



# Humans being Human

And the Future of Work



DOM PRICE | ATLISSIAN | @DOMPRICE

**ASK YOURSELF**

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**What is the hardest  
challenge in leadership?**

“

**Bureaucracy is kryptonite  
to productivity.**

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**GARY HAMEL**









# The Challenges



**Scaling**



**Time**



**Multiplier**



**Perfection**

# ARTIFICIAL INTELLIGENCE

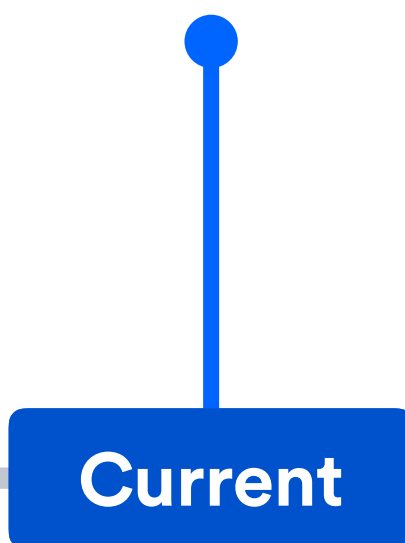


# ARTIFICIAL INTELLIGENCE

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**39%**

say they're already  
using some aspect  
of AI at work





# ARTIFICIAL INTELLIGENCE

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Current

**87%**

think AI will change their job by 2020

2020

# ARTIFICIAL INTELLIGENCE

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**39%**

say they're already using some aspect of AI at work

Current

**87%**

think AI will change their job by 2020

2020

**76%**

say at least "some" of "half" of their job could be performed by some form of AI

When?

**80%**  
**worried**  
**AI will**  
**increase**  
**unemployment**

**Technology**  
**created**  
**more jobs**  
**in last**  
**144 years**



**78%**

**of people don't trust team mates**



**59%**

**say it's poor  
communication**

**29%**

**say it's lack of  
accountability**

## EFFICIENCY

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Create **process** & standardization

Written **centrally** & mandated

**Eliminate** variability

Engineered for **predictability**

Focus on **outputs**

**Command** & control

**Centralized** decision-making

Large **monolith** teams

(LOTS) of **hierarchy**

## EFFECTIVENESS

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Provide plays & **guardrails**

Crowdsourced & shared **laterally**

**Embrace** variability where valuable

**Freedom** for rhythm & cadence

Focus on **outcomes**

**Empowerment**

Decision-making at the **coalface**

Small, **nimble** teams with high agility

**Autonomy**



These reports clearly  
demonstrate that  
we're screwed.



