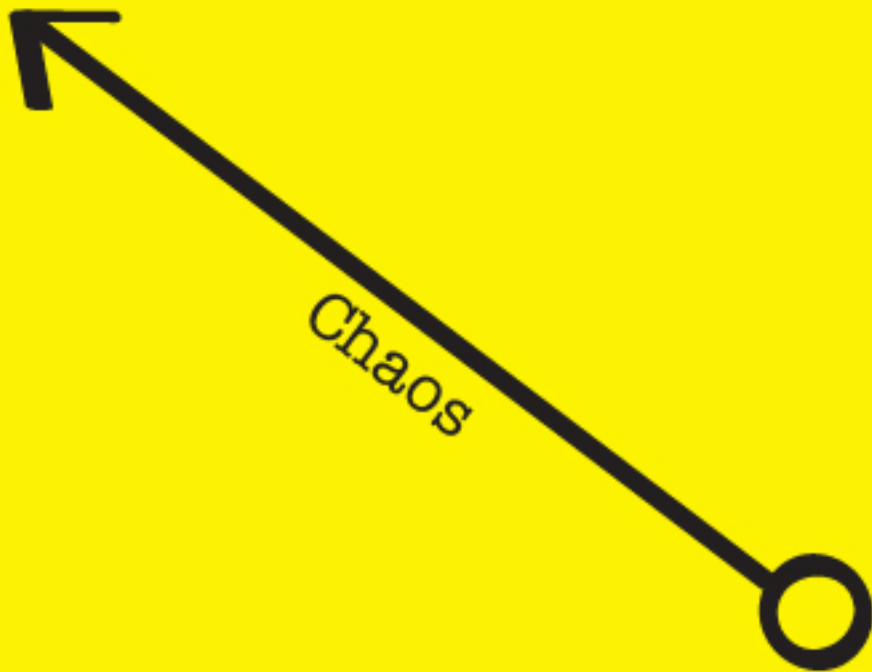


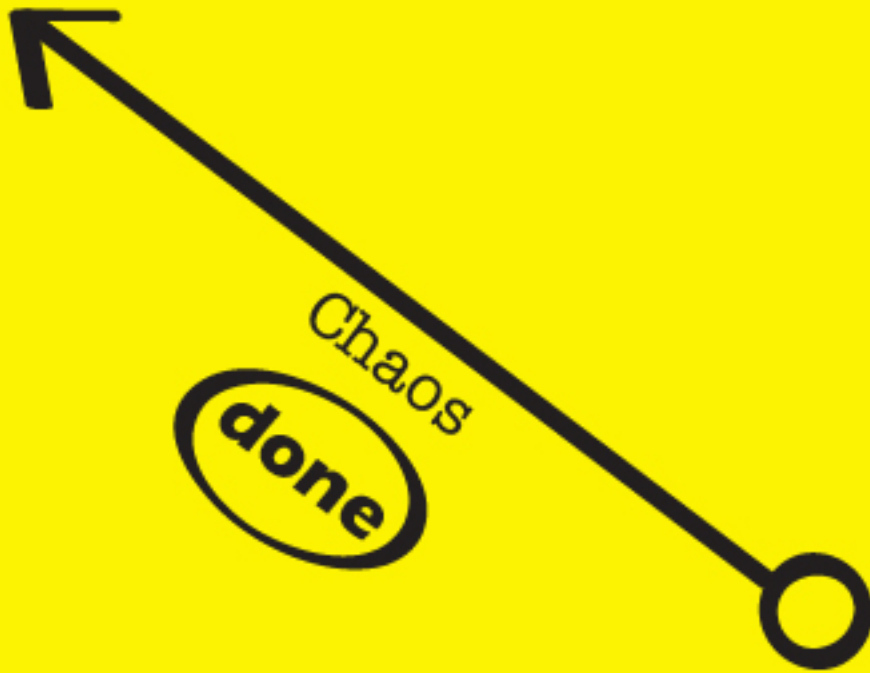
Create a workplace people love
by adding joy!

