

The Hopeful Workplace

The Hopeful Workplace

Presented by
George Needham and Joan Frye Williams
An Infopeople Webinar
January 17, 2012

Infopeople webinars are supported by the U.S. Institute of Museum and Library Services under the provisions of the Library Services and Technology Act, administered in California by the State Librarian.

This is not hope

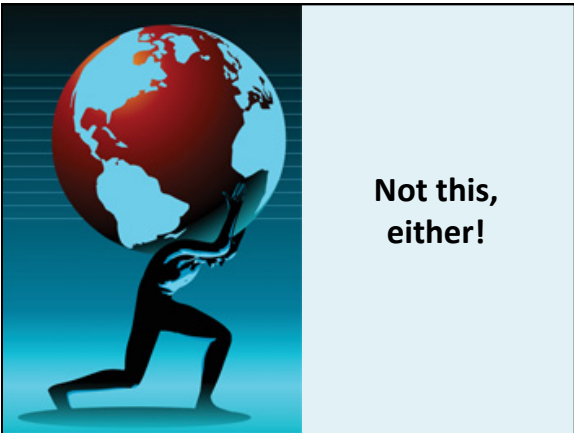


Neither is this




The Hopeful Workplace





Ingredients

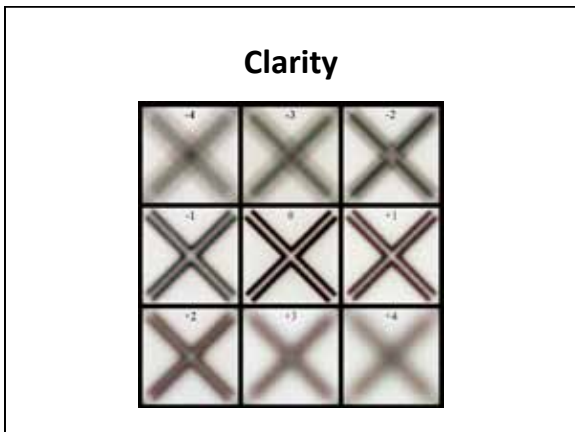


- ✓ Meaningful goals
- ✓ The will to get there
- ✓ The way to get there
- ✓ Some level of control
- ✓ Reasonable expectation of success
- ✓ Connection to others

The Hopeful Workplace



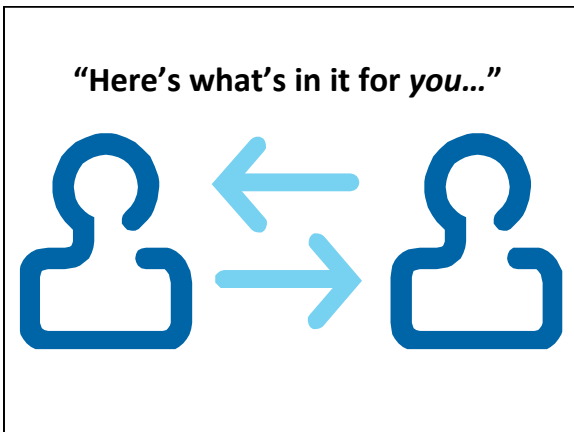




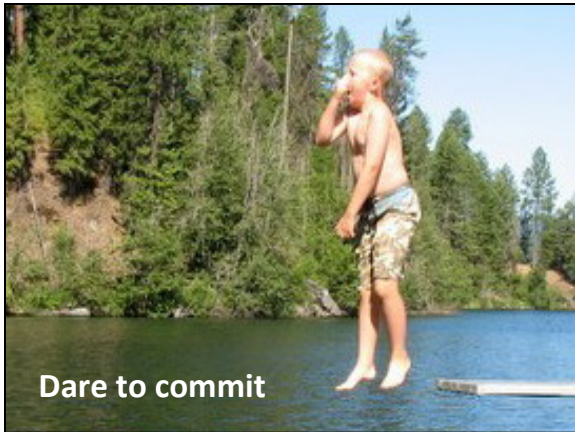
The Hopeful Workplace








The Hopeful Workplace



Consensus



- The process was fair
- I understood the decision criteria
- There was an opportunity for my voice to be heard
- Even if the direction isn't exactly what I would have chosen, I will support it with positive communications and actions

✓ The way to get there



The Hopeful Workplace

Appreciative inquiry

- What do we have to work with?
- What are we really good at?
- What is uniquely ours?





Yes, and...



