



How work ~~can~~ ^{must} change

Glenn Elliott

hello

#nerd

#bigner

#introvertednerd

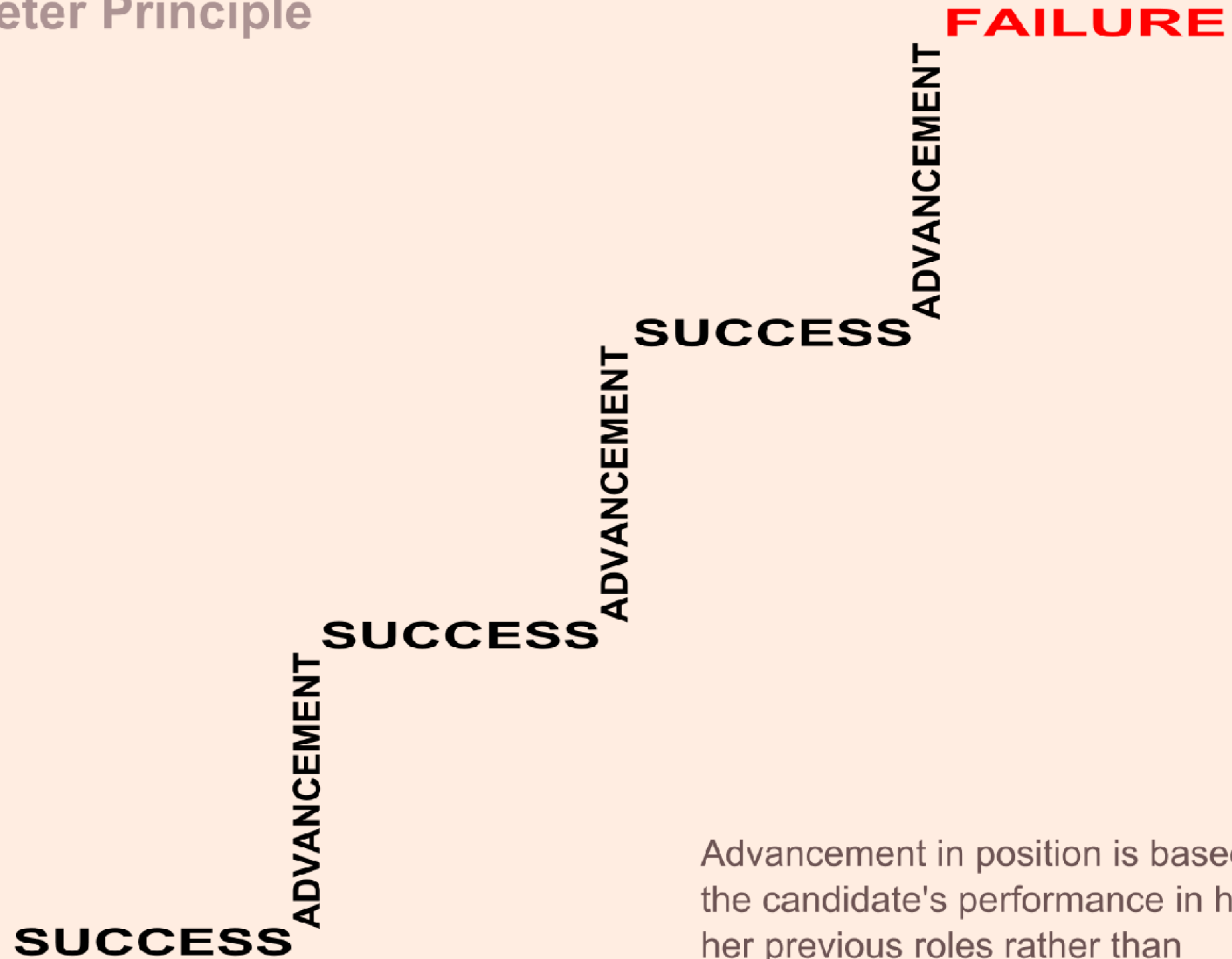






The Peter Principle

Peter Principle



Advancement in position is based on the candidate's performance in his or her previous roles rather than performance in current role.









