Welcome
Meaningful Workplaces

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“Are You Going to PLAY? “
PLAY: Old English pleg(i)an ‘to exercise,’ plega ‘brisk movement,’ related to Middle Dutch pleien ‘leap for joy, dance.’

- engage in activity for enjoyment and recreation rather than a serious or practical purpose
- engage in (a game or activity) for enjoyment
- be part of a team, especially in a specified position, in a game.
- be cooperative.

WORK: Old English weorc (noun), wyrkan (verb), of Germanic origin; related to Dutch werk and German Werk, from an Indo-European root shared by Greek ergon.

- be engaged in physical or mental activity in order to achieve a purpose or result, especially in one's job
Work vs Play
What happened?

- EVOLUTION
- LANGUAGE
- CONSCIOUSNESS
- NEW SKILLS
- TECHNOLOGY
- COMPLEXITY
- The Philosophy of PARTS

GROWTH
Growth impacts how we show up at work and in life...

Meaningful Workplace vs Meaningful PlayPlace

It’s all a perception
It’s all relative
Social Worker

What my friends think I do.

What my mom thinks I do.

What society thinks I do.

What my clients think I do.

What I think I do.

What I actually do.

Perception vs Fact.com
Work Definition for Today

I can make things happen

( how we accomplish what matters to us)
It takes a partnership to design what matters to you…

- Observer(Self)
- Meaningful Workplaces Dynamic
- The Work( Social Contract)
- Organization
- The Living System
The language we hear...

- Employee Engagement
- Happiness
- Wellness
- Life-Work Balance
- Talent Development
- Empowerment
So what is a meaningful workplace?

The Barrett Seven Levels of Organizational Evolution

Positive Focus / Potentially Limiting Focus

Service To Humanity and the Planet
Social responsibility, future generations, long-term perspective, ethics, compassion, humility

Strategic Alliances and Partnerships
Environmental awareness, community involvement, employee fulfilment, coaching/mentoring

Building Internal Community
Shared values, vision, commitment, integrity, trust, passion, creativity, openness, transparency

Continuous Renewal and Learning
Accountability, adaptability, empowerment, teamwork, goals orientation, personal growth

High Performance
Systems, processes, quality, best practices, pride in performance. Bureaucracy, complacency

Employee Recognition
Loyalty, open communication, customer satisfaction, friendship. Manipulation, blame

Financial Stability
Shareholder value, organizational growth, employee health, safety. Control, corruption, greed

Service
Making a Difference
Internal Cohesion
Transformation
Self-esteem
Relationship
Survival
THE DEVELOPMENTAL EVOLUTION WAVE IN ORGANIZATIONS
Every stage of organizational evolution is more mature and effective than the previous stage, because of the inherent attitude toward power

- A Red leader asks, How can I use my power to dominate?
- An Amber leader asks, How can I use it to enforce the status quo?
- An Orange leader asks, How can we win?
- A Green leader asks, How can we empower more people?
- A Teal leader asks, How can everyone most powerfully pursue a purpose that transcends us all?

- Which organization are we? How does your team look like?
ARE YOU DEVELOPING FASTER THAN YOUR ORGANIZATION?

IS THE ORGANIZATION MOVING FASTER THAN YOUR GROWTH?
Where organizations are moving towards- TEAL Principles

• **Self-management.** Teal organizations operate effectively, even at a large scale, with a system based on peer relationships. They set up structures and practices in which people have high autonomy in their domain, and are accountable for coordinating with others. Power and control are deeply embedded throughout the organizations, no longer tied to the specific positions of a few top leaders.

• **Wholeness.** Whereas Orange and Green organizations encourage people to show only their narrow “professional” selves, Teal organizations invite people to reclaim their inner wholeness. They create an environment wherein people feel free to fully express themselves, bringing unprecedented levels of energy, passion, and creativity to work.

• **Evolutionary purpose.** Teal organizations base their strategies on what they sense the world is asking from them. Agile practices that sense and respond replace the machinery of plans, budgets, targets, and incentives. Paradoxically, by focusing less on the bottom line and shareholder value, they generate financial results that outpace those of competitors.
“Awakening” is happening...

- Millennials in the workforce- 75 Mil
- Organizations “war” for talent
- Multitasking is a real word in the vocabulary
- We are paying higher medical bills
- High levels of stress are dominating our society
- We are losing touch of the human connection
- We have diminished our focus and attention

“Human Beings into Human Doings”
Our quest to “Balance”

O — A —— R

Productivity Machines
We have forgotten ourselves..
We have forgotten to “use” our eyes...

....and our body...

....and our souls...

....and our playfulness

( let’s practice how that looks like...)
This is good NEWS...appart the “stuff” we measure....

• We can actually learn attention
• We can practice “collaboration”
• We can make choices that allow us to “make things happen” and make “work” fun
• We can become observes of self and re-wire our neurons over time
• Thinking shapes our actions- which shape our impact- which shape our living communities
Hadrian wants me to Play

- This was nothing new to you
- It’s just a perspective on what you already know
- It’s however up to you to chose to “Play” or chose to go to “Work”
- Hadrian certainly wants me to Play
Resources

Reinventing organizations
A Guide to Creating Organizations
Inspired by the Next Stage of Human Consciousness

What My Soul Told Me

Frederic Laloux
Foreword by Ken Wilber

"Impressive! Brilliant! This book is a world changer!"
— Jenny Wade, Ph.D., author of Changes of Mind

Richard Barrett