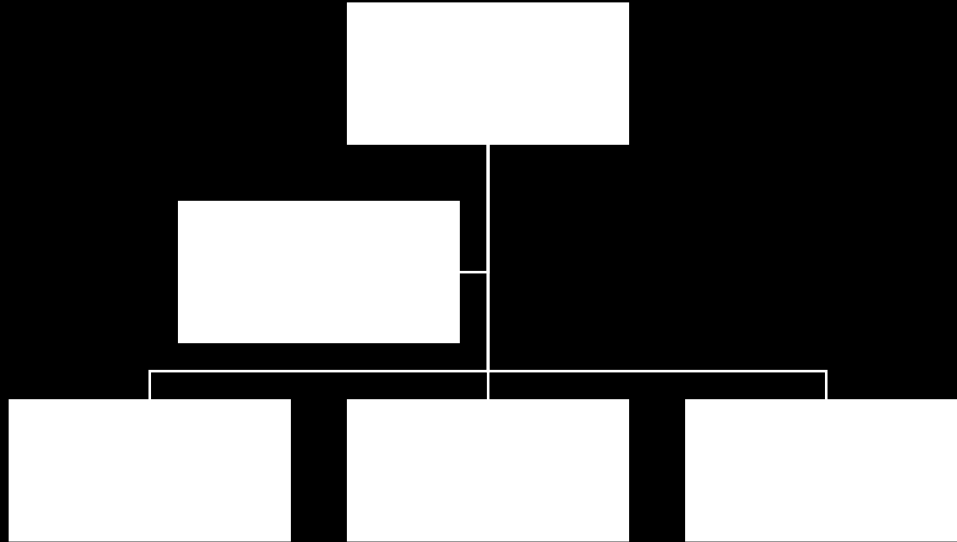




Adaptive.Team

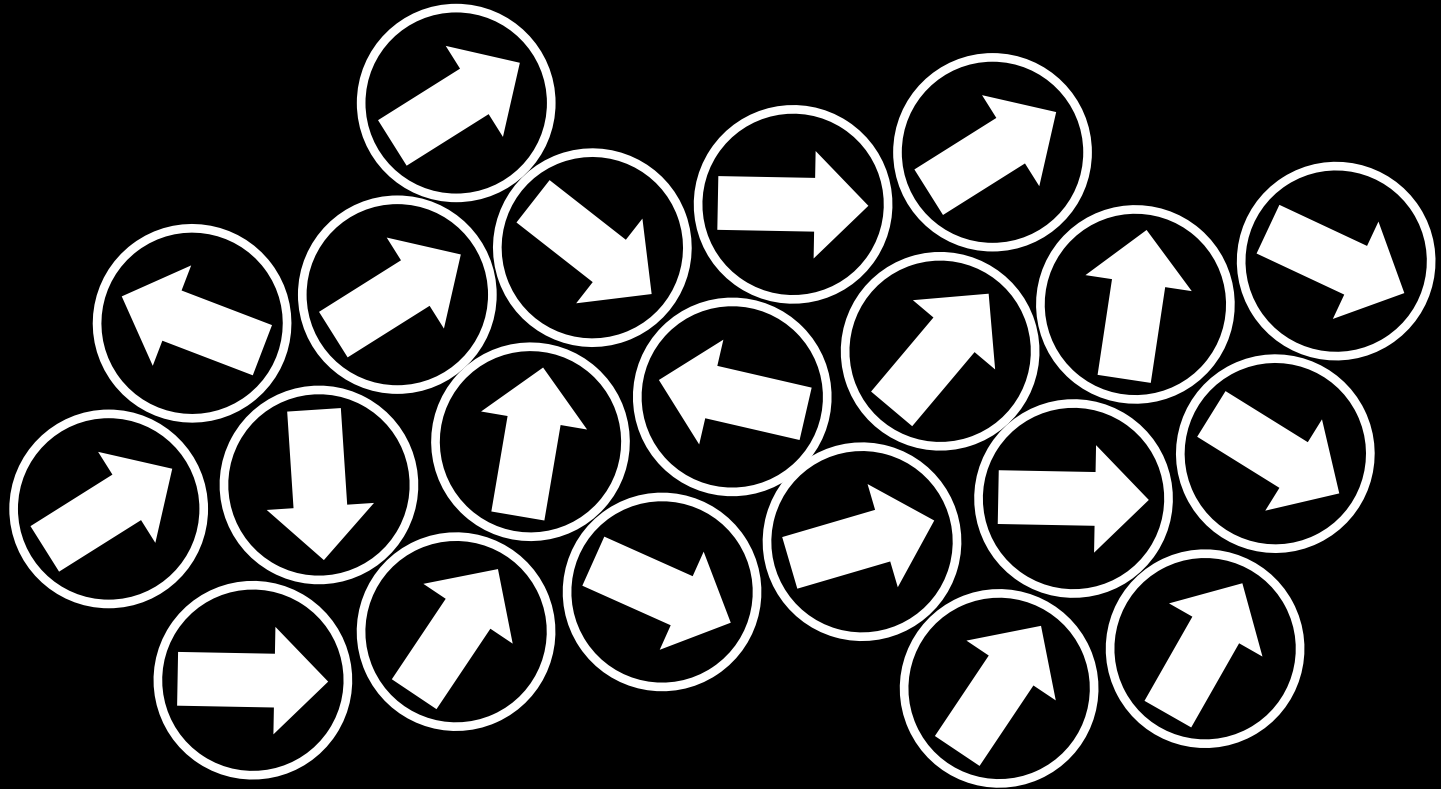
Why do we have this?



