Bringing humanity back to the workplace

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Native Wired

Lean Agile US 2020

Pronouns: She/her
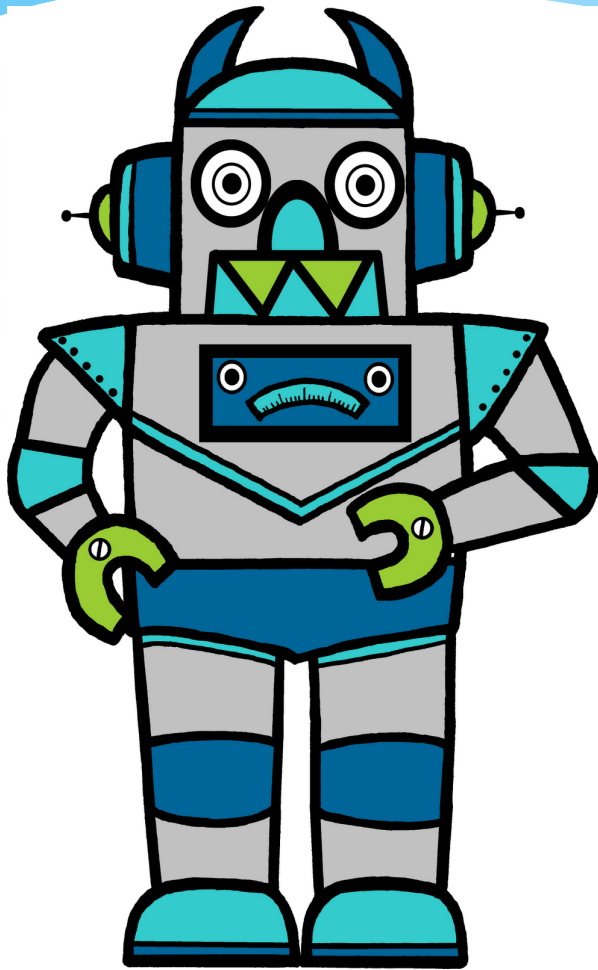
Inclusive Collaboration
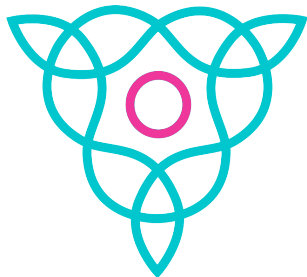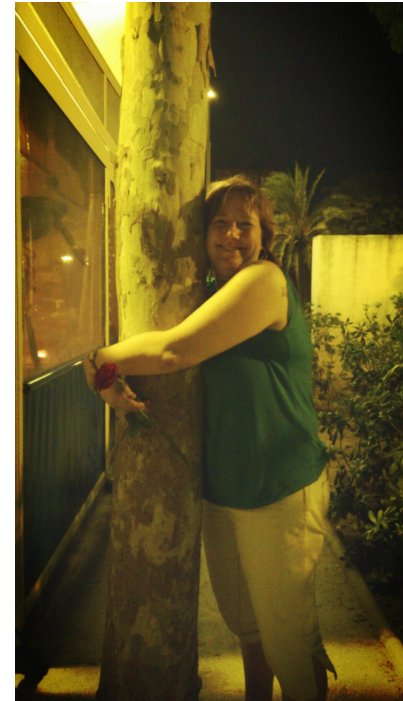
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Why is this so important to me?

Being an IBM consultant

Business
Casual

Training my apprentice

Behold: I am a Jedi :)