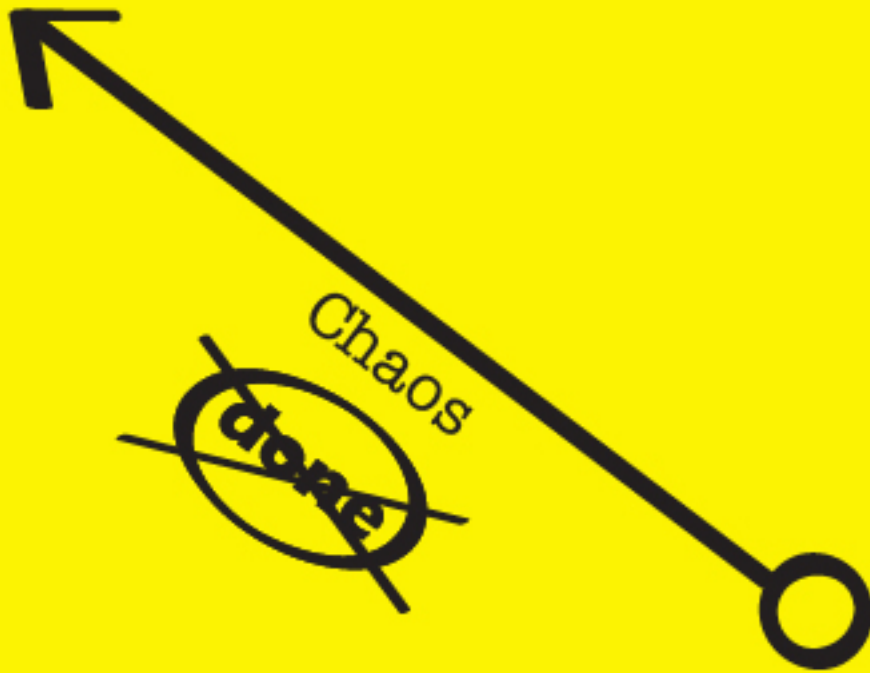


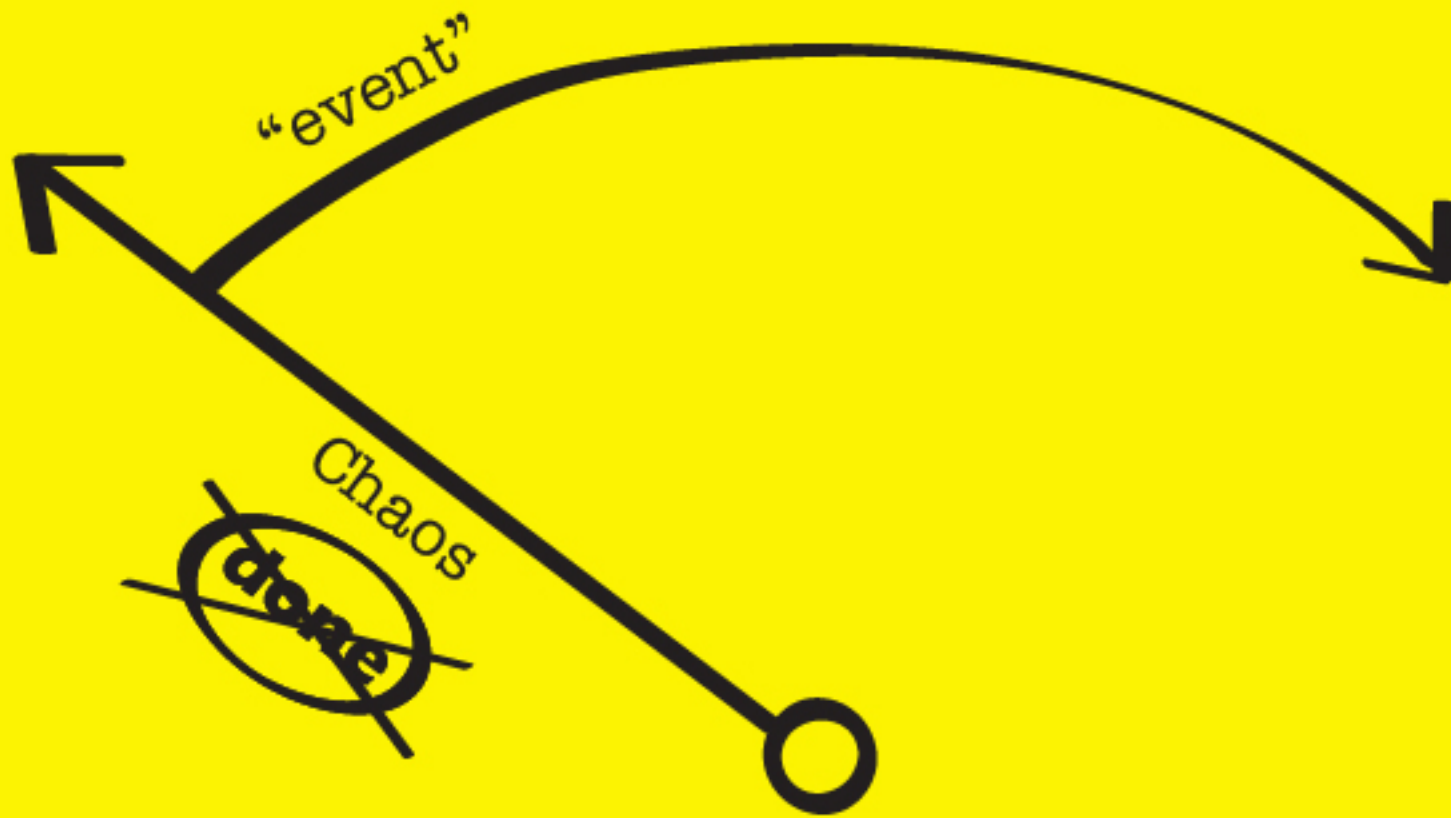
MENLO
innovations

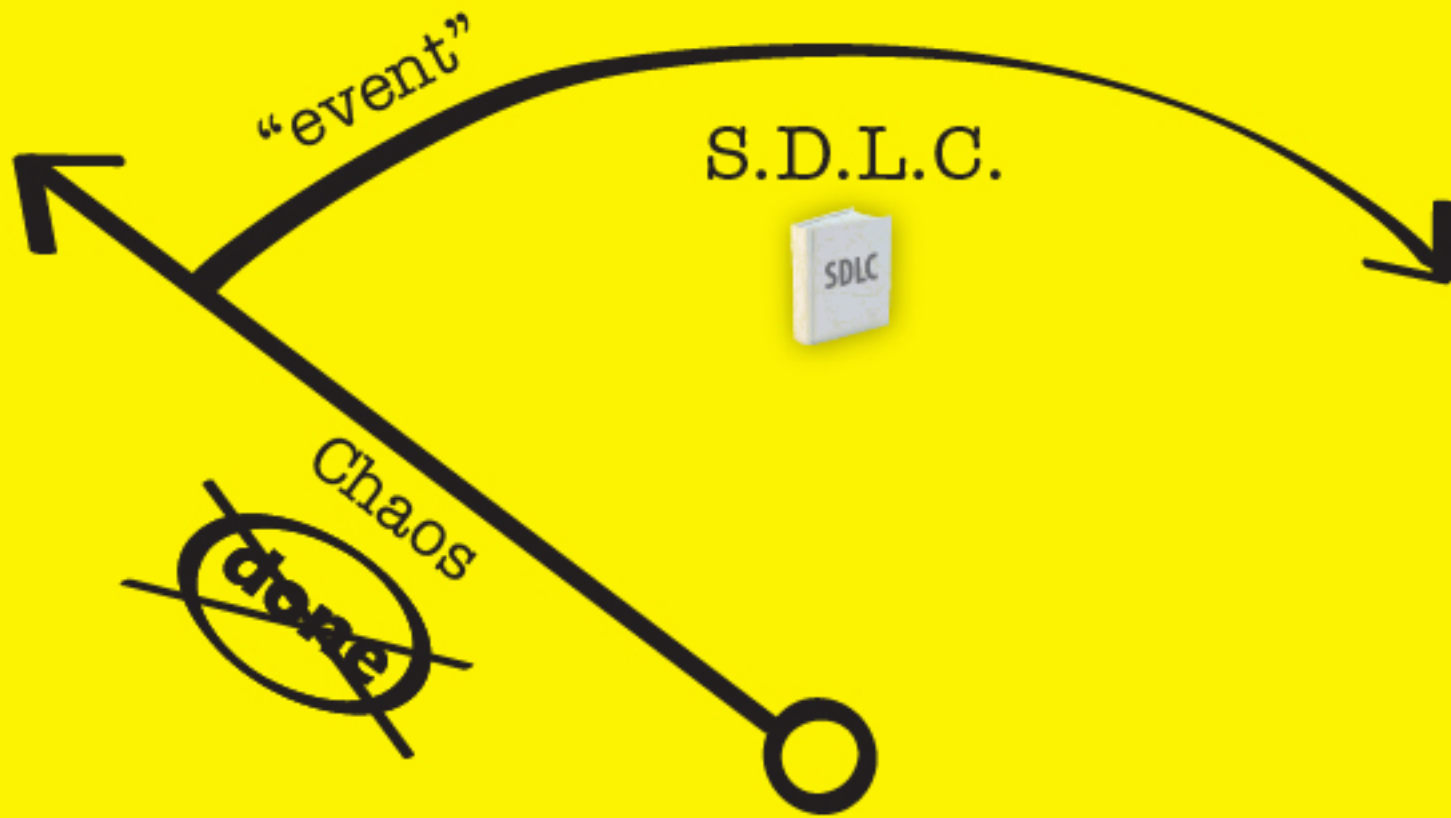
Rich Sheridan
CEO, Chief Storyteller
@menloprez

