

BEING HUMAN

The infinite potential of how we work, lead, and live.



Hi, we've been missing something!

BY MIRJANA BOZNOVSKA

The conversation is changing. More organisations are agreeing that people are their greatest advantage and that investing in their growth is critical for the future. That's real progress. But it's also not enough. Because agreeing is not the same as taking action. We've become exceptionally good at developing capability from the outside in. Knowledge. Skills. All important.

But developing what people know is not the same as developing who they are becoming. That's the missing piece. Human Growth. The future of work requires us to intentionally develop people from the inside out. Not as an afterthought. Not for a select few. Not as a tick-box. ***As an embedded practice that elevates the human experience at work.*** Because lasting human growth is shaped by the everyday moments that influence how people think, connect, lead, and grow.

IN THIS EDITION

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WHAT HUMAN GROWTH NEEDS

Human growth thrives when people consistently experience:



Autonomy

The freedom to think and choose.

- Self-awareness: What am I telling myself?
- Self-responsibility: What is mine to own?
- Self-leadership: What choice will I make now?



Relatedness

The connection to relate and belong.

- Self-awareness: What am I assuming?
- Self-responsibility: How am I contributing?
- Self-leadership: How can I deepen trust?



Competence

The belief growth is possible.

- Self-awareness: What fear is holding me back?
- Self-responsibility: What can I learn from this?
- Self-leadership: Who am I becoming?

Human growth is strengthened through the everyday conversations and reflections that shape how people think, connect, lead, and grow.



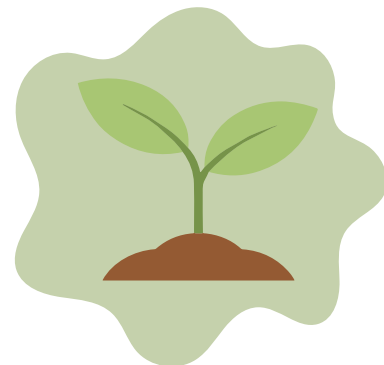
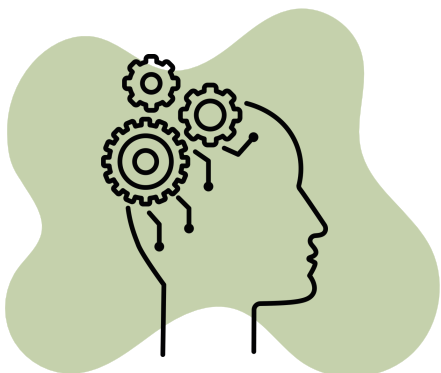
GROWTH COMES
FROM WITHIN

Leaders create the conditions.

IT STARTS WITH THE LEADER

GROWTH CAN'T BE MANDATED

Most leaders approach development as something they do to people or for people. Training. Programs. Information. All valuable. But growth isn't something we do to people. People-First leaders understand that growth comes from within. **Their role is to create the conditions that support inner growth.**



CREATE THE
CONDITIONS

Think about a plant. What helps it grow? Not pressure. Not force. Not direction. Conditions: Sunlight. Water. Nutrients. Now consider the people in your team. What helps them grow? More control? Or opportunities to reflect, connect, and take ownership of their own growth? **Growth can't be imposed. It must be cultivated.**

AN EMBEDDED HUMAN PRACTICE

Cultivation happens when the conditions for growth become part of the human experience at work.

Imagine if once a month people came together for a different kind of conversation.

Not to report.
Not to update.
Not to perform.

But to better understand themselves and each other.

Questions like:

- What does success mean to you?
- What assumptions are holding you back?
- What values guide your decisions?
- What kind of person are you becoming?

**Not to evaluate. Not to fix. Not to judge.
To listen. To learn. To understand.**

Because understanding creates connection.
And connection creates trust.

Being more human at work, over time something shifts.

People become more self-aware.
More responsible for their choices.
More intentional about who they are.

People feel seen.

People feel heard.

Trust deepens.

Ownership grows.

Growth becomes part of how work happens.

Not as an afterthought.
Not for a select few.
Not as a tick-box.

As a shared practice of becoming. Because what we practice consistently shapes who we become.



WHAT WE PRACTICE, WE BECOME.

If we want autonomy, relatedness, and competence to grow, we must create opportunities to practise them consistently.

*The future of work is not just about what we do.
It's about who we become, individually and collectively.*

A PATHWAY FOR HUMAN GROWTH

The gap between strategy and lived experience is where growth happens.

Imagine leading or joining a new organisation and knowing:

Here, human growth is part of how we work.

Every month, people come together for meaningful conversations.

Every participant is invited to facilitate.
Because growth is a shared responsibility.

Every person has the opportunity to deepen self-awareness, self-responsibility, and self-leadership.

Not because it's part of their role.

Because they're human.

To better understand themselves.
To better understand each other.
To grow alongside the people they work with.

Because in this organisation, Being Human matters.

We have pathways for careers.

- Pathways for learning skills.
- Pathways for compliance.
- Pathways for leadership.
- Imagine a pathway for human growth.
- What if it became a recognised standard of the employee experience?



A Simple Human Reset

The power isn't in the answers.

It's in the questions.

Most workplace conversations focus on answers.

Human growth begins with questions.

The kind of questions that help people:

- Pause.
- Reflect.
- Challenge assumptions.
- See themselves differently.
- Understand others more deeply.

The quality of our questions shapes the quality of our awareness.

And awareness shapes how we think, connect, lead, and grow.

One question.

One conversation.

One new insight.

One different choice.

That's where growth begins.



Real Work Examples— Human Growth In Action

Self-Awareness: What does success mean to you?

One person says, "Success is achievement."

Another says: "Success is freedom."

Another says, "Success is more time with family."

Same word. Different meanings.

People leave with greater awareness of themselves and deep understanding of others.

Self-Responsibility: What assumptions limit you?

One person says: "I'm not ready."

Another says: "I need everyone to agree with me."

Another says: "If I fail, I'll disappoint people."

Same challenge. Different assumptions.

People leave with greater ownership of their choices and responsibility for their growth.

Self-Leadership: Who do you want to become?

One person says, "I choose to be open and curious."

Another says, "I choose to be true to my values."

Another says, "I choose to be compassionate."

The conversation shifts from doing to **being**.

People leave with greater clarity about who they want to be and how they want to lead themselves.

HUMAN GROWTH

**DOESN'T BEGIN WITH
ANSWERS.
IT BEGINS WITH
BETTER QUESTIONS.**

BEING HUMAN *a People-First invitation*

Can I ask you a question?

What if human growth became part of
your employee experience?

For everyone.

Consistently.

What could change?

For your people.

For your teams.

For your organisation.

For you as a leader.

For the future of your work.

*We built systems for skills. Now it's time
to build systems for human growth.
Until next time, let your humanity lead.*

— MIRJANA