HOW TO CREATE
DISRUPTIVE, HIGH-PERFORMANCE AGILE TEAMS USING THE HUMAN FULL STACK

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DISRUPTION!
ACCELERATING DISRUPTION

LEVEL OF ADVANCEMENT

TIME

RAPID CHANGE IN TECHNOLOGY

WE ARE HERE

RELATIVELY SLOW
WHO THINKS IT’S IMPORTANT TO BE DISRUPTIVE?
WHO THINKS THEIR ORGANIZATION IS DISRUPTIVE ENOUGH?
WHO BELIEVES VR WON’T ADVANCE FAR ENOUGH THAT WE CAN ALL WORK REMOTELY?
THEN WHAT?
THE END OF THE OFFICE BLOCK
WHY VR WILL ACHIEVE WIDESPREAD ADOPTION

ORGANISATIONS
• No commute times
• No office costs
• Lower salaries

EMPLOYEES
• No commute times
• Lifestyle
• Lower cost of living
WIDESPREAD DISRUPTION

- REAL ESTATE
- TRANSPORTATION
- ACCOMODATION
- SERVICE INDUSTRIES
- AUSTRALIAN JOBS
HOW CAN WE RESPOND AND CREATE DISRUPTION?
1. MINDSET
2. STRATEGY
3. LEADERSHIP

DISRUPTIVE TEAMS
1. MINDSET

2. STRATEGY

3. LEADERSHIP

DISRUPTIVE TEAMS
THE HUMAN FULL STACK
THE HUMAN FULL STACK
HUMAN FULL STACK

SENSORY INPUT

FILTERS

META-PROGRAMS

CORE PERSONALITY

RESPONSE
HUMAN FULL STACK

SENSORY INPUT

FILTERS

META-PROGRAMS

CORE PERSONALITY

RESPONSE
META-PROGRAMS

- There are 60 meta-programs!
- Meta-programs are context specific
- Meta-programs are a spectrum
AN EXAMPLE

EXTROVERT
PEOPLE

INTROVERT
QUIET

REJUVENATION
AN EXAMPLE

EXTROVERT
PEOPLE

AMBIGERT
BOTH

INTROVERT
QUIET

THAT'S CONTEXT SPECIFIC!!
THE 7 META-PROGRAM’S OF A DISRUPTIVE MINDSET
1. TIME ZONE
2. Change Adapter

LATE

MEDIUM

EARLY
3. Authority Source

- Internal
- External
4. RELATIONSHIP COMPARISON

MATCH

MISMATCH
5. Scenario Type

Pessimism

Optimism
6. CONVENTIONAL
7. RISK TAKING

EXCITEMENT

FEARFUL
1. TIME ZONE
2. CHANGE ADAPTER
3. AUTHORITY SOURCE
4. REL. COMPARISON
5. SCENARIO TYPE
6. CONVENTIONAL
7. RISK TAKING

DISRUPTIVE MINDSET

- Future
- Early
- Internal
- Mismatch
- Optimism
- Non-Conformist
- Excitement
1. TIME ZONE
2. CHANGE ADAPTER
3. AUTHORITY SOURCE
4. REL. COMPARISON
5. SCENARIO TYPE
6. CONVENTIONAL
7. RISK TAKING

FUTURE
EARLY
INTERNAL
MISMATCH
OPTIMISM
NON-CONFORMIST
EXCITEMENT

DISRUPTIVE MINDSET

EvolvingDigitalLeadership.com
GROWING A DISRUPTIVE MINDSET

1. Awareness (of mindset and preferences)
2. Understand both ends of the spectrum
3. Decide to change
4. Timeboxed experiments
5. Coaching
DISRUPTIVE MINDSET PROFILE
1. MINDSET

2. STRATEGY

3. LEADERSHIP

DISRUPTIVE TEAMS
MAKE DISRUPTION PART OF YOUR STRATEGY

INCREASE VALUE

DISRUPT OR BE DISRUPTED

INCREASE EFFICIENCY
1. MINDSET

2. STRATEGY

3. LEADERSHIP

DISRUPTIVE TEAMS
1. Mindset
2. Strategy
3. Leadership

Disruptive Teams
LEADERSHIP

1. GIVE TEAMS TIME FOR DISRUPTION
2. PROVIDE WIDER PERSPECTIVES & CONTEXTS
3. FOCUS ON AND MEASURE DISRUPTION
4. CONSIDER IF A FEATURE IS EXPECTED, ENHANCED OR EXCEPTIONAL
1. MINDSET

2. STRATEGY

3. LEADERSHIP

DISRUPTIVE TEAMS
THANK YOU

NEW BOOK OUT IN JULY

TO LEARN MORE ABOUT THE HUMAN FULL STACK: bit.ly/aaus2018

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