

Subscribe to our newsletter

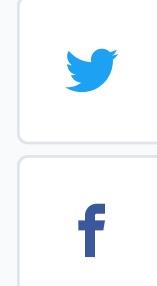
By subscribing, you agree with Revue's Terms of Service and Privacy Policy and understand that Transforming Talent Insights will receive your email address.

Your email address... [Subscribe now]

Nov 9, 2018 Issue #23 - Rebels are Social? Two paths towards BEST

View online

SHARE



Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant) @elizabethlembke

The start - stop in transformation can be funny and it can be inspiring. As we design the people role in the future of work, we need to tackle the question of

- do we want to get the BEST versus get the MOST out of people

Depending on how one lands on this particular principle, so too will the approach to job design, organisational design and development change. In my opinion, currently many du jour approaches and measures are targeting the MOST camp. To the detriment of what PEOPLE engaged with work do.

As you can imagine I am a big proponent of the BEST - but the paths we take to support getting the BEST are changing as well. The paths are personal, around contribution, impact, relationships, and growth. They are around non-conformity, healthy tension and co-creation.

Two of these paths leading toward BEST are rebel talent and work collectives. These showcase the environments, work design, attitudes and organizational forms which foster working BEST.*



#hrimprov Design Crew

Novelty + Curiosity + Perspective + Diversity + Authenticity = Tension (Growth) = Confidence + Engagement = Rebel Talent



From Pink Milk to Smart Questions, How to Be a Rebel Leader - Behavioral Scientist

Francesca Gino, a professor at Harvard Business School, published her book Rebel Talent: Why it Pays to Break the Rules at Work and in Life. This Q&A with Gino and a book excerpt that highlights

what Gino says are key qualities of successful "rebel" leaders: a knack for question-asking and an appreciation for inquiry.

behavioralscientist.org

Hidden Brain by NPR on Apple Podcasts

I recommend listening to episode 17 "You 2.0: Rebel with a Cause" is an interview with Francesca Gino on rebel talent. Constructive intent is what #hrimprov is all about!

itunes.apple.com



The Rebel Test - Rebel Talent

Pirate, Traveler, Climber, Guardian: Find out what type of rebel you are - in case you do not already know. Afterwards you can scan some articles and ideas on Francesca Gino's site.

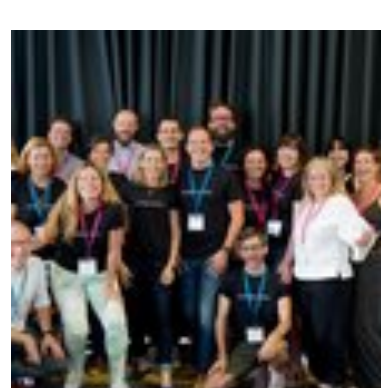
www.rebeltalents.org

Social Collaboration in Real Life

The ForeWork Initiative - What does the future of work look like?

ForeWork connects brands, innovators, experts, and a global crowd to determine the future of work.

www.jovoto.com



What's your workstyle?

The Hoxby Collective is an award-winning global community of handpicked freelance experts working flexibly together to provide futureproofing consultancy and outsource agency services in marketing, admin, hr, finance and operations. We are ready for the future of work, are you?

hoxby.com

The Future of Work is Collective | HuffPost

Katarina Spasic talks about the power of the cooperative and collective as "... giving people hope and dignity through regaining control over their workplaces and consequently, over their lives. It's the sense of personal value and confidence that is naturally nurtured within a cooperative. Every member becomes an entrepreneur, risk-taker and visionary."

www.huffingtonpost.com



Question: How are you collaborating differently nowadays?

The Creepin It Real Design Workshop for the 2019 #HRImprov Theatre with Mandy Chooi was a great learning and a grand success! Thank you to all co-creators in reimagining the people role in the world of work: Alex van der Steen, Christina Taylor - Chartered MCIPD, Monique de Bree, Gordon Lokenberg, Jennifer Kanary Nikolov(a) and Gijs Valbrach! You were awesome! (*The articles and shares are thanks in part to you!)

An additional shout of of appreciation to my wonderful friends, colleagues and broader network for the support for designing the different role of people at work! Looking forward to seeing you rebels at the main event!

Did you enjoy this issue? Yes No



Elizabeth M. Lembke - Chief Talent Navigator (HR Consultant) @elizabethlembke

Feeding the Passion for Transformation: Be it Talent, Culture, Work or HR

In order to unsubscribe, click here.

If you were forwarded this newsletter and you like it, you can subscribe here.

Created with Revue by Twitter.

Elizabeth Lembke, Transforming Talent Consulting: www.transformingtalent.co and www.transformingtalent.de

Subscribe to our newsletter

By subscribing, you agree with Revue's Terms of Service and Privacy Policy and understand that Transforming Talent Insights will receive your email address.

Your email address... [Subscribe now]