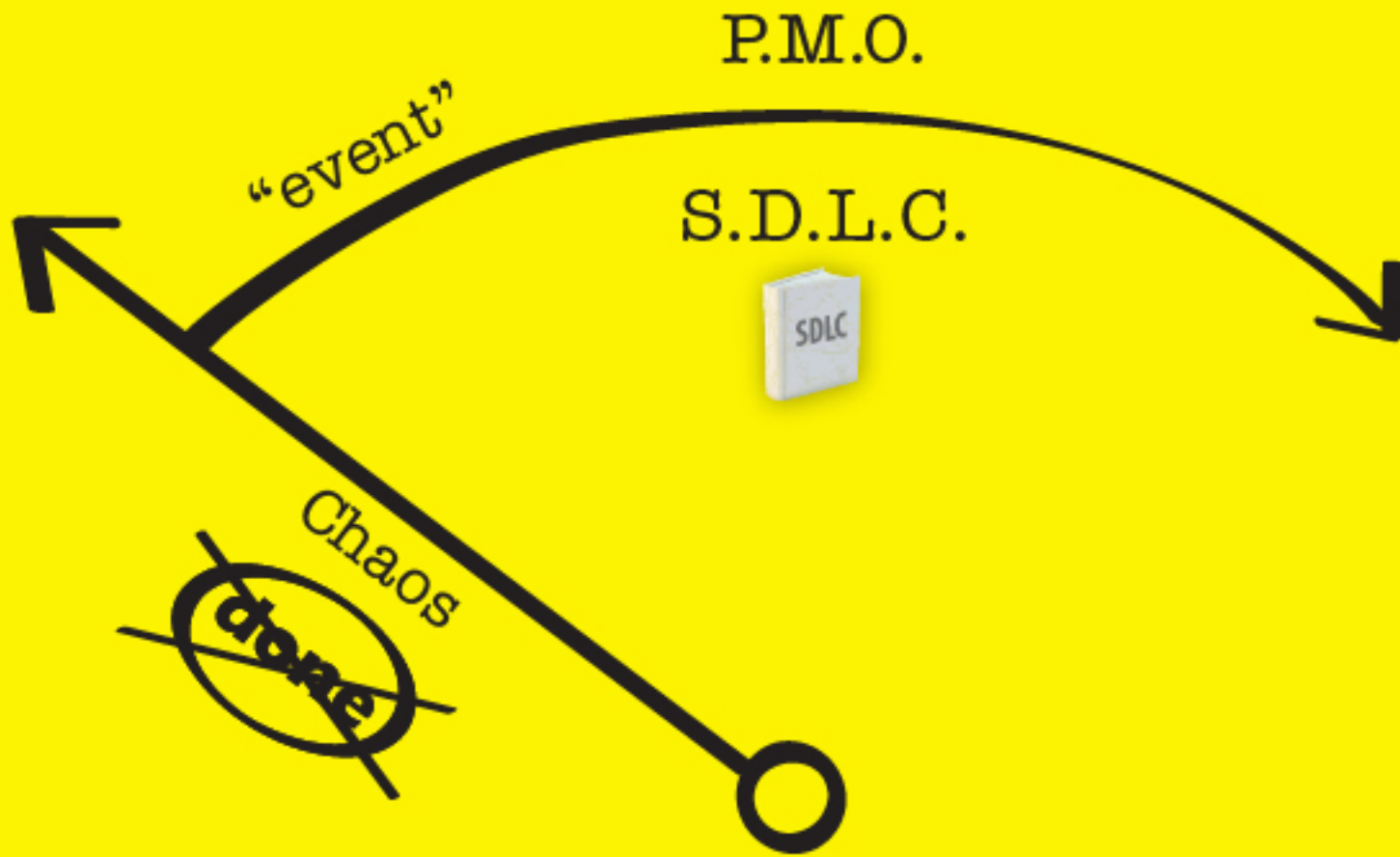


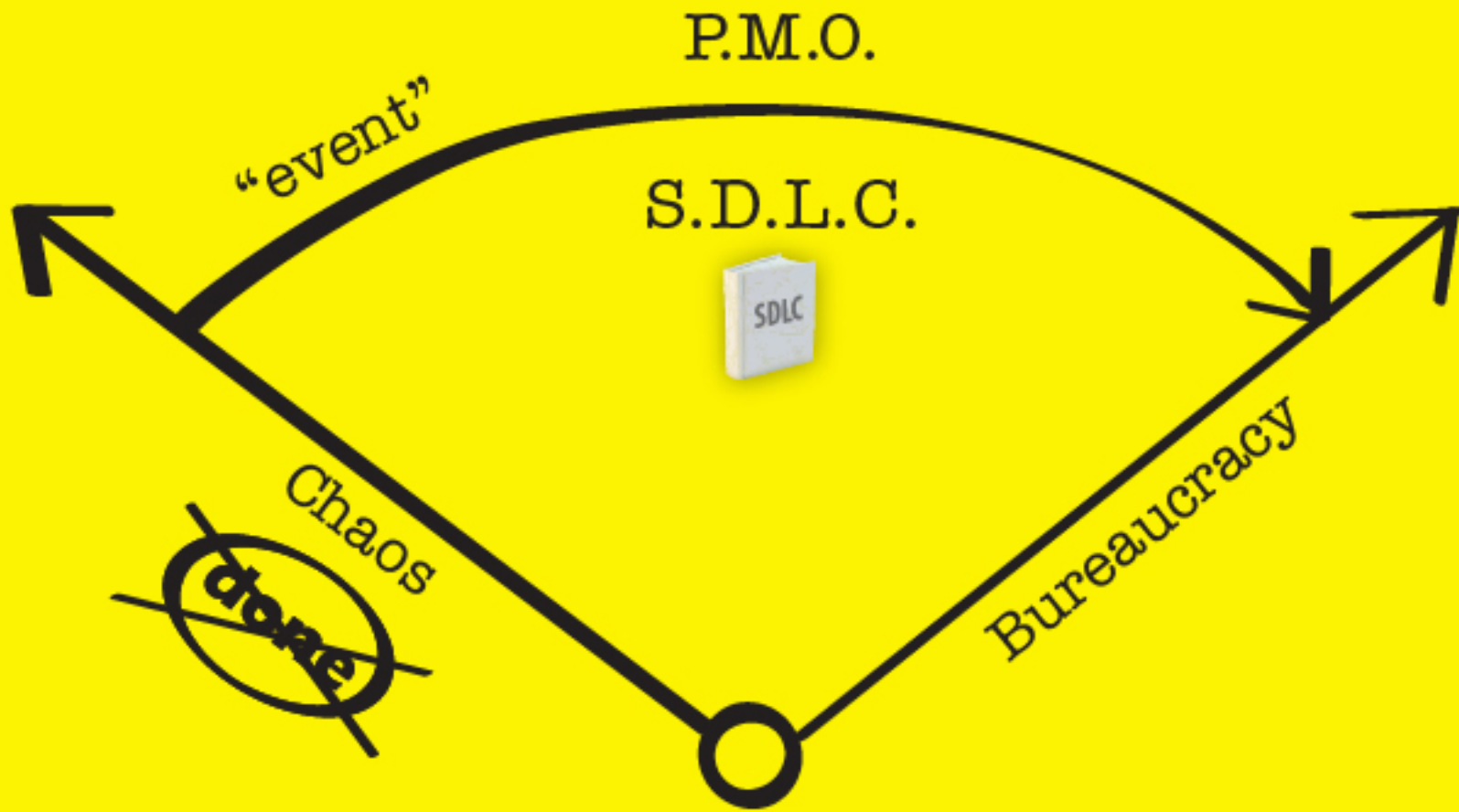


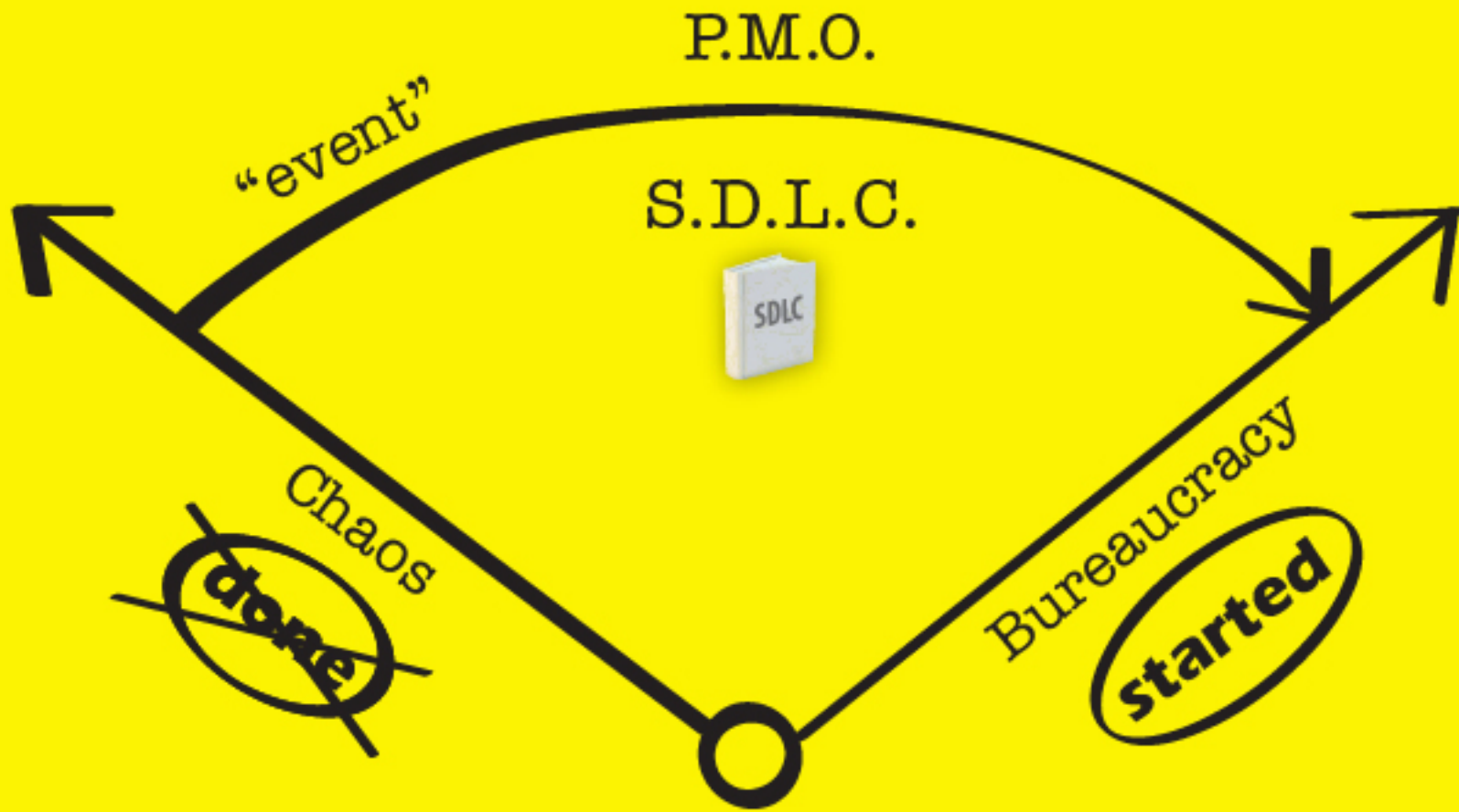


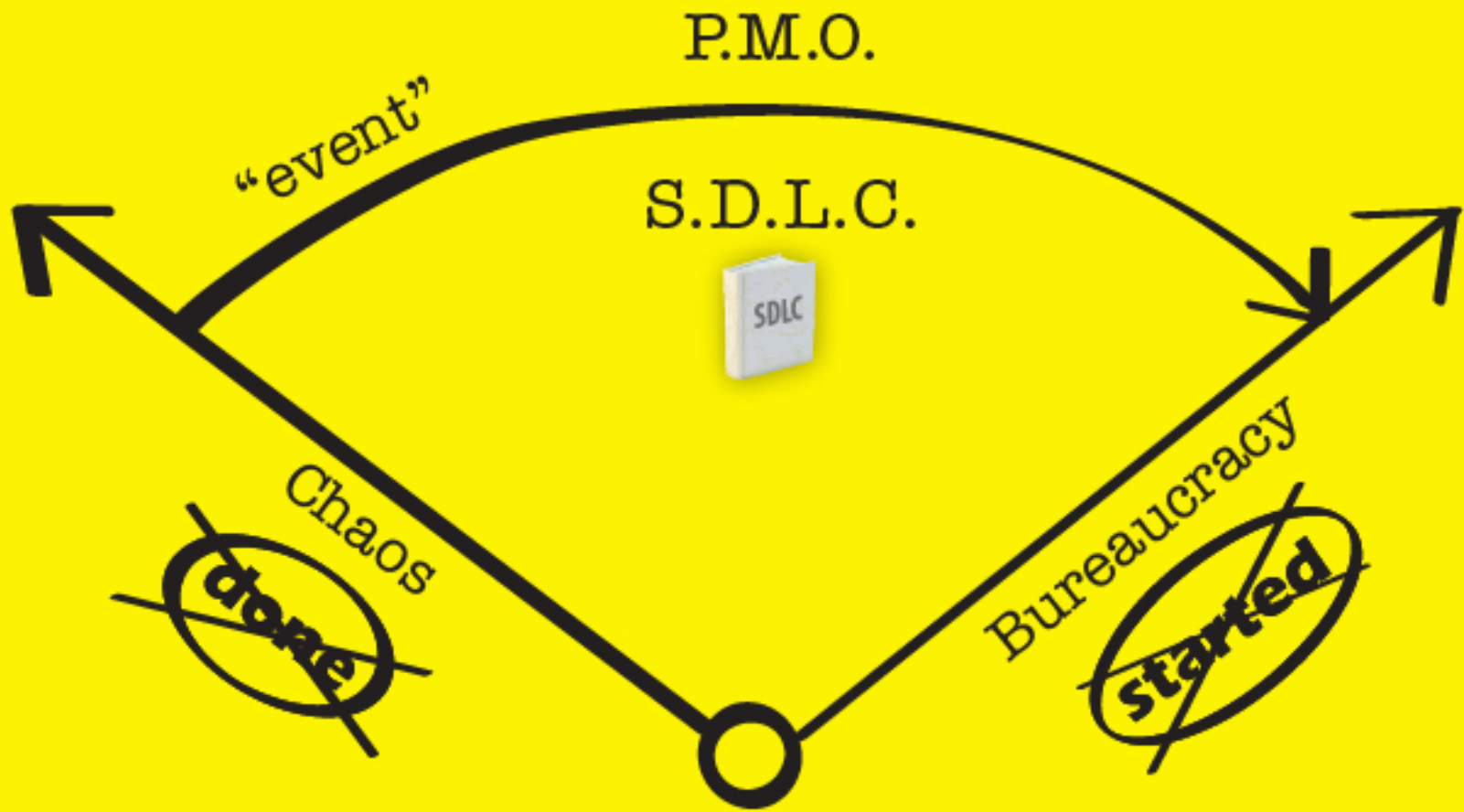


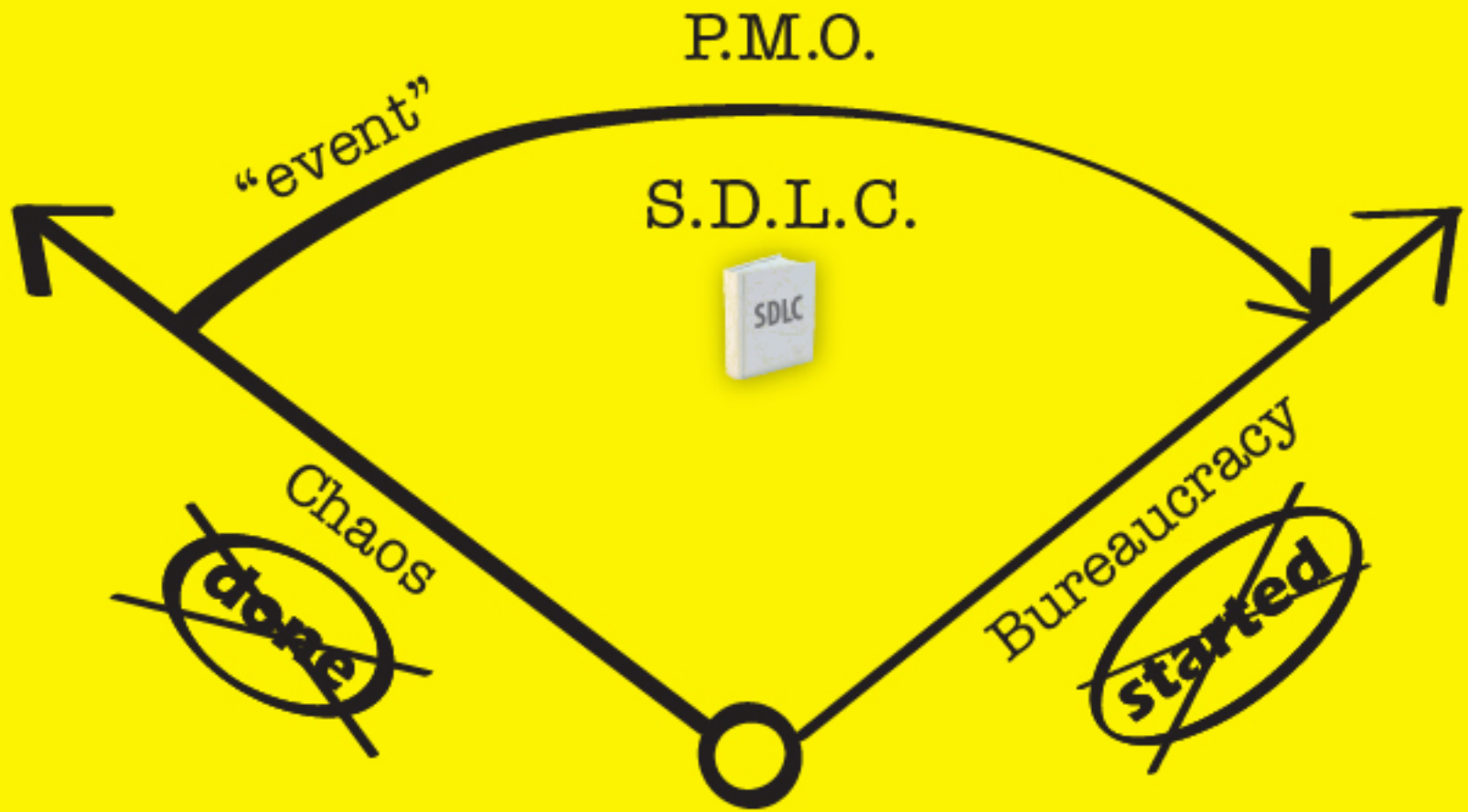




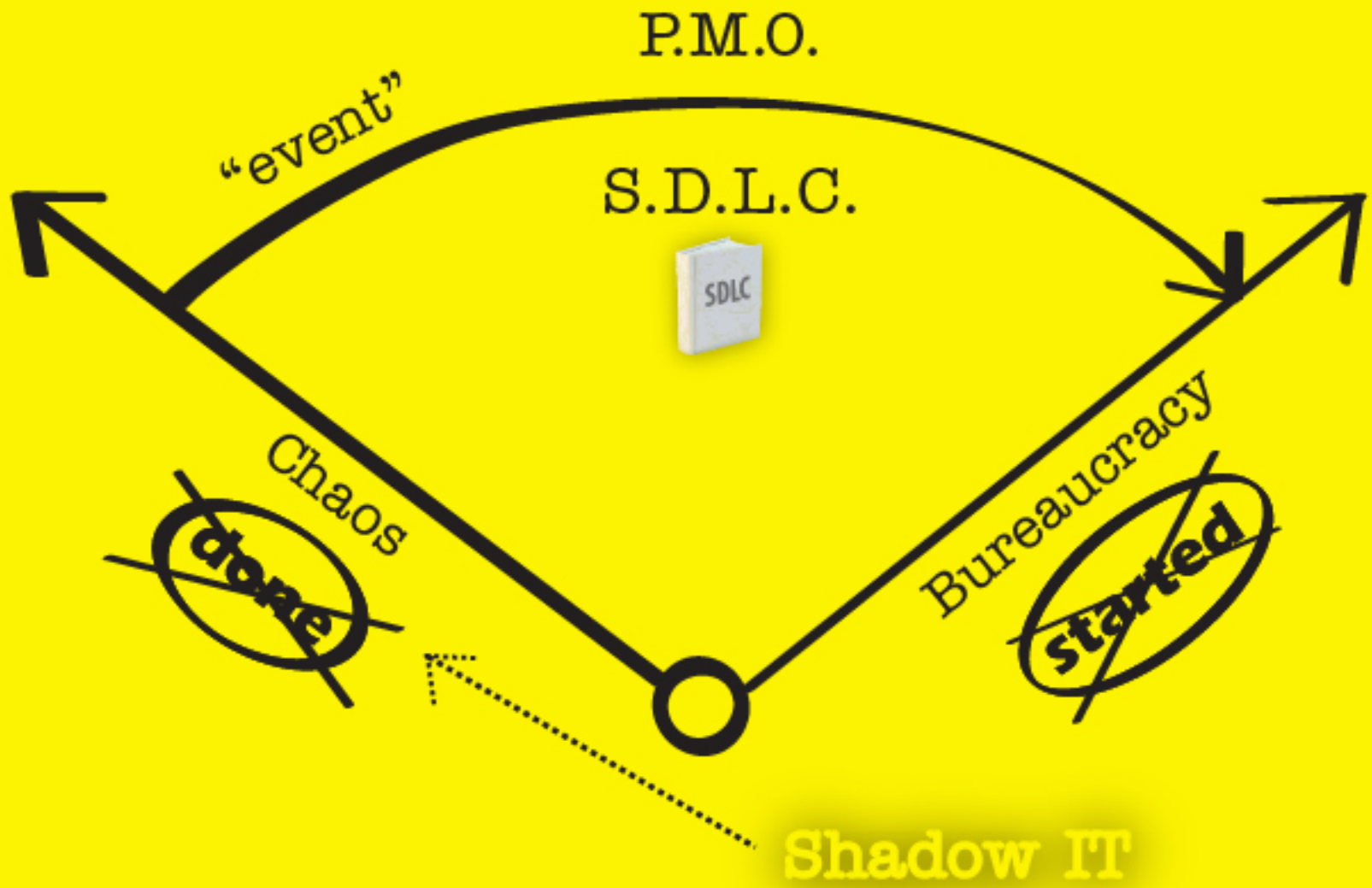