To be the best coach I can be, I have to be all of me

Now you are thinking:
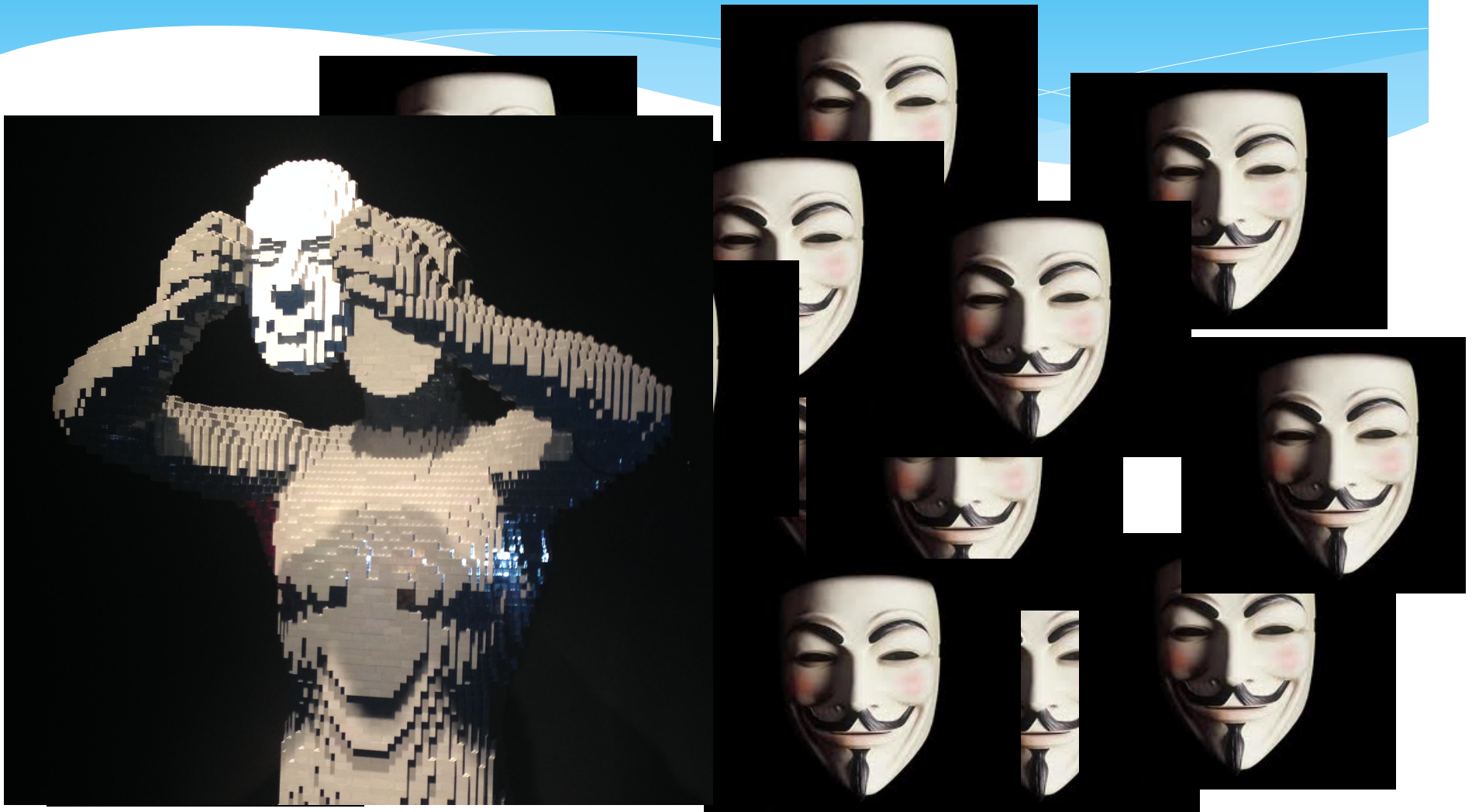
Okay that's you – what about others?

Being professional

* Act like a professional!

* Stop being emotional!

* Feelings do not belong at work!

estherderby @estherderby · Mar 2
It seems that sometimes "be professional" is code for "suppress emotions & personal needs."

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Facade

Picture taking at "Art of the Brick, Philadelphia 13.06.2015

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Psychological safety

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Psychological safety

* "… a belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes." Amy Edmonson
* Joshua Kerievsky (modern agile) : I am not afraid to
  * Be myself
  * Raise problems
  * Take risks
  * Disagree
  * Ask questions
  * Make mistakes

Does that mean I can do anything?

Nope

You must still:

* Show respect

* Be a decent human being

* Be aware of the context

* Not let the personal relation get in the way of work

What is Professional to me?

* Knowing your stuff
  * And admitting when you don't
* Being authentic and honest
* Being human
* Being vulnerable

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Human and Passionate

* I want us to care about what we do
* I want us to do what we care about

* I want us to have and to show emotions

Wrap-up

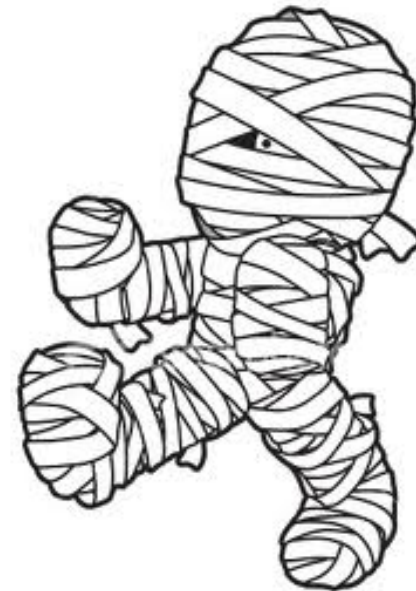Our humanity is a great asset at work – and in life

It takes a lot of work to get there

Emotions do belong at work

Be yourself – also at work

Show respect

Be the uniqueness that is you

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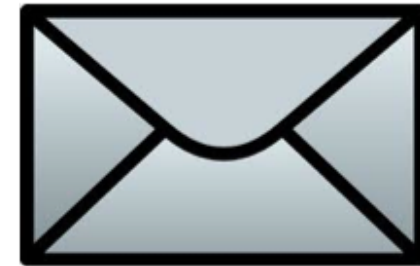
I love connecting :)

Feel free to contact me:

XING

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Linked in

dk.linkedin.com/in/gitteklitgaard/

Links

* Barbara Mikulski's talk on equal pay

https://www.youtube.com/watch?v=v-ePh3WomaQ

* Joshua Kerievsky: http://www.oredev.org/2017/sessions/high-performance-via-psychological-safety

* Amy Edmonson: Building a psyhologically safe workplace https://www.youtube.com/watch?v=LhoLuui9gX8&app=desktop

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