
interference
commotion
spoil
turmoil
upsetting
distraction

Disruption

Reflecting On One Very, Very Strange Year
At Uber

I am angry that things are no better for a 22-year-old
at the beginning of her career than they were for me
25 years ago when I was just starting out *Bethanye Blount,*

01.13.16 | STRONG FEMALE LEAD

60% Of Women In Silicon Valley Have Been Sexually Harassed

A new survey reveals the prevalence of discrimination and harassment in Silicon Valley companies.

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supporter

the guardian

news / opinion / sport / arts / life

world / europe / US / americas / asia / australia / middle east /
africa / more

Startup workers see sexual harassment on 'breathtaking' scale in Silicon Valley

Sexual misconduct, discrimination and retaliation are rampant and often ignored in tech startups that reject HR practices, women and people of color say

Department of Labor sues Google for withholding data in anti-discrimination audit

Uber

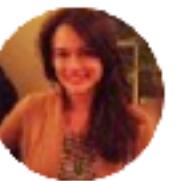
Uber executive fired amid reports he obtained rape victim's medical records

In what's been called 'a stunning violation of privacy', executive allegedly got victim's records in India to scrutinize her story of being raped by an Uber driver

BACKCHANNEL

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HOME GOOGLE FACEBOOK APPLE POLITICS FROM THE EDITORS



Alexis Sobel Fitts

Writer at large; Senior Editor of Backchannel @ Conde Nast.

Mar 24 · 7 min read

Tech's Harassment Crisis Now Has an Arsenal of Smoking Guns

Four years after #Donglegate, we're finally ready to believe women.

Leaked Apple emails reveal employees' complaints about sexist, toxic work environment

VR startup sued for workplace sexual harassment by former employee

by RACHEL KASER — 4 weeks ago in INSIDER



Amélie Lamont

Designer who loves to write about creativity, design, ux, self-between it all.

Mar 14, 2016 · 18 min read

Not a Black Chair.

One woman's story of racism, sexism, and discrimination at Squarespace.

As a young black woman in the tech industry, by virtue of my skin color, I'm bound to face discrimination. I've wanted to share this story for a long time. I've been scared. I recently decided that speaking up is far more important than remaining silent.

TECHNOLOGY

Intel Allocates \$300 Million for Workplace Diversity

THE ROOT

Google Plans to Invest \$150 Million in Diversity Initiatives



Breanna Edwards
5/07/16 1:26pm · Filed to: NEWS

Training

Funds

Bonuses

≡ Inc. ⌂

Walmart, IBM, Pepsico and 172 Other U.S. Companies Pledge to Promote Diversity

Pepsico's Indra Nooyi, IBM's Ginni Rometty, and Walmart's Doug McMillon are among the members of the CEO Action for Diversity and Inclusion.

By Richard Feloni, By Matt Turner

recode ⌂ TRENDING TOPICS WRITERS MORE

DIVERSITY

Airbnb, Intel and Lyft are among 30 tech companies pledging to boost diversity within their ranks

The pledge comes ahead of a global entrepreneurship summit taking place in San Francisco next week.

THE VERGE TECH SCIENCE CULTURE CARS REVIEWS LONGFORM VIDEO MORE ⌂

MICROSOFT TECH

Microsoft says it will tie executive bonuses to diversity hiring goals

After the number of women employees declines

by Nick Statt | @nickstatt | Nov 18, 2016, 6:02pm EST

07.29.15 | FAST FEED

Intel Will Award Double Referral Bonuses For Diverse Hires

Employees could double their referral bonuses if they recommend women, minorities, and veterans for jobs at Intel.