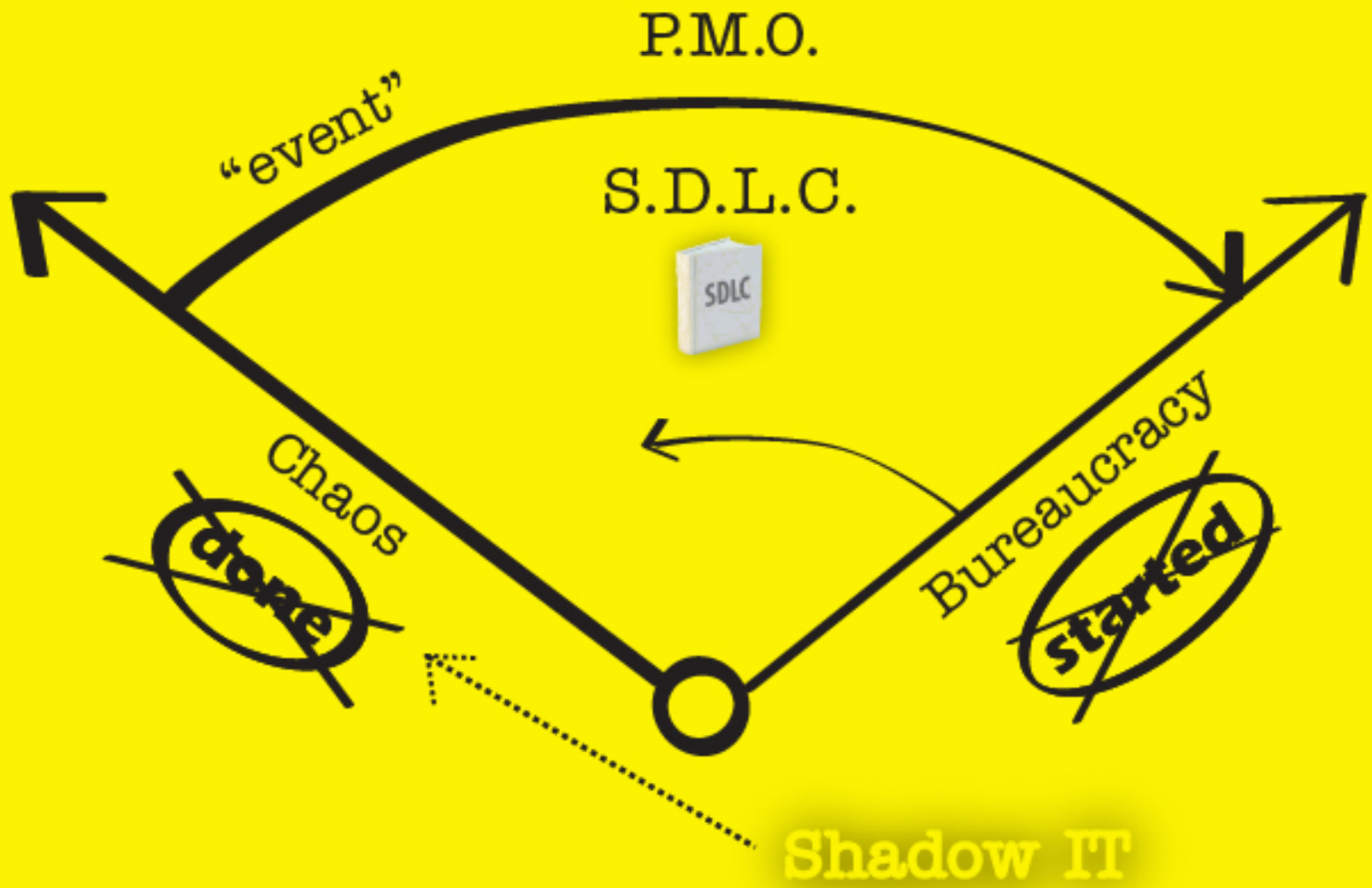


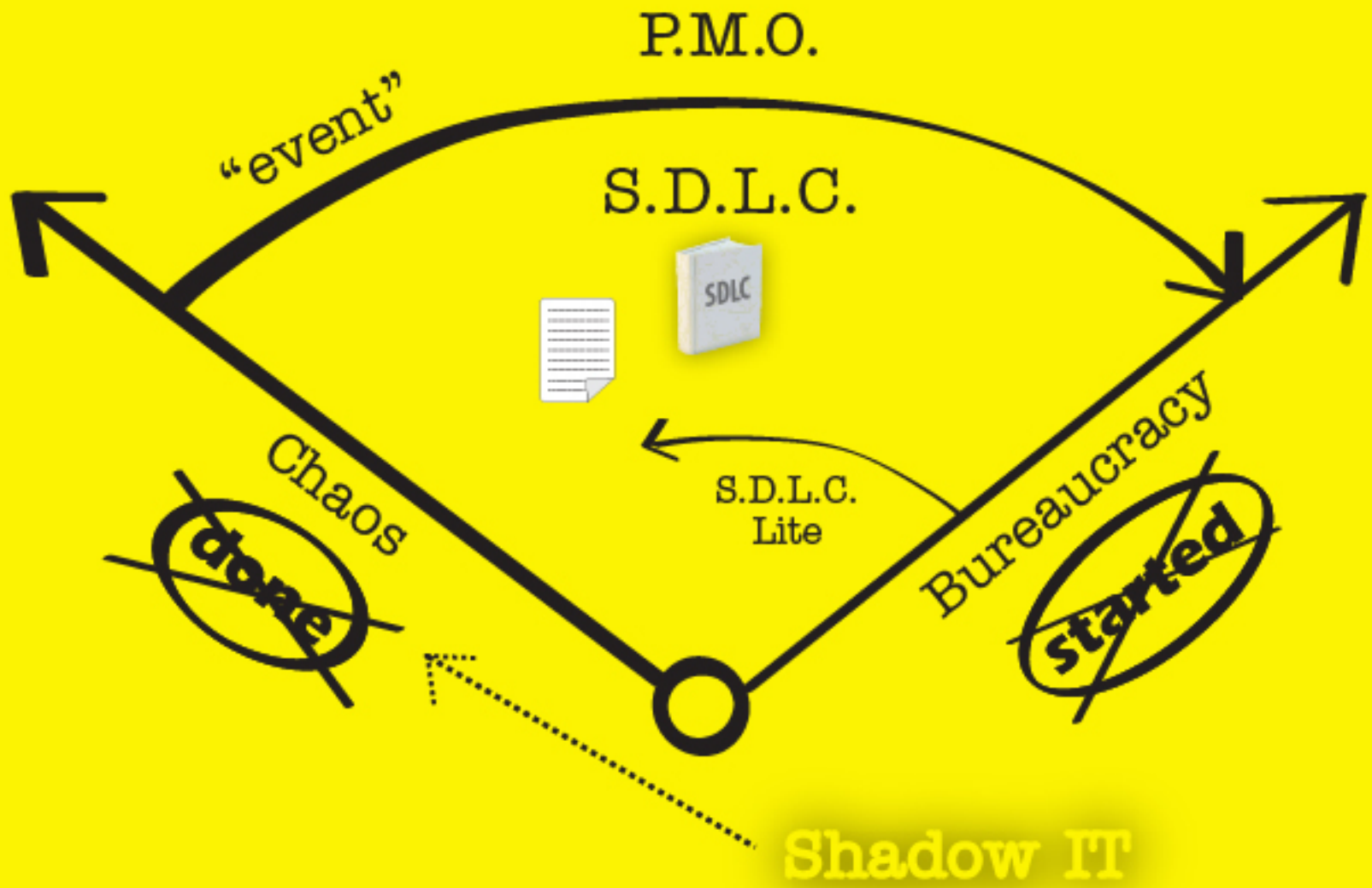


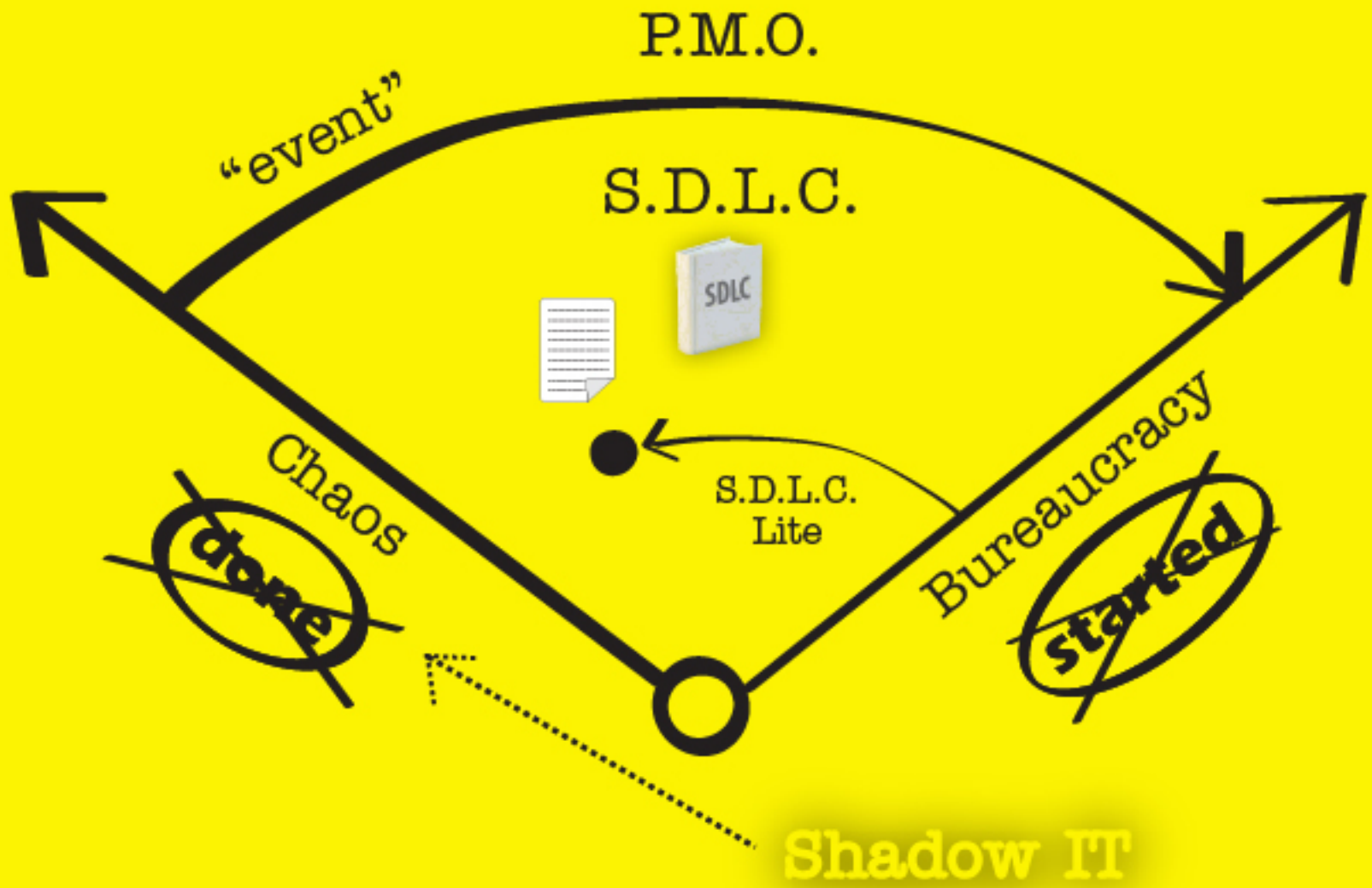


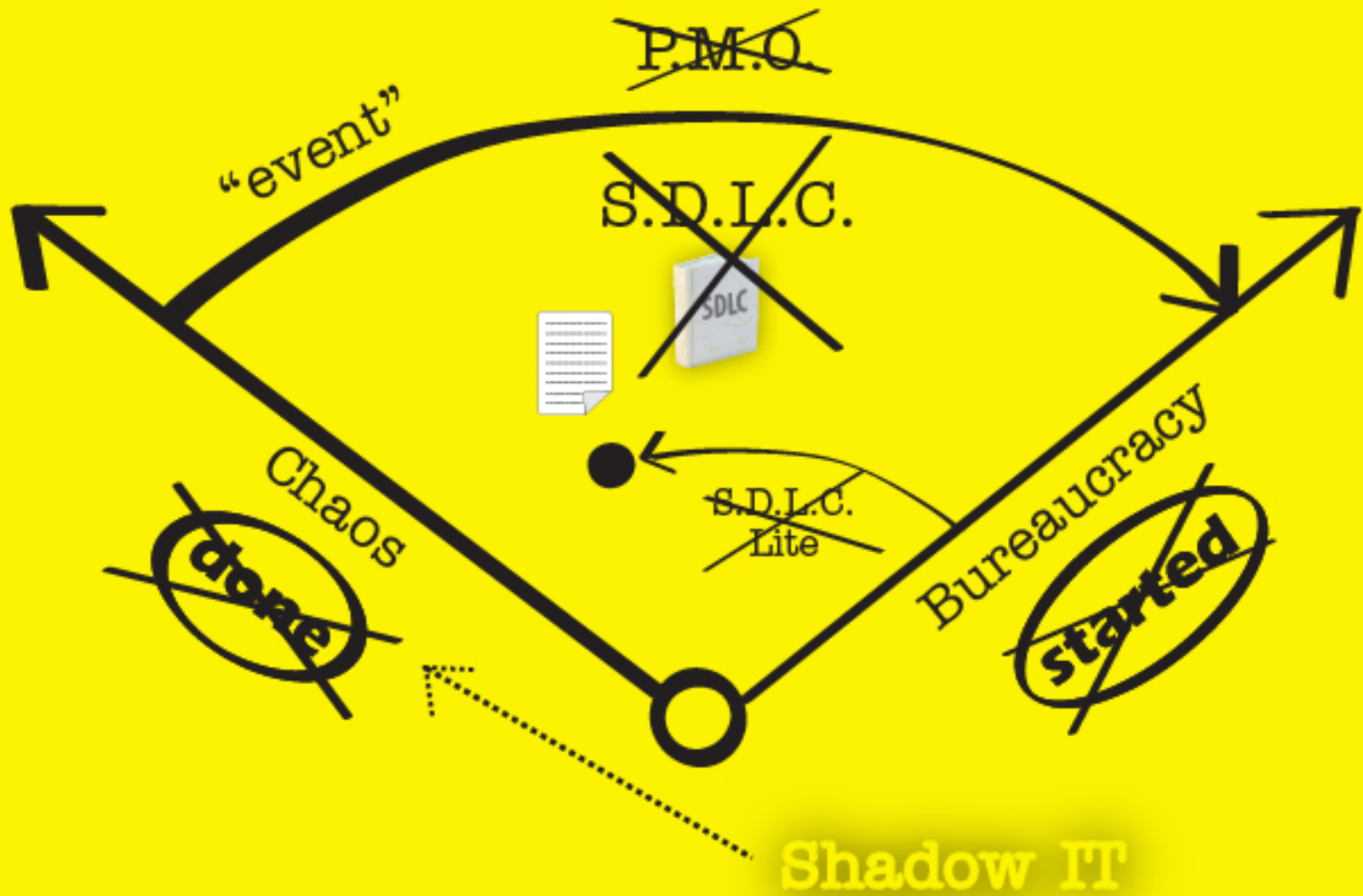
Shadow IT

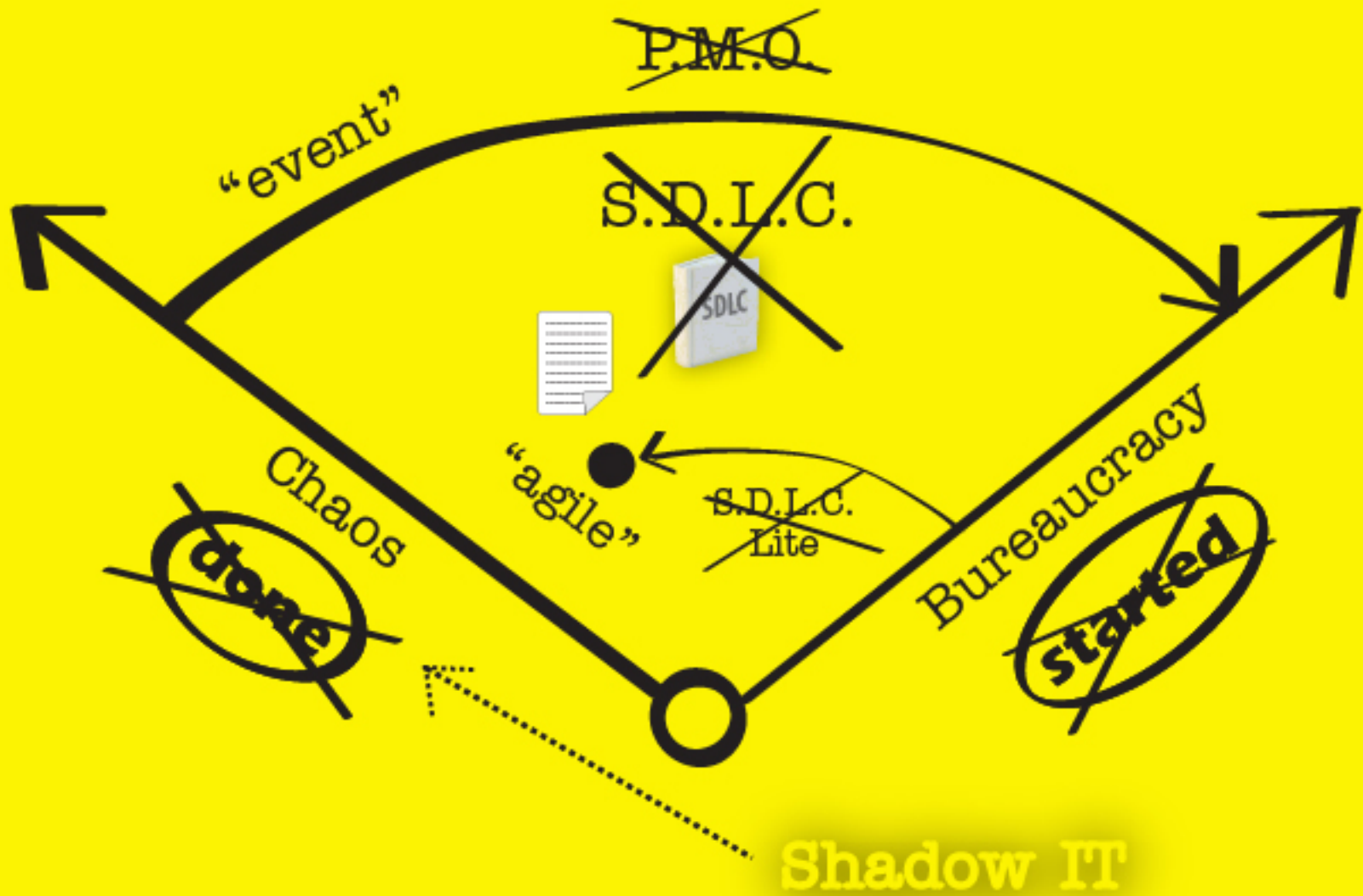


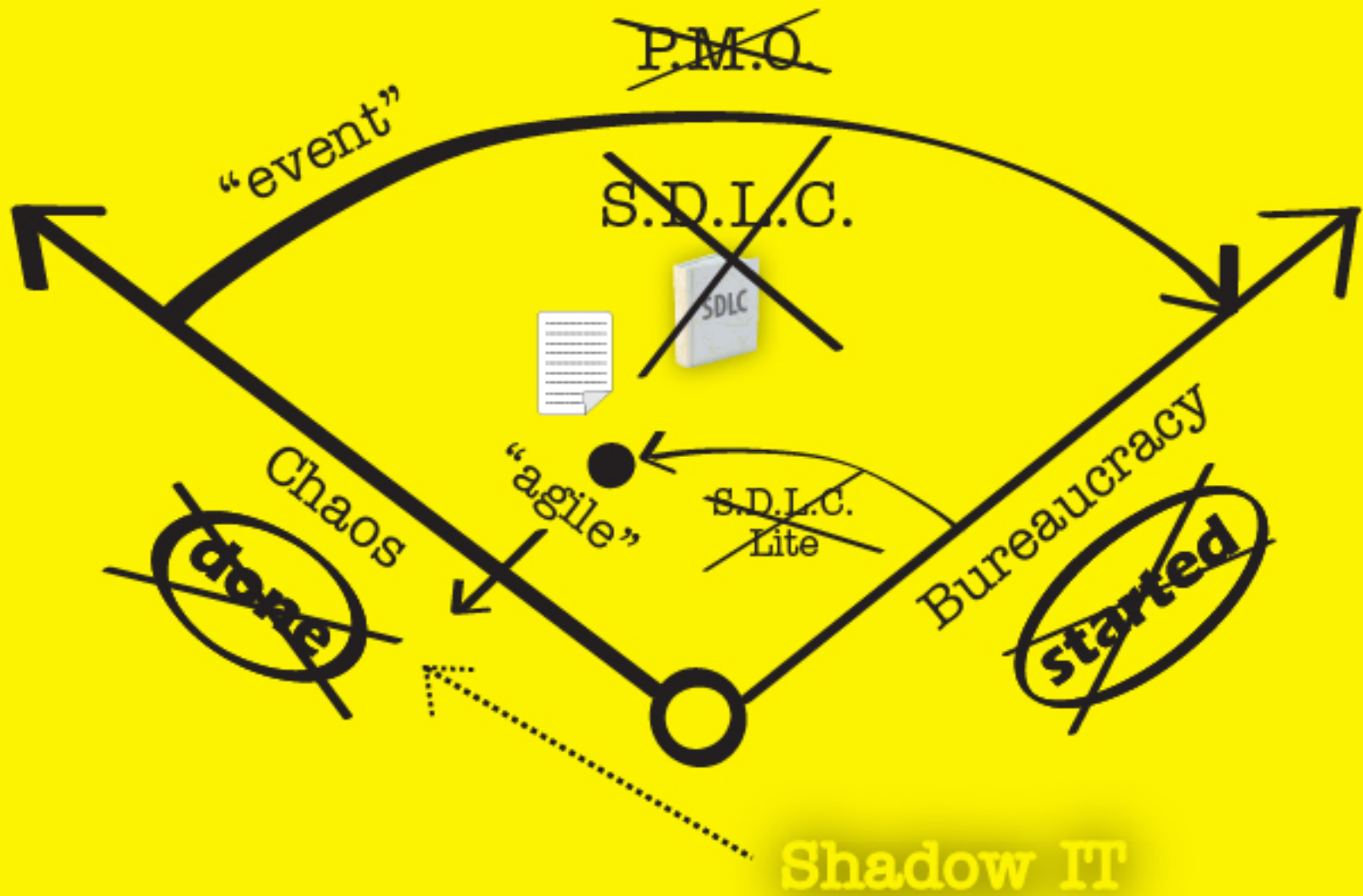


