

I Am So Sick & Tired of Work!!!

MN Government IT Symposium
Thursday, December 12th, 2019

Denise Moreland



Why...

- Is work so toxic?
- Is work making us sick and tired?
- Do so many people hate their jobs?

MANAGEMENT CULTURE

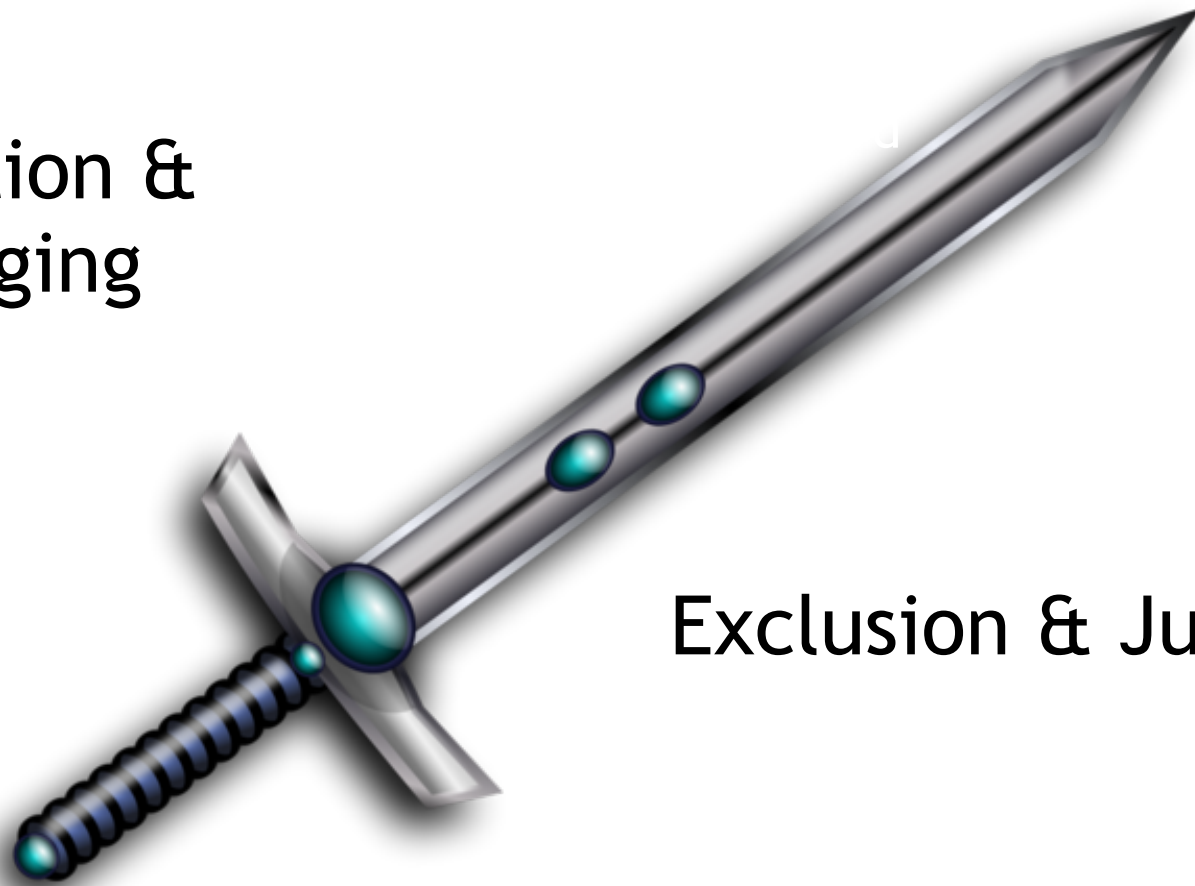


INNOVATIVE & BOLD STRATEGIES
TO ENGAGE EMPLOYEES

DENISE MORELAND

Culture is Two-Edged

Tradition &
Belonging



Exclusion & Judgement

Management Culture

Ownership Matters
Superiority Tango
Systematically Speaking
Democracy at Work

Ownership Matters

Fact: Management Owns the Jobs

Culture: Management Owns Everything

- The Work
- The Worker
- The Organization



Superiority Tango

Fact: Managers have Superior Rank

Culture: Managers are Superior

Coercion / Compliance

Control / Resignation

Domination / Submission



Systematically Speaking

“Well-Oiled Machine”

Fact: Organizations are
Complex Systems

Culture: Managers are
Engineers



Systematically Speaking

“We Are Family”

Fact: Hierarchy

Culture: Managers act like Parents



Let's practice!



Advise for Supervisors

1. Change management culture
2. Redefine your role from boss to leader
3. Develop supervisory principles

Change Management Culture

Pattern	Old Culture	New Culture
Ownership	“Boss” Rules	Collaboration
Superiority	About Rank	About Work
Systems	Hierarchy	Networks

Redefine Your Role

Boss	Leader
Overseer	Resource
Commander	Coach
Expert	Facilitator
Caretaker	Collaborator
Engineer	Architect

Supervisory Principles

1. Never treat employees as children.
2. Never take credit for someone else's work.
3. Be more architect than engineer.
4. Don't say, "my staff" work "for" me.
5. Say, "please" and "thank-you."
6. Always be looking for the right fit.

Advise for Employees

1. Protect yourself
2. Put your name on all documents
3. Don't call yourself a peon or your supervisor a "boss"
4. Own your career
5. Make proposals, pilot ideas
6. Tie ideas to work goals and values

Don't Consent!

“No one can make you
feel inferior without
your consent”

Eleanor Roosevelt

Questions?

Imagine a Workplace



Contact Info

Denise Moreland
LifeGuides.Denise@gmail.com

Book: mgmtculture.com or Amazon

Blog: <http://denisemoreland.wordpress.com/>

Connect on Facebook, Twitter and LinkedIn