Reward**Gateway**
the employee engagement people



**Let's make the
world a better
place to work**

CEO

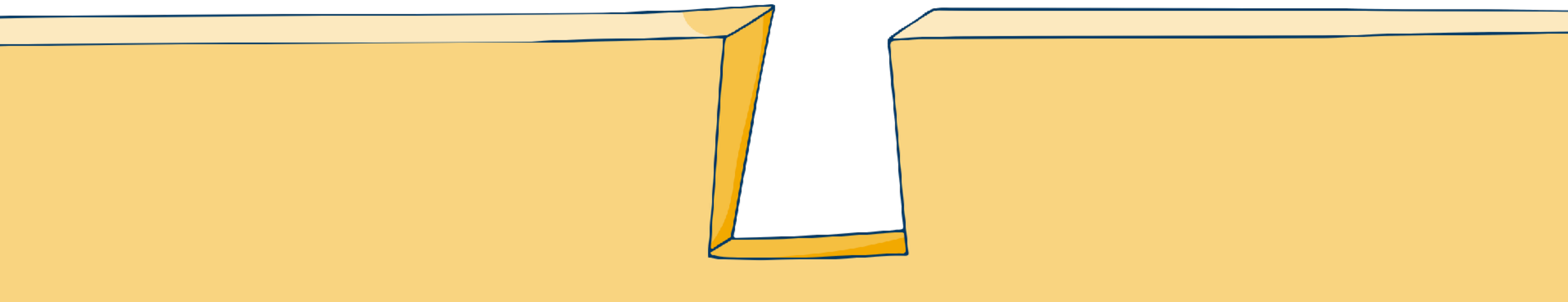
**responsible for
growth**

people + product = growth

people = product = growth

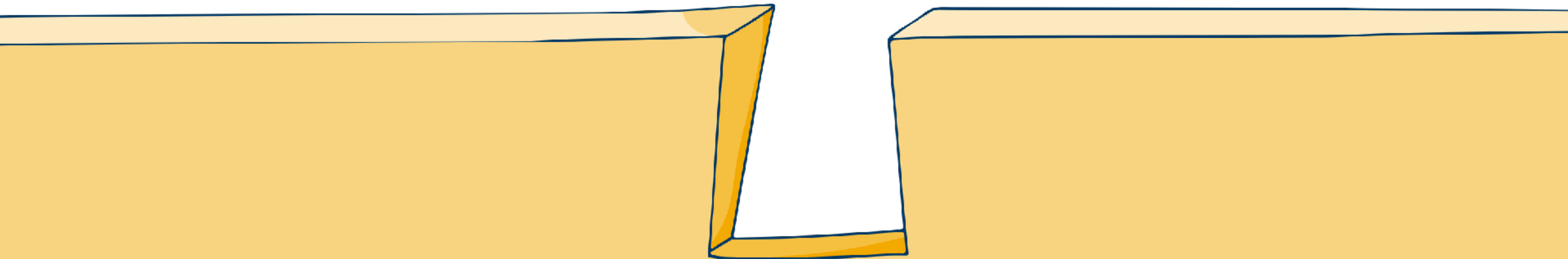
71%

“of leaders say **employee engagement is critical** to the success of my organisation”



“of the same leaders
say my workforce is
highly engaged”

24%



CEO's know we have an engagement gap

71%

24%

“of leaders say **employee engagement is critical** to the success of my organisation”

“of the same leaders say my workforce is **highly engaged**”

