



Three Experiments for Culture Leaders



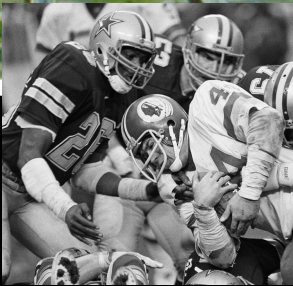
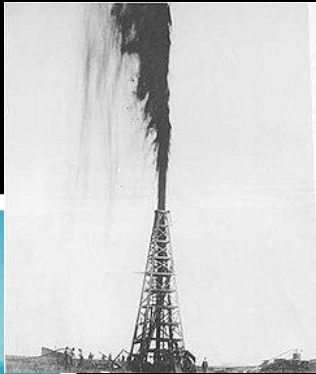
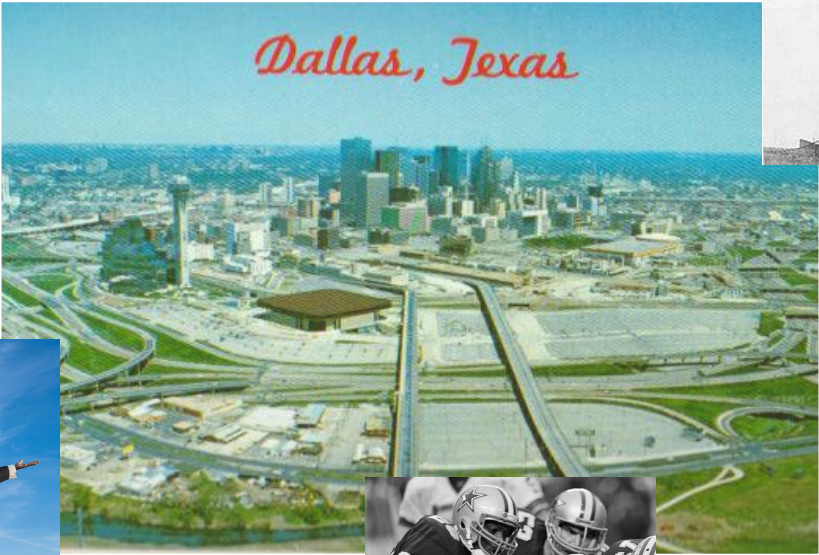
Eugene Chung | Organisational Design Director



2 Questions



Where are you from?





