



VERJAMEM  
V TIHO REVOLUCIJO



# V SVETU SE USTVARJA NOVI RED...

ENTREPRENEURS 8/27/2014 @ 9:15AM | 23,232 views

## Employees Who Work At Home Are More Productive Than Office-Dwellers

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GUEST POST WRITTEN BY  
**William Craig**  
President of *WebpageFX*

If you haven't already, you may soon find yourself sharing the workplace with fewer officemates.

From 2005 to 2012, the total number of Americans in the workforce [declined overall](#). Despite this, America's telecommuting workforce [increased by about 80%](#). That's according to the newest census data available.

But does it work? A [Stanford University](#) economics professor by the name of Nicholas



Virgin RICHARD

## The way you work is going to change

'Entrepreneurs are the crazy people who work 100 hours a week so they don't have to work 40 hours for someone else.' – Brad Sugars

14 July 2014

By Richard Branson @richardbranson

SEPTEMBER 2014

# Harvard Business Review

50 The Big Idea  
The Rise (and Likely Fall) of the Talent Economy  
Roger L. Martin

2014 Management Research  
Rebounding from Career Setbacks  
Richard L. Lippitt et al.

50 Justice  
Hacking Tech's Diversity Problem  
Joan L. Williams



## WHY WE HATE OUR OFFICES

## ...KI NAGRAJUJE HITRE IN INOVATIVNE



“

The other economy — the Creative Economy — is an economy of continuous innovation and transformation. This is the economy of firms and entrepreneurs that are delivering to customers what they are coming to expect, namely, “better, faster, cheaper, smaller, lighter, more convenient, and more personalized. It is the economy of the future. It doesn’t have to be invented: it’s already under way.

*Steve Denning, Harvard Business Review*

# ...KI USPEH GRADI NA 'SMART CREATIVES'



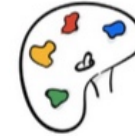
Technical  
knowledge

+



Business  
expertise

+



Creativity

=



Amazing things,  
FAST

...KJER DELO POSTAJA **ŽIVLJENSKI STIL** (IN OBRATNO)