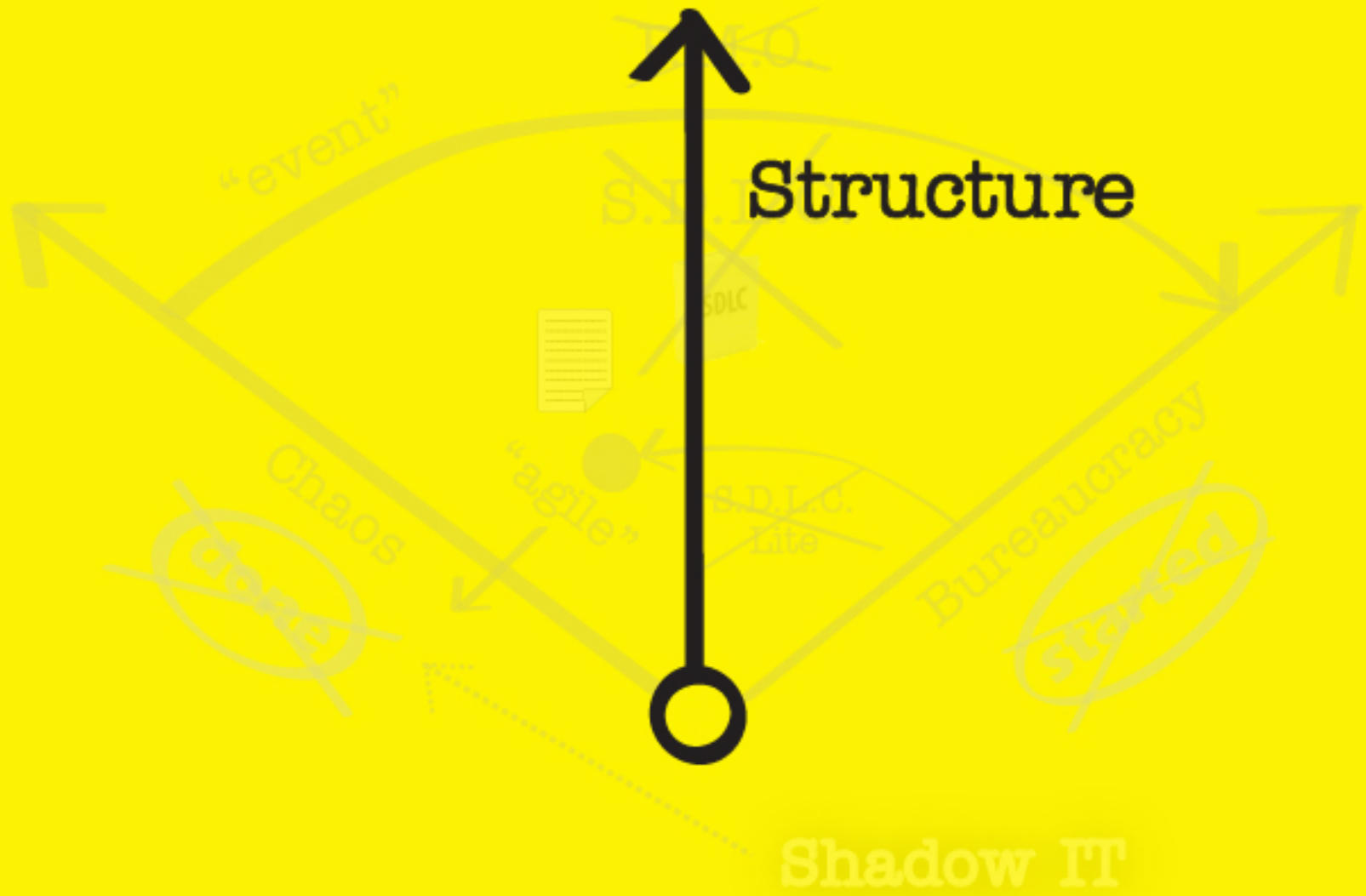


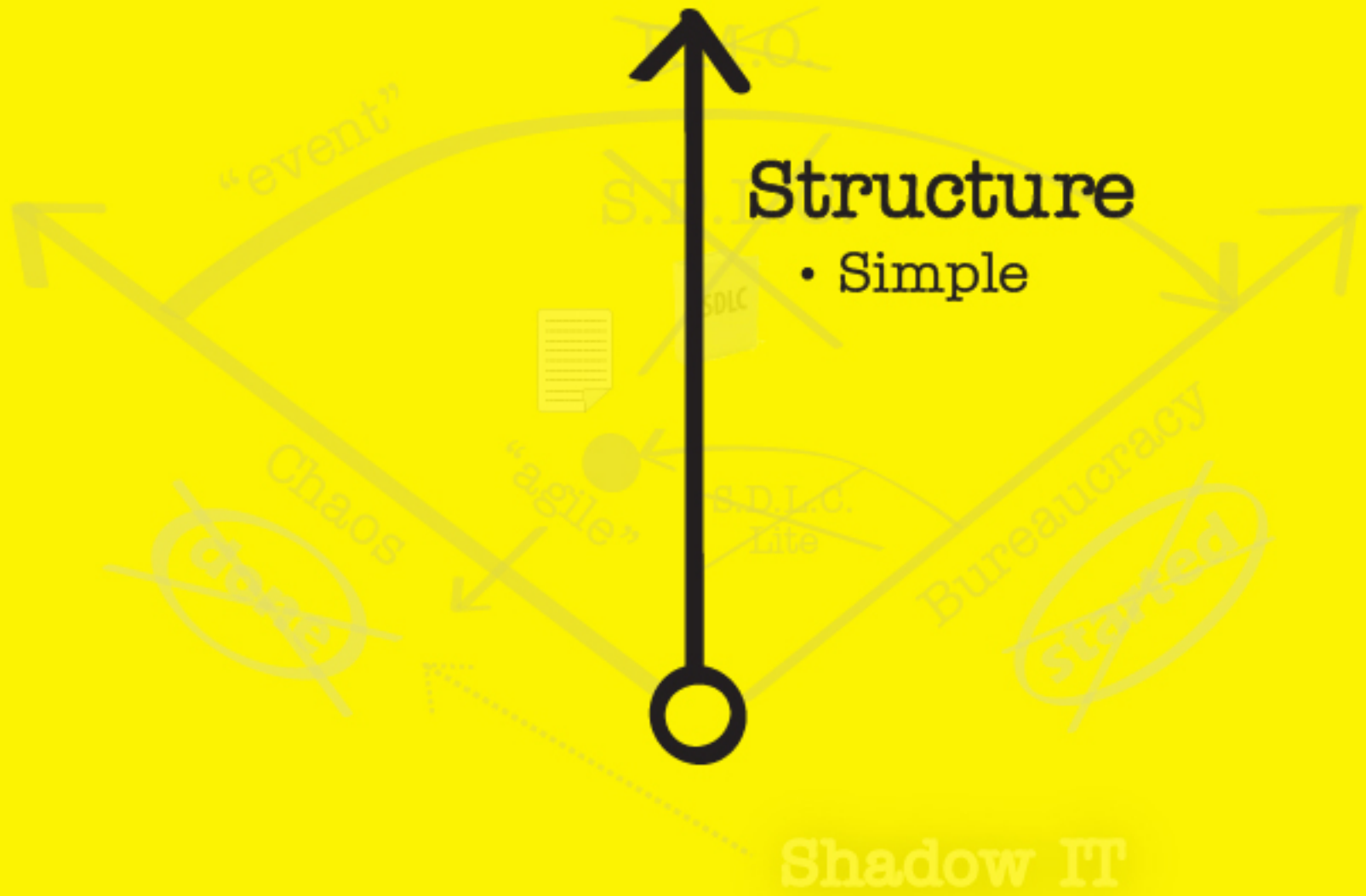






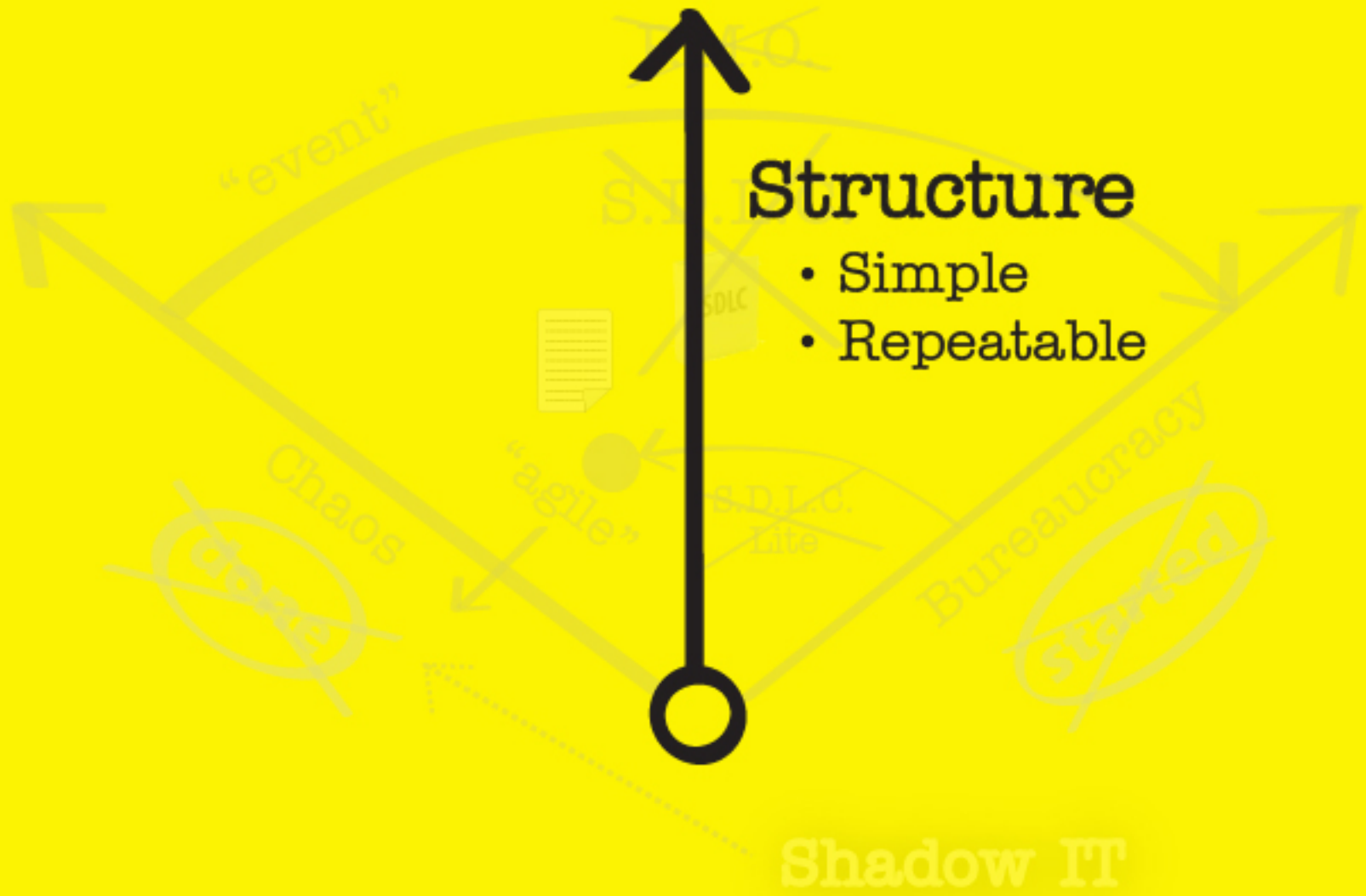






Structure

- Simple



Structure

- Simple
- Repeatable



Structure

- Simple
- Repeatable
- Measurable