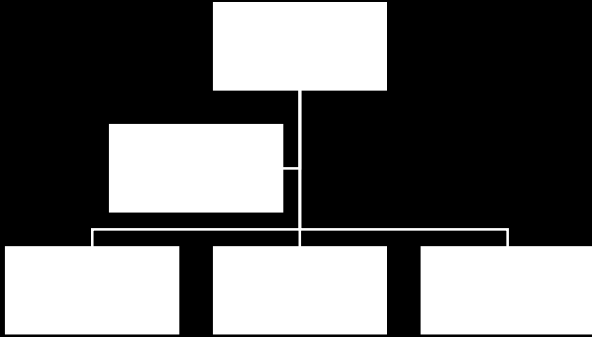
... and this?



... to create alignment



Passive

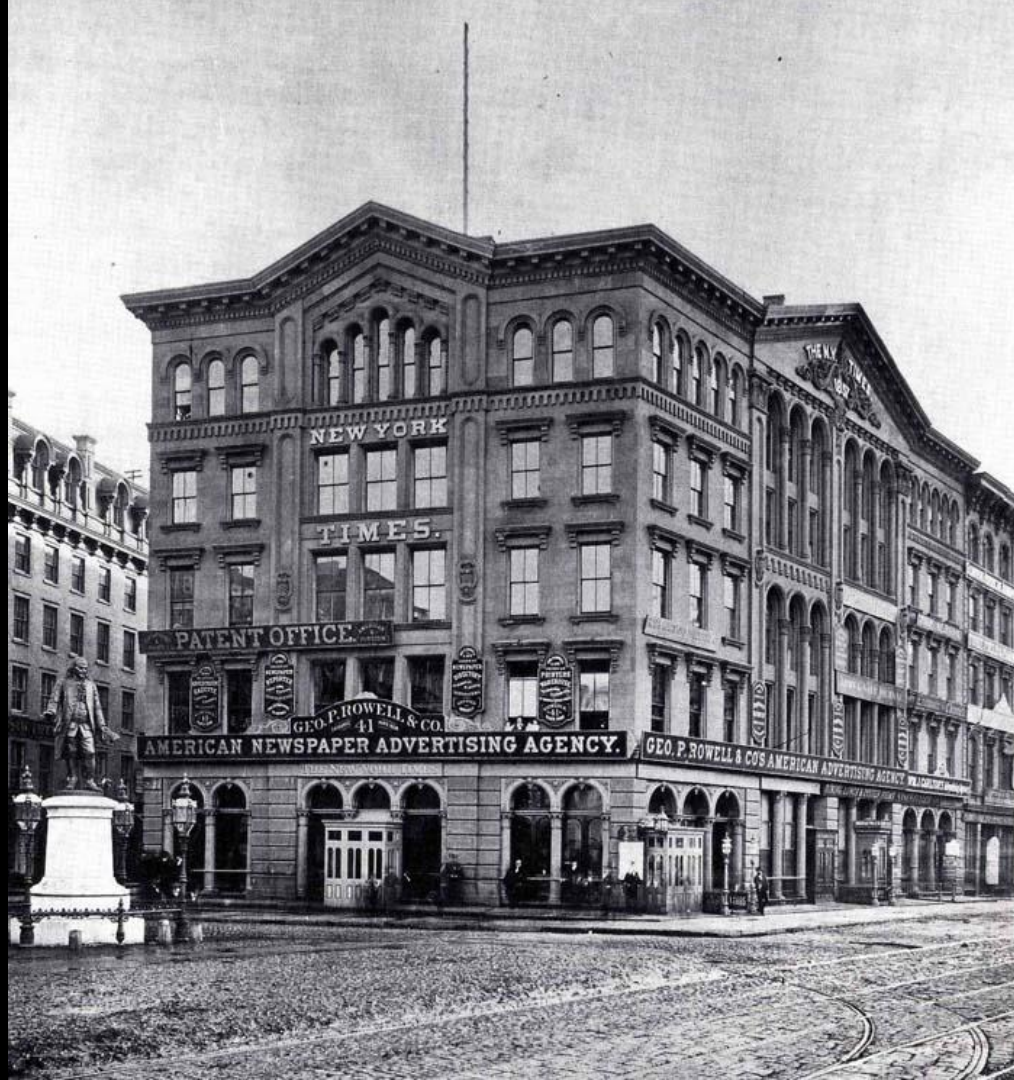


Active



At the heart of almost every company is this ancient technology...

In 1851 The New York Times began publishing



In 1854, Daniel McCallum invented the org chart.

A lot has changed ...

- Rapid shifts in technology, market trends, and workplace demographics shifts are forcing serial reorganizations and disengagement.
- Many teams are shockingly misaligned, working at cross purposes, damaging employee engagement, and hurting team throughput
