

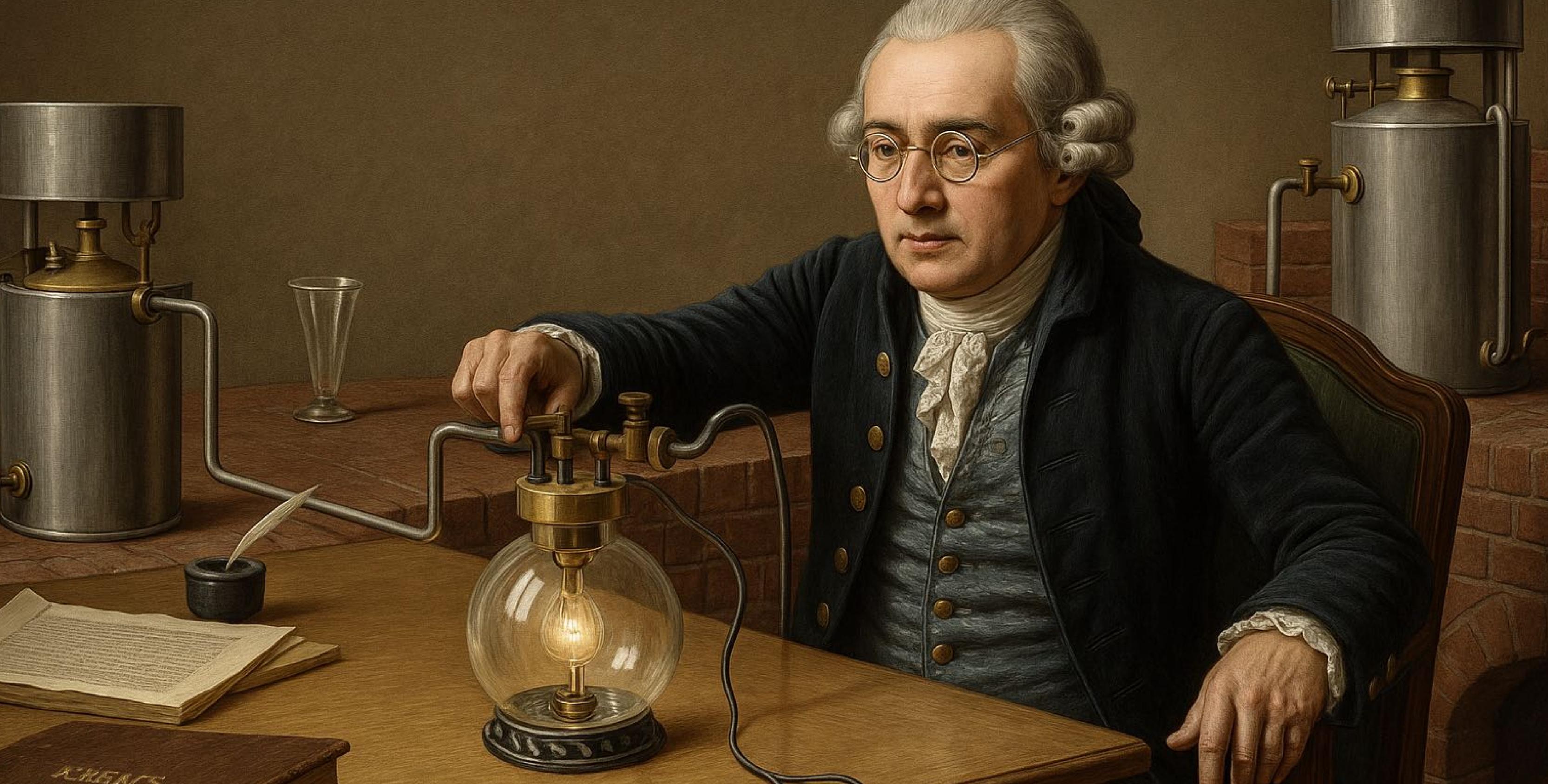
# **HARNESSING HUMAN ENERGY**

**THRIVING AMIDST  
RAPID CHANGE**

**JOSH ALLAN DYKSTRA**



**JOSH ALLAN DYKSTRA**



JOSH ALLAN DYKSTRA



**JOSH ALLAN DYKSTRA**



JOSH ALLAN DYKSTRA

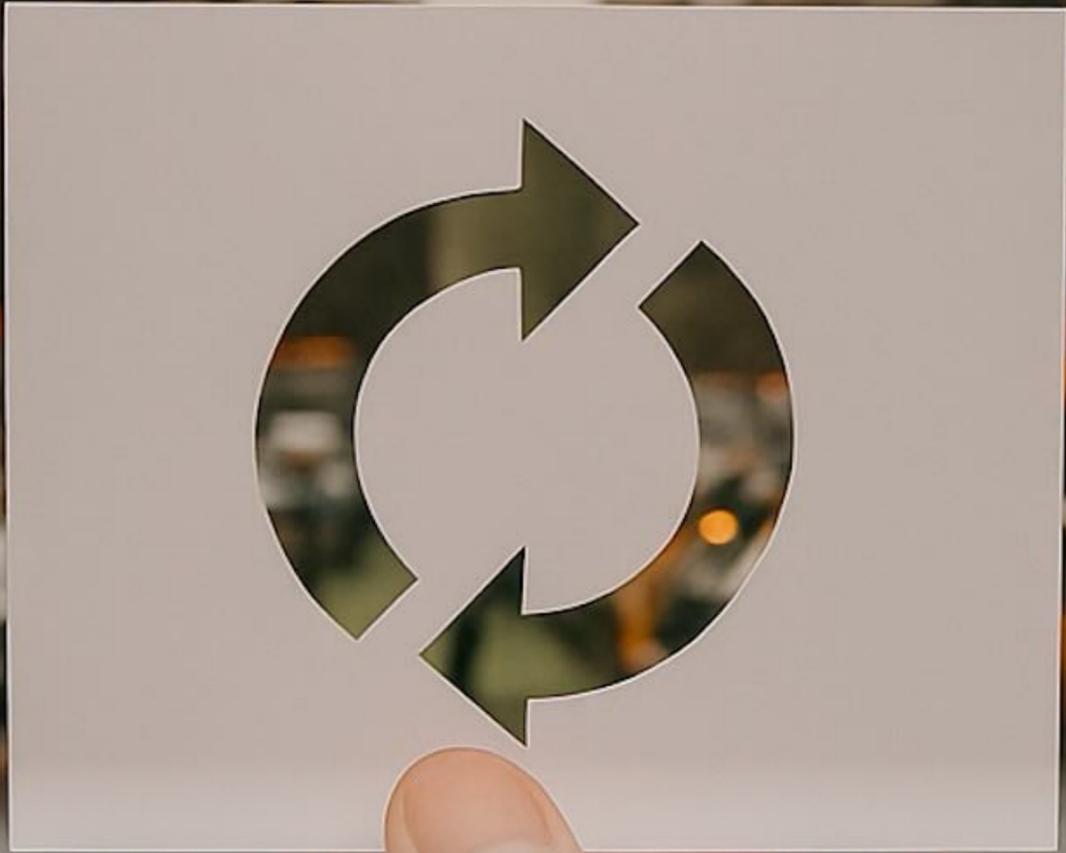


**JOSH ALLAN DYKSTRA**

A desk with a wall covered in colorful sticky notes, a clock, and a 