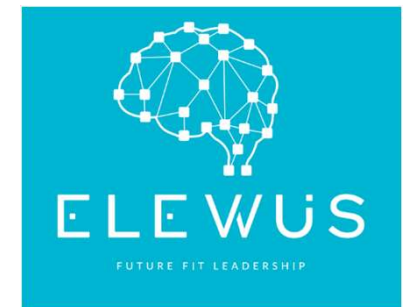# Future of Work Workshop
Outline

ELEWUS

FUTURE FIT LEADERSHIP

WHY

Purpose:

- We accelerate **human transformation in business** for sustainable growth and for the benefit of all stakeholders

How:

- We design future-fit leadership and organizational development experiences
- We bridge the latest discoveries and methods from Strategy, Agile, Future of Work, Neuroscience, and Integral Psychology
- We apply purpose-driven action and self-leadership skills to:
  - bring out the best in people;
  - enhance digital transformation, innovation and;
  - deliver beyond-the-profit results

Future of Work Workshop

Goal:

- Get first hand practical insights into the new leadership & organizational models.

Outcomes:

- Understand **the global megatrends** and why future-fit organizations will be radically different.

- Gain a big picture overview of the **new design principles, leadership & organizational models.** Get practical implementation tips.

- **Experience and practice** the new agile ways of working.

- Learn how to design a **beyond the profit Corporate Purpose & become a stakeholder-oriented organization**. Practical examples from different industries.

- Run a **Future of Work Design Sprint** with actionable outcomes for your organization.

Module	AGENDA - FUTURE OR WORK WORKSHOP	Timing
Check-in	Practice: check-in method(s) in a self-managed structure Welcome, aligning on expectations & goals	9.00 – 9.15
Trends	Overview of the trends and facts why the future-fit business and leadership models are radically different	9.15 – 9.30
Future Models	• New Organizational Design Models and Principles: flatter, flat, flatarchies, holocratic , TEAL organizations, Humanocracy • Core Design Principles Coffee break • Practice: Integrative Decision Making in a holocratic structure • Overview of the New Leadership Models & Talent Experience Practices • The Integral Leadership Model and Self-Leadership • Practice: Individual & team introspection	9.30 – 10.15 10.30 - 12.30
Lunch Break	Practice: possibility to experience the Muse app	
Q&A	Practitioner Insights & Q&A	13.30 -14.30
Financials	• Financial Results of the Global Corporations Applying the New Business Models • Beyond-the-Profit Results • Stakeholder Orientation	14.30 – 14.45
Design Sprint	Future of Work Design Sprint (in menti.com & Miro) Practice: Design of an agile action plan	14.45 – 15.45
Check-out	Next Steps Practice: Retrospection in a self-managed structure	15.45 – 16.00

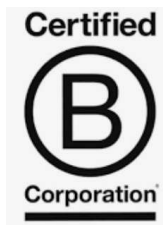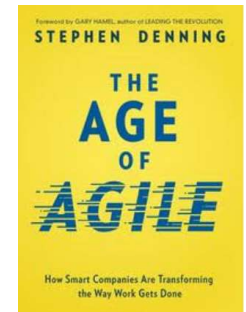# New Organizational & Business Models
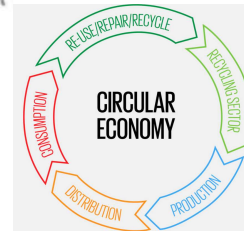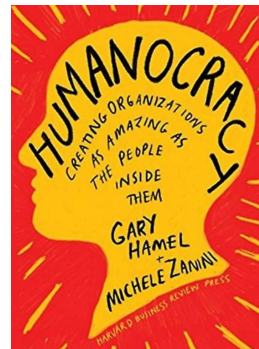
Core Principles of FutureFIT Businesses

SELF-MANAGEMENT

PURPOSE

- Individual purpose & values
- Authenticity
- Self-managed circles
- Entrepreneurial thrive

EVOLUTIONARY

CONNECTED

- Stakeholder orientation
- Sustainability
- Synergize & Win-Win-Win
- New technologies embracing

- Collective intelligence
- Listens and adjusts instead of predicting & controlling
- Rapid learning & innovation in every role
- Transparent & open
- Agile tools & methods

How Do We Catalyze Change?

Individual & Corporate Purpose Design

Future of Work Design Sprint Workshop

Deep Dive Workshops: Conscious Capitalism, B-Corps, Teal, Holocracy, Sociocracy 3.0, Humanocracy 2020

Introduction to Agile & Launch of Agile Experiments

Organizational Model & Culture Assessments; Design and Role Definitions for Self-Managed Organizations

Talent Experience Design & Implementation of Human-Centred Digital Tools

Team Canvas: Purpose, Roles, Communication, Decision Making, Conflict Management, Collaboration Practices, OKRs

FutureFIT Companies Examples – Results vs Competitors

Buurtzoorg - Networked

NL
BUURTZORG
Health Care
13,000 EEs

- 30% higher client satisfaction
- 50% less talent turnover
- 67% less G&A expenses

Nucor - Flatarchy

USA
NUCOR
Steel Production
26,000 EEs

- 50% less G&A expenses
- 66% higher net income per employee
- 300% higher profit

Haier - Networked

CN
Haier
Appliances
84,000 EEs

- Annual gross profits growth 20%
- Annual revenue growth up to 10X faster

Svenska Handelsbanken - Flatter

SWE
Handelsbanken
Banking
12,000 EEs

- 53% higher return on equity (outperformed competitors over the last 48 years!)
- 300% higher annual revenue growth
- 43% less G&A expenses

Michelin - Flatarchy

FRA
MICHELIN
Tyres Manufacturing
117,000 EEs

- Defects down 7% to 1,5% (post-experimentation)
- Productivity up 10% (post-experiments)

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