Building Conscious Engineering Teams

Nov 4 2014 | Rob Cromwell | @robertcromwell

EXIT
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fiberbox.net/guidelines
FiberBox
Fiberbox Employee Manual
Takeaway 3
Technician Guidelines
Help the Players in Your Ecosystem Understand their Roles
What It Means
Supporting Data
Supplemental Materials
Related Research Documents
Endnotes
Read More
EMPLOYEE MANUAL
Technician Guidelines
Fiber Cable Temperature Checklist
Cable Temperatures
Live Cables
-20 to +80 °C
Stored Cables
-40 to +140 °C

OVERVIEW

Overview Title

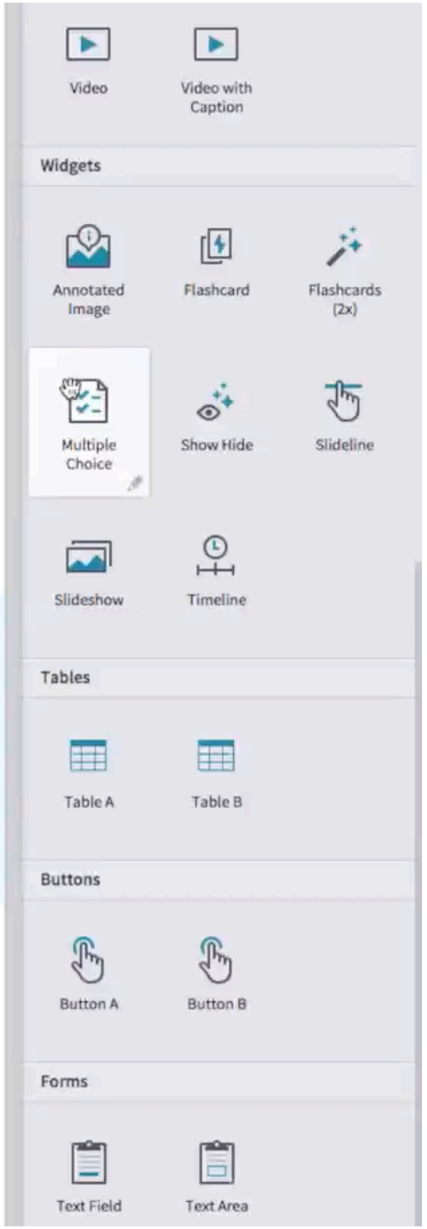
Sed cursus tincidunt vulputate. Maecenas eget lacus pellentesque, placerat purus sed, mattis nibh. Etiam vulputate ligula ac consectetur condimentum. Aliquam erat volutpat. Mauris nisl mauris, sagittis elementum pulvinar ut, rutrum a tellus. Sed vel eros aliquet, pellentesque massa at, consequat nisi. Duis faucibus sollicitudin lectus a venenatis. Proin iaculis pulvinar aliquet. Cras molestie vitae risus ut pharetra. Aliquam tincidunt iaculis egestas. READ MORE →

CHALLENGES

Suspendisse rhoncus vulputate justo, at congue dolor mollis a. Donec fringilla auctor est, vel fringilla arcu condimentum viverra. In sit amet nisl vehicula, egestas nisl ut, tortor? READ MORE →

SOLUTIONS

Pellentesque auctor tortor sit amet metus ultrices, et laoreet lorem sagittis. Vivamus bibendum, eros vitae pellentesque vehicula, libero nisi lacinia orci, tincidunt adipiscing magna tellus ut mi. Interdum et malesuada fames ac ante ipsum primis in faucibus. In hac habitasse platea dictum? READ MORE →



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COVIDIEN

Mc
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Hill

PEARSON

benefit

BOEING

Wolters Kluwer

KOHL'S

KAPLAN

PayPal

AIRWAYS
NEW ZEALAND

ELSEVIER

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RANGER

Recycle Bin
Motion Dashboard
Motion Document...
Tools
Help
EN
U1
U2
U3
123
ABC

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1993

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Yukon
Whitehorse
Northwest Territories
Yellowknife
Nunavut
Iqaluit
Newfoundland and Labrador
St. John's
British Columbia
Victoria
Alberta
Edmonton
Saskatchewan
Regina
Manitoba
Winnipeg
Ontario
Ottawa
Toronto
Quebec
Québec
Charlottetown
Prince Edward Island
Fredericton
New Brunswick
Halifax
Nova Scotia
CANADA – Political
International boundary
Provincial/territorial boundary
Alberta Province/territory
Ottawa National capital
Regina Provincial/territorial capital
Scale
0 250 500 750 1 000 km

Quebec
St.
John's
Charlottetown
Prince
Edward
Island
Fredericton
Québec
Halifax
Nova
Scotia
New
Brunswick
Ottawa
Toronto