'DUE YESTERDAY' sign. The desk is cluttered with papers, a printer, and a chair. The text 'YOUR MOST IMPORTANT PRIORITY?' is overlaid on the image.

# YOUR MOST IMPORTANT PRIORITY?

JOSH ALLAN DYKSTRA



THESE THINGS ALL REQUIRE  
**CHANGE**



**SONY**



**CHANEL**



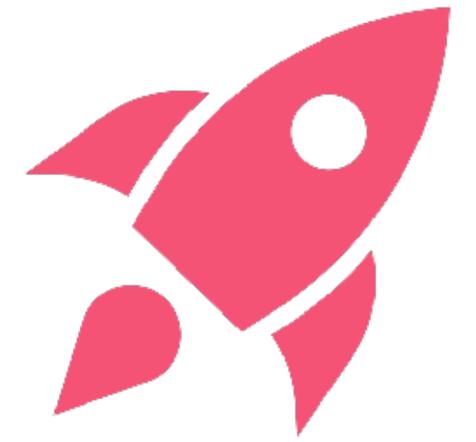
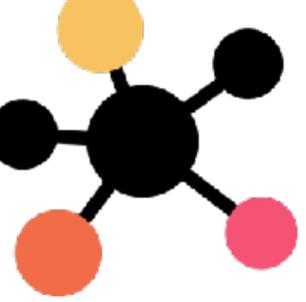
**Genentech**