- Weak players with stale skills riddle teams damaging strong players
- Key person risks cement poor performers in place
- Careers get stuck in the hierarchy, unable to advance so they quit
- ***All the while strategy execution languishes in the chaos***

... because ...





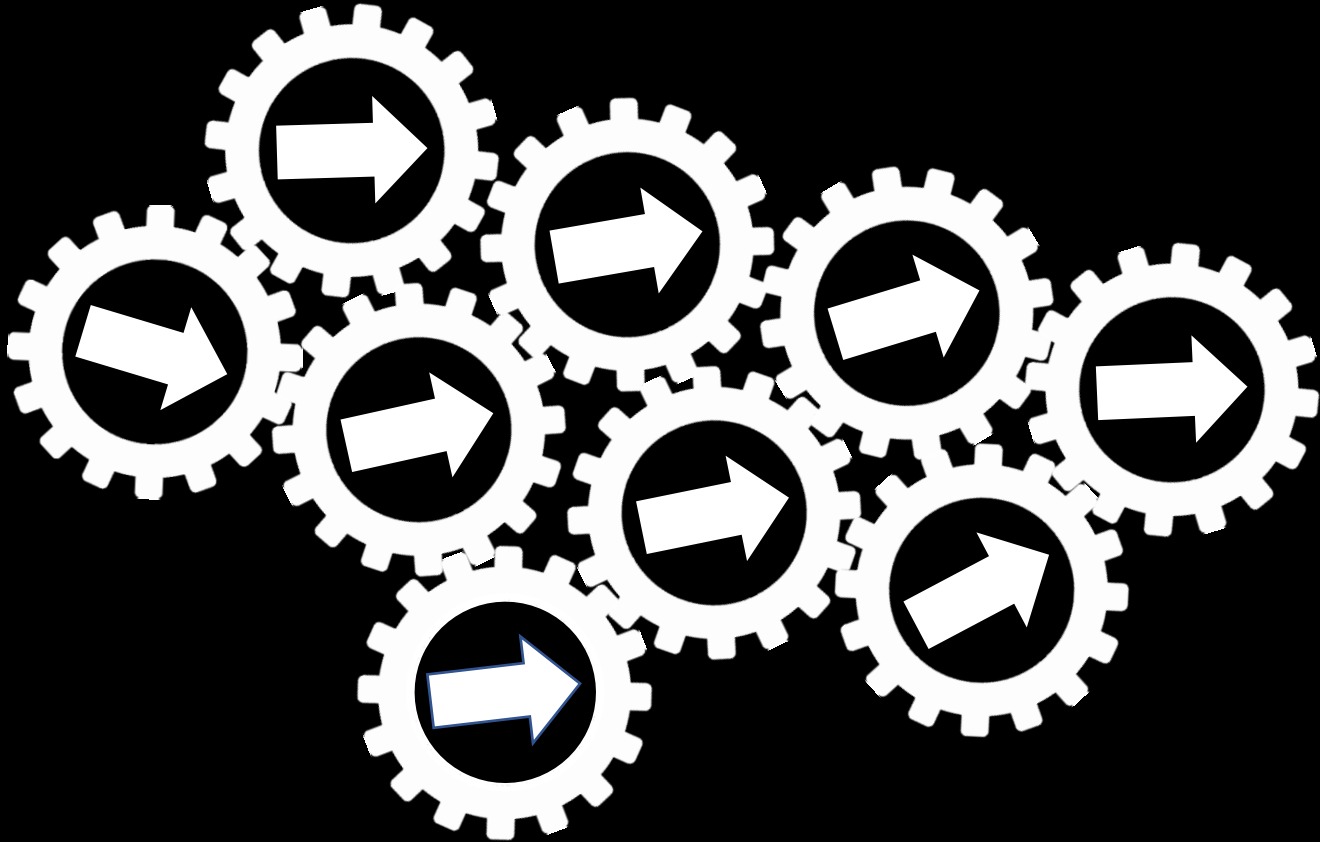
- Hierarchies are inherently dehumanizing
- They were designed to achieve mechanical efficiency from humans
- It's no wonder work makes us feel like a farm animal