someecards  
user card



**Great teams**



**Great teams**

**+ right tools**

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**Great teams**

**right tools**  
**+ right people**

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**Great teams**

**right tools**

**right people**

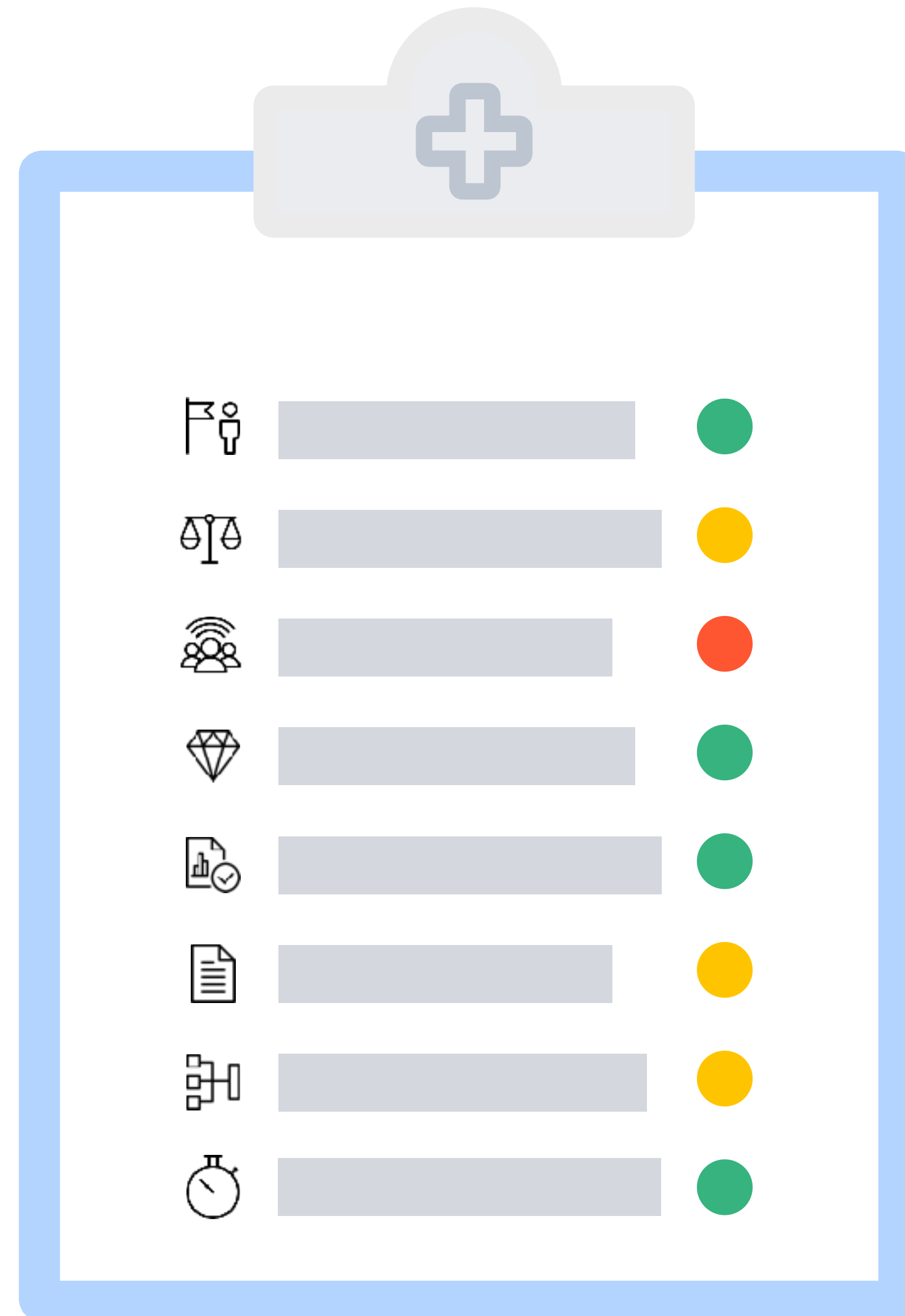
**+ right practices**

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**Great teams**

# TEAM HEALTH MONITOR

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# TEAM HEALTH MONITOR

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# TEAM HEALTH MONITOR

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# TEAM HEALTH MONITORS

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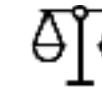

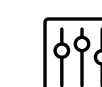




**PROJECT**

	<div style="width: 80%; background-color: #cccccc;"></div>	<span style="color: green;">●</span>
	<div style="width: 90%; background-color: #cccccc;"></div>	<span style="color: yellow;">●</span>
	<div style="width: 60%; background-color: #cccccc;"></div>	<span style="color: red;">●</span>
	<div style="width: 85%; background-color: #cccccc;"></div>	<span style="color: green;">●</span>
	<div style="width: 95%; background-color: #cccccc;"></div>	<span style="color: green;">●</span>
	<div style="width: 50%; background-color: #cccccc;"></div>	<span style="color: yellow;">●</span>
	<div style="width: 80%; background-color: #cccccc;"></div>	<span style="color: yellow;">●</span>
	<div style="width: 90%; background-color: #cccccc;"></div>	<span style="color: green;">●</span>

**LEADERSHIP**

	<div style="width: 85%; background-color: #cccccc;"></div>	<span style="color: green;">●</span>
	<div style="width: 90%; background-color: #cccccc;"></div>	<span style="color: yellow;">●</span>
	<div style="width: 60%; background-color: #cccccc;"></div>	<span style="color: green;">●</span>
	<div style="width: 85%; background-color: #cccccc;"></div>	<span style="color: green;">●</span>
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	<div style="width: 80%; background-color: #cccccc;"></div>	<span style="color: yellow;">●</span>
	<div style="width: 90%; background-color: #cccccc;"></div>	<span style="color: green;">●</span>

