

pre-workshop activity



Workforce Ascension
& Enhancement
by MINDOVERMACHINES

Welcome to the new

WĀE

WAE is a new framework that lifts the global workforce to fulfill human potential with a human-centered approach to automation.

This download contains a free exercise to get you in the right mindset to implement the WAE framework. We encourage anyone who is planning on attending the WAE 101 Workshop to complete the exercise in advance.

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humans +
technology
= your WAE



the principles

Before diving into the free exercise, let's look at the WAE Principles. These guiding principles will help you level set and get your headspace prepared for how your workforce and technology should be working together.



the principles

humans +
technology
= your WAE



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Humans are brimming
with potential.

Every human has untapped potential and
that potential needs to be nurtured.

Empathy is at the core
of human potential.

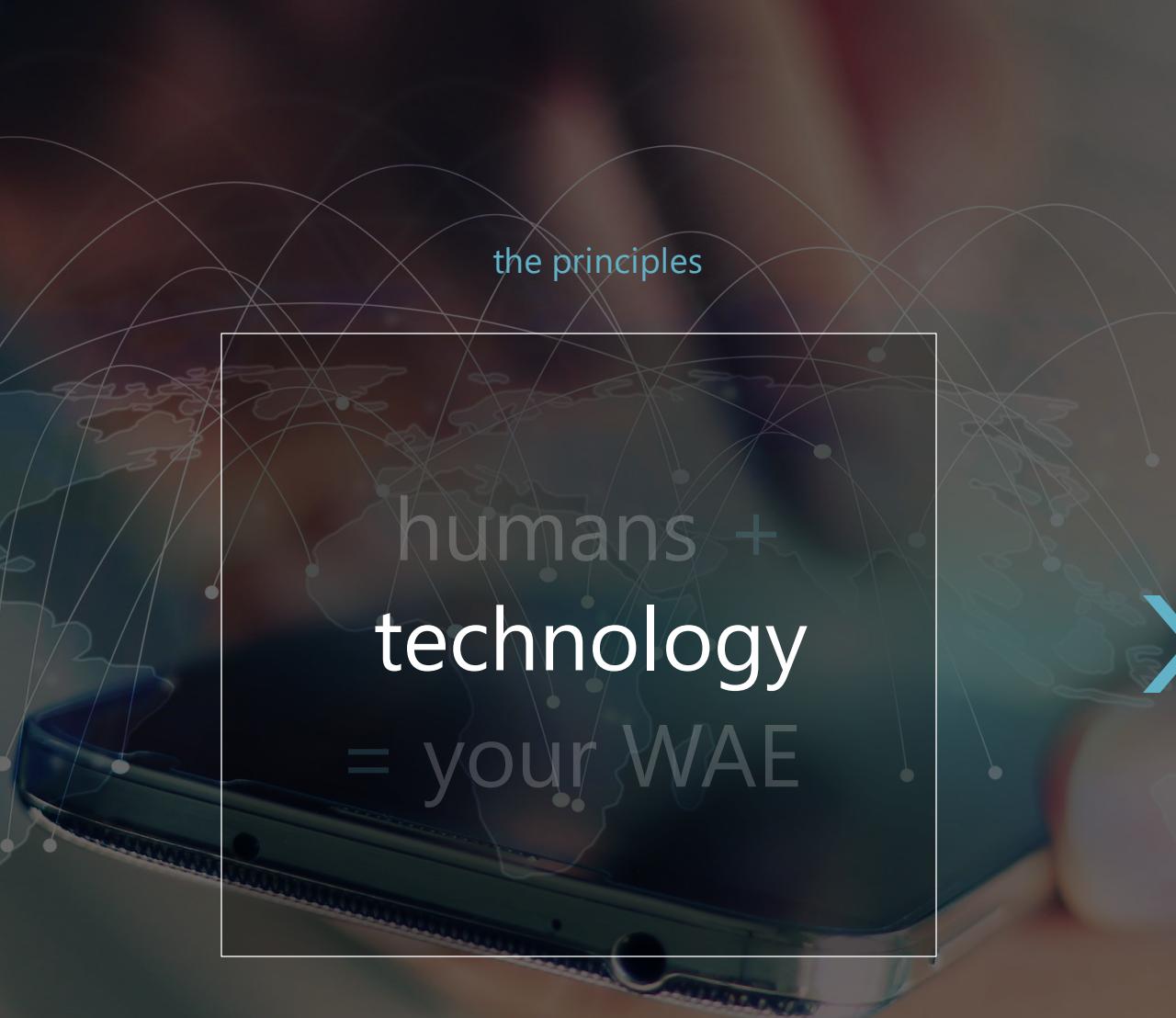
Human potential cannot be achieved without empathy
for the people doing the work and consuming the
work product.

People know what they can offer
better than managers.

A person knows their potential better
than any manager or executive.

Humanity is more powerful
than technology.

Your human talent is more capable of creating lasting
change than any technology.



the principles

humans +
technology
= your WAE

Technology unleashes that potential.

Technology can remove the barriers that hold back human potential.

Innovation comes from the people doing the work.

Real innovation comes from the front lines of work, not the executive offices.

Technology is a collaborator, not just a tool.

Technology is a partner in work, not something used but something worked with to achieve an outcome.

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Measure what matters.