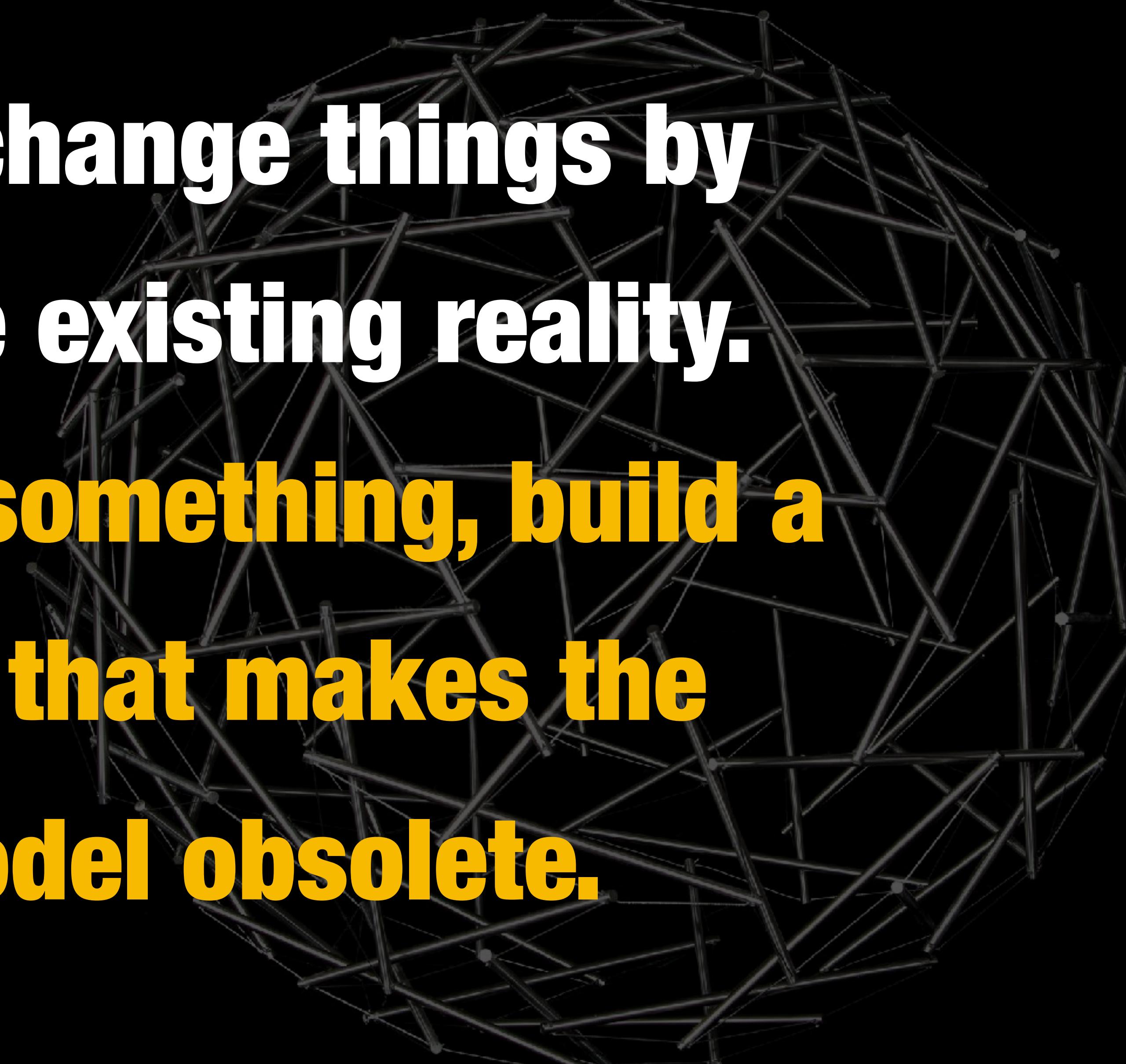
**The social environment in which the decision maker
find themselves determines what consequences
they will anticipate, what ones they will not;
what alternative they will consider,
what ones they will ignore.**

– James March & Herbert Simon, Organizations, 1958

THE
SAME
OLD
~~THINKING~~

THE
SAME
OLD
RESULTS





**You never change things by
fighting the existing reality.**

**To change something, build a
new model that makes the
existing model obsolete.**

– Buckminster Fuller



Photo: Bloomberg via <http://www.ejinsight.com/20150210-taiwan-to-indict-sunflower-movement-student-leaders/>



vTaiwan is something of an experiment

– Minister Jaclyn Tsai

Photos: <https://civichall.org/civicist/vtaiwan-democracy-frontier/>





What do we want?