**SERVICE**

	<div style="width: 75%; background-color: #cccccc;"></div>	<span style="color: green;">●</span>
	<div style="width: 90%; background-color: #cccccc;"></div>	<span style="color: red;">●</span>
	<div style="width: 60%; background-color: #cccccc;"></div>	<span style="color: yellow;">●</span>
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# How it works



# How it works

Set the stage

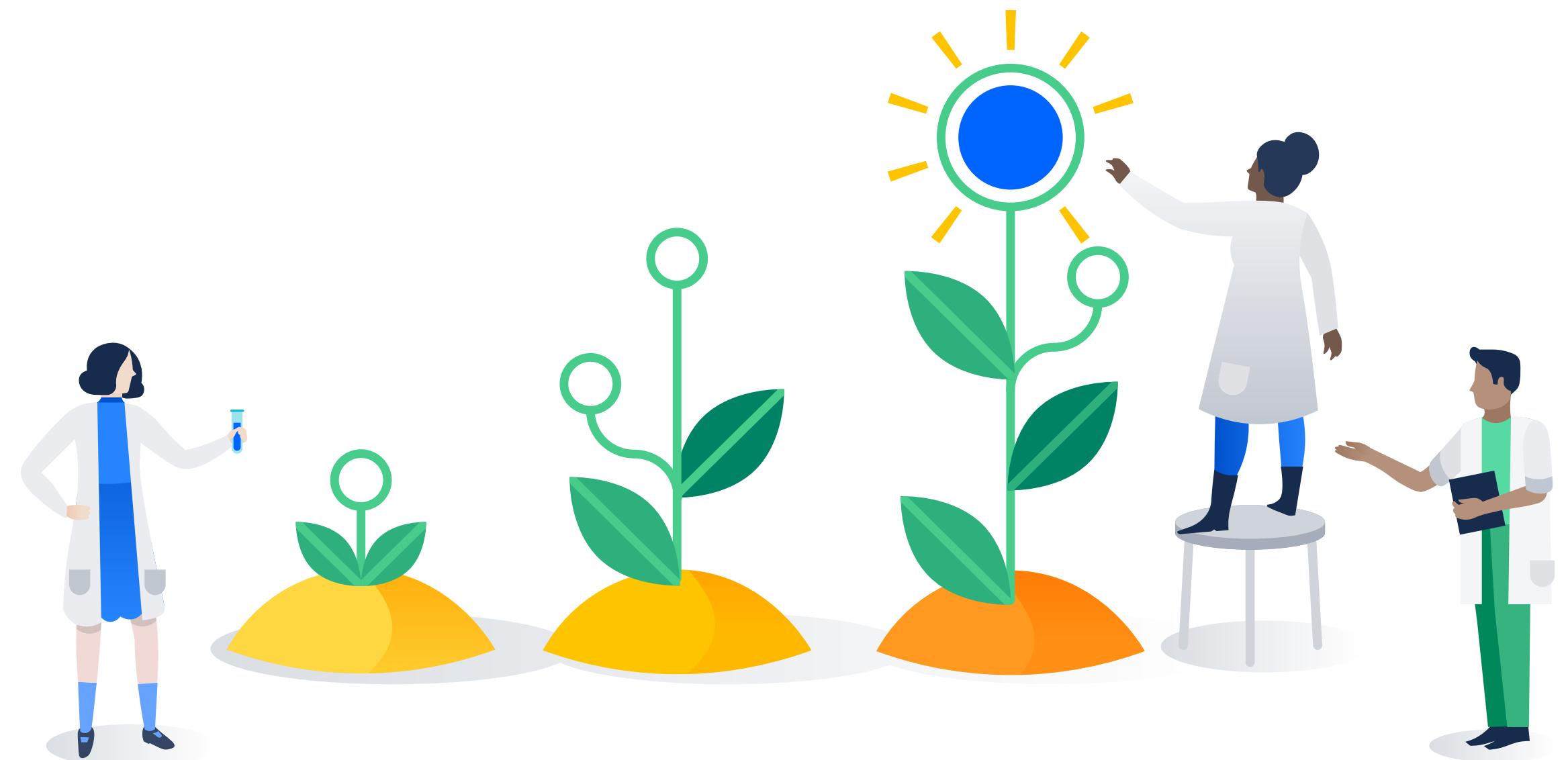
Rate attributes

Discuss ratings

Focus areas

Run plays

# Team mindset



# How it works

Set the stage

Rate attributes

Discuss ratings

Focus areas

Run plays

## The important part

Give each person a voice and a chance to contribute to their group's ratings individually before moving into whole-team discussions.





# How it works

Set the stage

Rate attributes







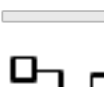
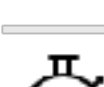
**Discuss ratings**

Focus areas

Run plays

# The tough part

Drive towards a consensus rating for each attribute.

ATTRIBUTES	CHECKPOINTS				
	1	2	3	4	5
 Full-time owner	●	●	●	●	●
 Balanced team	●	●	●	●	●
 Shared understanding	●	●	●	●	●
 Value and metrics	●	●	●	●	●
 Proof of concept	●	●	●	●	●
 One-pager	●	●	●	●	●
 Managed dependencies	●	●	●	●	●
 Velocity	●	●	●	●	●

# How it works

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Set the stage

Rate attributes

Discuss ratings

**Focus areas**


Run plays

# Agree on focus areas

Find the red dots.



## PROJECT

-  Full-time owner
-  Balanced team
-  Shared understanding
-  Value & metrics
-  Proof of concept
-  One-pager
-  Managed dependencies
-  Velocity



# How it works

Set the stage

Rate attributes


Discuss ratings

**Focus areas**














Run plays

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## PROJECT

	Full-time owner	
	Balanced team	
	Shared understanding	
	Value & metrics	
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	Managed dependencies	
	Velocity	

# How it works

Set the stage

Rate attributes

Discuss ratings


**Focus areas**

Run plays

















## Agree on focus areas

Find the red dots.

 Shared understanding 



### PROJECT

	Full-time owner	
	Balanced team	
	Shared understanding	
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## How it works

---

Set the stage

Rate attributes

Discuss ratings

Focus areas

**Run plays**

## How to address the red

We have 'Plays' designed to address the specific problem and get your team back on track



# How it works

---

Set the stage

Rate attributes

Discuss ratings

Focus areas

**Run plays**

## How to address the red

We have 'Plays' designed to address the specific problem and get your team back on track