Org charts are 2D models of how work gets done...

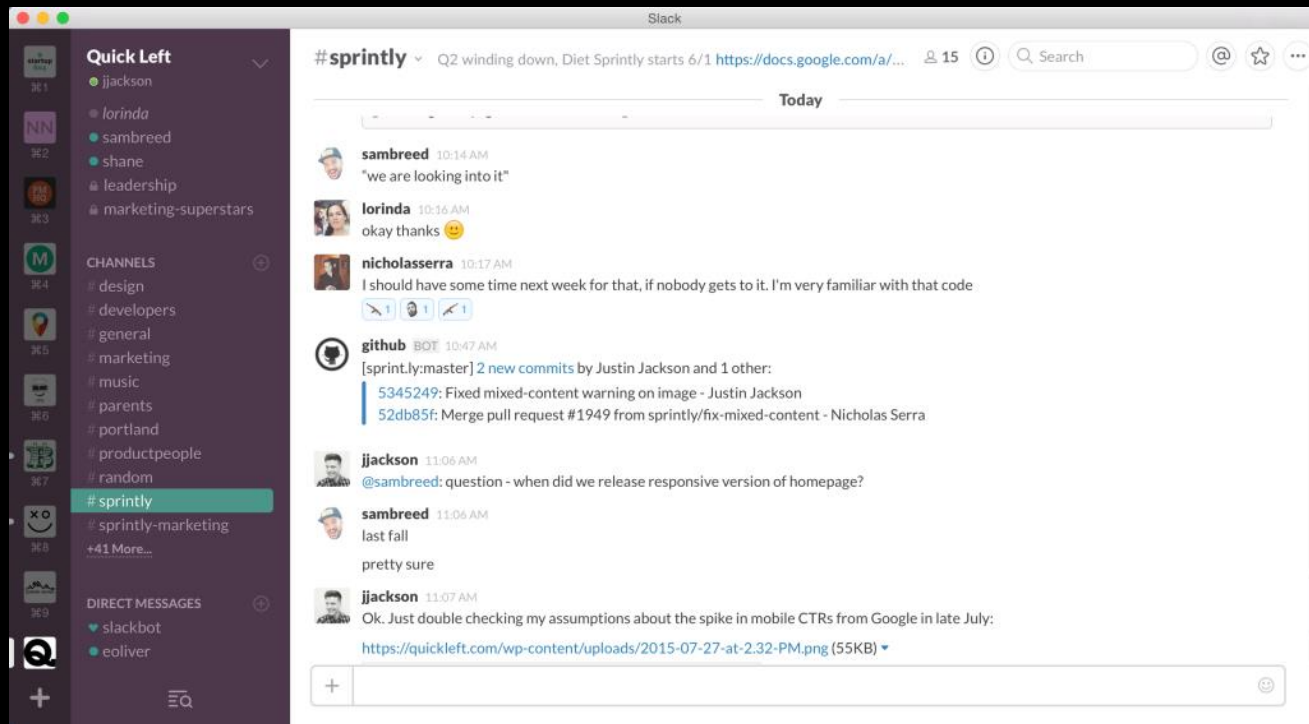


...work actually happens in *many dimensions*

What if we could
democratize alignment using technology?