GALLUP®

70% US workers are **not engaged**

24% Workers globally are **actively disengaged**

51% Of our people are **looking for a new job**

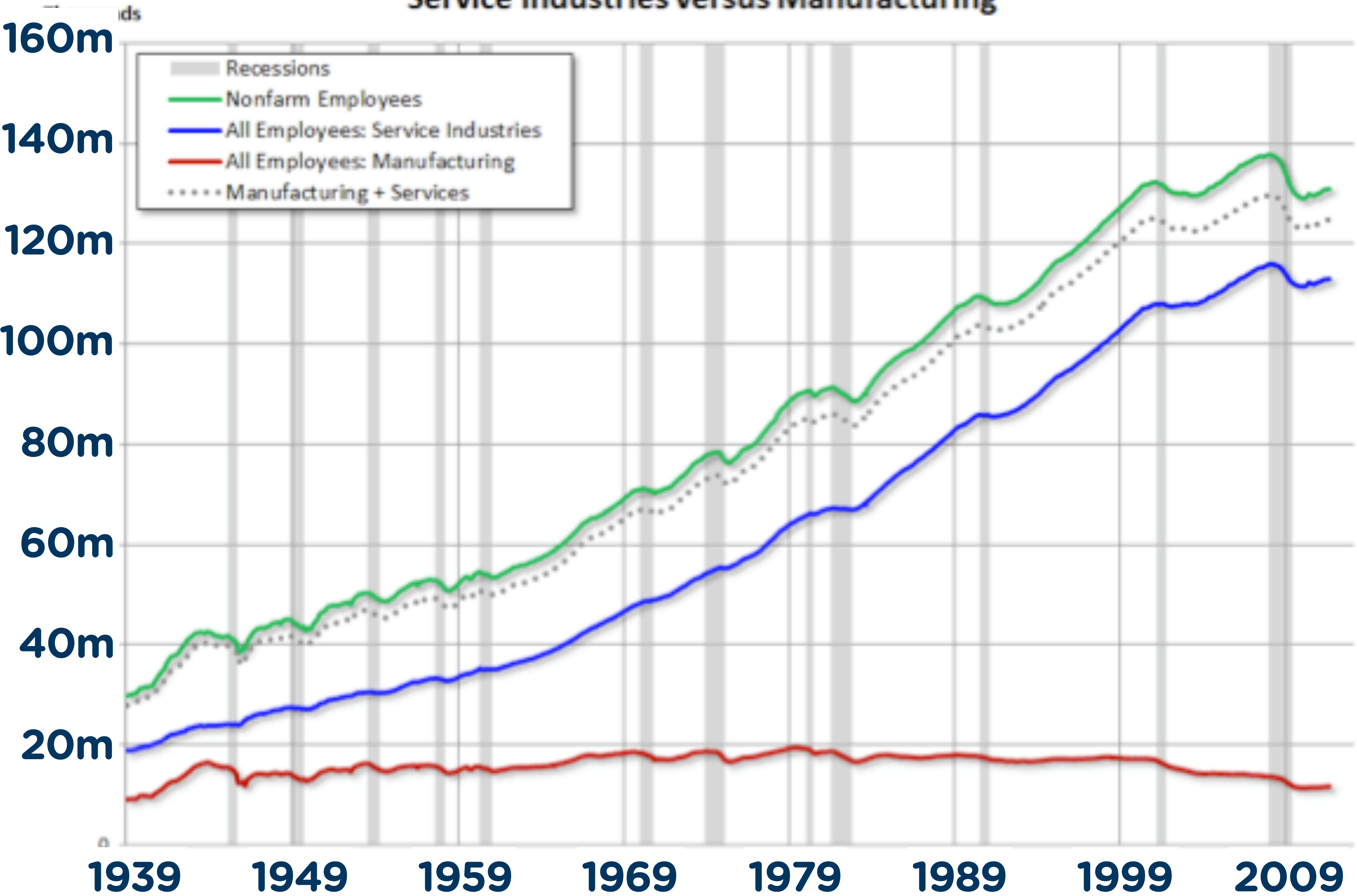
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we've never needed our
people on side more

