

Jeffersonian Lunch

November 28, 2018

The Jefferson, Lemaire Restaurant (the Library)

ATTENDEES:

Scott Halloran

Paulina Hildago

Cat Murphy

Michele Rhudy

Tracey Sloan

Kelsey Thayer

Mike Upchurch

Roxanne Brown

Ed Cook

Lauren DeSimone

THEMES

- Mitigate complacency by encouraging teams to reimagine.
- Work environments need to be incubators for growth and opportunity, and safe spaces for failure.
- Say “yes” and don’t accept “no”.
- Future of work needs agile thinkers.
- Developing agile cultures necessitates servant leaders who are able to be self-reflective and transparent.
- Transparency helps leaders be force multipliers, but is dependent on the culture and who one hires, trains, and expels.
- Hire people comfortable with change and conflict but be careful not to result in a homogenous society.
- Conflict will occur, so important to develop skills to endure it rather than detour around it.

NOTES

- Just say yes to opportunities (Tracey) to overcome doubt, impostor syndrome.
 - Hogan assessment says in the 1st half of your life your super power got you to where you are, in the 2nd half of your life that same power becomes annoying. (Michele)
 - Long career and risk of complacency at tail end. (Mike)
 - To mitigate complacency, “reimagine.” (Michele) How can work environments encourage reimagining?
 - Need to be incubator for growth and opportunities and a safe space in which to fail. (Kelsey)
 - Step up or go... ask boss “Did you hire me to maintain status quo?” (Tracey)... don’t be discouraged by the first several “no’s”
 - In 5 years the future of work will be different; we need agile thinkers (Mike) How do you cultivate agile, nimble thinkers? (Michele)
 - Create psychological safe space (Mike, Kelsey)
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- Incentivize fierce thinking i.e. job expectation to blow up portion of old habits. (Mike)
- Perhaps more naturally occurring in millennial generation, younger age makes innovation more palatable. (Paulina)
- Opportunities come with servant leaders (Cat)
 - On developing an agile culture, the biggest barrier is that middle management cannot evolve to meet servant leader expectations.
- To be servant leader, have to be self-reflective; leaders must change before expecting staff to (Scott)
- Transparency helps leaders become multipliers
 - Force multipliers dependent on culture and who you hire, train, expel. (Scott)
 - Traction used as business development methodology (Scott)
- Hire for change (Kelsey) but watch out for hiring homogeneous societies (Cat)
- Hire and lead cultures that are comfortable with conflict (Cat)
- Important to know how to endure conflict versus detour around it
- In conflict, assess and communication issues within:
 - situation
 - behavior
 - impact

Multiplier story: Tracey encouraged staff to think of things differently, she introduced new technology ... resulting in one staff “unretiring.”