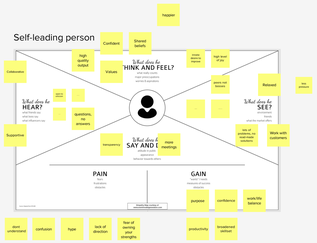
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IRP - Workshop 2
How can we redefine the **Role of Leaders**?

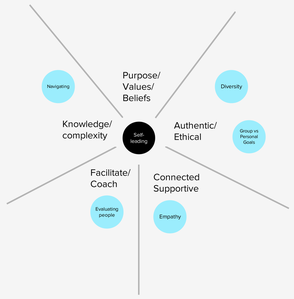
Self-leading Profile

Develop a user profile for our current employee/manager within a Teal organisation

Empathy Map



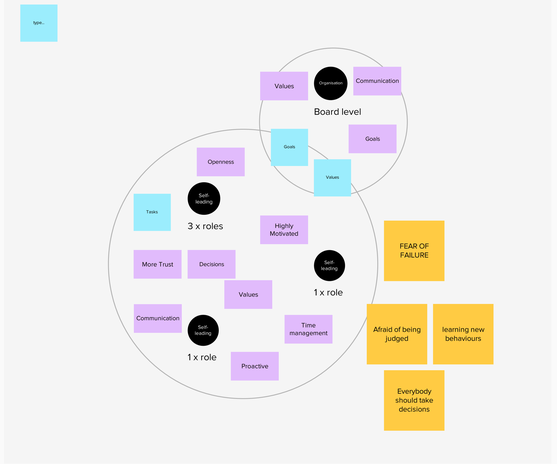
Principles/ Qualities



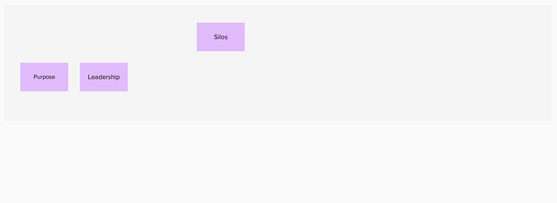
Holacracy team circle

Discuss what problems or painpoints these employees face on day to day basis at work

Pain Points / Insights

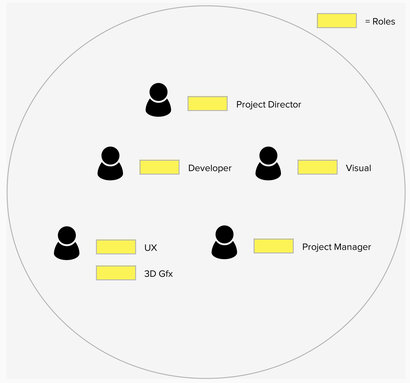


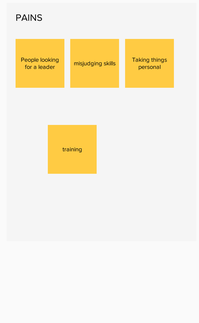
Conversation cards

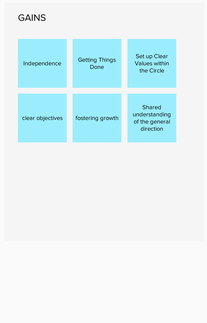


Assigning Roles

Governance meetings are where the team agree to take roles.
Some specialist roles may be available roles. No. of roles per person change from project to project.



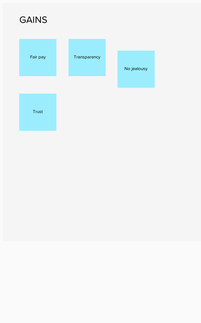




Compensating Experience

To compensate for experience some companies use systems called 'T-shirt sizes' or Badges. Small, Medium, Large. To simplify and reduce admin.

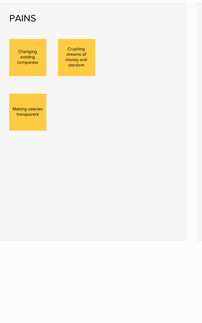




Self-Governing Pay

Advisory systems manage, review and govern fair pay. But the salaries are managed and set by employees. Transparency and trust rules.



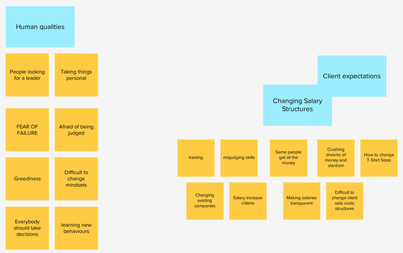




Themes

Putting those painpoints into themes

Clustering



Insight Statements

Now, take one of the themes and rephrase it as a short statement. You're not looking for a solution here, merely transforming a theme into what feels like a core insight.

Ideation/Brainstorming ideas

Human qualities	People are used to decisions being taken for them and are afraid of being their full selves in a working environment
Changing Salary Structures	Extreme lack of salary transparency, people are confused regarding their financial value and growth opportunities, affecting the long-term performance and stability of the team/organisation.
Client expectations	Internal change is difficult because of how this will look from the client point of view

How Might We's...

Look at Problem/Barrier/Opportunity. And reframe the problems into opportunities with 'How might we...'

Ideation/Brainstorming ideas

Shifting company culture towards the new model
Developing emotional intelligence, using it as currency inside and outside of the organisation
Turning employees into believers and advocates

How might we shift the company structure towards a new model

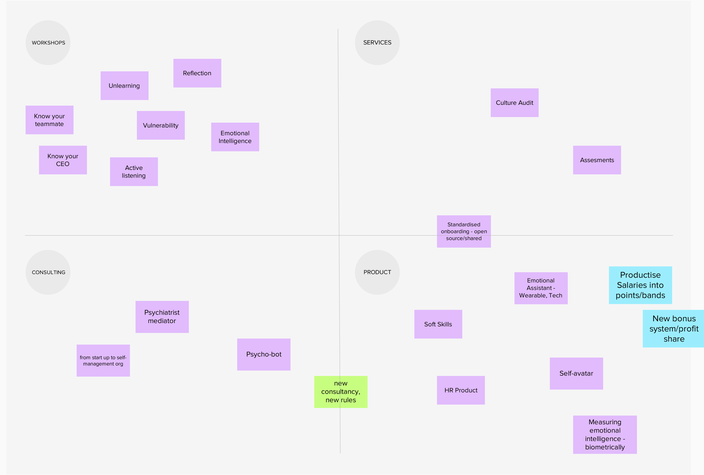
Developing an efficient, open HR system, to offer a clear picture of the employee status in the organisation - growth plan, how to bring value to the company, managing future opportunities.

Establish a model based on transparency, both inside the organisation and within the agency - client relationship. Set up a reward system, to take focus away from salaries.

Solution Ideation

Use this session to quickly brainstorm ideas. Quantity not Quality.

Ideation/Brainstorming ideas



Conversation cards