Organizational Reform

When do we want it?

NOW!

COMPLEX SYSTEMS

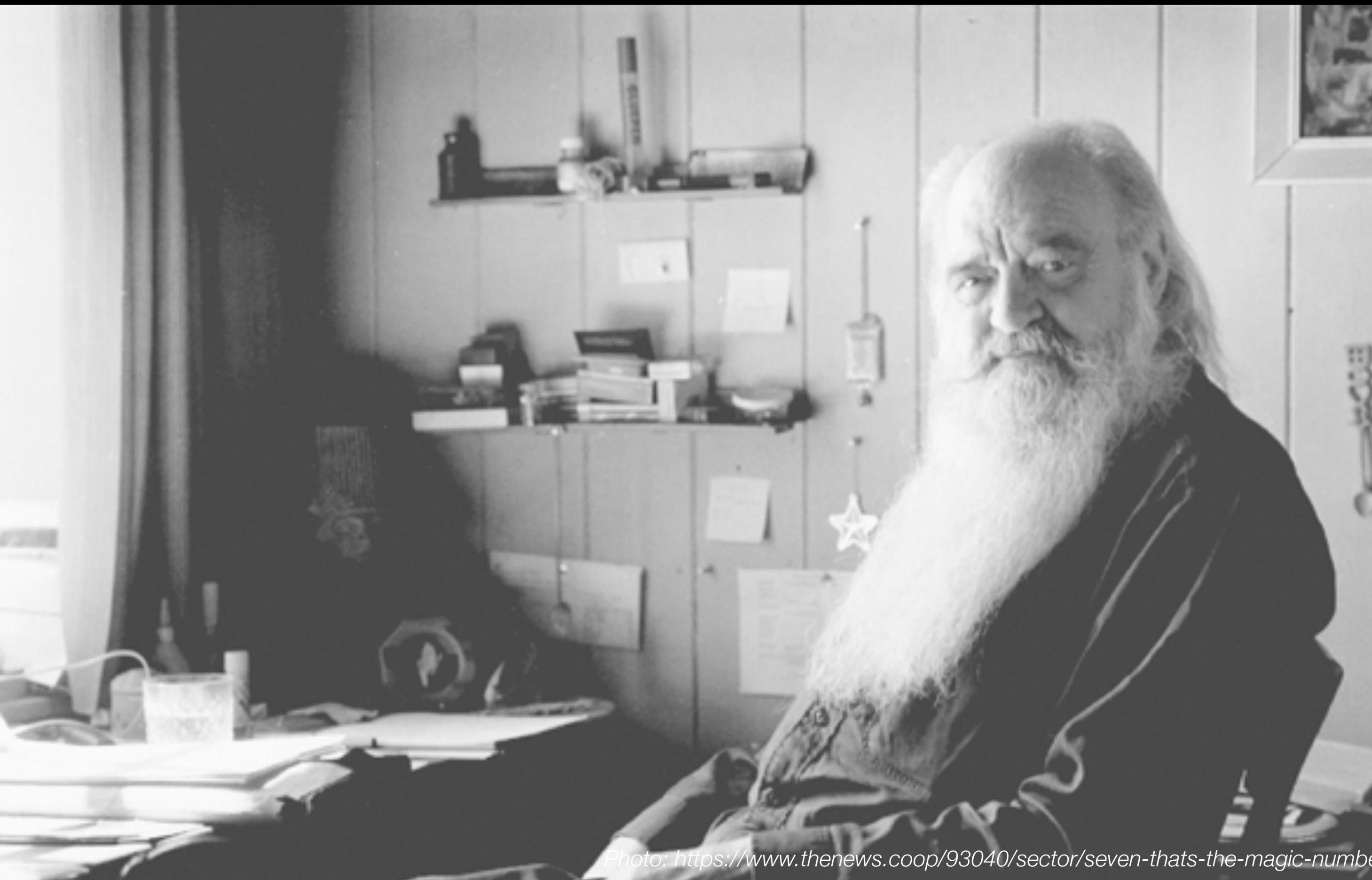


Photo: <https://www.thenews.coop/93040/sector/seven-thats-the-magic-number/>