**htc**



**JOSH ALLAN DYKSTRA**



1. **FUEL** the change
2. **OPTIMIZE** the change
3. **DESIGN** for change

**QR**  
COMING!



— 1 —

**FUEL THE**  
**CHANGE**

# LARGE COMPANY CHANGE PROJECTS



**BAIN**  
& COMPANY

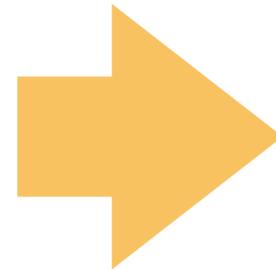


# LARGE COMPANY CHANGE PROJECTS

**12%**

MET OR EXCEEDED  
EXPECTATIONS

**2013**



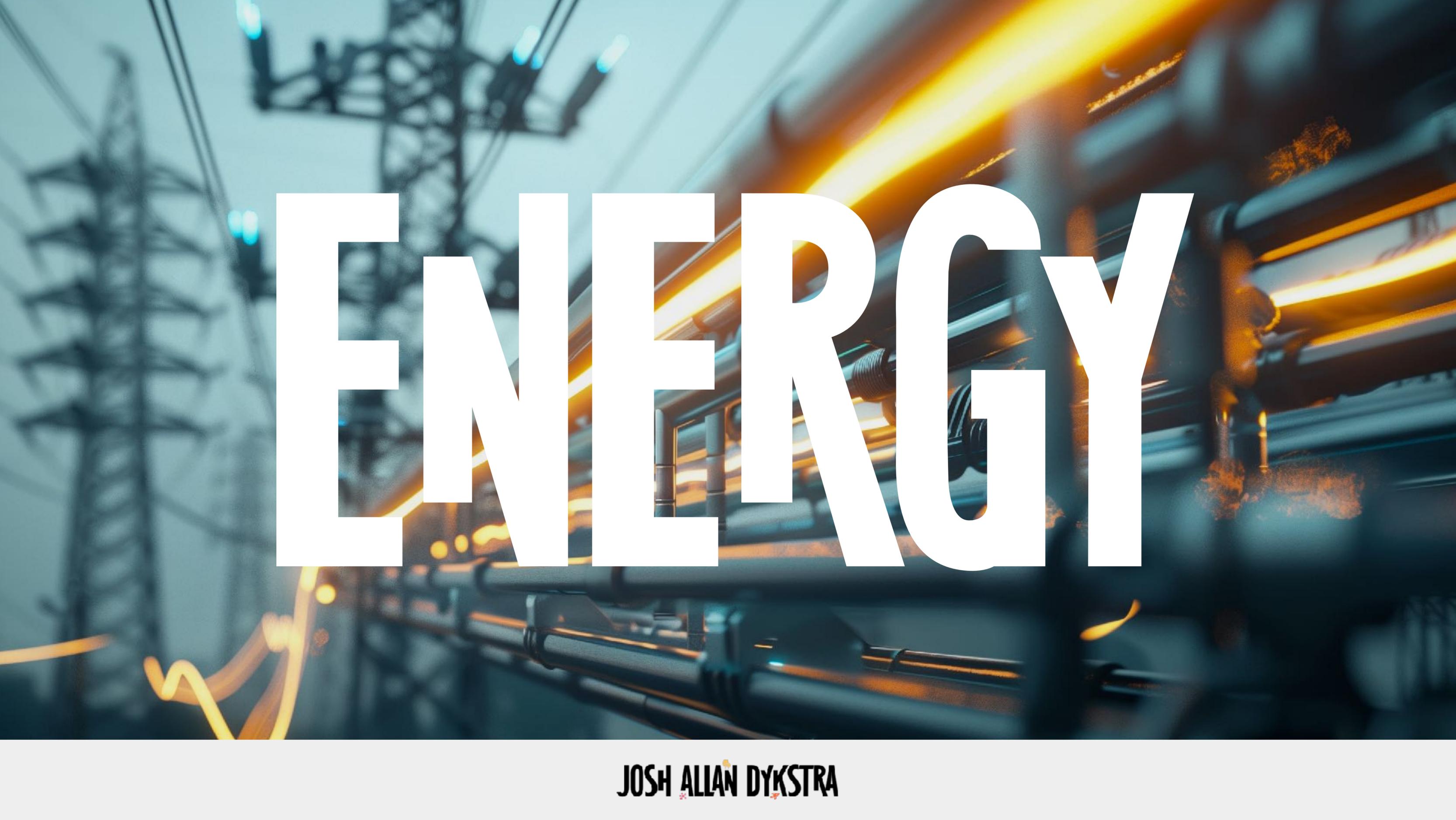
**12%**

MET OR EXCEEDED  
EXPECTATIONS

**2023**



**JOSH ALLAN DYKSTRA**

The background of the image is a composite of two scenes. On the left, there are several high-voltage power transmission towers (pylons) with power lines stretching across the frame, set against a clear blue sky. On the right, there is a close-up, slightly blurred view of industrial machinery, possibly a power generator or turbine, with bright yellow and orange light emanating from it, suggesting heat or energy production. The overall color palette is dominated by blues, greys, and warm yellows/oranges.