This is already happening...



...and nothing can stop it

Also, *nobody* is ready

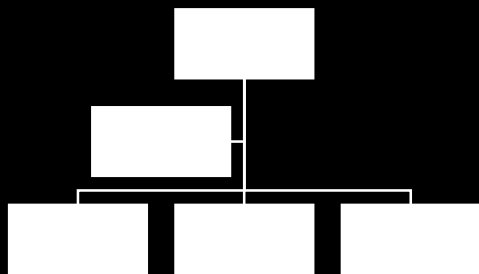


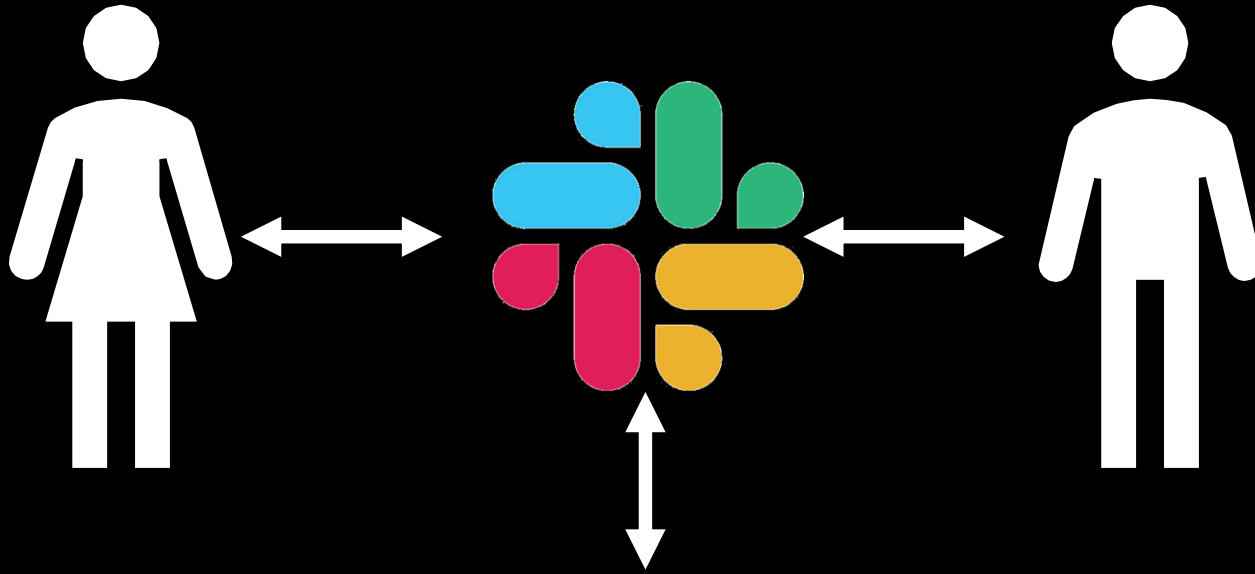
How do we handle...

- Career advancement
- Skill definition
- Strategic alignment

- Feedback
- Merit increases
- Hiring & firing

...without?





- Career advancement
- Skill definition
- Strategic alignment

- Feedback
- Merit increases
- Hiring & firing

Adaptive Engagement Framework

 1 reply Today at 5:02 PM

adaptive APP 4:47 PM

What do you think about Chris Creel's reliability?

How satisfied were you with this person's reliability over the last quarter?

1 is not at all and 10 is completely

◆ Do they follow through on their commitments?

◆ Do they take the time to understand, chalk out, communicate dependencies, and correctly set expectations?

◆ Do they deliver concrete results with sufficiently high quality to drive a productive feedback cycle?

Update



adaptive APP 4:47 PM

Chris Creel's contribution

Feedback

I notice that you haven't been taking much initiative on new projects. I'd love to see you in a leadership position, and I think it could be a great way for you to develop in your role.