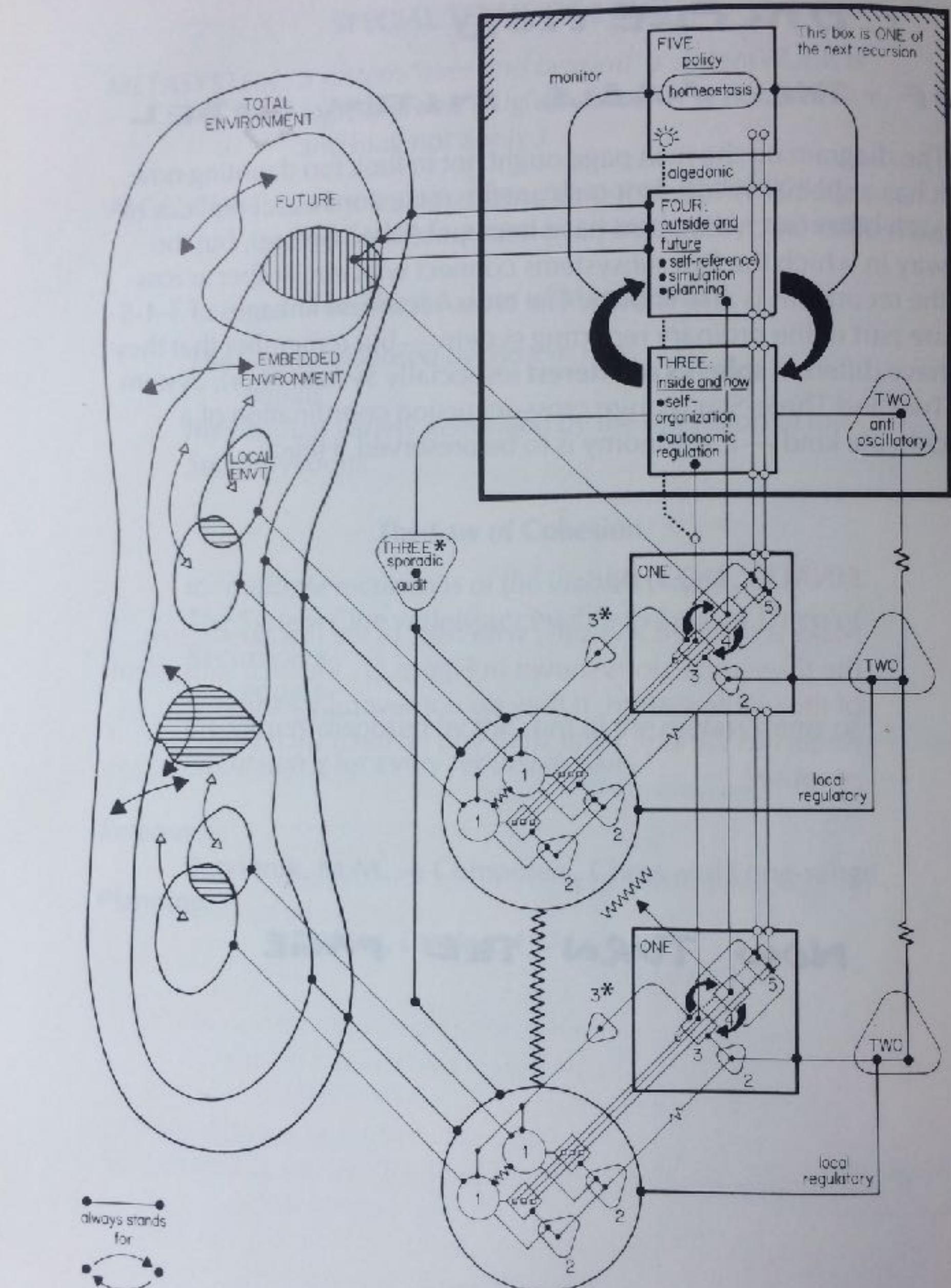


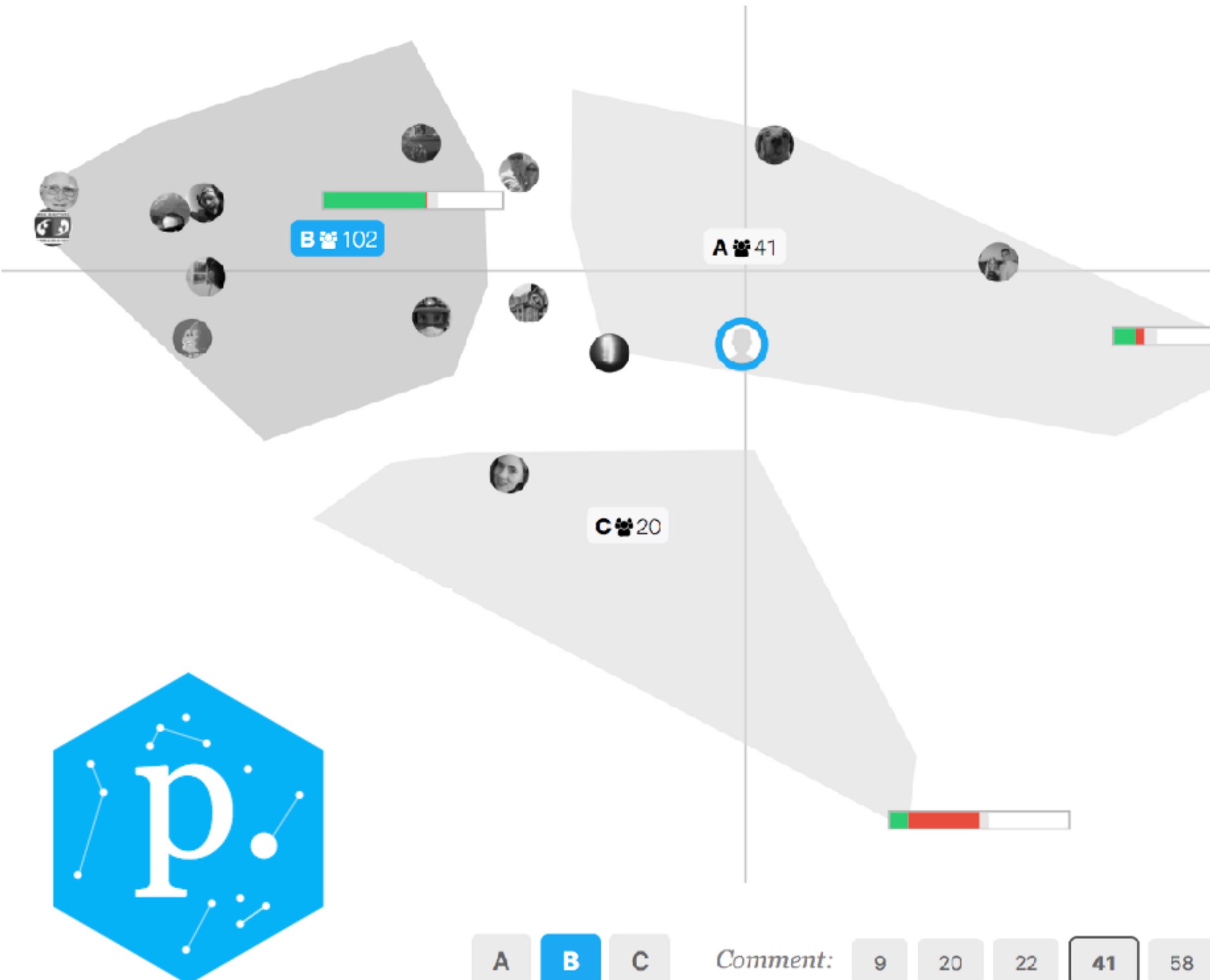
FIGURE 37

THE VIABLE SYSTEM

- Stafford Beer

Opinion Groups

People who vote similarly **are grouped**. Click a group to see which viewpoints they share [...more](#)



- #41 It is difficult to say give people autonomy to decide with no regulation when society has to pay in the health care costs of obesity.