# ENERGY

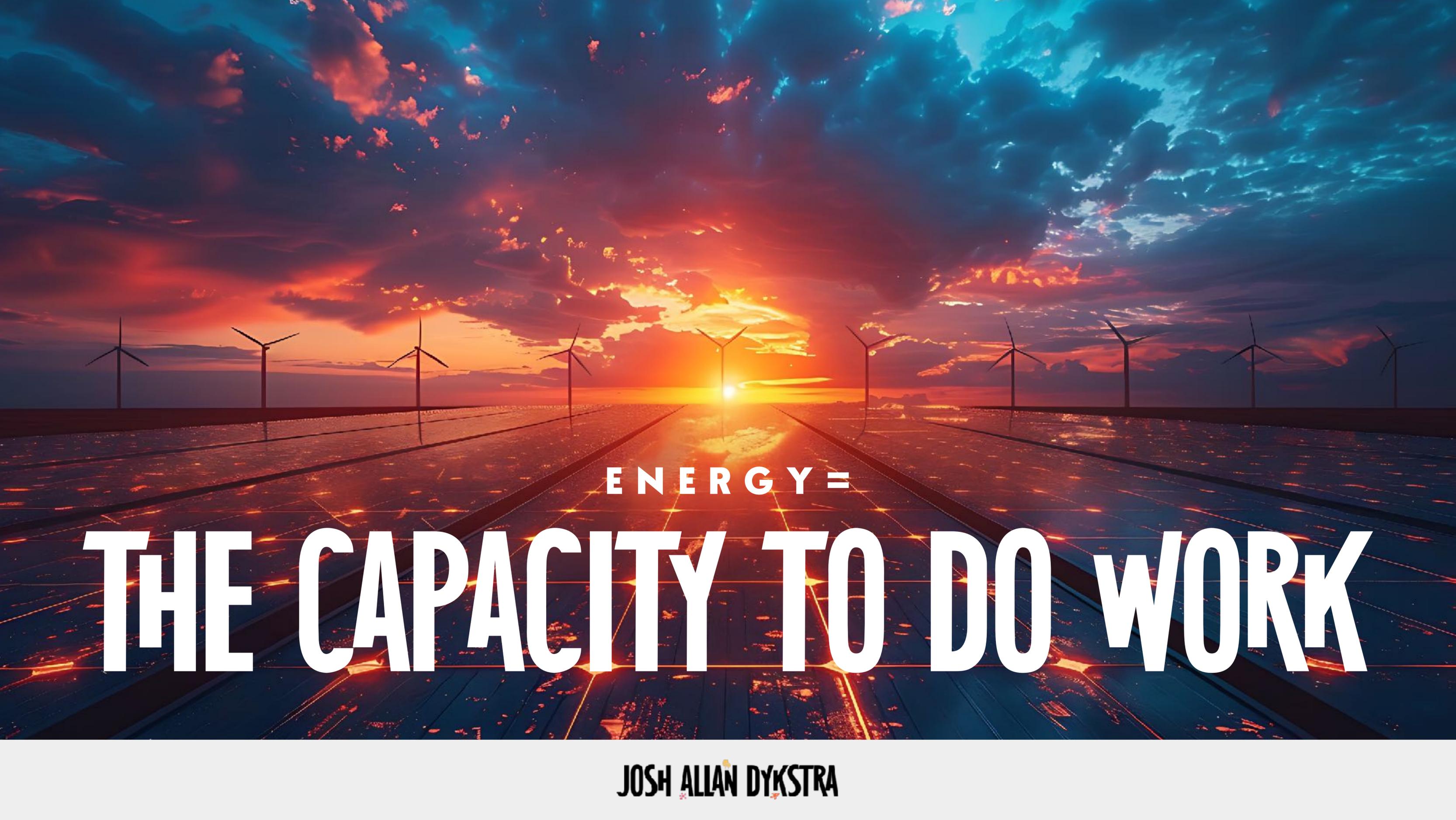
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WITHOUT  
**ENERGY**  
CHANGE DOES NOT  
**EXIST**

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ENERGY =

# THE CAPACITY TO DO WORK

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WHERE DOES YOUR  
WORKPLACE GET  
ITS ENERGY?

# HUMAN ENERGY

A silhouette of a person with long hair and arms raised, standing in a field of vibrant, glowing energy lines in shades of orange, yellow, and blue. The person is positioned in the center, facing away from the viewer, with their arms outstretched. The background is a dense, swirling mass of light trails and particles, creating a sense of dynamic energy and movement. The colors transition from deep blue on the left to bright orange and yellow in the center, and back to deep blue on the right.

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# “BURNOUT”

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REDUCING  
BURNOUT  
NEVER  
CREATES  
**ENERGIZED  
CHANGE**

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**CHANGE WORKS WHEN  
PEOPLE ARE ENERGIZED**

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# LESSON #1: FUEL THE CHANGE

FUEL CHANGE  
DON'T FORCE CHANGE

# CHALLENGE #1: **FUEL** THE CHANGE

**HAVE ONE CONVO WITH A  
DIRECT ABOUT **ENERGY****

— 2 —

# OPTIMIZE THE CHANGE

The background features a dark blue field with intricate, glowing patterns of light blue and orange. These patterns resemble fluid flow or energy currents, with some strands being thicker and more vibrant than others, creating a sense of movement and depth.

