

Characters, Community, and Culture: Important Factors for Prosperity

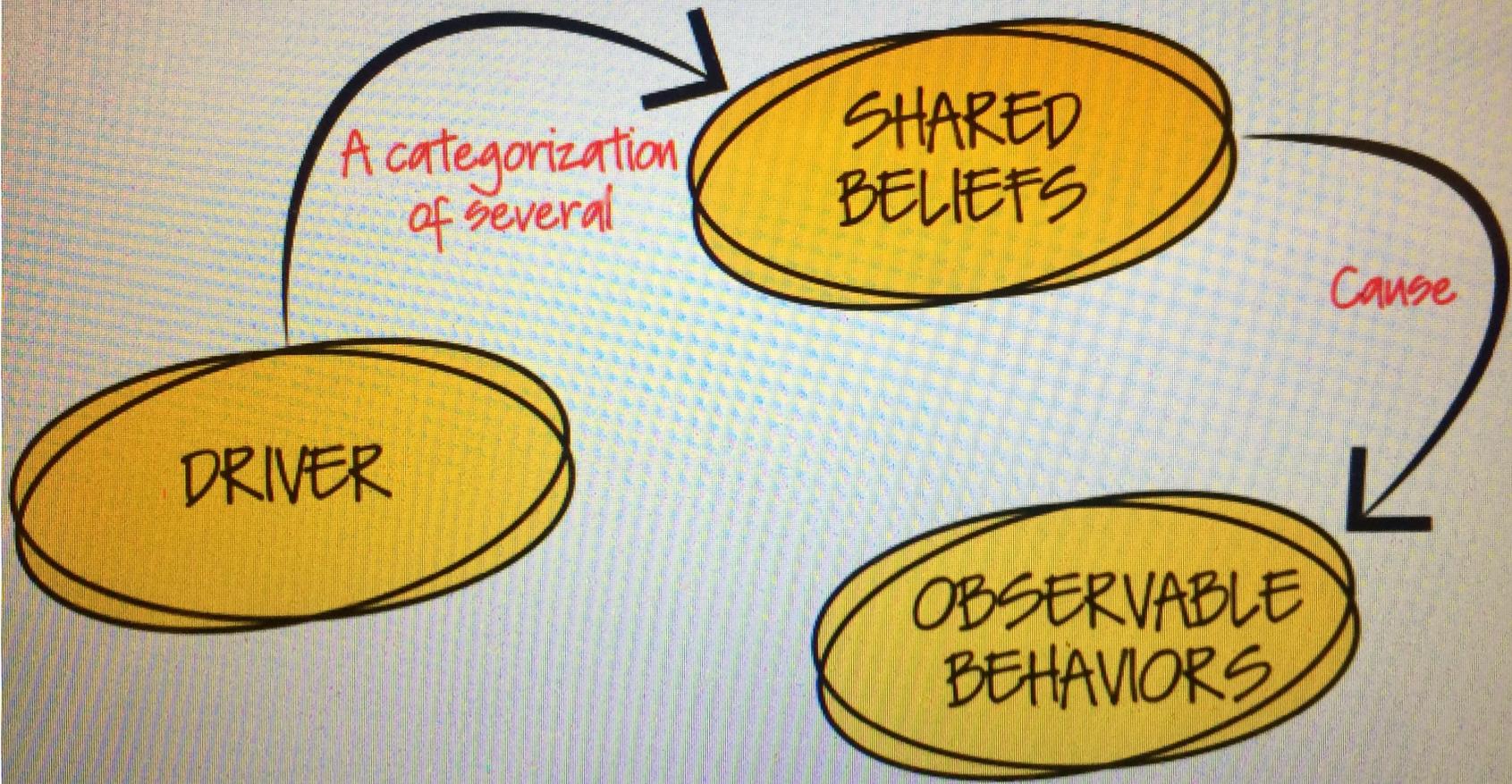


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Six Cultural Drivers

The Perceived Value of People and Teams

The Perceived Nature of Time

Safety and Security

The Bond of Collective Confidence

Navigation By Grown-Ups

Excellence and Benevolence

The Dark Side -- Unspoken Rules



Just a Few...

Denial

Overtime

The Cafeteria

Bullshit Jobs

Slack

Always On Top Of It

(Come tell me an unspoken rule where you work.)

The Good, The Bad, and the Hyggelig

Hygge (pronounced hue-guh not hoo-gah) is a **Danish** word used when acknowledging a feeling or moment, whether alone or with friends, at home or out, ordinary or extraordinary as cosy, charming or special.

To be “hyggeligt”) doesn't require learning “how to”, adopting it as a lifestyle, or buying anything.

“Happy to work here”

One person cannot change a culture.
You’ll need mates.

Define your community; folks who you interact with on some regular basis.

Assess where you are on the 6 Drivers
(especially the first 3.)

Name what parts deserve preserving.

“Happy to work here”

Name what needs improving.

Prioritize that list.

How can you try to improve the top few?

How can we tell if we are indeed improving?

Iterate, iterate, iterate.

I am happy to be here with you.

I will be here for the entire conference.
Let's talk.