Shadow IT



Structure

- Simple
- Repeatable
- Measurable
- Visible

Shadow IT



Structure

- Simple
- Repeatable
- Measurable
- Visible

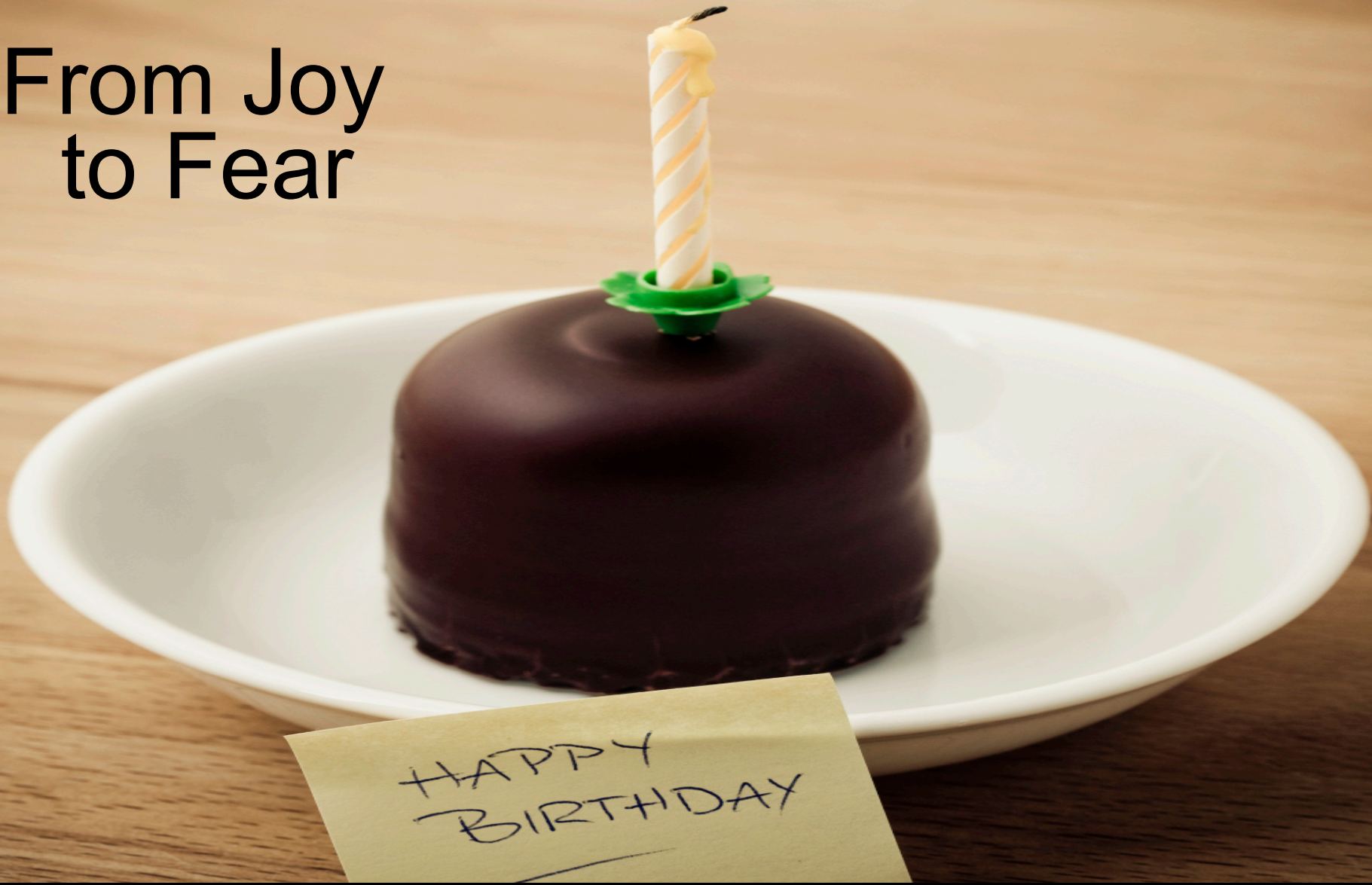
Based on
human relationships

Shadow IT

Why Joy



From Joy to Fear