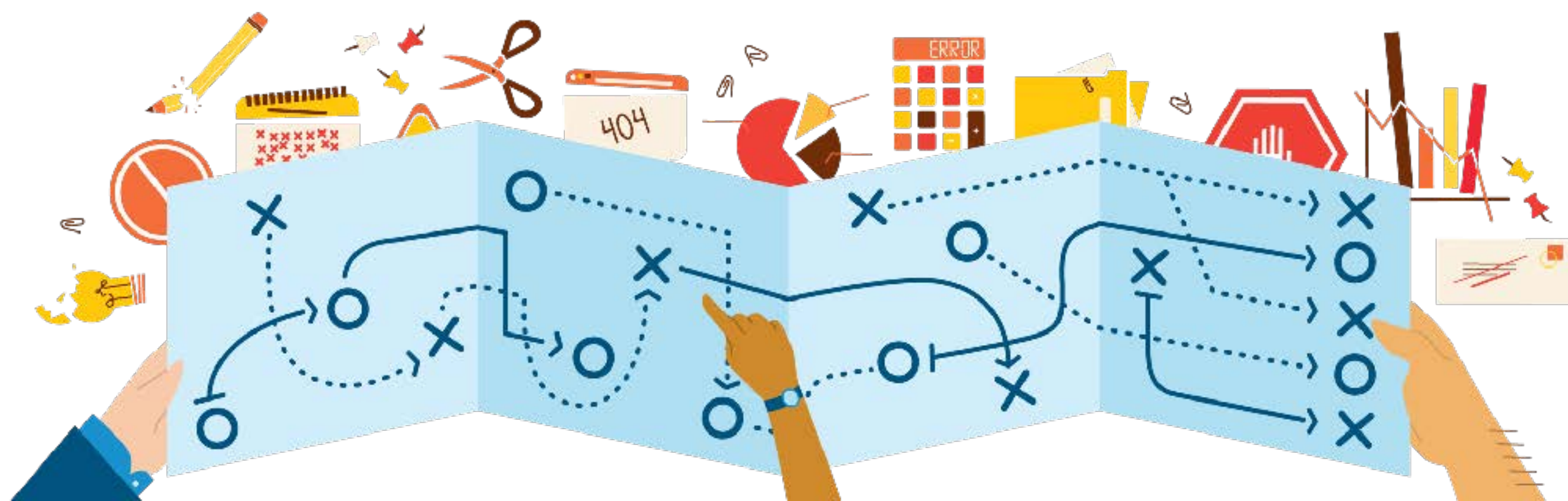
**Elevator Pitch**



**Project Poster**

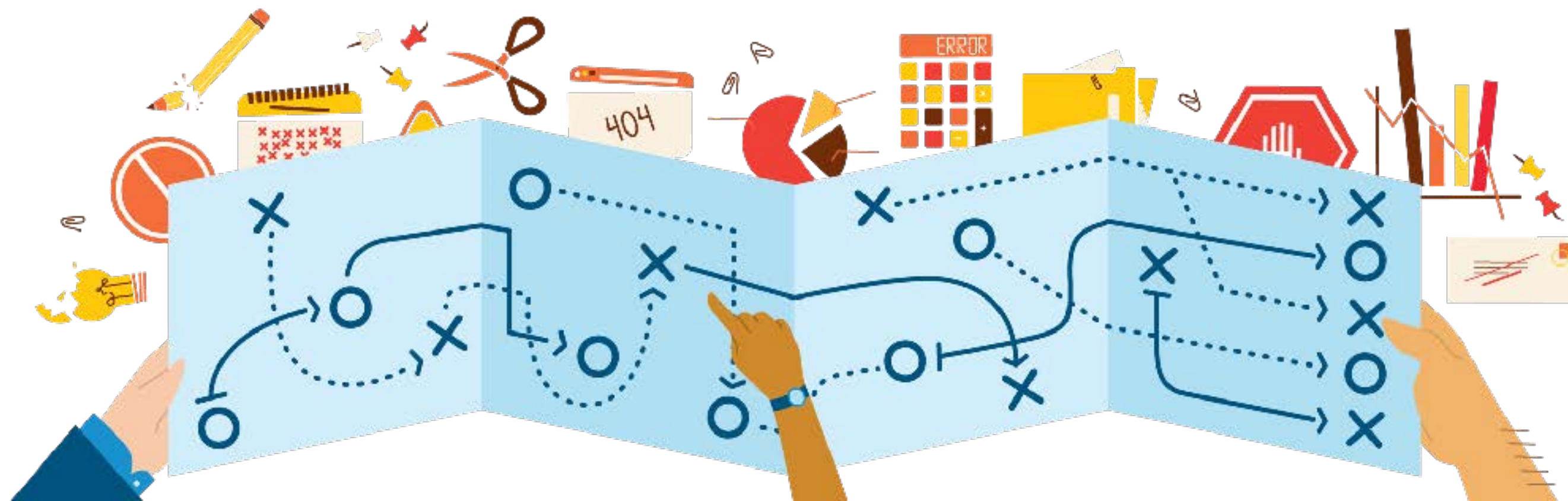


**Demo Trust**





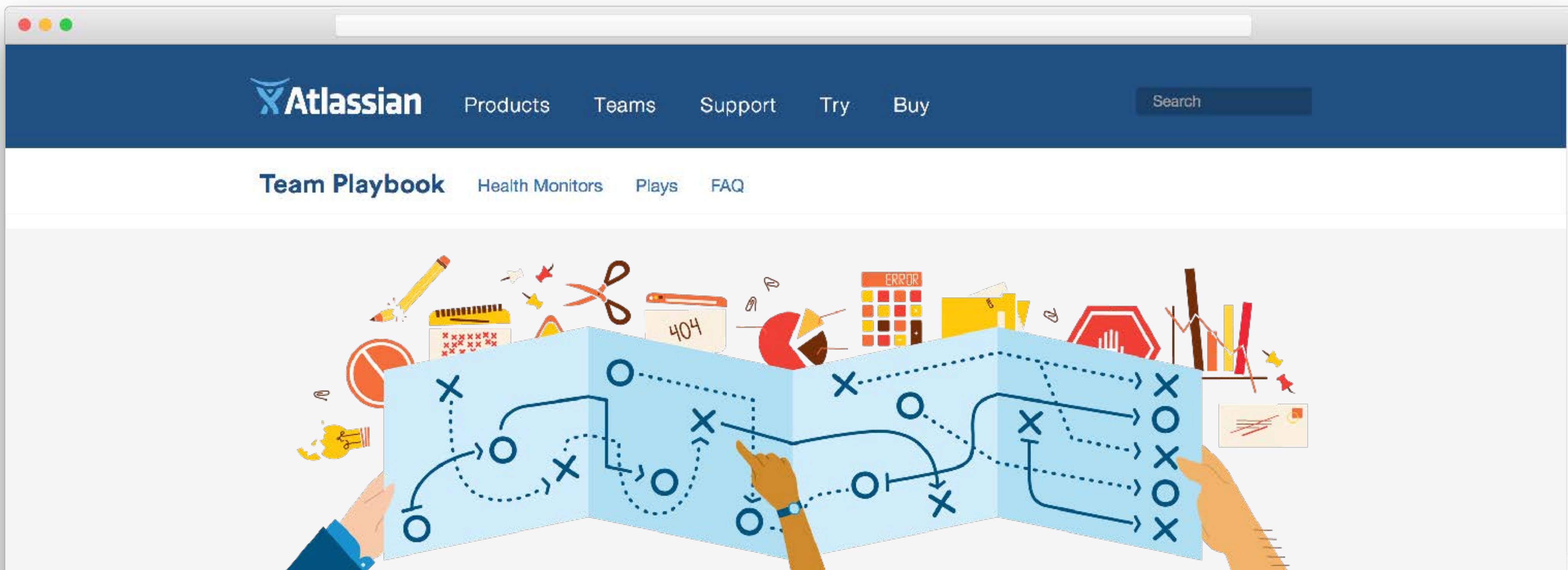
# Team Playbook







# www.atlassian.com/team-playbook



## The Atlassian Team Playbook

OUR NO-BULLSHIT GUIDE TO UNLEASHING YOUR TEAM'S POTENTIAL

Here's a dirty little secret: working as a team is really hard, and tools alone won't fix that. Books wax poetic about Silicon Valley dream-teams, but they don't tell you how to start improving *your* team. For Atlassian, the mission to unleash the potential in every team starts at home. We've developed a playbook that changed the way our teams work. Now it's yours to try, too.

This ain't your CEO's ivory-tower management book. It's by teams, for teams. You'll find step-by-step guides for tracking your team's health, and plays that build your Get \$#!t Done™ muscle. Start with a Health Monitor workshop to get a reading on your vital signs, or just dive straight into the plays.





6000+

health monitors later...



...are we better off?

