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.

table of contents

The WAE Principles

Exercise:
Your Core Competency

The WAE Timeline

Next Steps

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

wae
by MINDOVERMACHINES

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

wae
by MINDOVERMACHINES

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.

the principles

humans + technology

= your WAE

iwae by MINDOVERMACHINES

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.

wae

by MINDOVERMACHINES

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

view example on next page

1

PREPARE:

Prior to the exercise, brainstorm what your organization can do better than anyone else in your market. Your Core Competency should be an expression of your culture, personality, and individuality (even as an organization).

2

PREPARE:

Write down what you think your Core Competency is on an index card. On one side, write the Core Competency. On the other side, write behaviors that you do showing the execution of this Core Competency.

3

ACTIVITY:

Each person should share their cards and read what they think the company's Core Competency is along with the behaviors that demonstrate the Core Competency.

4

ACTIVITY:

OPTION 1: COLLABORATION

Work together to determine your Core Competency. You will have a single Core Competency (hence the word - Core).

OPTION 2: POST & VOTE

Instead of collaborating and discussing, you can anonymize the submissions (prior to the meeting) and then post the candidate Core Competencies around the room/on the wall. Each participant is provided a sticker (stars, circles, make sure the stickers are also anonymous). Stickers are placed on each posted Core Competency to vote on which ones the participants wish to select. Participants can have just one sticker or multiple to show their support. This Post & Vote method allows the participants to support one or more ideas to narrow the discussion.

5

ACTIVITY:

Write the chosen Core Competency on an index card to be shared with team members outside the room.

MIND OVER MACHINES

wae by MINDOVERMACHINES

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.

3

Come together

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

Your Core Competency =

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.

wae by MINDOVERMACHINES

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.

WAE 101

Attend the WAE 101 Workshop to dive deeper into the WAE methodology.

WAE 102

Attend a WAE Lab to use your own business and team to start moving the needle.

WAE Forward

Gain attendance to The WAE Forward—and exclusive online group with resources and support.

WAE Roadmap

Set up a 1:1 to turn your exercises into a roadmap for moving forward.

Workforce Ascension & Enhancement
by MINDOVERMACHINES

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.

Workforce Ascension & Enhancement

by MINDOVERMACHINES

@mindovrmachines

/mind-over-machines

mindovermachines.com