# FLOW

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# McKinsey & Company



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**5000 executives**



**20% more flow = 100% more productivity**



**Most execs < 10% flow time**

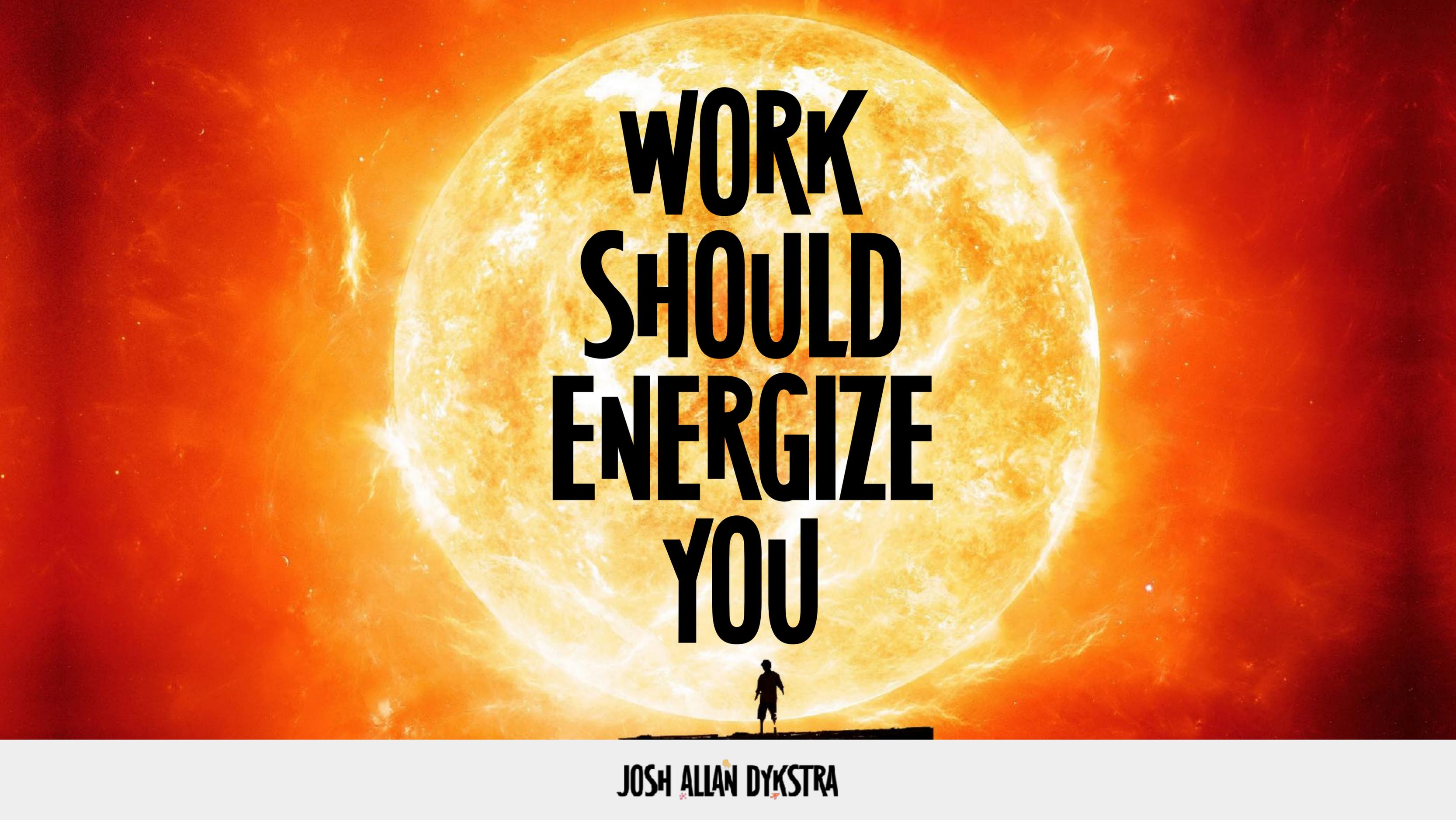
On average, leaders report being

**5X**

**more productive when at their  
BEST in a zone of flow**

McKinsey  
& Company

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A large, bright sun or moon in a dark orange sky with a silhouette of a person at the bottom.

**WORK  
SHOULD  
ENERGIZE  
YOU**

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# WHAT ARE ENERGIZERS?

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Activity #7 3/21

Page 137

#32 SDI

Upload photo 9:30

#41 WDI

Accountant 16:30



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***IF YOU WANT TO BE IN THE***