**...OK, but where are
you really from?**





Mary Morris

Patrick Appleton
Erika Bobo

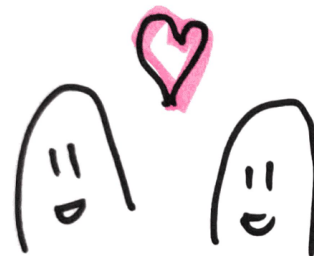
Eugene Chung
Dewoin Epps

Roy Lee Goley
Lupe Gonzalez
Nicholas Groce
Grant Jones

Murphy Junaid
Rebecca Koford
Patrick Leznicki
Jordan Lugar



**Being an outsider helps you
embrace people's differences
and find ways to bring them
together.**



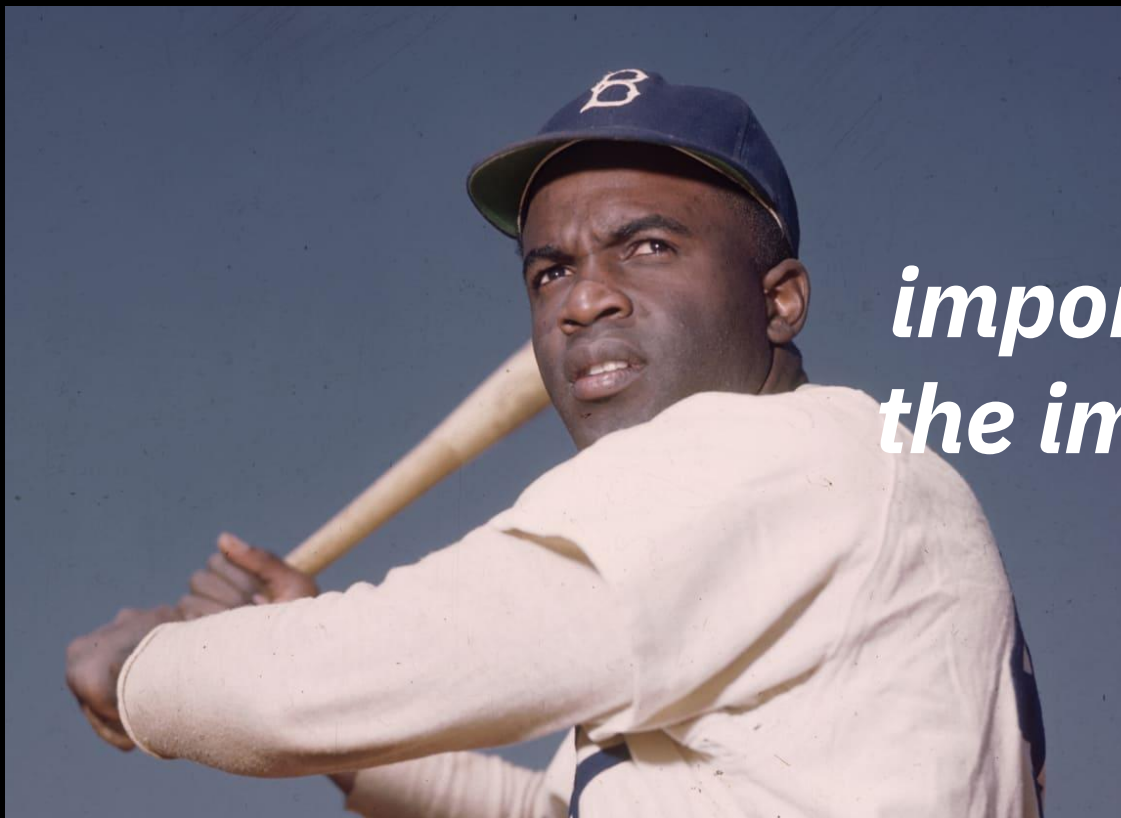


What's up with the blue hat?

The hat goes everywhere



Mentally Friendly



***“A life is not
important except in
the impact it has on
other lives.”***

– Jackie Robinson



**Be brave enough to break
barriers, to do the
impossible, and positively
impact other lives.**





**Build teams that
embrace people's
differences –**

**– and help them
reach their full
potential.**



**Mentally Friendly creates
wellbeing outcomes by
designing products & services
that change lives and
re-shape organisations.**

**HAPPY
TEAMS
CREATE
CHANGE**



01.




**Bring leaders and
teams together.**

02.



**Identify what's
holding them back.**

03.



**Get them to try new
things, together.**



**Designing a culture of continuous
innovation**



**Coaching Product teams work
faster and deliver better citizen
outcomes**



**Reimagining the onboarding
experience to be uniquely
Atlassian**



**Inspire all of you to try
three new things.**



What we hear



**Being a culture leader today is
really, really, really hard.**

3 things we hear all the time:



How can we be more responsive to continuous change?



- C Somethings





How can we increase buy-in for our people strategy and initiatives?

- People and Culture Teams





How can we make a bigger impact for the teams on the ground?

- Everyone in this room





Why this exists

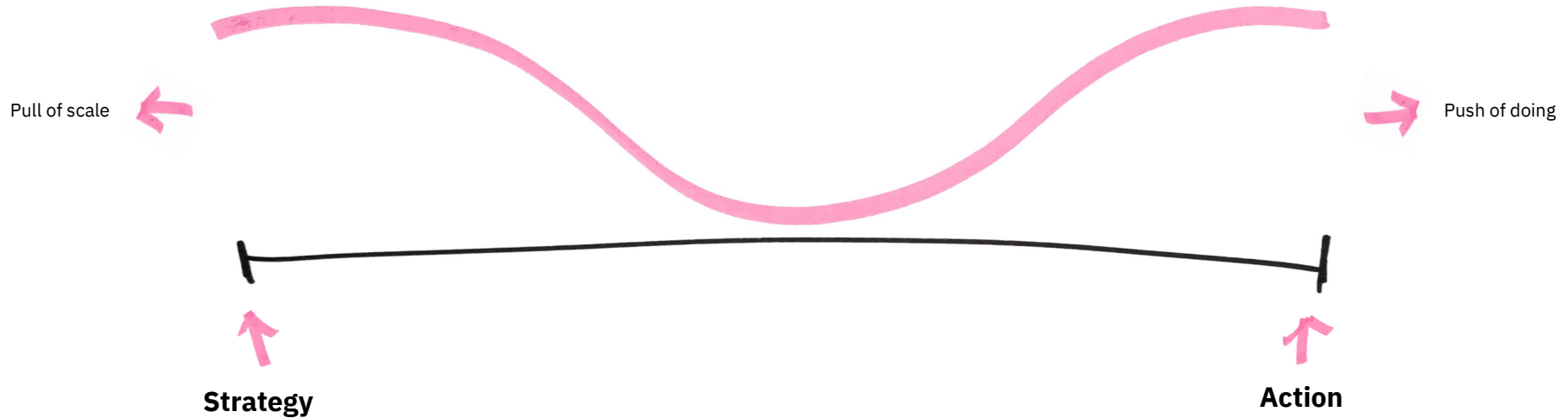


All work lives on a continuum of strategy & action.