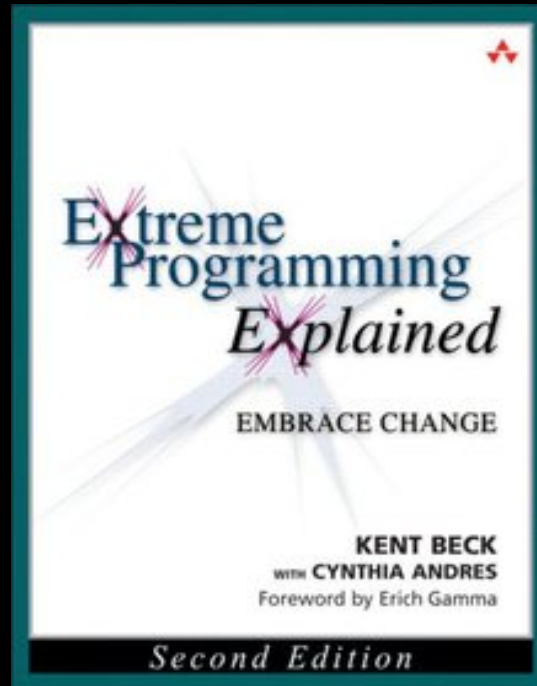
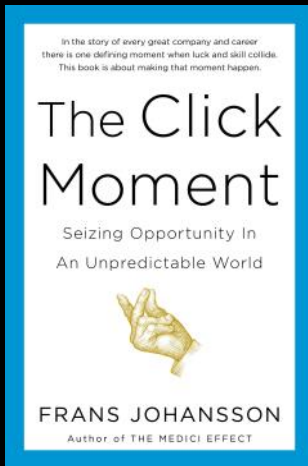
From Chaos to Bureaucracy





Then... Disillusionment

My Click Moment



Is joy visible?



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COUNTING ON THE MENLO EXPERIENCE