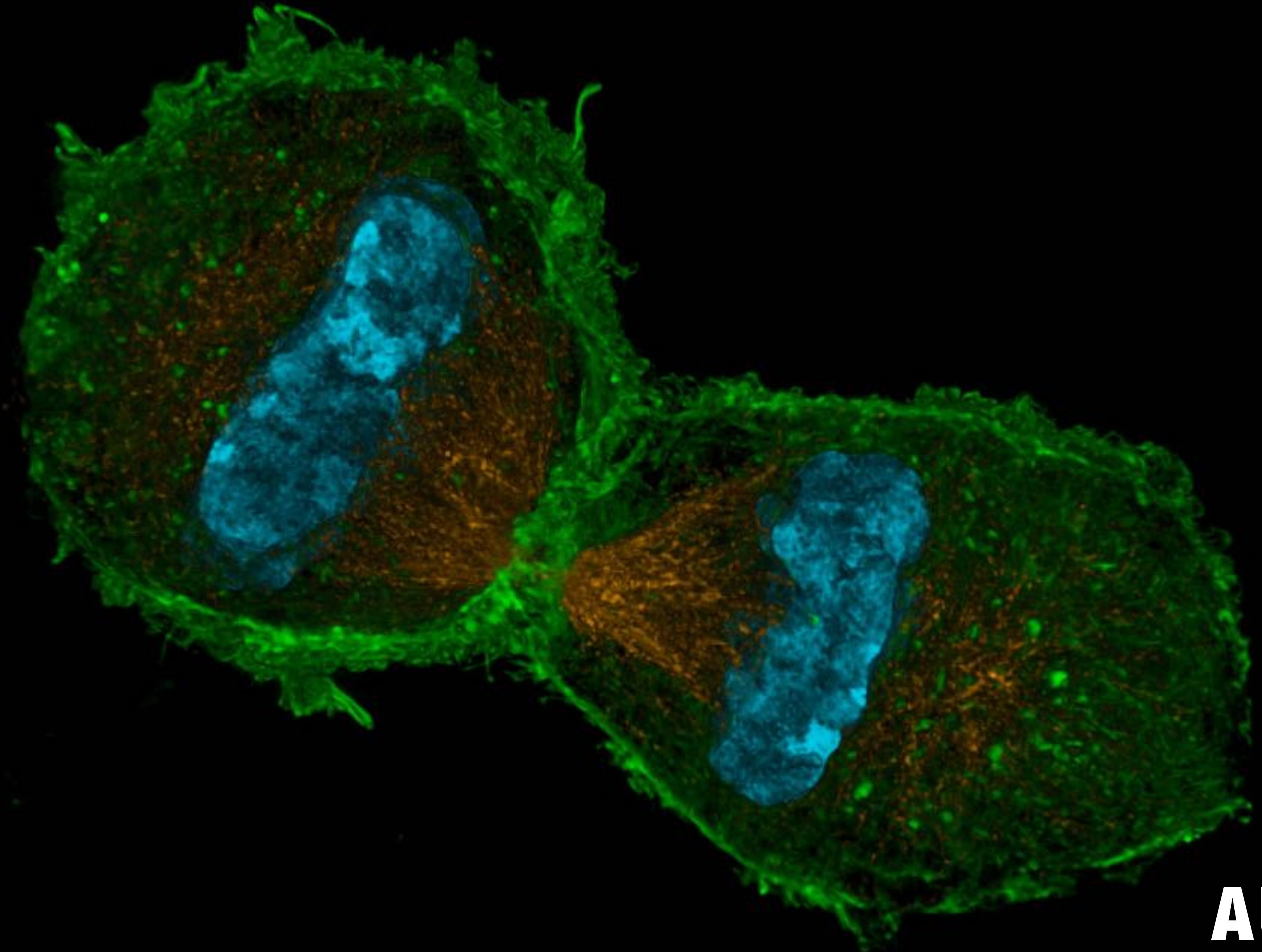


89% of those in group B who voted on comment 41 agreed.