Employment Numbers Since 1939

Service Industries versus Manufacturing

dshort.com
September 2011

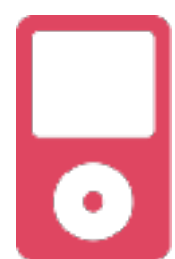




38 years



13 years



4 years



3 years

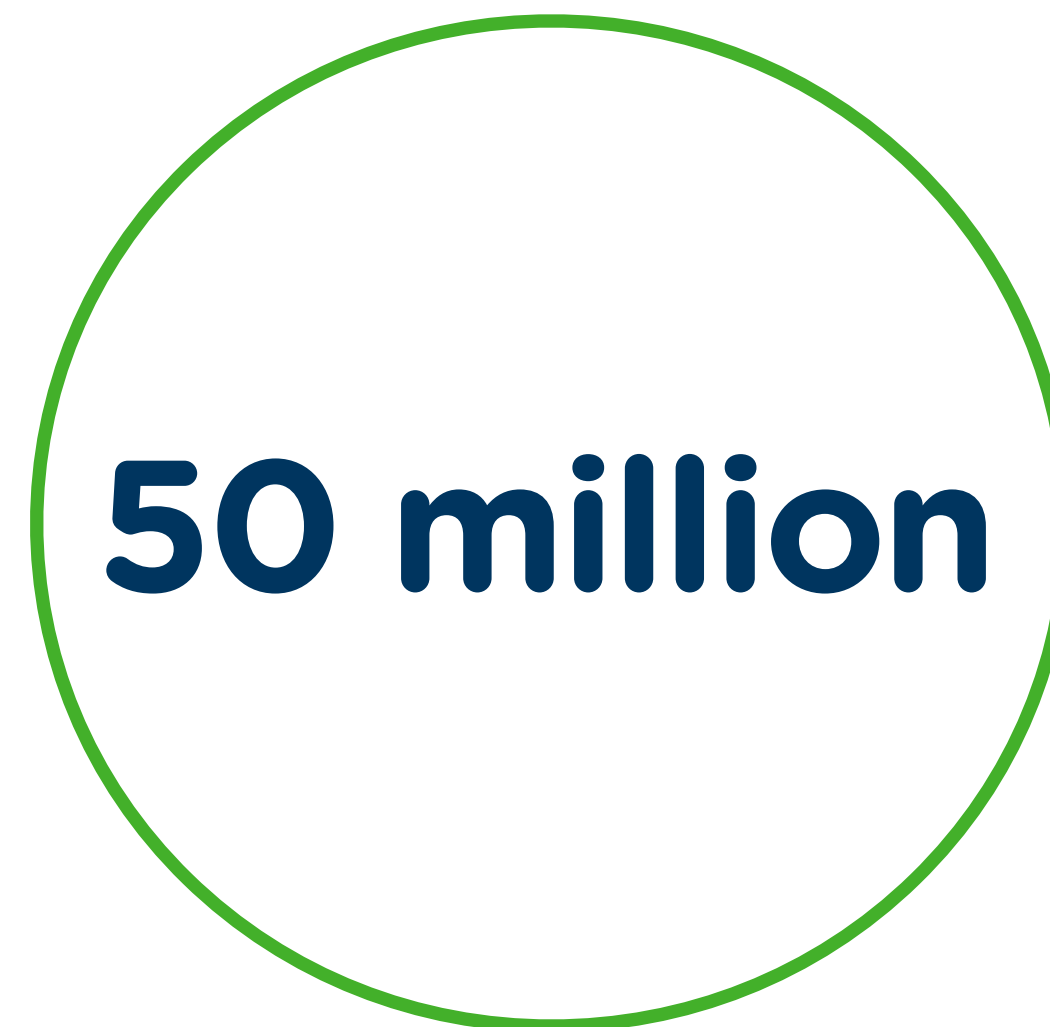


1 years



0.75 years

Time to reach **50 million** users



NOKIA

BORDERS



 **BlackBerry**

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**We've been talking about
engagement for 30 years.**

At best

1%

**Engagement
increase per year**

GALLUP®

AON

GREAT
PLACE
TO
WORK®

organisational health
employee experience
employee engagement
employer branding
company culture

this makes NO SENSE





A decorative header at the top of the slide consisting of numerous vertical bars of varying heights and colors, including dark blue, light blue, yellow, pink, and green.

