THE CURVE
ADVANCED INSIGHTS

7 STEPS TO CREATING A PEOPLE CENTRIC WORKPLACE

WHY WE DO
WHAT WE DO

We live in a time of countless possibilities. Technology is advancing at a rate that allows yesterday's dreams to become today's reality. We are no longer living in a digital world we are prospering in one. Or at least we should be….

Organisations the world over are trying to keep pace with advances in technology, looking to understand the competitive advantage that they may or may not have in their market place. Many are beginning their journey to digital transformation whilst others were born that way.

The key to succeeding in this ever-changing world begins with an organisation's awareness of itself. Understanding how all of its component parts work together, what makes it tic, what makes it run. There is a fundamental mistake that organisations make and that is an assumption that all of its formal process are followed, that policies are adhered to, technology is used to its fullest and that workplaces support what we do.

The scary fact is that your organisation probably only behaves the way you think it does 30% of the time and that despite your success you are nowhere near to reaching your potential.

We believe we can help you understand what you do well and what you need to do better and more importantly we can help you achieve it!

What happens within an organisation and what is understood are two very different things.

UNDERSTAND - THE UNKNOWN, UNKNOWNS

Forget what you think you know. It's time to discover the truth. Too many business decisions are made on an often out dated belief system. It's time for human based intelligence to shine.

The C suite should set the direction of travel but what you do to get there should be determined by the people that will provide the pedal power. Take time to consider what people actually do rather than what you think they do could make a big difference to the tools you provide them with and therefore the success of your business.

Just look at the CEO's from America's fastest growing companies who stated that their hyper-growth could be attributed to two key areas. 1 - Valuing their people and 2 - ensuring that their people felt like owners and not just employees.

Your organisation deserves more than day to day survival. Mobilise for growth not existence.

STRUCTURE - "DECONSTRUCTURE"

Organisations today believe their strength lies in formal structure, it does not. It relies on its internal community. Forget business units and start thinking inter connected platforms. Constrained teams or thriving people? The choice is yours, but it should be a simple one. When we look at companies that are bucking trends of growth and productivity, we can see evidence of people pulling together, creating a movement, a community not enforcing silos.

An organisation that creates platforms for its people do this to allow data and information to be accessed and consumed on-demand therefore allowing them the choice to pursue the right outcomes for the individual but within the companies' interest.

Make
workplaces
relevant to
the tasks.
A fisherman
is not much
use in a truck.

PLACE - FIND YOURS

If your workplace doesn't inspire pride in your workers and confidence in your clients, then you are doing something wrong. What place suits you? Where do you do your best work? Not every great meeting happened in the boardroom, in fact I bet most of them didn't. Allowing people freedom, choice, support and the right tools to work where and how they want will place your business ahead of The Curve. Providing space that allows people work based on the activities they undertake can be one of the biggest positive impacts you can deliver.

Too many organisations group people by function or seniority rather than giving them the choice of working in the right environment to support the task they have been given. We provide all of our people with a workstation, with a PC of sorts and a chair and other stuff without much consideration of what they do throughout the day.

Switch up your support for activity-based working rather than role based and you will see huge results.

If people are so important why are 68% disengaged with their work?

POWER TO THE PEOPLE

Any business will tell you that they need the right people in the right place to give them the best chance of making the right decisions. So why don't they?

You can have the right technology and the right processes in the right environment and highly skilled people, yet you can still fail (put a heart surgeon in a race car and see what results you get!) These things should serve our people not hinder them.

Make sure they are the right people, identify a common purpose and then inspire them, unleash them, allow them to innovate and do what humans do best - create great things.

All you have to do is listen.

Success does not happen
without a plan, but failure will.

PLAN FOR ACTION

We need to get serious about planning for future success. Understand your strengths, reduce your weaknesses. Understand the purpose of your business and where this message is not understood. Clients, employees, suppliers? What do you need to fix it, brain power or horse power?

Plan for a future that enables your people to start doing the right things rather than stopping them doing the wrong things. Drive contribution not attendance, drive up possibility and drive out fear of failure.

Plan a provision of tools that enable not restrain, identify barriers, admit they exist and them get them out of the way. Reduce the blockers and watch your productivity soar.

If culture eats strategy for breakfast then look beyond technology as the key to an enabled workforce.

ENABLE

Turn that plan into action. Let's enable the success. We all know that the right tools can help us achieve great results, to get somewhere quicker. But you've got to know what you need, how to deploy them and who is going to use them. A restauranteur wouldn't ask his waiter to cut the tomatoes and he certainly wouldn't give him a spoon to do it.

We look to technology to enable change and it certainly can do that but without education and training, creating an awareness or desire to use it, you are just as likely to create a blocker rather than an enabler. Let's not stop at technology to enable our business, we have more powerful enablers, development of managerial positions, empowerment of staff, ownership of projects, inclusion in decision making and more…

Which do you think would bring the impact you need?

It's not about
getting people
to do something
radical it's about
convincing them
that they can.

CHANGING TIMES ARE HERE TO STAY - DEAL WITH IT

The only certainty is that things are uncertain and that things will continue to change. Technology develops quicker than we understand, people are starting jobs today that didn't exist when they started high school. As people we are great at adapting to change, the way we book holidays, book a taxi and consume TV has all changed dramatically over the past few years, so why are the organisations we work for so slow to change?

Knowing you have to change creates uncertainty. Wanting to change is one thing but it is not enough. Change can be exciting but for most it is worrying. It can create feelings of suspicion, but it can also create a movement of progressive innovators. Understand how your people view change, know with certainty when they are ready to accept it - get them ready to adapt and adopt. Oh, and don't forget to check back in, change is relentless!

LEAVING
THOUGHT

Let's get some time to talk about how we can turn theories and concepts into meaningful, effective action.

Together we can understand the very thing that holds the key to businesses success, your people. The people that left school and college with dreams and aspirations. The people that you hired because you felt they were the very best you had seen at that time. Let's revisit what they know now, what they have learned about your business and the world around it.

What they know would really make a difference. The difference between working for a good company and being part of a great organisation.

We have a number of tools that we can put into the hands of your people of all levels of seniority.

ARE YOU READY TO TRANSFORM?

The Curve is empowering people by using innovative and engaging technologies that enable cultural cohesion across changing organisations.

The Curve has been helping organisations and their staff to understand, design and deliver change programmes and projects that create workplaces and behaviours that deliver business growth through empowered people.

We believe that people centric workplaces deliver sustainable business growth and a change ready culture.

GET IN TOUCH

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