

# Building companies as amazing as the people inside of them

Key insights from the Hifluence Unbossing Podcast  
with Michele Zanini, co-author '**Humanocracy**'



# **MOST CEOs REALIZE :**

## **THEIR COMPANIES ARE :**

**They want to change  
BUT HOW ??**

***Too slow !***

***Too sclerotic !***

***Too top-down !***

***Too ... !***



# 3

## **BIGGEST MISTAKES TO MAKE WHEN STARTING A TRANSFORMATION JOURNEY**



# 1

The executive team & a consultant define what is going to change, they then come down from Mount Sinai with stone tablets and tell the organization, 'here is how this is going to work' !

**TIP 1** : engage the entire population of employees & stakeholders in a robust problem-solving process to re-invent the organization

## 2

Asking only a few progressive people,  
let them try and see where that goes...  
the experiments will be dead within 6 months !

**TIP 2** : invite people for ideas that can scale quickly.

Do many experiments & make those part of a broader change plan!

# 3

Having the expectation it will be done within a year!  
Transformation is laborious and time consuming.

**TIP 3** : do experiments that are proposed by people in your organization, then scale, ... that is the way to create real buy-in !

# 3

**QUESTIONS FOR CEOs WHO  
WANT TO EMBARK ON THIS  
TRANSFORMATION JOURNEY**



# DEAR CEO :

1. Are you willing to **transform yourself** first?
2. Can you accept this **journey will take 5 years**?
3. Are you ready to **syndicate the work** to find all the answers?





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You have to work at the level of individual mindsets, and at the same time, move quickly to changing structures and processes so that they reinforce those mindsets !

*Michele Zanini*

CEOs totally understand they need to have unique business models, but when it comes down to the management model, they rather copy someone else's...

**“TELL ME HOW THESE GUYS OR  
THOSE COMPANIES HAVE DONE THAT”**

This will not work and it will not bring the best out of your people !



“

As CEO, you are creating the environment for the organization to find its path and its model.

You need to be supportive;

you need to make sure the environment is working with that grain as opposed to against that grain.

Then you need to step back and see how things evolve.

*Michele Zanini*

**TRANSFORMATION SHOULD BE :**

**REVOLUTIONARY IN GOALS +  
EVOLUTIONARY IN ACTION**



# BUILDING PEOPLE, ACHIEVING BROAD IMPACT, ... YOUR INVESTORS DO GET THAT !

When you treat people as your main engine of productivity, investors will not be stupid.

They will say, “do not lay off people”.

We need to invite investors to think more along these lines.

*P.S. Just look at SG&A expenses of unbossed/humanocracy companies, they are half those of their competitors !*

You can also start unbossing your organization and become more productive, innovative and daring. Get inspired and make this your top priority!

**E-mail us !** Inspiring you is our commitment !

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