BEYOND SERVANT LEADERSHIP

FREEDOM-CENTERED LEADERSHIP & ORGANIZATIONAL DEMOCRACY

NATHAN DONALDSON - AGILE2014
NATHAN@BOOST.CO.NZ
MANY OF OUR ORGANIZATIONS STRUGGLE TO SUPPORT AGILE TEAMS
TRADEDIONAL MANAGEMENT EMERGED FROM MANAGING SLAVES

“Management emerged as a profession as a direct consequence of the rise of slavery. Wherever management appeared, its rise was linked with slavery and the use of compulsory agricultural labor”

» *The End of Management and the Rise of Organizational Democracy Books*
Kenneth Cloke and Joan Goldsmith
WE NEED A FAIRER WAY TO RUN BUSINESSES, ONE THAT RESPECTS PEOPLE
SERVANT LEADERSHIP IS A MODEL FOR LEADERS
BOOST'S PATH TO DEMOCRACY
EMBRACING AGILE VALUES
THE “AHA!” MOMENT
WHAT IS A DEMOCRATIC ORGANIZATION

“...the core of organizational democracy and political democracy is the same – allowing people to self-govern and determine their own destiny. What is different is the context – one is in the political arena, the other is in the realm of organizations.”

» www.worldblu.com
NO SUCH THING AS A FREE LUNCH
FEAR AT WORK
FEAR AT WORK CYCLE

- Fear Centered Leadership
- Fear Centered Mindset
- Fear Centered Design
MOVING FROM FEAR TO FREEDOM

Freedom Centered Leadership

Freedom Centered Mindset

Freedom Centered Design
PERFORMANCE REVIEWS
PUNITIVE OR PERFUNCTIONARY
EXERCISE: WHERE ARE WE AT TODAY
QUESTION 1

FREEDOM IS ONE OF MY CORE VALUES
QUESTION 2

FREEDOM IS A CORE VALUE OF MY ORGANIZATION
QUESTION 3

FEAR BASED LEADERSHIP HAS A PLACE IN ORGANIZATIONS
THE 10 PRINCIPLES OF ORGANIZATIONAL DEMOCRACY
1. PURPOSE AND VISION
2. TRANSPARENCY
3. DIALOGUE + LISTENING
4. FAIRNESS + DIGNITY
5. ACCOUNTABILITY
6. INDIVIDUAL + COLLECTIVE
7. CHOICE
8. INTEGRITY
9. DECENTRALIZATION
10. REFLECTION + EVALUATION
THE DAVITA STORY

“As opposed to team building being the means and the profit being the end, here the profit is the means, and the health of the community is the end.”

- KENT THIRY, CHAIRMAN AND CEO, DAVITA INC.
HOW ARE THE VALUES OF ORGANIZATIONAL DEMOCRACY AND AGILE ARE ALIGNED.
Exercise: Agile and Organizational Democracy
COMPARING PRINCIPLES AND VALUES OF AGILE AND ORGANIZATIONAL DEMOCRACY

Agile Principles and Values

Organisational Democracy Principles
APPLYING THE PRINCIPLES

CREATING A FREEDOM CENTERED PERFORMANCE REVIEW PROCESS
HEALTH INSURANCE

ANOTHER SWING, ANOTHER MISS
THE FEAR CYCLE
BREAKING THE FEAR CYCLE
EXERCISE: FEAR TO FREEDOM
WHAT IS A CHALLENGE YOU ARE CURRENTLY FACING?
WHAT WOULD YOU DO IF YOU WEREN'T AFRAID?
TURNING "AHA!" INTO ACTION
MAVERICK!
RICARDO SEMLER

Two interviews with Ricardo Semler

WORLD Blu DEMOCRATIC DESIGN SURVEY
### OVERALL SCORES (UNFILTERED) 2014
(Data derived from the responses of 15 individuals.)

<table>
<thead>
<tr>
<th>Principle</th>
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<tbody>
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<td>Purpose + Vision</td>
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<td>Fairness + Dignity</td>
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## Overall Scores (Unfiltered)
(Data derived from the responses of 15 individuals.)

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<td>My organization encourages me to take on roles and responsibilities that are aligned with my individual purpose, vision and values.</td>
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<td>I see leaders setting strategic priorities aligned with our organization’s purpose, vision and values.</td>
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<td>We have overall systems, processes or practices in place that align with our organization’s purpose, vision and values.</td>
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<tbody>
<tr>
<td>My organization's core values are aligned with our purpose, vision, and values.</td>
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**Purpose + Vision Score:** 4.40

**I see leaders setting strategic priorities aligned with our organization's purpose, vision, and values.**

**Score:** 4.53

**Num. Responses:**

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DEMOCRACY IN PRACTICE AT BOOST
STRATEGY
VOTING AND NOT VOTING

NO THIRD TERMS
VOTE FOR BURNS

BurnsForMayor.com
FINANCIAL TRANSPARENCY
NO SPENDING LIMITS
WHAT HAS BEEN THE IMPACT?
MY CHALLENGE TO YOU:

1. FIND OUT MORE ABOUT ORGANIZATIONAL DEMOCRACY

2. WHAT WOULD YOU DO IF YOU WEREN'T AFRAID?
THANKS!

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Attendance code: agile2014-boost

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