We're asking the
wrong questions

We ask

How can I get my employees to engage?

How can I get my people to be more innovative?

How do I get my staff to feel empowered?

How do I get my colleagues to be nicer to each other

We ask

How can I get my employees to engage?

How can I get my people to be more innovative?

How do I get my staff to feel empowered?

How do I get my colleagues to be nicer to each other

We need to ask

How do I make our jobs engaging?

What is stopping creativity in our business

How do I stop disempowering our people?

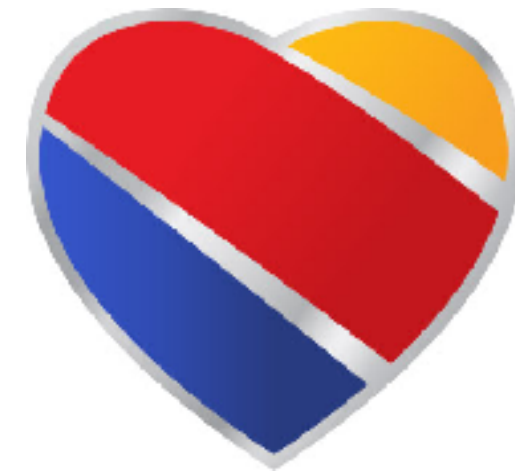
What is making our employees feel in competition with each other?

A decorative header at the top of the slide consisting of numerous vertical bars of varying heights and colors, including dark blue, light blue, yellow, pink, and green.

**The problem isn't our people.
The problem is our organizations.**



The best companies do things differently.





They succeed by focussing on the
inputs to engagement .

They **change** how they do business



The Engagement Bridge

Open & Honest Communication

51%

of employees don't
trust their CEO







open.buffer.com

Purpose, Mission and Values

Open & Honest Communication

MORE THAN ONE MILLION COPIES SOLD

BUILT TO LAST

SUCCESSFUL HABITS OF
VISIONARY COMPANIES

JIM COLLINS

(Bestselling author of **GOOD TO GREAT**)

JERRY I. PORRAS

#1 BESTSELLER
THREE MILLION COPIES SOLD

Why Some Companies
Make the Leap...
and Others Don't

GOOD TO GREAT

JIM COLLINS

Coauthor of the bestselling
BUILT TO LAST

74%

of candidates want
a job where they
**feel like their work
matters**

Linked 

Interface

Ray C. Anderson Plant





Leadership

Management

Purpose, Mission and Values

Open & Honest Communication

70%

of the variance in
employee engagement
scores is related to
managers and
management **practice**

GALLUP® HayGroup®

EMPLOYEE HANDBOOK

NETFLIX

NETFLIX

Great Workplace is *Stunning Colleagues*


Great workplace is *not* espresso, lush benefits,
sushi lunches, grand parties, or nice offices

We do some of these things, but only if they are
efficient at attracting and retaining
stunning colleagues

Increase Talent Density

NETFLIX

% High Performance Employees



- Top of market compensation
- Attract high-value people through freedom to make big impact
- Be demanding about high performance culture