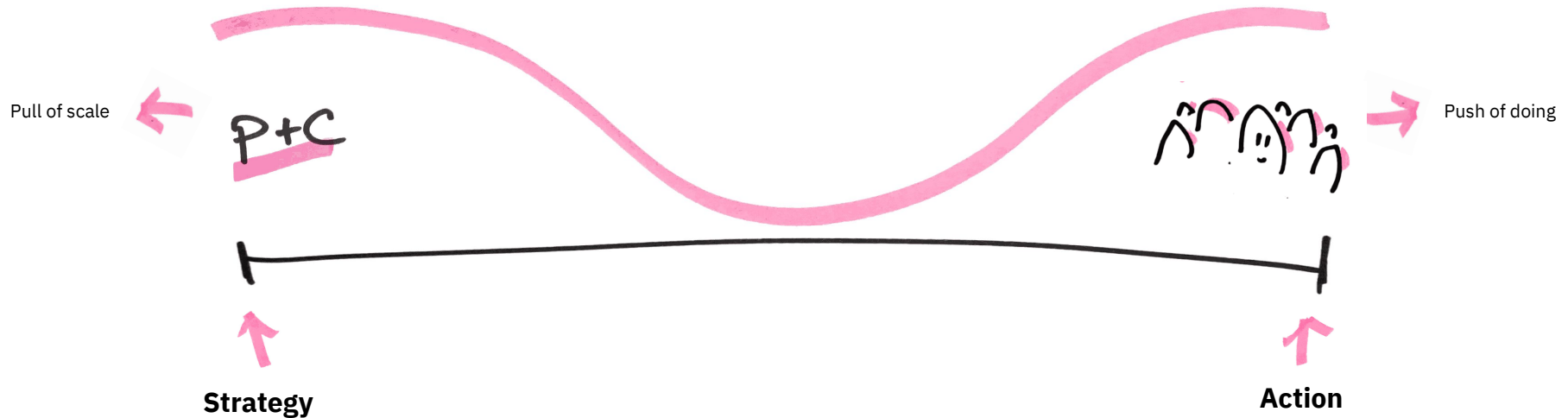


The pull of scale has created a strategy-action gap.



