Lead with JOY!

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Joy, Inc.
How We Built a Workplace People Love
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"EVENT"

"AGILE"

P.M.O.

S.D.L.C LITE

BUREAUCRACY

STARTED

CHAOS

DONE

SHADOW I.T.

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P.M.O.

"EVENT"

"AGILE"

S.D.L.C LITE

BUREAUCRACY

STAGED

CHAOSS

DONE

SHADOW I.T.

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LIFT

DRAG

WEIGHT / GRAVITY

THRUST
Lift of Human Energy
Clarity, getting meaningful things done

Drag of Fear
Micro-managing

Thrust of Purpose
External focus

Weight / Gravity of Bureaucracy
Meetings, Slow or no decision making

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Lift of human energy

Thrust of purpose

Weight / Gravity of bureaucracy

Drag of fear
Lift of Human Energy

Thrust of Purpose

Weight / Gravity of Bureaucracy

Drag of Fear

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Positive Stability

Dihedral
Positive Stability vs. Catastrophic Instability

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Lift of human energy

Thrust of purpose

Drag of fear

Positive attitude

Weight / Gravity of bureaucracy

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You Can Lift the Human Energy of Your Team and fly to heights and distances previously unimaginable
Building A Culture of Joyful Leadership
Building A Culture of Joyful Leadership

- Start with Purpose
Building A Culture of Joyful Leadership

• Start with **Purpose**

• Value Leaders, **Not Bosses**
Building A Culture of Joyful Leadership

- Start with **Purpose**
- Value Leaders, **Not Bosses**
- Pursue Systems, **Not Bureaucracy**

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Building A Culture of Joyful Leadership

- Start with **Purpose**
- Value Leaders, **Not Bosses**
- Pursue Systems, **Not Bureaucracy**
- Care for the **Team**
Building A Culture of Joyful Leadership

- Start with **Purpose**
- Value Leaders, **Not Bosses**
- Pursue Systems, **Not Bureaucracy**
- Care for the **Team**
- Learn **Together**
Building A Culture of Joyful Leadership

• Start with Purpose
• Value Leaders, Not Bosses
• Pursue Systems, Not Bureaucracy
• Care for the Team
• Learn Together
• Become Storytellers

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The wisdom of an 8-year-old
Start with Purpose

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Where to begin?

Look outward and ask two questions:

• Who do you serve?

• What would delight look like for them?
Value Leaders, Not Bosses
Are bosses bad and leaders good?

• Bosses don’t like experiments, leaders do

• Start small ...
  Eliminate one meeting, try standup
Pursue Systems, Not Bureaucracy
Why does systems thinking matter?

• Systems should match purpose
• Systems, not heroes
• Gall’s Law
Care for the Team
What are your human processes?

- Recruiting
- Interviewing
- Onboarding
- Team builds the team
- Strategic pairing

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Learn Together
Why do we need to be learning?

- Reduce threats
- Increase speed
- Leaders are learners
- Pairing is our learning engine

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Become Storytellers
Why are stories important?

- Chief storyteller
- Team of storytellers
- Tours and accountability
Bigger than Ourselves
What is the scope of your impact?

“Ask not what your country can do for you, ask what you can do for your country.”
Start Where You Are
Fight fear, embrace change:
Run the experiment!
Questions?

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Pick up your copy today!

Register for a tour or workshop

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