**12%**

# LESSON #2: OPTIMIZE THE CHANGE

**FLOW** IS THE  
MISSING INGREDIENT

# CHALLENGE #2: OPTIMIZE THE CHANGE

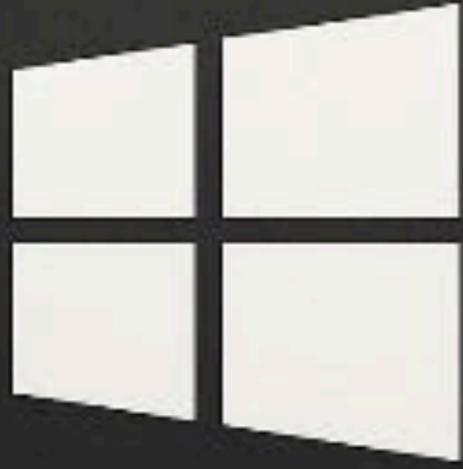
HELP ONE DIRECT  
INCREASE FLOW

— 3 —

# DESIGN FOR CHANGE



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iOS

macOS

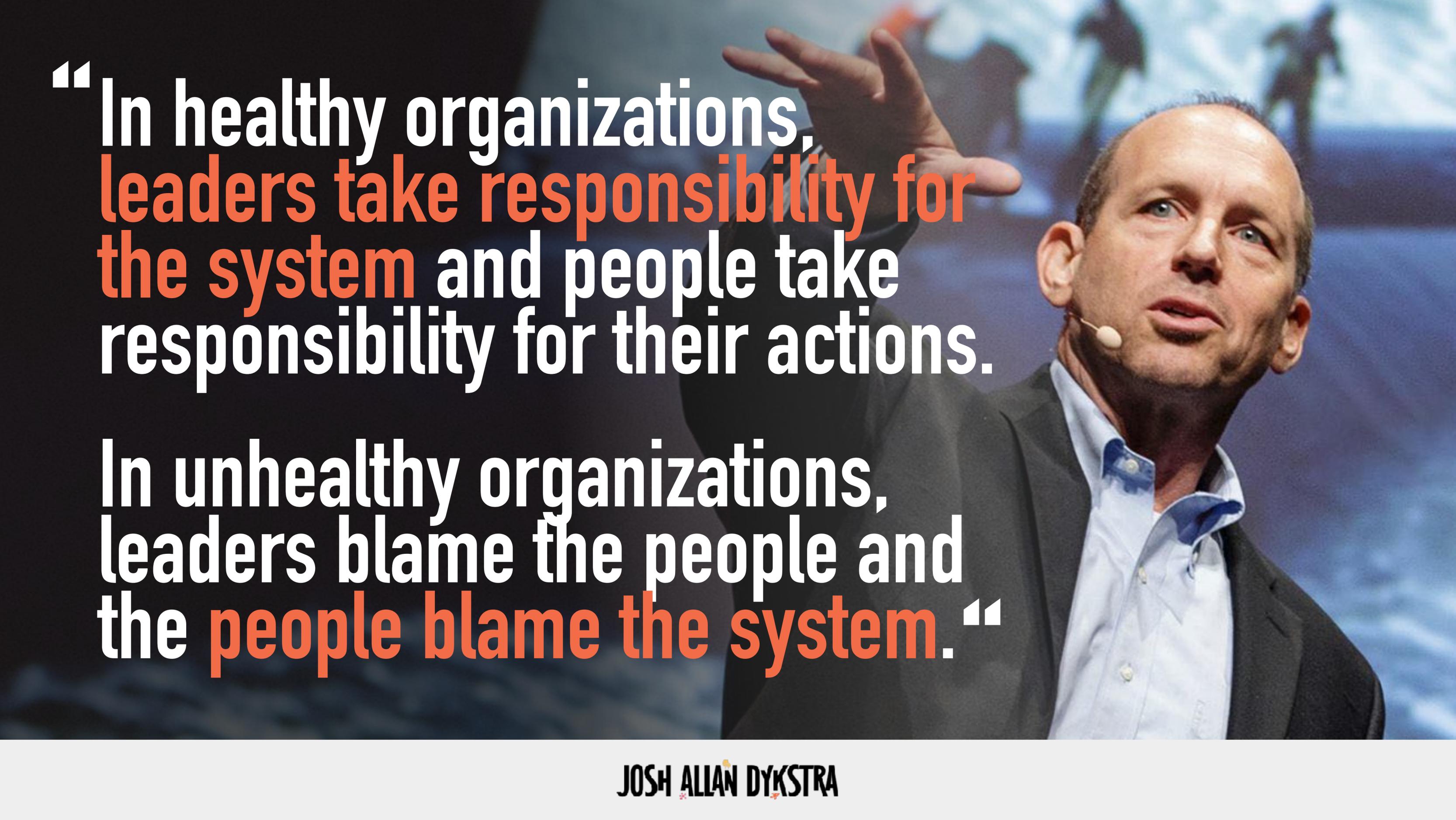


Linux



# CULTURE IS YOUR WORKPLACE OS

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A man in a dark suit and light blue shirt is speaking on a stage. He has a small microphone clipped to his shirt and is gesturing with his right hand raised. The background is a blurred blue and white pattern.

“In healthy organizations,  
leaders take responsibility for  
the system and people take  
responsibility for their actions.

In unhealthy organizations,  
leaders blame the people and  
the people blame the system.”

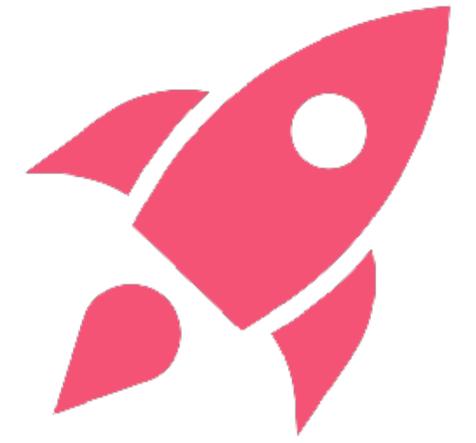
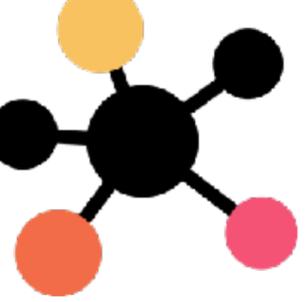
JOSH ALLAN DYKSTRA

A man in a dark suit and light blue shirt is speaking on a stage. He has a microphone clipped to his shirt and is gesturing with his right hand raised. The background is a large screen displaying a blue-toned image of people walking on a beach.