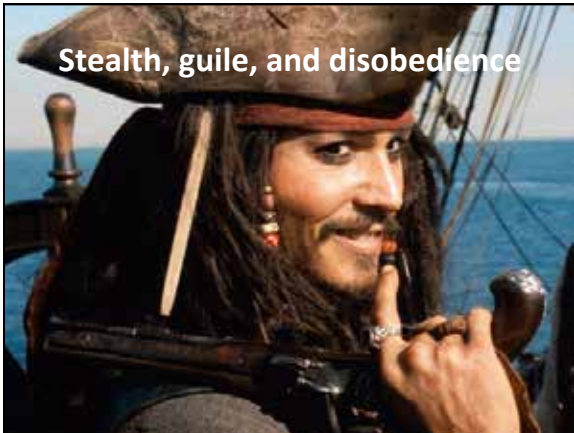
Focus on results

The Hopeful Workplace

Learn from mistakes



Stealth, guile, and disobedience

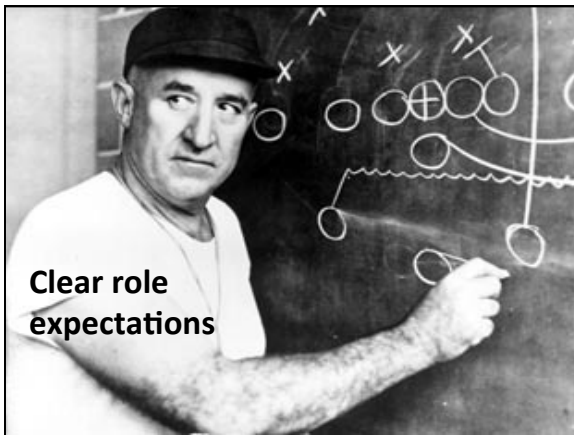


✓ Some level of control

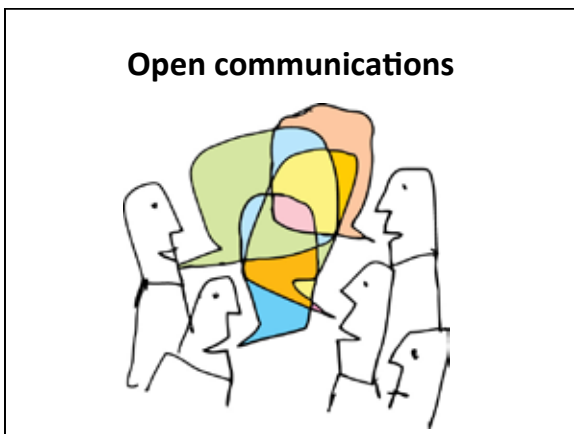


The Hopeful Workplace





Clear role expectations



Open communications

The Hopeful Workplace

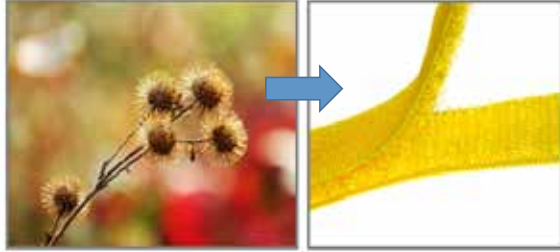






The Hopeful Workplace

Analogies and examples



Support from successful role models



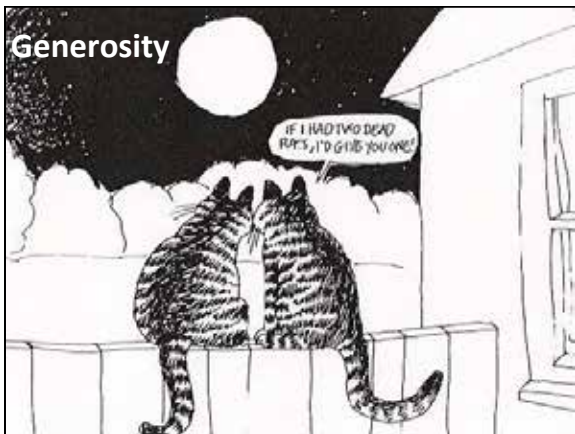
Equal time for the upside surprises



The Hopeful Workplace







The Hopeful Workplace

Flexibility



Self care



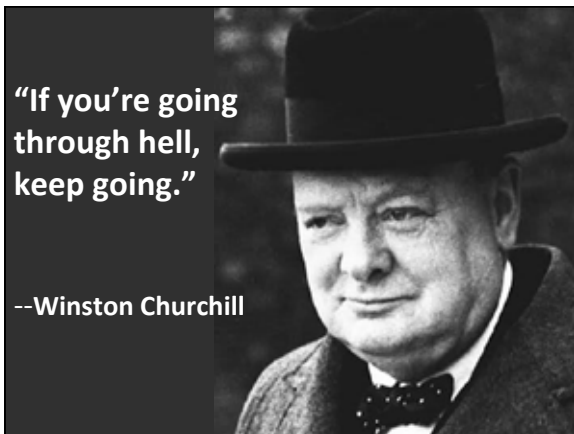
Teamwork



The Hopeful Workplace







The Hopeful Workplace

Let's continue the conversation

- <http://www.georgeandjoan.com>
- hello@georgeandjoan.com