I'm here to support you in any ideas or approaches you'd like to try. Even if things don't go according to plan, we'll learn from it for next time.

Confidence Factor

10

Edit

 1 reply Today at 5:00 PM

adaptive APP 4:47 PM

Chris Creel's skills

Feedback

As this quarter you were no longer facilitating our board meetings, our primary interactions were around slack bot features, hiro/validation, labs-team newscaster and speculator and coaching. I will leave coaching to the coaching survey. I jest about the newscaster/speculation -but your communication of all things factual, hopeful, and speculative was very helpful, and as this is part of your role, I am completely satisfied. You were also very responsive in regards to new bot development and guiding us to appropriate venues for bug report, or helping to unstick blocked/stuck things. I suppose one might say you are the oil for the engine.

Confidence Factor

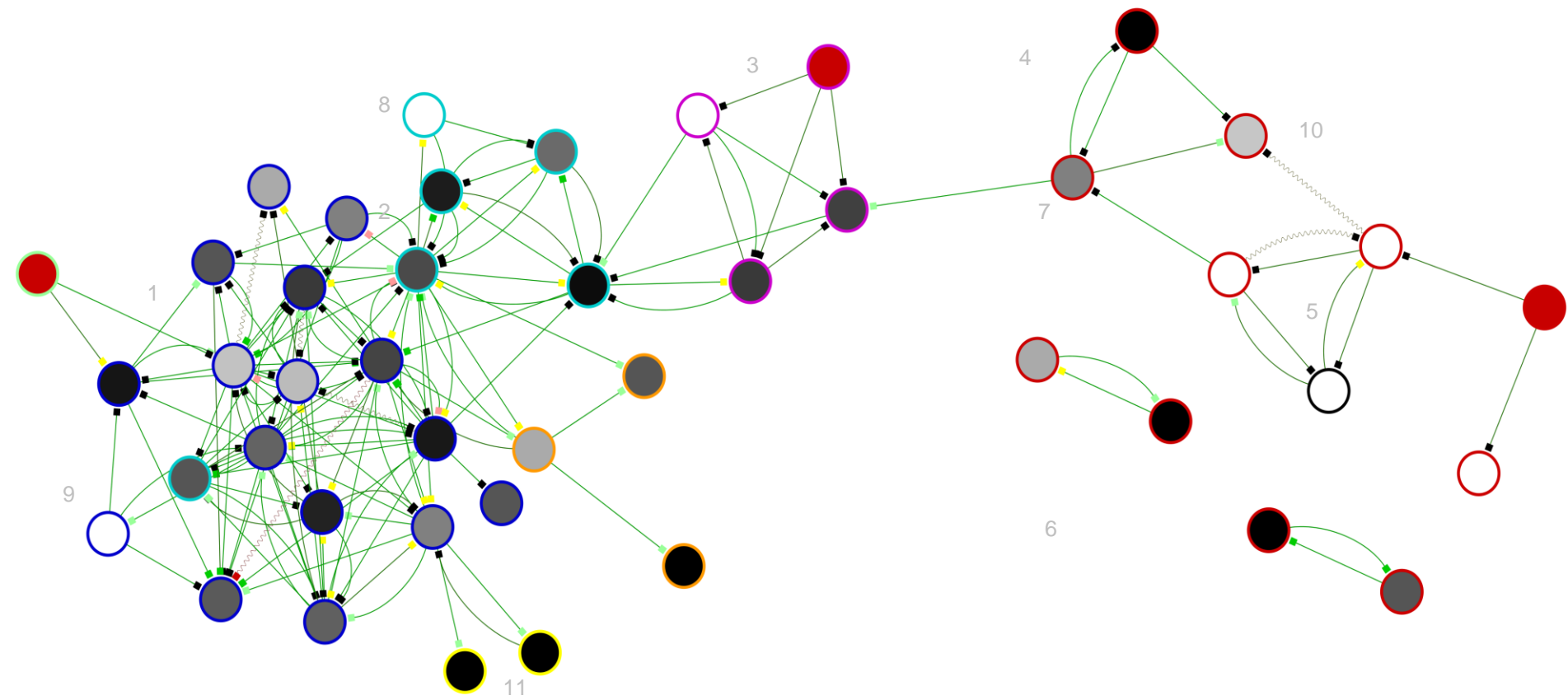
9

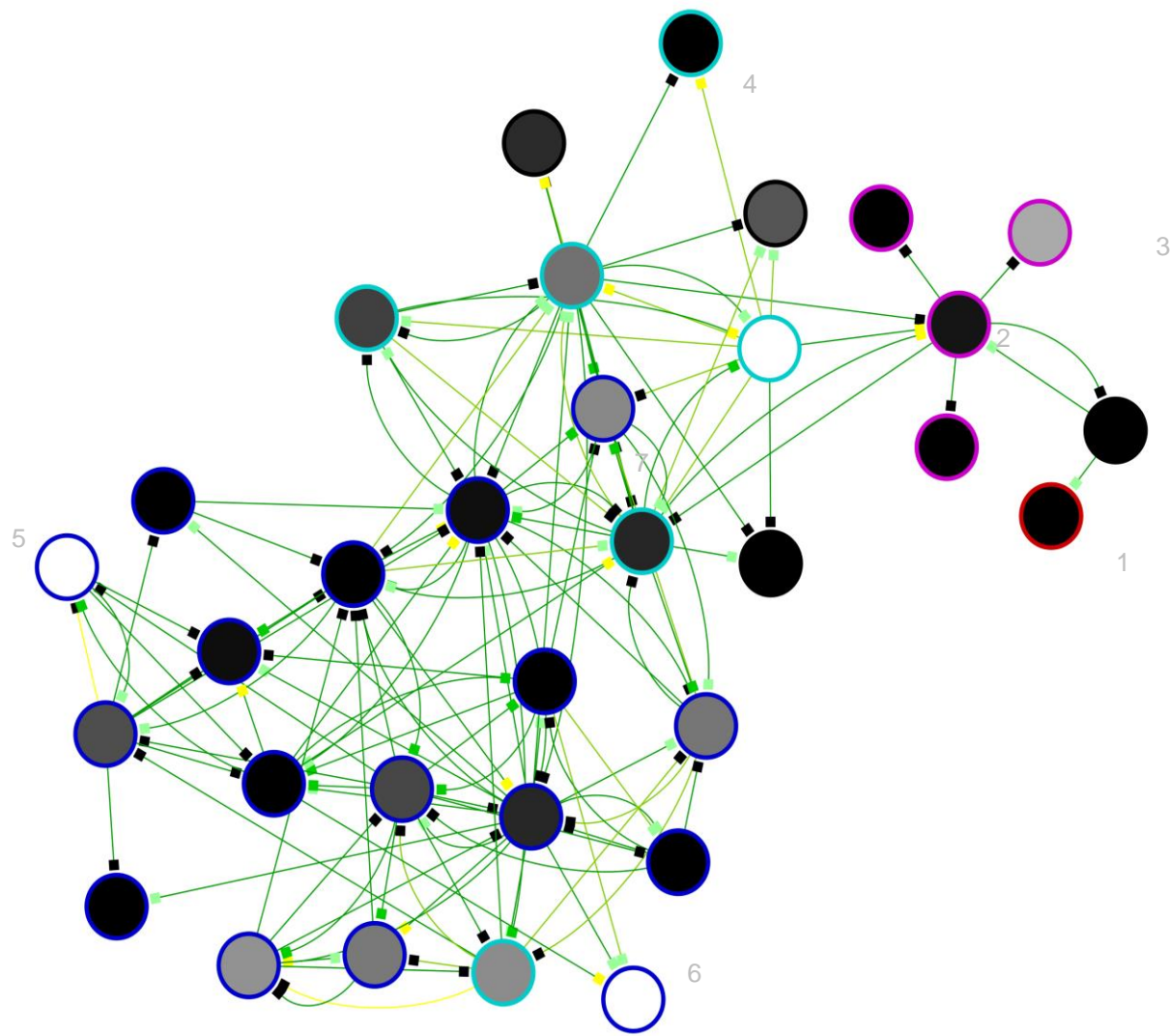
Edit

 1 reply Today at 4:57 PM

	Topic	Analysis
	Improvement	It looks like you have a lot of room for improvement. Talk with your team about what you can do to turn things around.
	Energy	You can improve the energy on your team a lot. Your score was 81.25. Think about what you can do to up your game.
	Feedback Quantity	Nice job on the amount of feedback you collected. You received 4.67 comments on average per topic. I wonder if you can collect more feedback next time?
	Overall	You can get your score a bit. Your score was 85.00. Think about where your greatest area of improvement is and ask your colleagues for help.
	Sentiment	Nice work! The sentiment of your feedback was positive. I bet you can do even better next time.
	Network Strength	A lot of people care about you, about 8 people! Make sure you return the favor by not overcommitting yourself.
	Consistency	I do not have enough data to measure the consistency of your performance yet. Try to turn in consistently good scores each time. Once I have three data points I'll be able to tell you how consistent you are.