“Bosses ‘fix’ **people.**”

“Leaders fix the **environment.**”

JOSH ALLAN DYKSTRA



# FUTURE DESIGN™

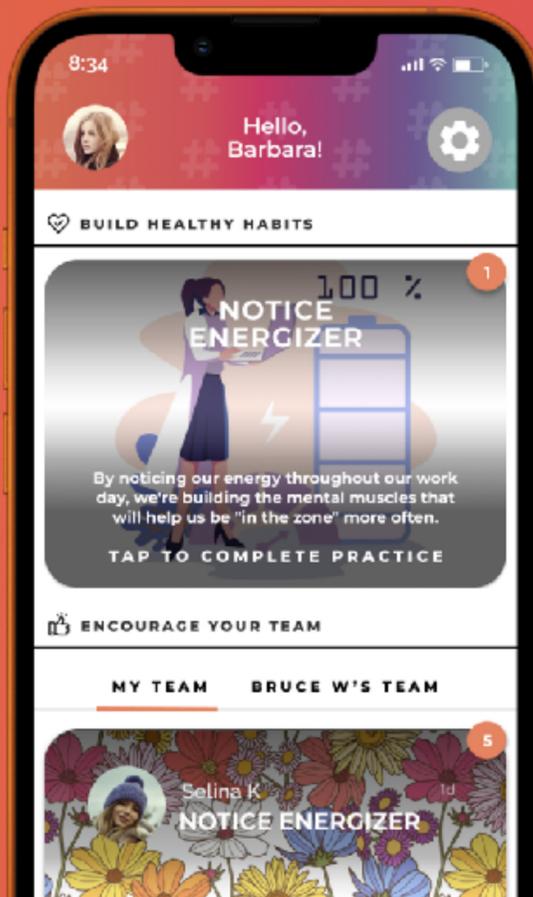
**LEADER CERTIFICATION**



# #lovework®

Learn how to  
love your work

BECAUSE YOU SHOULD



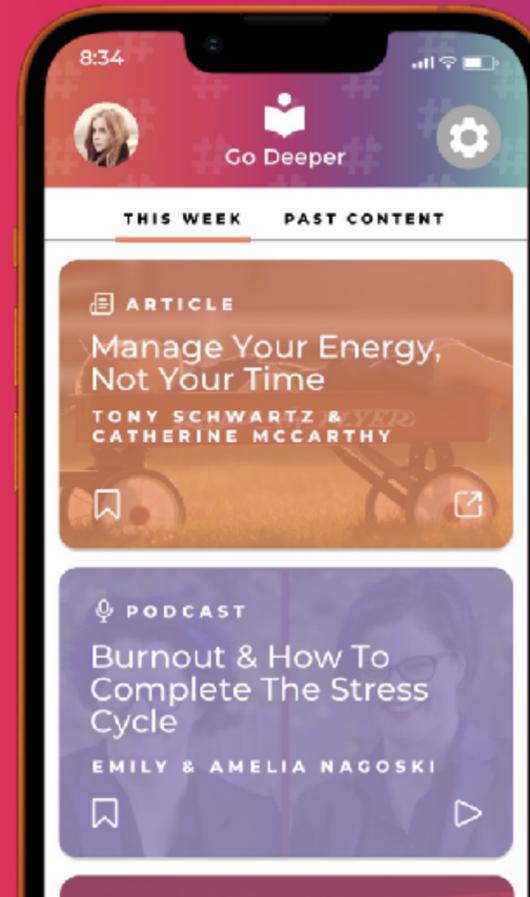
Done in just 5  
minutes a day

YOU'RE BUSY ENOUGH



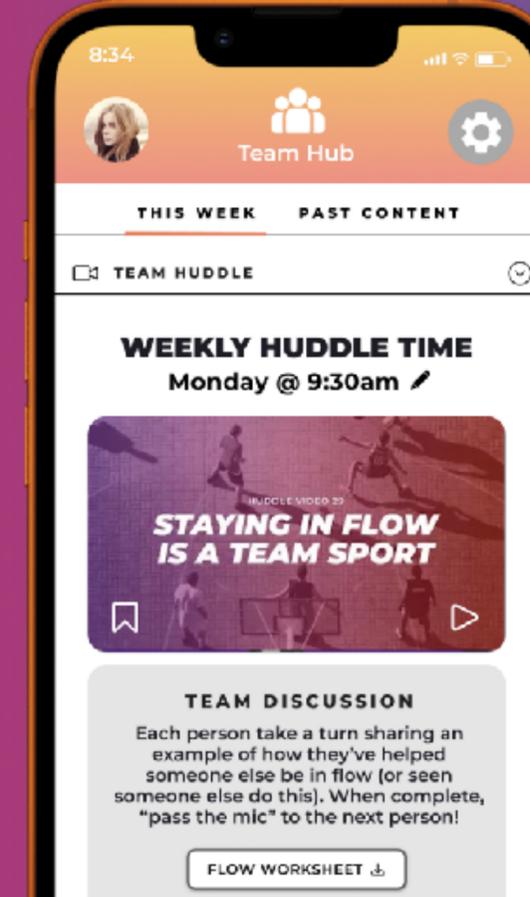
Specific, curated  
content

YOUR TOPICS COME TO YOU



Practice with  
your team

& LEADERS PRACTICE TOO!