## **FACTORIES**

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**Process driven**

**Old ideas**

**Status quo**

**Fear culture**

**No feedback**

**Command & control**

## **LABS**

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**Idea driven**

**Use data**

**Test assumptions**

**Embrace failure**

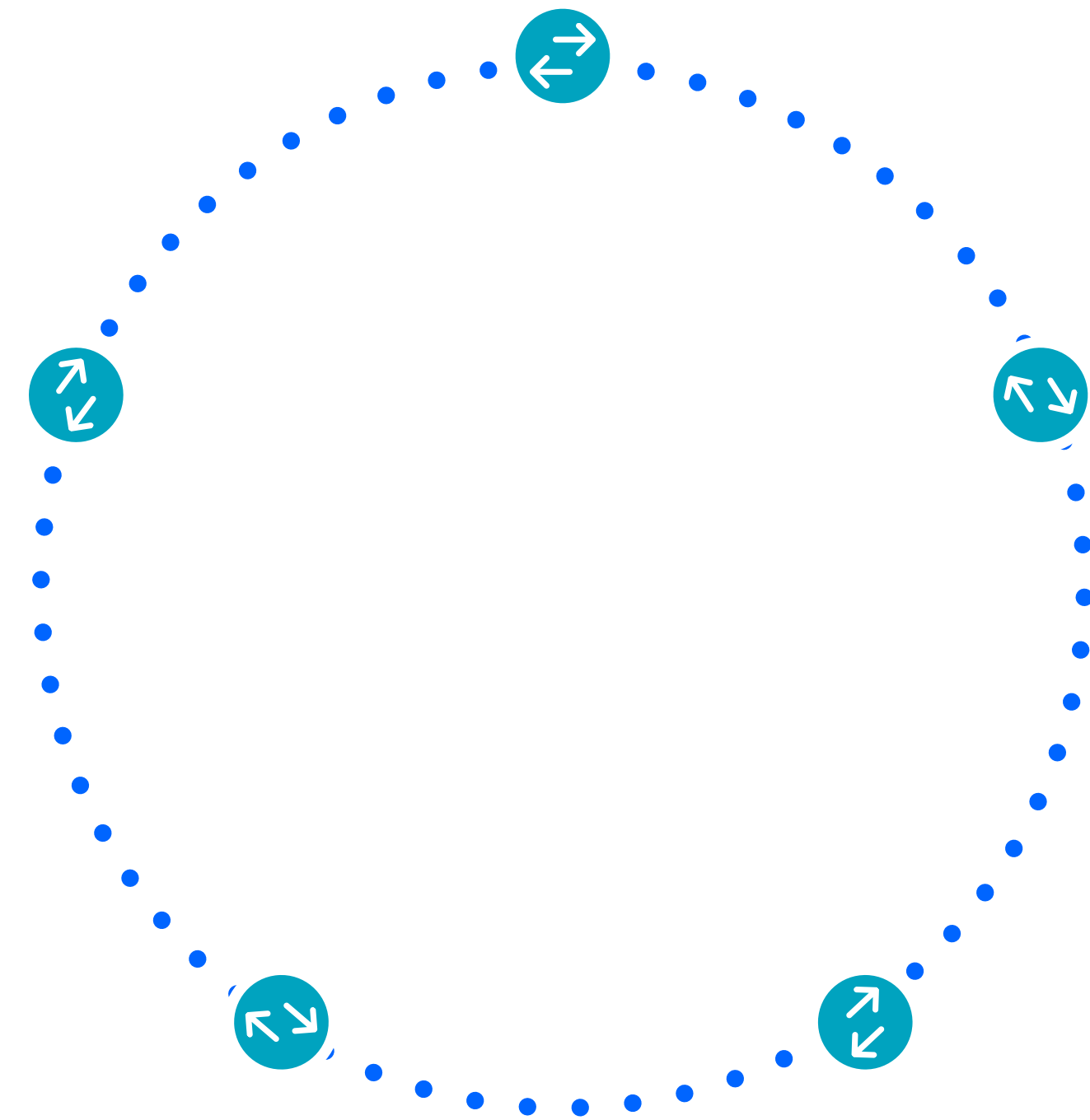
**Get feedback**

**Run experiments**

# LINEAR



# CIRCULAR



**Take  
action!**

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**Unlearn**

Environment

Levers

# Unlearn to learn

Make work = play

[www.atlassian.com/team-playbook](http://www.atlassian.com/team-playbook)



**Take  
action!**

---

Unlearn

**Environment**

Levers

# Environment

International or borderless business, diversity, pace of change, workplace, hierarchies, mental well being





**Take  
action!**

---

Unlearn

Environment

**Levers**

# Levers

AI, automation, Machine Learning, Millennials, Gig Economy, Diversity & Inclusion, Distributed Teams, Ageing Workforce, Creativity > Consistency