Recognition

Job Design

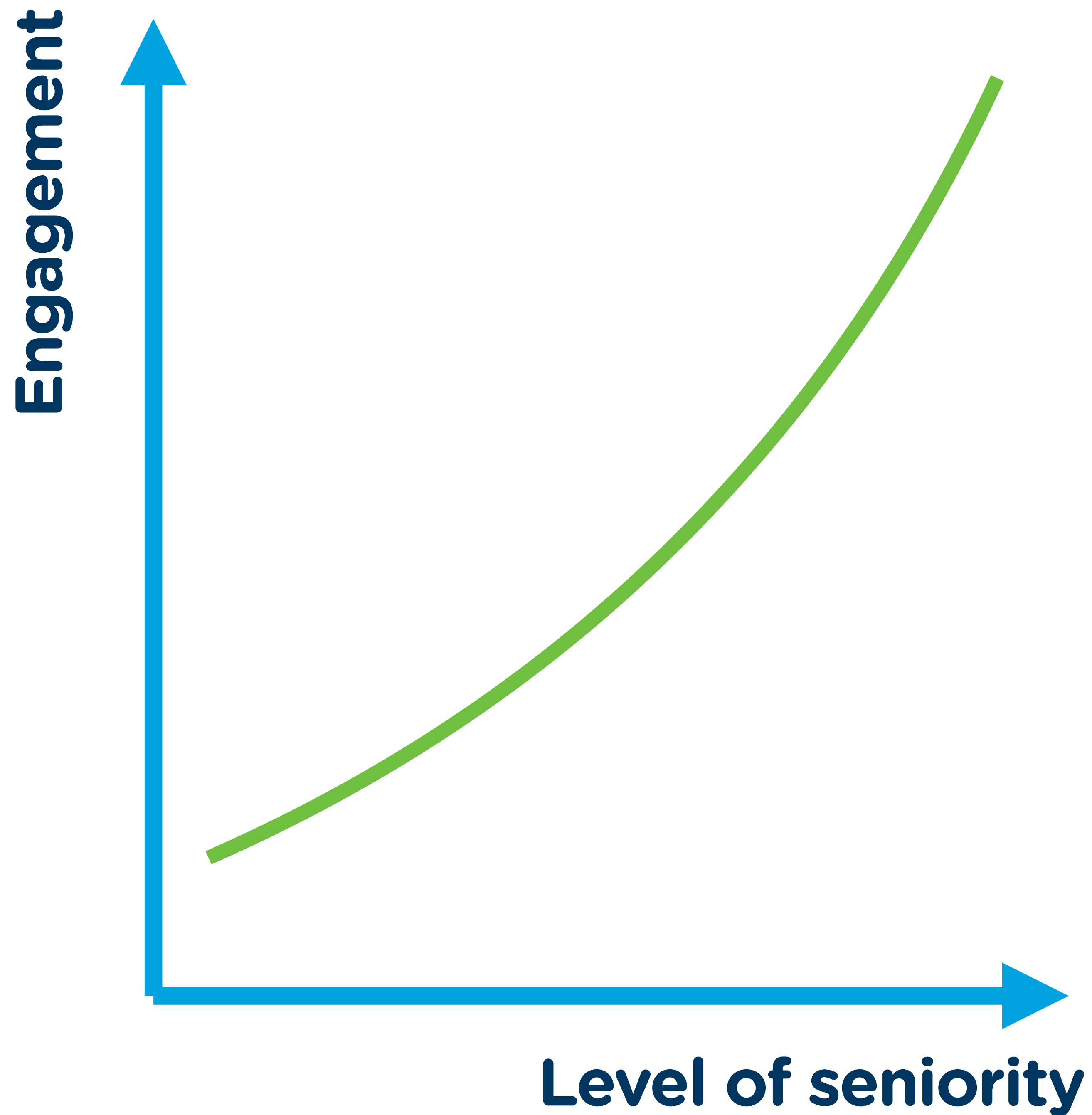
Learning

Leadership

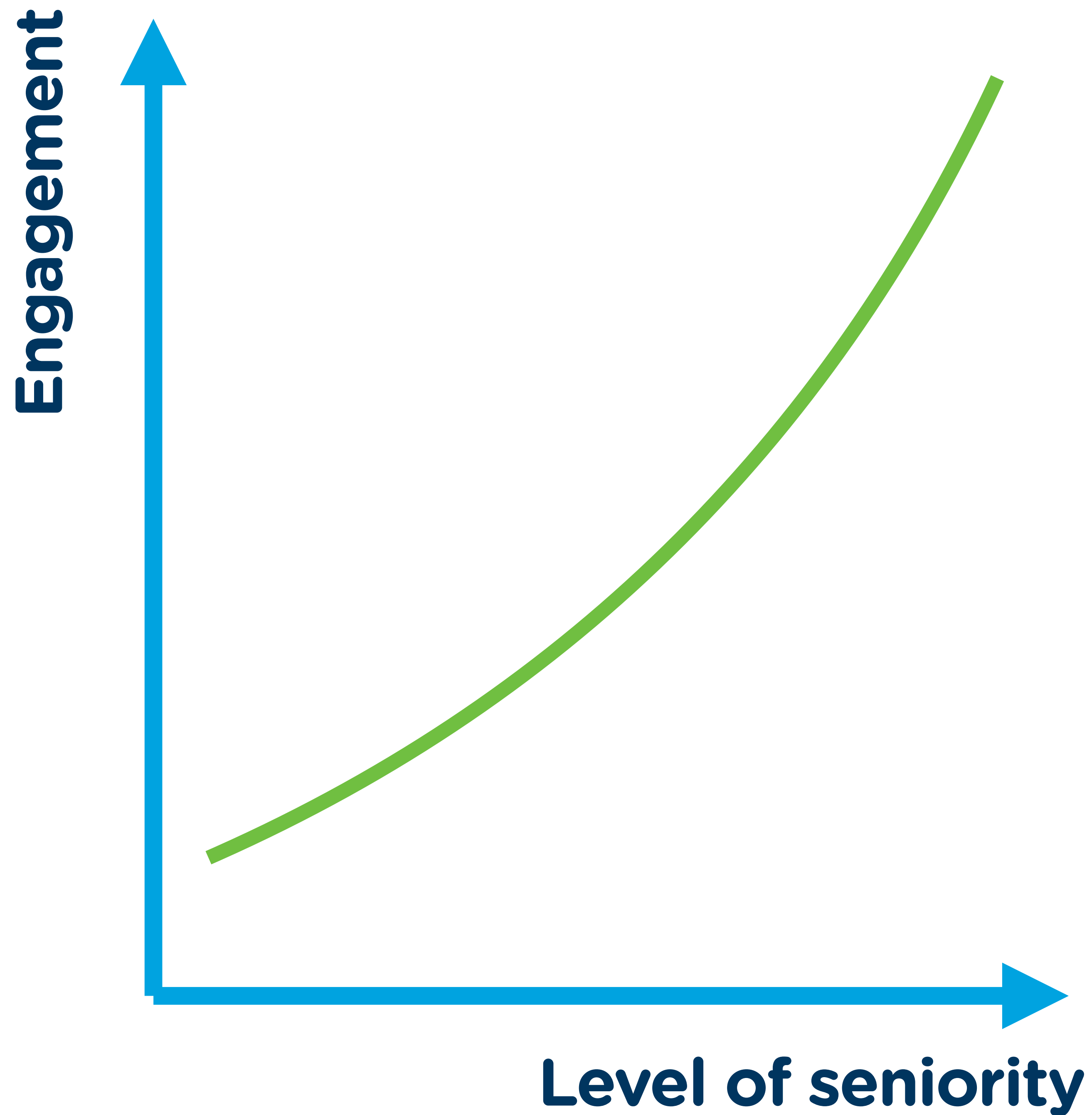
Management

Purpose, Mission and Values

Open & Honest Communication



Engagement increases
as you move up the
organisational hierarchy



Engagement increases
as you move up the
organisational hierarchy

/ Freedom, autonomy &
accountability

\$46 billion

87%

**is spent recognising
tenure.**

Bersin by Deloitte.

but **78%** of employees don't
feel recognised

Bersin by **Deloitte**.