Photo: <https://blog.pol.is/pol-is-case-study-temperature-check-a02dff7cc838>



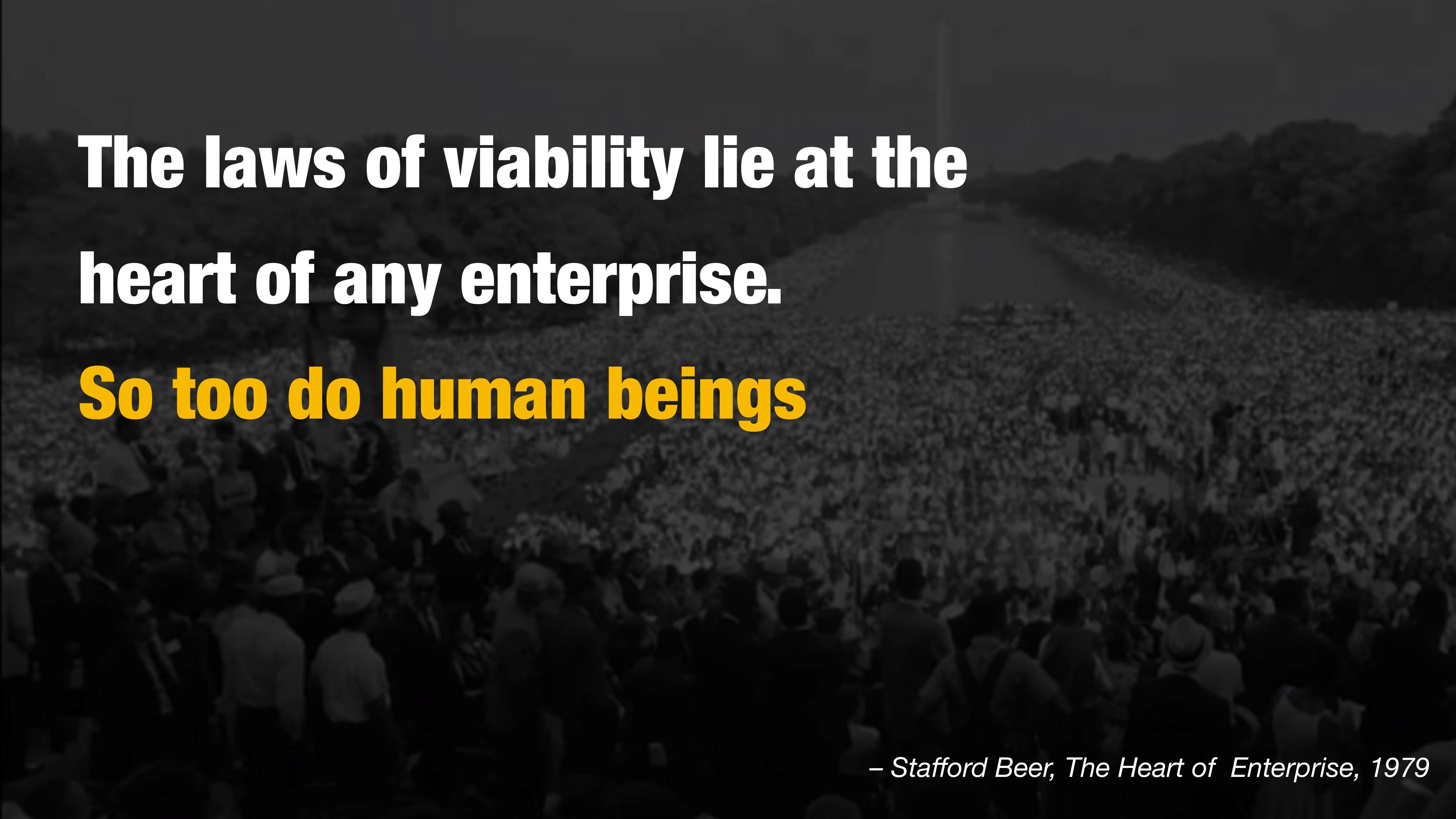
PARTICIPATORY DECISION MAKING



**AUTOPOIETIC
SYSTEMS**



**FREE TIME
SELF DETERMINATION**

A dark, grainy, black and white photograph showing a large crowd of people from behind, looking towards a bright horizon over water.

**The laws of viability lie at the
heart of any enterprise.**

So too do human beings

*– Stafford Beer, *The Heart of Enterprise*, 1979*