[www.atlassian.com/teamwork](http://www.atlassian.com/teamwork)

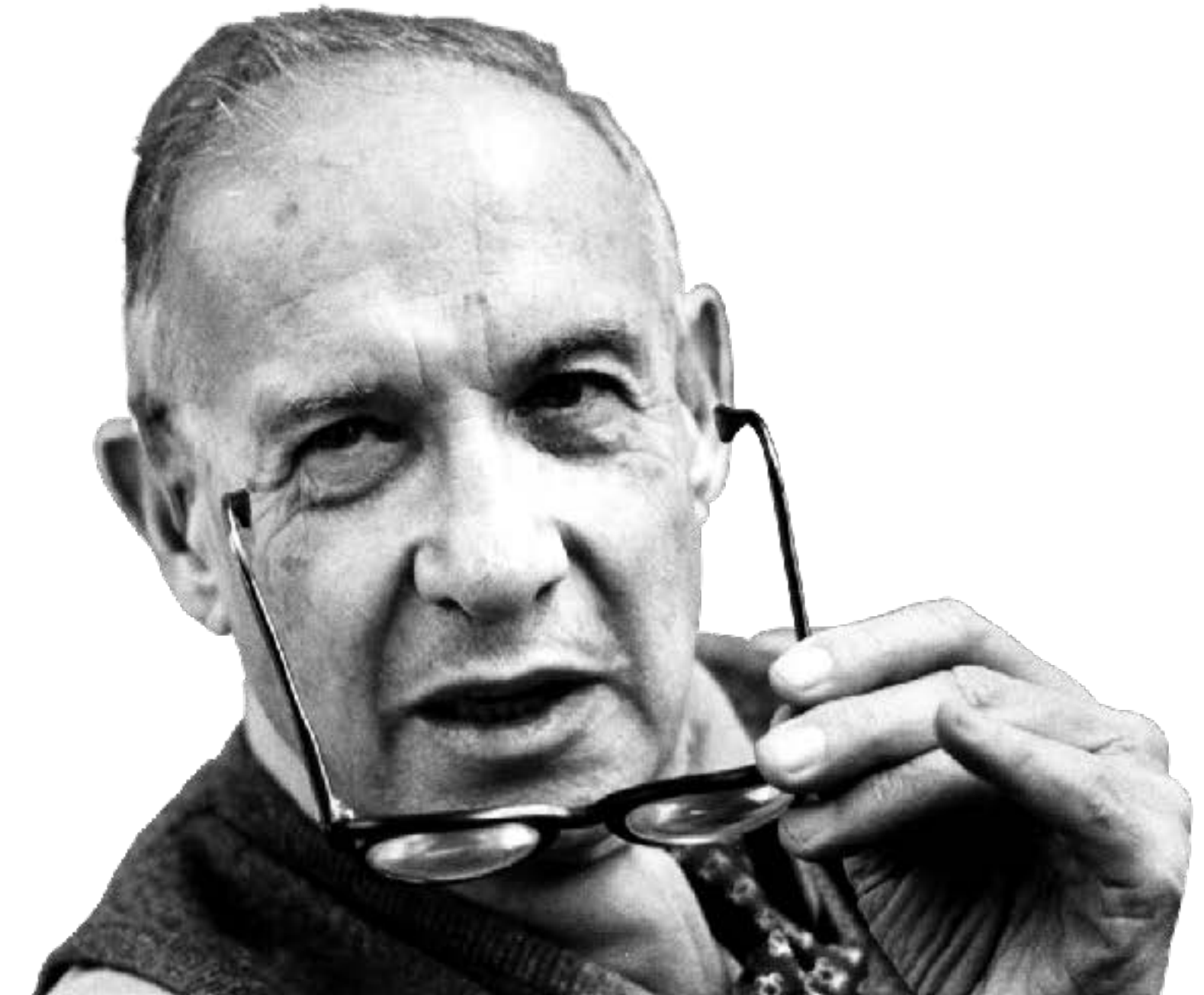


“

**The best way to predict the  
future is to create it**

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**PETER DRUCKER**





**Thank you!**



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