1993

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Innovat
No. 105
Inkling

DIVA

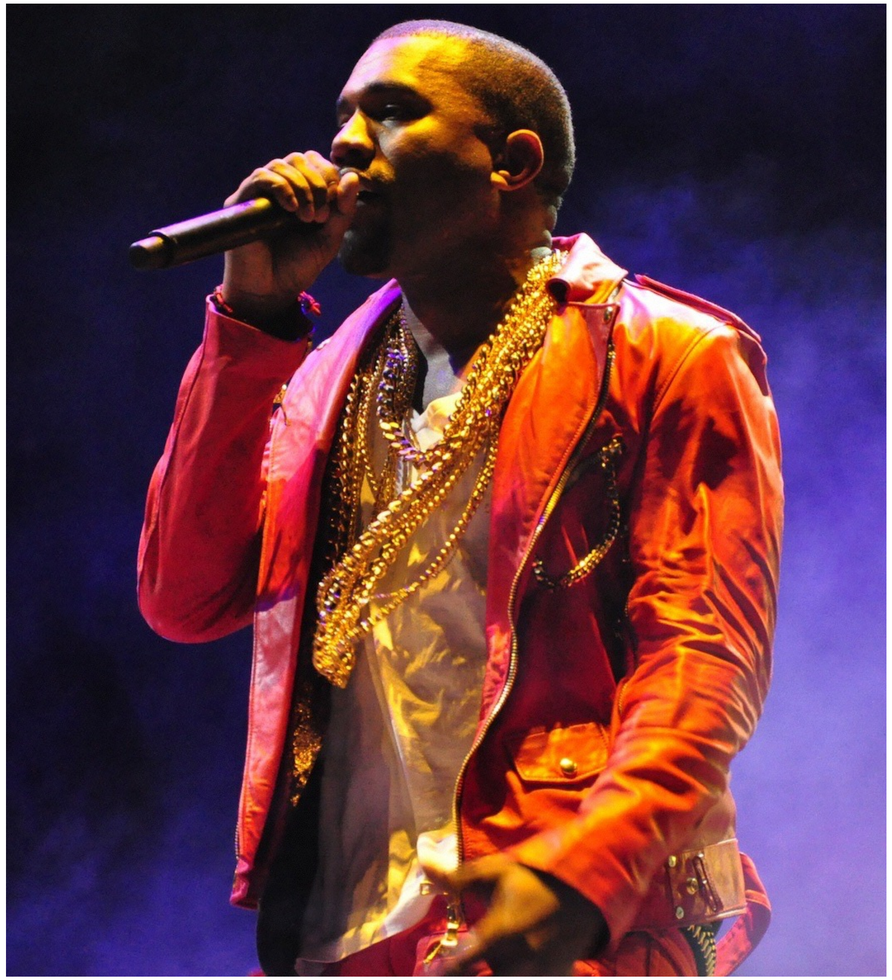
D.I.V.A.s

Difficult

Infallible

Victim

Arrogant



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“[Happy people] work better together. They absorb more information. They have more tools in their tool belt to help them handle whatever life throws them. They are healthier, they live longer — and they show up at work more often.”

Scott Crabtree

Founder of Happy Brain Science

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“Of course not. There is only room for one Dennis Rodman on this team. In fact, you really can only have a very few Dennis Rodmans in society as a whole; otherwise, we would degenerate into anarchy.”

Phil Jackson

Former Head Coach, L.A. Lakers

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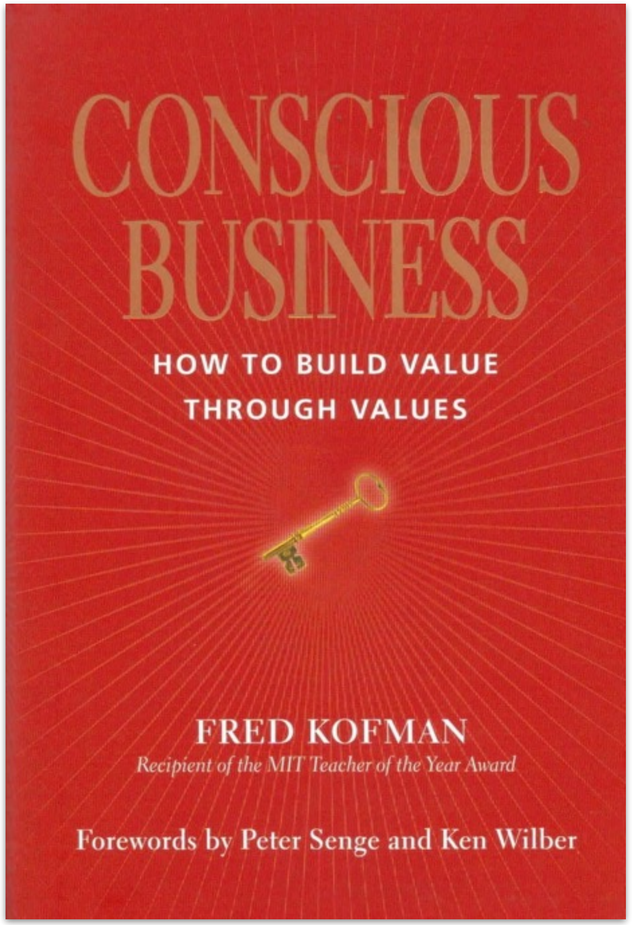
CONSCIOUS BUSINESS
HOW TO BUILD VALUE THROUGH VALUES
FRED KOFMAN
Recipient of the MIT Teacher of the Year Award
Forewords by Peter Senge and Ken Wilber