...RED, KI USPEŠNE NAGRAJUJE Z NEVERJETNO RAST-jo

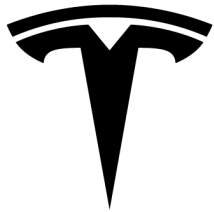


**WhatsApp**

**NETFLIX**



**airbnb**



**TESLA**

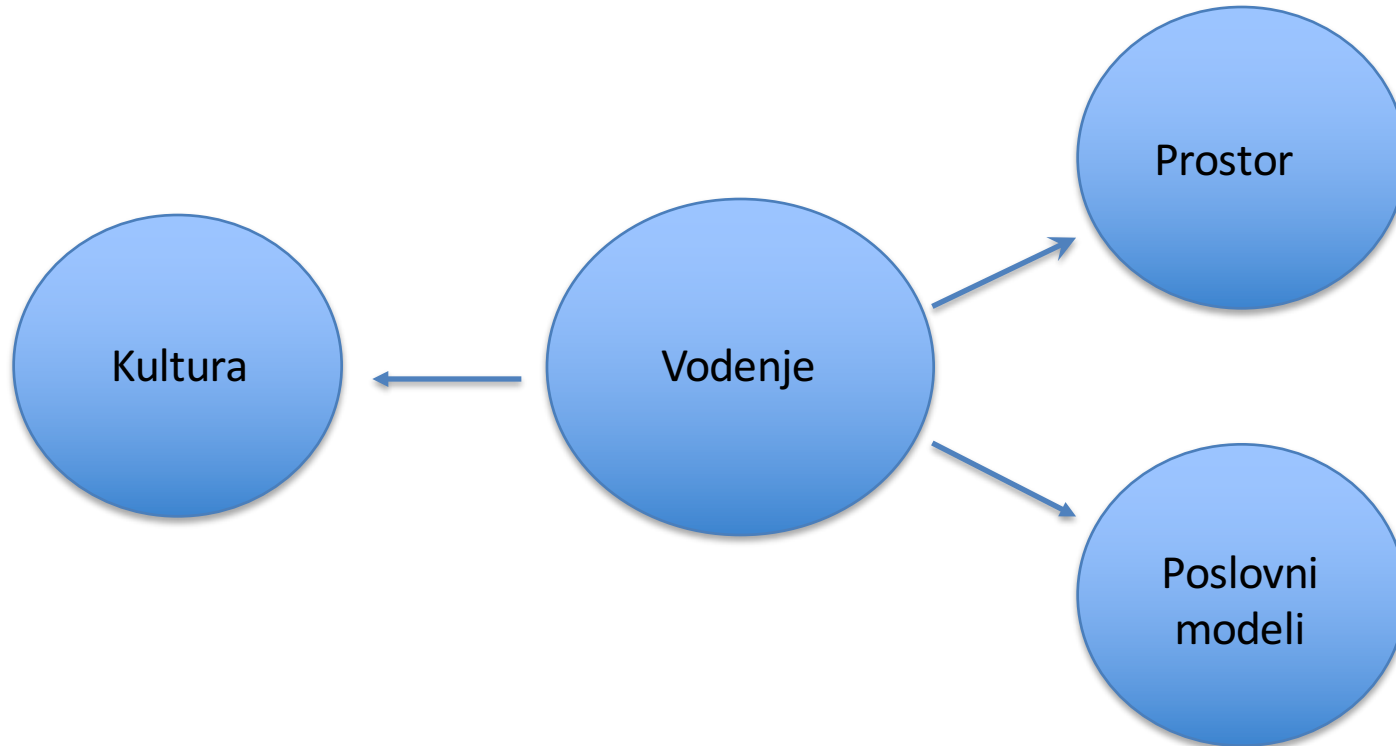


**slack**



**UBER**

## ...IZZIV : BITI AGILNEJŠI IN HITREJŠI



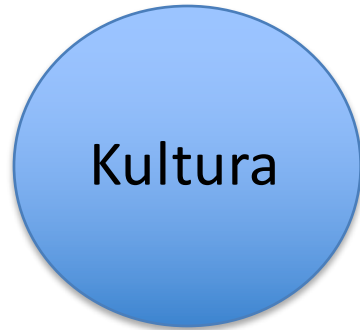
# KO ŠEF NAMESTO “JAZ” GOVORI “MI”



- Iz **odločevalca** v **promotorja odločanja**
- Iz **zaposlovalca** v **razvijalca kulture**
- Iz **inovatorja** v **najboljšega pomočnika inovatorjev**
- Iz **“vseveda”** v **coach-a “vsevedov”**

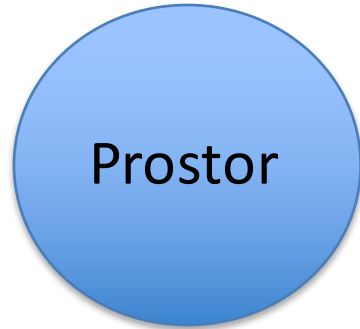


# EKIPA KOT PLATFORMA ZA IZRAŽANJE POSAMEZNIKOV



- Namesto **skrivam, odpiram** (transparentnost)
- Namesto **čakam, iniciiram** (peer sodelovanje)
- Namesto **kontrole**, več **zakaj** (poslanstvo)
- Namesto **homogenizacije**, iskanje **različnosti** (uravnoveženost)
- Namesto demonizacije **konfliktov**, več o **reševanju** le-teh
- Namesto **specifičnih** znanj, več o **komunikaciji**

# IGRIV PROSTOR NAMENJEN SPROŠČENEMU DELU



- Namesto **sob in pisarn**, veliko **odprtega** prostora
- Namesto **sestankovalnic**, več “hang-out” **prostorov**
- Namesto **fizičnih** lokacij, mešanica **fizičnih** in **online** lokacij.
- Namesto **pisarniške** več “**domačnosti**”

# HVALA ZA POZORNOST!



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