TOURS

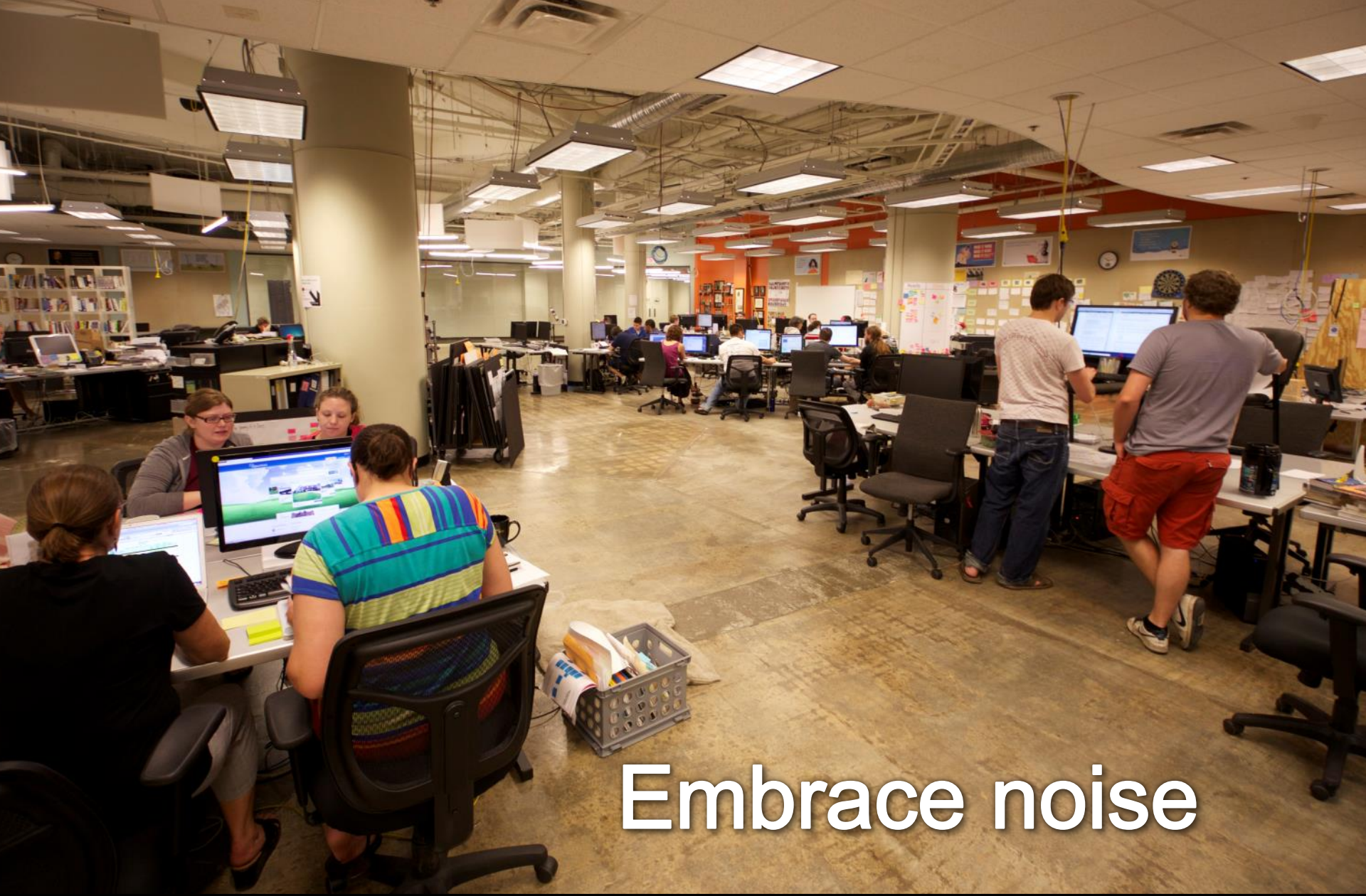
3 3 2

HEADCOUNT

2 3 9 3

Tear down the walls!





Embrace noise

See teamwork



Be flexible and visual



Two heads

Two hearts



Four hands





One
computer

Conversations, Rituals, and Artifacts

“The most exciting breakthroughs of the 21st century will not occur because of technology but because of an expanding concept of what it means to be human.”

- John Naisbitt, Megatrends



Daily Stand-up

Rules for sign-offs

- CA signs off ID cards
- HR signs off ID cards (on one side)
- Do signs off CA cards - or someone other than CA - SIGN YOUR FULL NAME unless you signed the ID card in the format Initials
- DO NOT TALK ABOUT FIGHT CLUB

OR [redacted] should be changed to [redacted]

UPPER CASE LOWER CASE



Wilmot Sign-off

Menlo Innovations Green Dot Sign-Off Document

Date	Item	Menlo Sign-Off Required	Menlo Sign-Off Date
2013-01-15	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-16	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-17	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-18	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-19	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-20	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-21	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-22	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-23	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-24	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-25	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-26	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-27	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-28	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-29	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-30	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-31	...	<i>[Signature]</i>	<i>[Date]</i>

Menlo Sign-off

Menlo Innovations Green Dot Sign-Off Document

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2013-01-19	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-20	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-21	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-22	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-23	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-24	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-25	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-26	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-27	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-28	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-29	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-30	...	<i>[Signature]</i>	<i>[Date]</i>
2013-01-31	...	<i>[Signature]</i>	<i>[Date]</i>













Show & Tell







Planning Game













Artifacts



BD FTP site
<https://sftp-accun.blm>

3. version
Wilmut - 024
Merino - 015
Shovis - 016
Overall - 420

Playa Norte

Playa Delfines

Playa la Ropa

Balandra

Playa Zicatella

Akumal

Chileno

Nuevo Volcanta

WEDNESDAY

KIK - Annual Risk Of Missing 2 Hour

KIK - Annual Risk Of Missing 2 Hour

KIK - Annual Risk Of Missing 2 Hour

KIK - Annual Risk Of Missing 2 Hour

KIK - Annual Risk Of Missing 2 Hour

KIK - Annual Risk Of Missing 2 Hour

KIK - Annual Risk Of Missing 2 Hour

KIK - Annual Risk Of Missing 2 Hour

THURSDAY

EST - Annual Risk Of Missing 2 Hour

EST - Annual Risk Of Missing 2 Hour

EST - Annual Risk Of Missing 2 Hour

EST - Annual Risk Of Missing 2 Hour

EST - Annual Risk Of Missing 2 Hour

EST - Annual Risk Of Missing 2 Hour

FRIDAY

EST - Annual Risk Of Missing 2 Hour

EST - Annual Risk Of Missing 2 Hour

EST - Annual Risk Of Missing 2 Hour

EST - Annual Risk Of Missing 2 Hour

EST - Annual Risk Of Missing 2 Hour

MONDAY

EST - Annual Risk Of Missing 2 Hour

EST - Annual Risk Of Missing 2 Hour

EST - Annual Risk Of Missing 2 Hour

EST - Annual Risk Of Missing 2 Hour

EST - Annual Risk Of Missing 2 Hour

EST - Annual Risk Of Missing 2 Hour

EST - Annual Risk Of Missing 2 Hour

EST - Annual Risk Of Missing 2 Hour

TUESDAY

SHO - Annual Risk Of Missing 2 Hour

SHO - Annual Risk Of Missing 2 Hour

SHO - Annual Risk Of Missing 2 Hour

SHO - Annual Risk Of Missing 2 Hour

SHO - Annual Risk Of Missing 2 Hour

SHO - Annual Risk Of Missing 2 Hour

SHO - Annual Risk Of Missing 2 Hour

SHO - Annual Risk Of Missing 2 Hour

PULL AHEADS

num Required resolution: 80x1024

log₂(X) = 16777215 = Y

X = Real data value from CSV
Y = Values input in test definitions



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@menloprez

pages 8

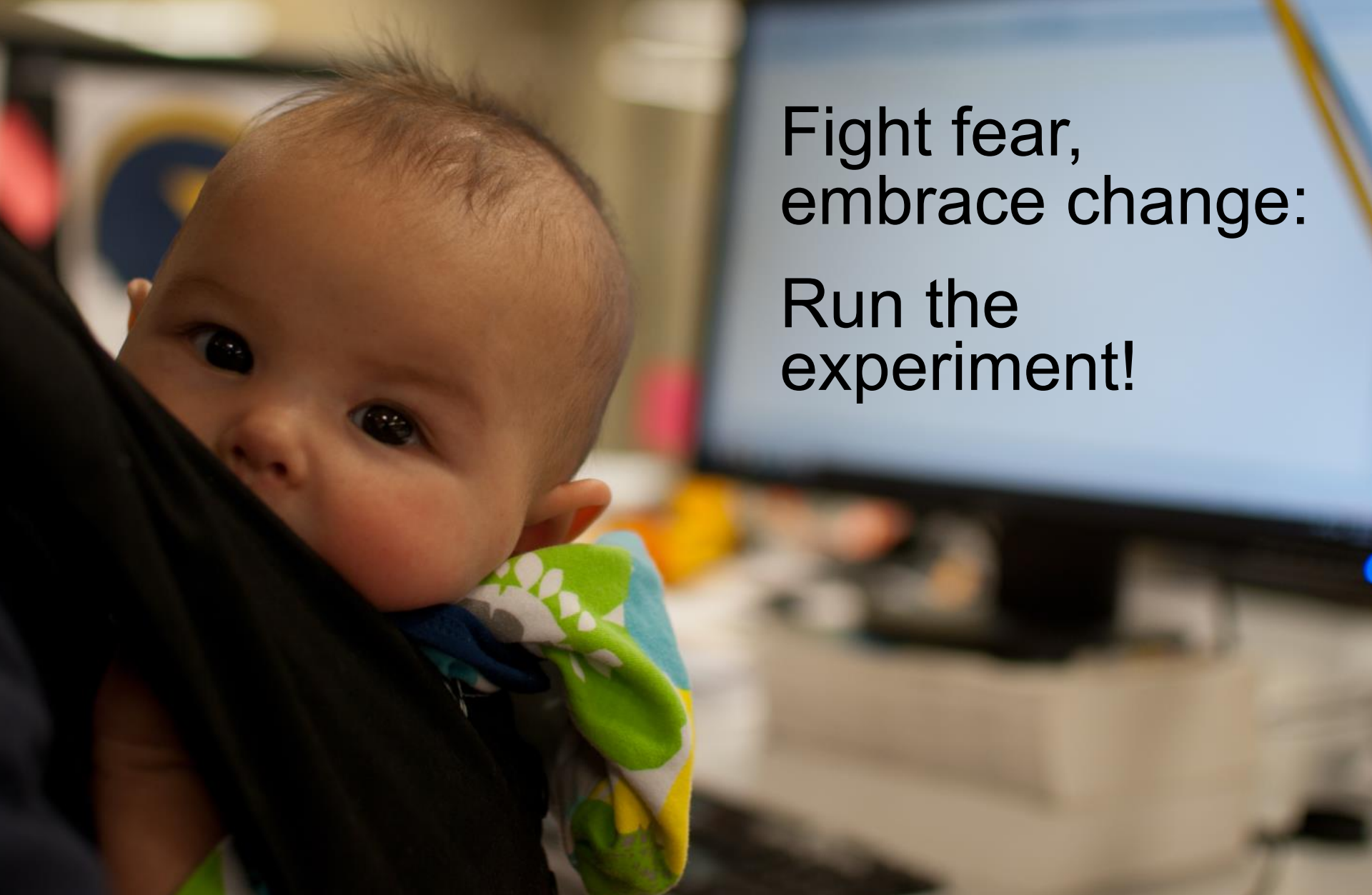




The Power of Observation

- Anthropology
- Study people
- Observe them
 - ✓ In their native environment
- Look for the invisible
- Be the empath!





Fight fear,
embrace change:

Run the
experiment!









Guest Wi-Fi Network
Username: deckard
Password: menloquest







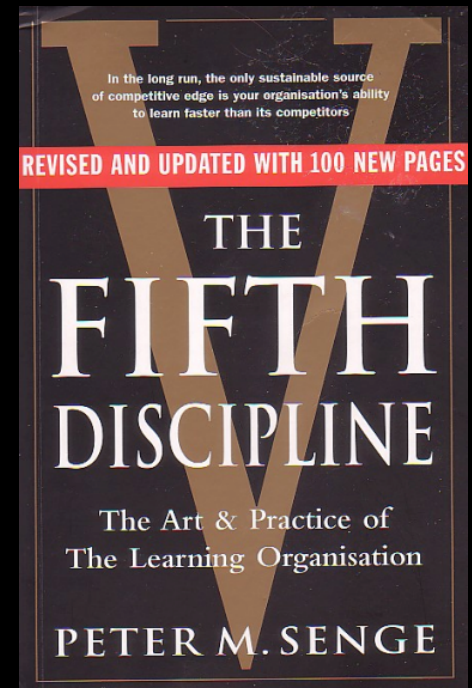
Rigor and discipline

- Automated Unit Testing
- Simple, powerful, ignored
- Living, breathing documentation

Build a “Learning Organization”

“In the long run, the only sustainable source of competitive advantage is your organization’s ability to learn faster than your competition.”

- Peter Senge



Questions?

Want to learn more? Visit menloinnovations.com

Richard B. Sheridan

rsheridan@menloinnovations.com | (734) 665-1847



@menloprez @menloinnovation



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