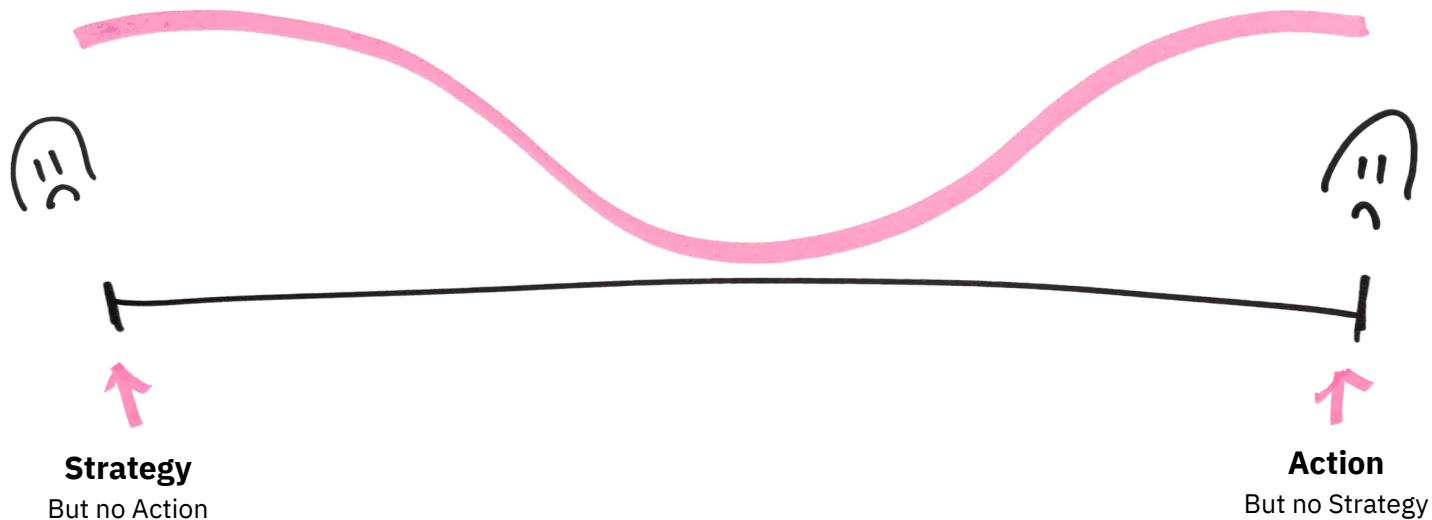


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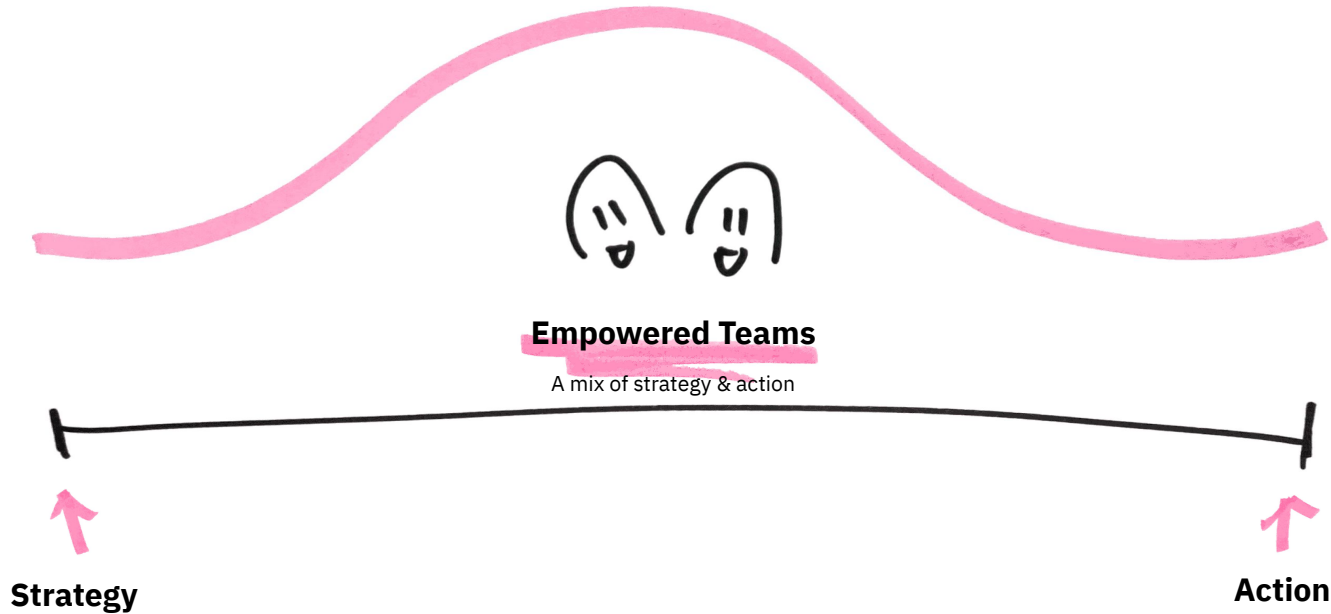


The edges make people sad.





How can we close this gap?





3 experiments



**Everything you need to try
these experiments is on
your tables.**





**What are the three biggest
barriers preventing your
teams from doing their
best work?**





**Bring teams closer by
seeking to understand.**



**Understand the
problem before
jumping to
the solution.**





Who are the people on the ground who are impacted by those barriers the most?