	Topic	Idea
100	Efficiency	<TBD - coaching ideas from Harvard, Yale, Stanford, Rutgers>
91	Collaboration and cooperation	<TBD - coaching ideas from Harvard, Yale, Stanford, Rutgers>
82	Communication	<TBD - coaching ideas from Harvard, Yale, Stanford, Rutgers>

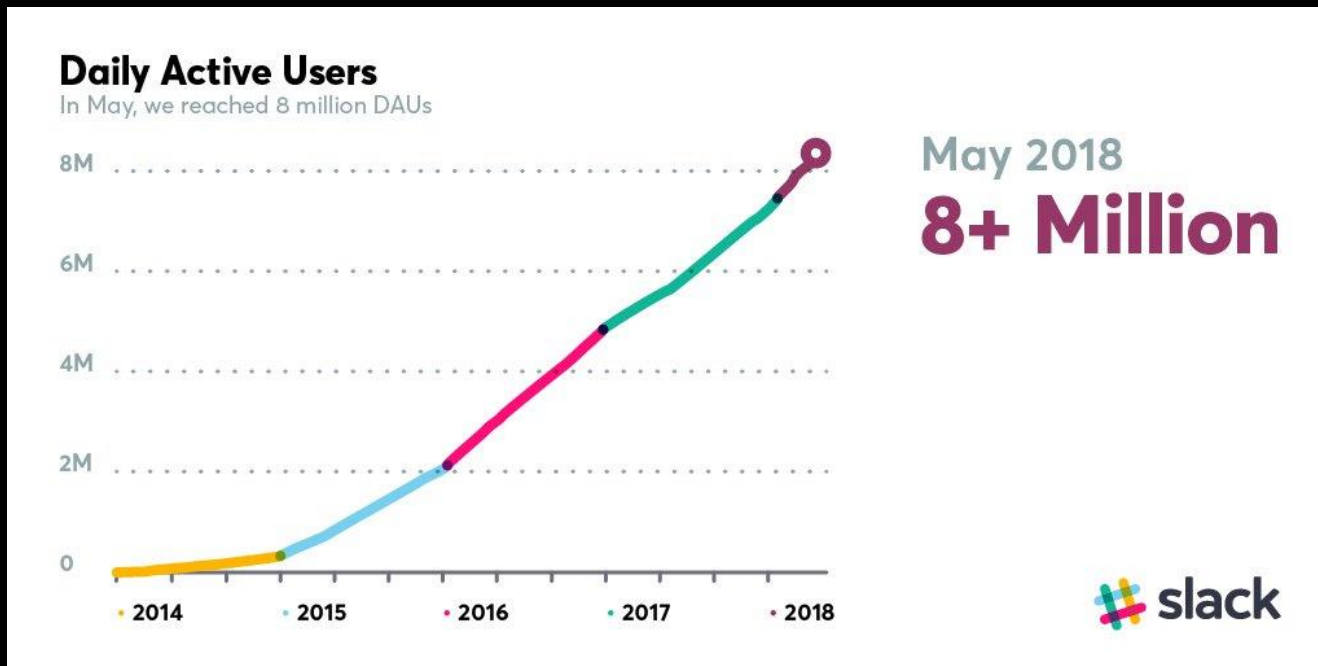




This sounds like a
MASSIVE CHANGE!!!



This change is already here...



...Better to harness it than try to stop it...

Most importantly, people love it...

How are things?!?

FANTASTIC!!! Finishing up my book at the moment

you?

Delivered

Great first two weeks - I'm so jazzed. One day, though, I was telling my husband, I'd like to go into business for myself as a consultant helping companies implement Adaptive

It's so hard to UNSEE this shot

Shit. Autocorrecting profanity 🙄

When do I get to read it?!?

because as it turns out, bots can make us human again