If it is worth your time to do it,
measure your impact from it.

Make sure everyone knows what matters.

Ensure everyone knows what matters so
everyone drives forward in the same direction to
achieve their potential.

Storytelling connects us.

People connect, learn, and grow with shared
experiences and stories. Storytelling is central
to growing the humanity in any group of people.



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the exercise

Find Your Core Competency

What makes your organization
(or even you as a person) valuable to others?

OVERVIEW:

MATERIALS NEEDED
Pencil, Index Cards

PARTICIPANTS
Organization Leadership Team

DIFFICULTY
Easy

DELIVERABLE
Core Competency Card

SUGGESTED TIME
1–2 Hours



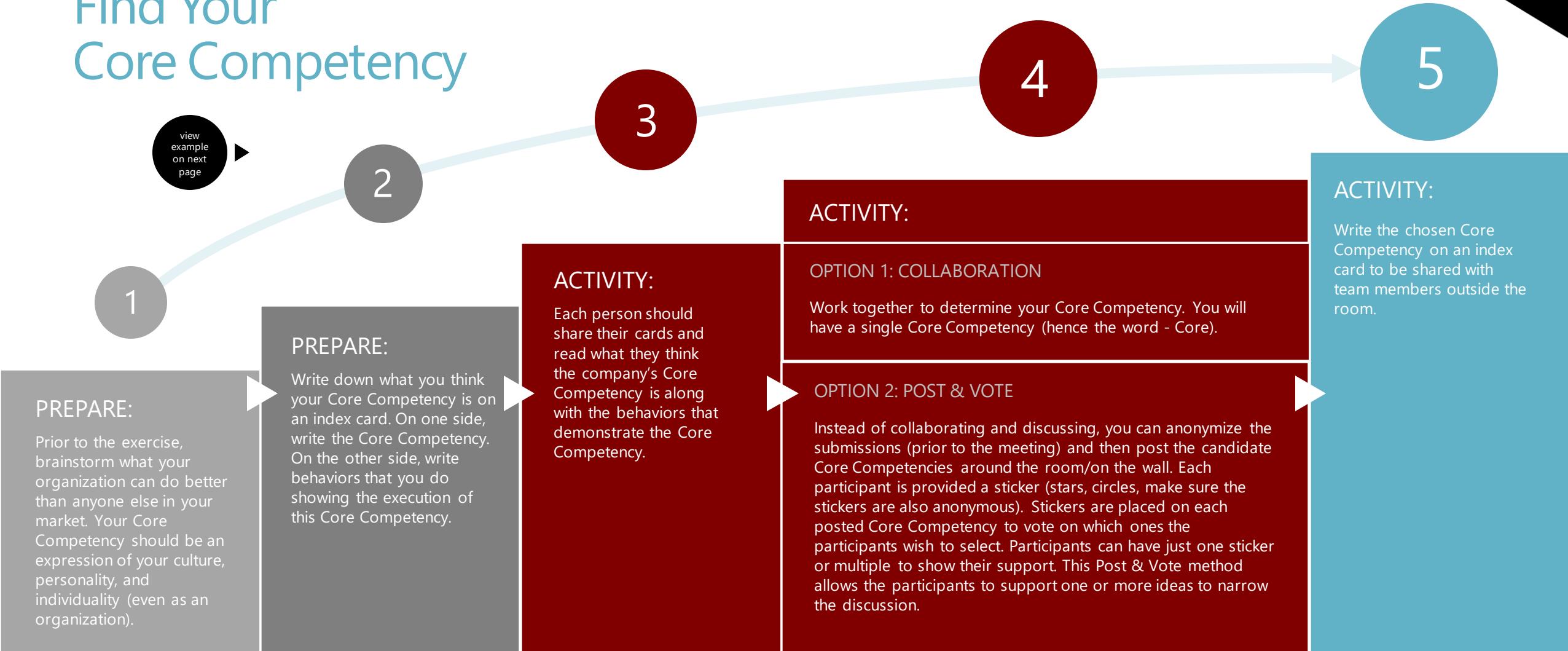
the exercise

Your Core Competency is the main thing you do as a business. It is what differentiates you from your competition and represents what you do better than anyone else.

Some companies have a Core Competency of "Hyper Customization" where they customize their business to meet the needs of their customers. Others have a Core Competency such as: Speed of Delivery, Predictable Processes, Communication, Converting Ideas to Visualizations, and many other possibilities.

Remember, Core Competency is what you can do better than anyone else. If you can't discover this, you are in prime position for disruption.

Find Your Core Competency



exercise example:



1

Individual work

Participants work on their own with an index card.



2

Write down your thoughts

The Core Competency goes on the front, then write the supporting behaviors on the back.

Your Core Competency =



3

Come together

Either in-person and/or virtually, meet together and share your Core Competency thoughts with one another and discuss.



5



4

Build consensus

Collaborate in order to arrive at a final agreed upon answer. A couple options for approaching this part are described on the previous page.

the WAE timeline

Now that you completed this exercise, here is the path to follow and continue towards enhancing your workforce and ascending to a [WAE existence](#).



Prep Work

Complete this first exercise.



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what's next?



Make sure you have the WAE 101 Workshop in your calendar.

Share this with a friend or colleague who may be interested in attending—or would find interest in this exercise.

Let your network know you are attending using #WAE101.



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