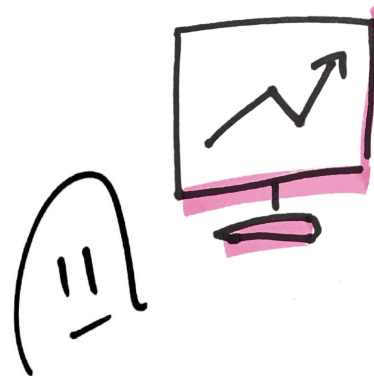




**Approach your
teams with a
beginner's mindset.**



**Don't outsource your
understanding of teams
to surveys.**





**What are the most important
People and Culture initiatives
for this year and why?**

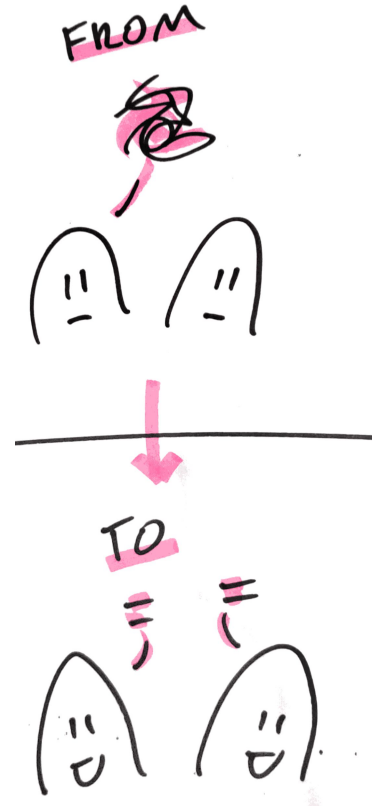




**Build trust by
being open to change.**

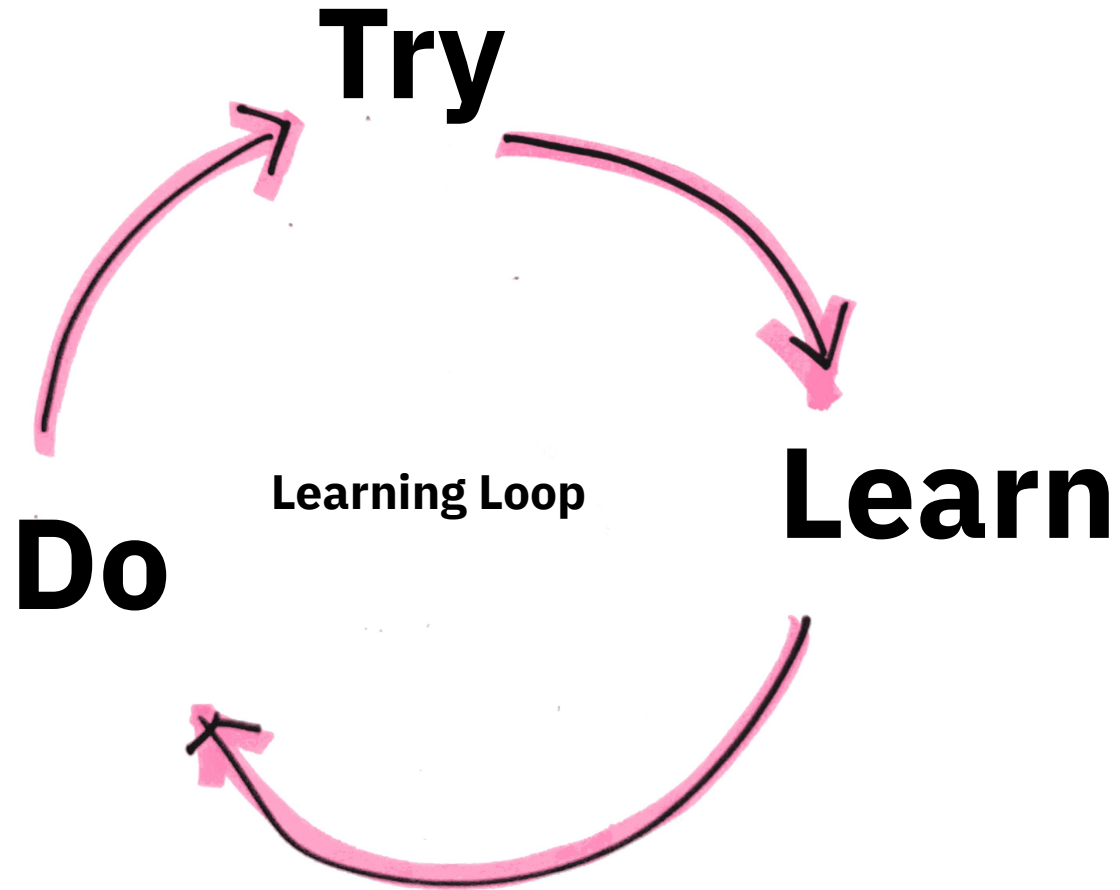


Collaboration isn't just about working together – it's about your ability for a teammate to change your mind.






**Experiments give you permission to
try something different to learn
something new.**






01.

 **Bring teams closer by seeking to understand.**

02.

 **Approach teams with a beginner's mindset.**

03.

 **Build trust by being open to change.**



Thank you

Come say hi!



Eugene Chung

eugene@mentallyfriendly.com

[@eugenekchung](https://twitter.com/eugenekchung)