we are **wasting** all the tenure money

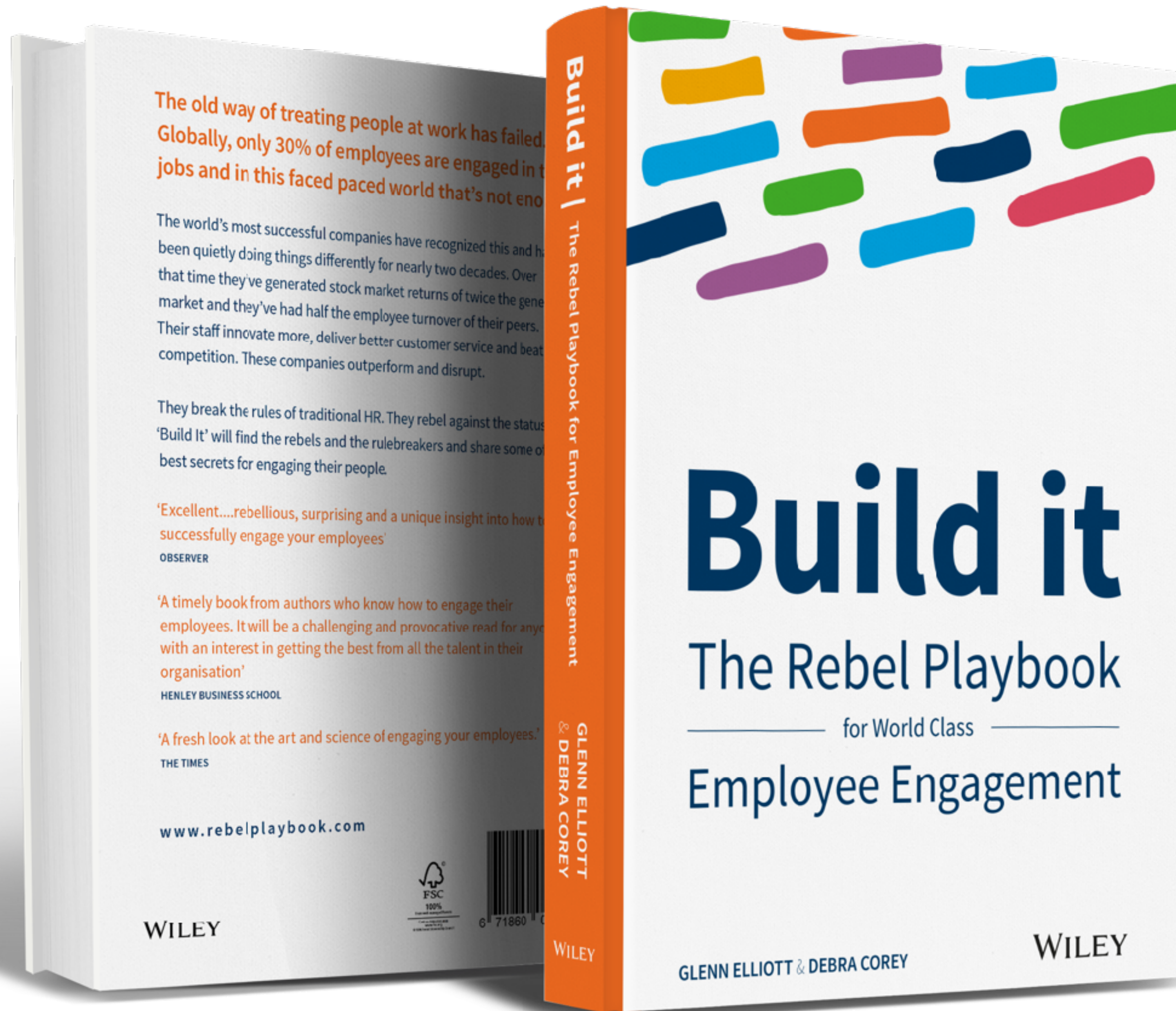


Ready join the movement?

Workshop 9:30 Friday
Places Limited

  glennelliott





NASDAQ



VAYNERMEDIA

The image features a central text message, "Let's make the world a better place to work", written in a bold, dark blue, sans-serif font. The text is slightly curved and positioned in the center of the frame. Surrounding the text is a dense, radial pattern of lines that emanate from behind the words, creating a sunburst or starburst effect. Most of these lines are dark blue, but there are several lines in various colors including orange, yellow, green, light blue, and pink, which are scattered throughout the pattern, adding visual interest and a sense of energy. The overall composition is clean and modern, with a white background.