1. Unconditional **responsibility**

2. Ontological **humility**

3. Essential **integrity**

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Unconditional **Responsibility**

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“Why didn’t the feature ship last week?”

Eng: “We got the specs last minute from product”

“Why did were the specs delivered last minute?”

PM: “UX was late to give us the designs”

“Why were the designs late?”

UX: “We received negative feedback from our usability study”

Response-Ability

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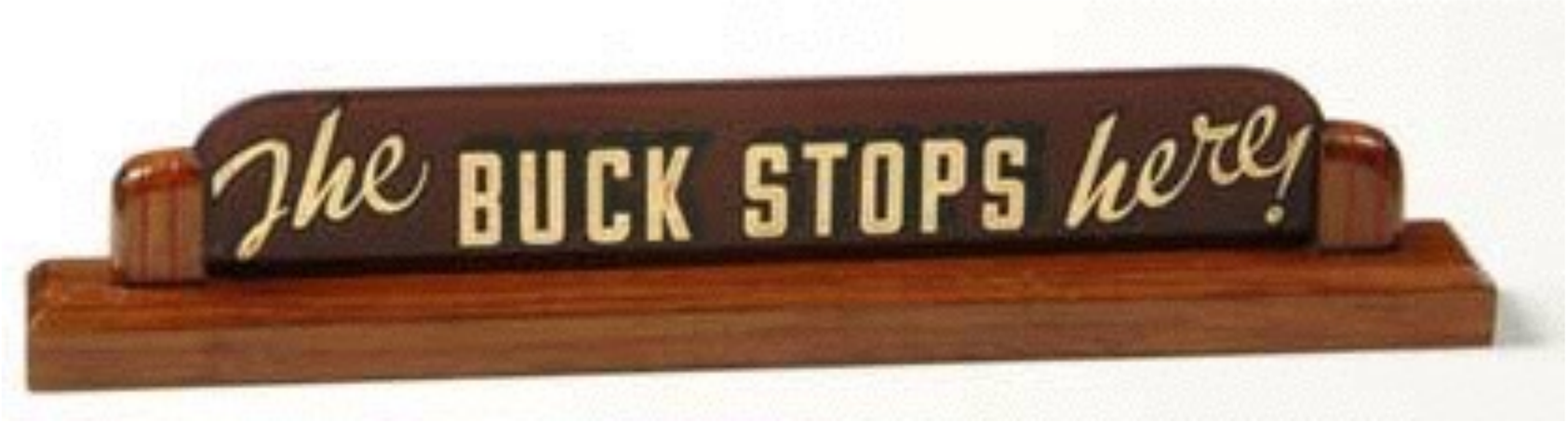

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“It’s hopeless."	"I haven’t found a solution yet.”
“Someone should take the first step.”	“I could take the first step.”
“It can’t be done.”	“I choose not to do it.”
“I have to leave.”	“I want to leave.”
"I don’t have time (or money).”	“I prefer to focus on other priorities.”

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“Between stimulus and response there is a space. In that space is our power to choose our response. In our response lies our growth and our freedom.”

Viktor Frankl

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Ontological **Humility**

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“Java sucks.”

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Define goals unilaterally	My point of view is only a partial view
Manipulate information	Others perceptions are complimentary
Use intimidation	Errors are learning opportunities

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Essential **Integrity**

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“You should always lose with integrity if your only alternative is to win without it.”

Matt MacInnis
CEO, Inkling

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DIVA Priorities

1. Self
2. Team
3. Company

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Player Priorities

1. Company
2. Team
3. Self

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1. Unconditional **responsibility**

2. Ontological **humility**

3. Essential **integrity**

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Thanks!

We’re Hiring!

@robertcromwell

rob@inkling.com

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