Lead the Revolution by Being Ordinary

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Intro

- Over 10 years contracting and freelancing in a variety of roles within the IT and Media industries
- Coach, PM, Delivery Improvement Specialist, DBA, Web Admin etc etc
- Specialise working with really "troubled" projects, where simplistic solutions don't quite cut it
- Tribal upbringing
  - Different perspective

3 Characteristics of Existence

- Everything is in a constant state of change
- We need to collaborate
  (Its not about "the me")
- We will always battle dissatisfaction

3 Characteristics of **Industry**

- Everything is in a constant state of change
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Increasing market demand?

	Delivery cadence
1980	Every 10 years
1990	Every 5 years
2000	Every 1-2 years
2010	Every 1-6 months
Now (2015)	7 times per day?

Delivery & Interaction: Collaboration rate

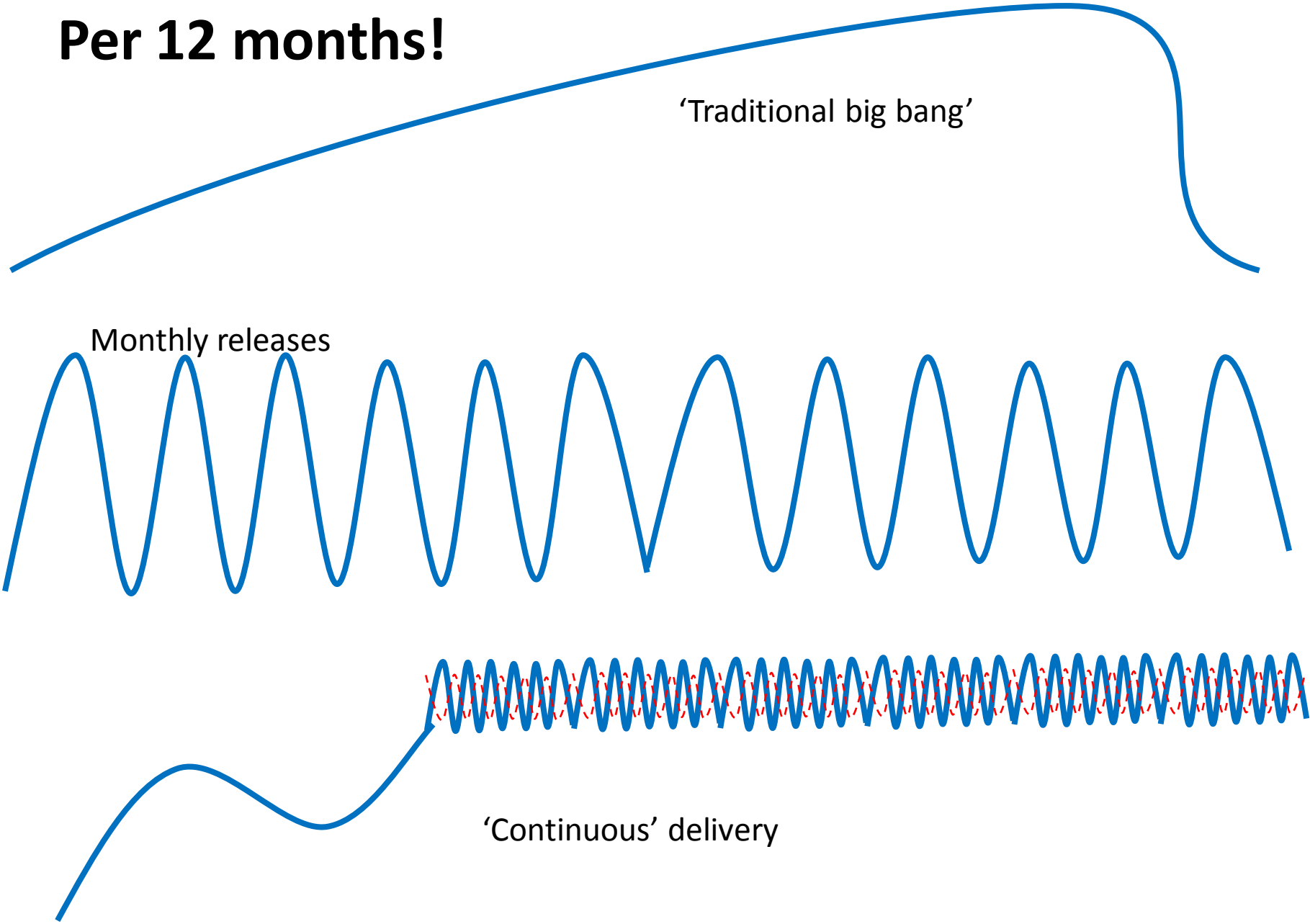|	No. of deliveries / year	No. of interactions
Yearly	1	3 (min 1 BA, 1 Dev, 1 Tester)
Monthly	12	36
Fortnightly	24	72
Daily	192 (4 days p/w x 48 wks)	576
7 times per day	1,344	4,032
Future	???? ++++	???? ++++

