

Funomena

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Deliberately
Developmental
Leadership

Deliberately

Developmental

Organization

Background Setting Practices

Talking

... to you

... a dialogue

Welcome :D

SF is Lovely!

Tell me....

Company?

Team?

Department?

Production?

Engineering?

Art?

Audio?

Design?

Other?

Cool.

ARE YOU GOOD AT
WHAT YOU DO?

ARE YOU BAD AT
WHAT YOU DO?

ARE YOU OK AT
WHAT YOU DO?

What is OK?

(you)(me)(us)

???



me

work

:D

Hi!

Hi! My name is....

Kid

Sailor

Artist

Poet

Engineer

Storyteller

Feminist

Computer Scientist

Jack of All Trades

Master of Nothing?

Sims

Boom Blox

Journey

???

NOW WHAT!?

SF < 3

Glitch

???



Funomena

NO IDEA

What Do You Want?

What's Possible?

What's "Success"?

Creativity

Autonomy

Mastery

Purpose

Diversity

The End!

LOL

The Beginning

Scary?

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$\geq p$

The Seekrit?

Chicken Soup?

DDO

When we hear people talk about struggling to maintain work-life balance, our hearts sink a little. As one executive in a high-performing company we have studied explained, “If work and life are separate things—if work is what keeps you from living—then we’ve got a serious problem.”

In our research on what we call Deliberately Developmental Organizations—or “DDOs” for short—we have identified successful organizations that regard this trade-off as a false one. What if we saw work as an essential context for personal growth? And what if employees’ continuous development were assumed to be the critical ingredient for a company’s success?

The companies we call DDOs are, in fact, built around the simple but radical conviction that the organization can prosper only if its culture is designed from the ground up to enable ongoing development for all of its people. That is, a company can't meet ever-greater business aspirations unless its people are constantly growing through doing their work.

What's it like to work inside such a company? Imagine showing up to work each day knowing that in addition to working on projects, problems, and products, you are constantly working on yourself. Any meeting may be a context in which you are asked to keep making progress on overcoming your own blindspots—ways you are prone to get in your own way and unwittingly limit your own effectiveness at work.

Whether you are someone who avoids confrontation, hides your inadequacies to avoid being found out, often acts before thinking things through, gets overly aggressive when your ideas are criticized, or are prone to any number of other forms of counterproductive thinking and behavior, you and your colleagues can expect to be working on identifying and overcoming these patterns as part of doing your job well.

Together, in meetings, one-on-one sessions, and just during the course of your everyday work, you will also be seeking to get to the root causes of these patterns and continually devising different ways of doing things and seeing what happens as a result.

OMG WTF YESSSSSS!

OMG WTF NOOOOO!

BE HONEST!

OK

Thoughts?

Challenges?

Let's Talk!

Let's Talk!

Being part of such an organization is not always easy, but the environment created by a focus on development in the workplace that is universal (across all ranks and functions in the organization) and continuous (and therefore habitual) unleashes some surprising qualities: compassion alongside tough-minded introspection and organizational solidarity that comes from collective work at self-improvement.

This creates a different kind of vitality at work: a work and life integrated rather than balanced against each other –

Reading

- Making Business Personal
- Human Dynamics
- Thanks For The Feedback
- The Emotional Life of Your Brain
- Thin Book of Trust

- Leadership
& Managing People
- Quiet

... your feedback

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robin@funomena.com