Data flows down AND up the 'hierarchy' now!

Per 12 months!

'Traditional big bang'

Monthly releases

'Continuous' delivery

Continuous Collaboration!

- More delivery == more interactions
- More interactions == more collaboration

- Collaboration = people interacting with people!!!

- Relying on people interaction means…
- Higher risk of politics affecting outcome
  - e.g. Misunderstanding

- High level of interaction not managed effectively
  - Exhaustion, battle weary etc

Harvard Business Review

- "60% employees now consult with at least 10 colleagues a each day just to get jobs done... 30% must engage 20 or more..."

Warren Buffet & Charlie Munger

Credit Robyn Twomey. http://fortune.com/2013/10/31/warren-buffett-and-charlie-mungers-best-advice/

Forbes describes Charlie Munger

- Real Time Net Worth = $1.21 Billion
- "Charles Munger
  - made a career of <u>avoiding common errors in judgment</u>
  - Assembled a checklist of 25 tendencies that lead to what he called "psychology-based dysfunction."
    - predictable traps that cause professionals to make bad decisions."
  - Believes in honesty, integrity, long term…

http://www.forbes.com/profile/charles-munger/

Primary Thinking

vs

360 Thinking

What do you favour?

- Interacting normally
- Things are interesting – need to ask questions/investigate
- Kinda know what's happening – wing it
- I know the right thing here – lets go!

Creative

1. Interacting naturally
2. Things are interesting – need to ask questions/investigate
3. Kinda know what's happening – wing it
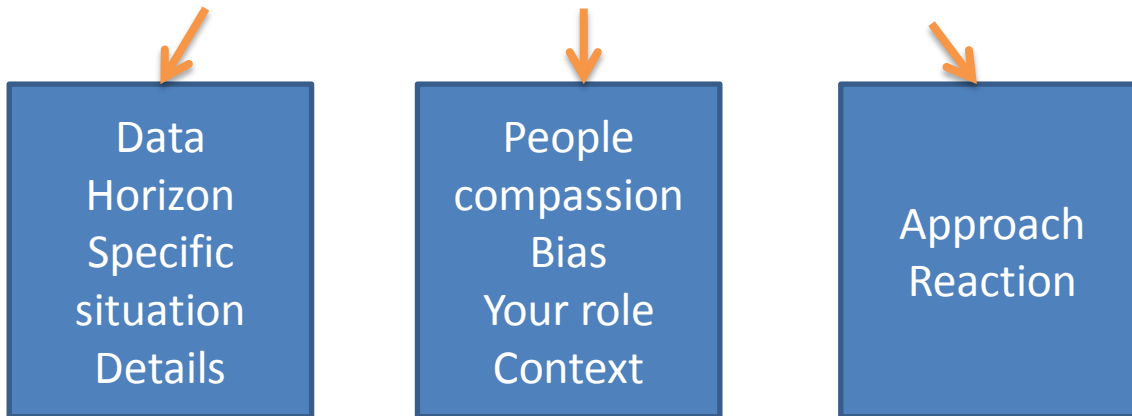4. I know the right thing here – lets go!

Primary

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360 Sphere Mindset

e.g.

| Data Horizon Specific situation Details | People compassion Bias Your role Context | Approach Reaction |

360 Mindset Training

1. Gratitude

2. Discernment

3. Seeing Truth with Equanimity (working with reality)

4. Letting go of attachment (bias)

5. Safety within (skills not comfort)

Lead the Revolution...!!!

Be Ordinary

Thankyou!

- Love to get your feedback

- Twitter: @kkirk