Science-backed  
habit formation

TO MAKE WORK ENERGIZING



# #LOVEWORK META-ANALYSIS

**+29%**  
PRODUCTIVITY

**+28%**  
FLOW STATE

**+11%**  
TASK ALIGNMENT

**+22%**  
PSYCH SAFETY

**-16%**  
BURNOUT



# LESSON #3: DESIGN FOR CHANGE

DESIGN YOUR  
ENVIRONMENT FOR FLOW

# CHALLENGE #2: DESIGN FOR CHANGE

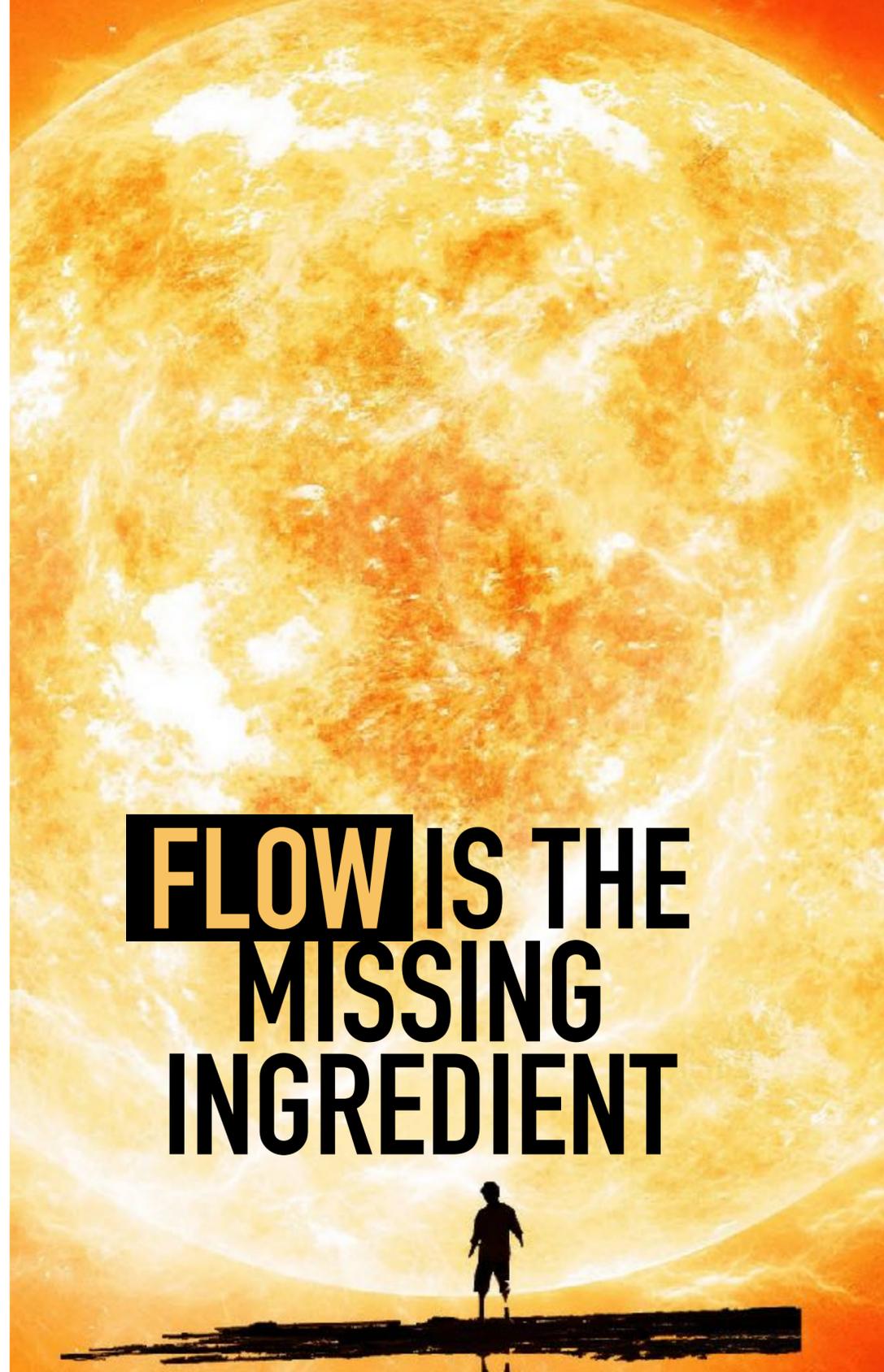
REMOVE ONE  
FLOW OBSTACLE

**WHERE  
WE'VE BEEN  
TODAY**

**JOSH ALLAN DYKSTRA**



**CHANGE WORKS  
WHEN PEOPLE  
ARE ENERGIZED**



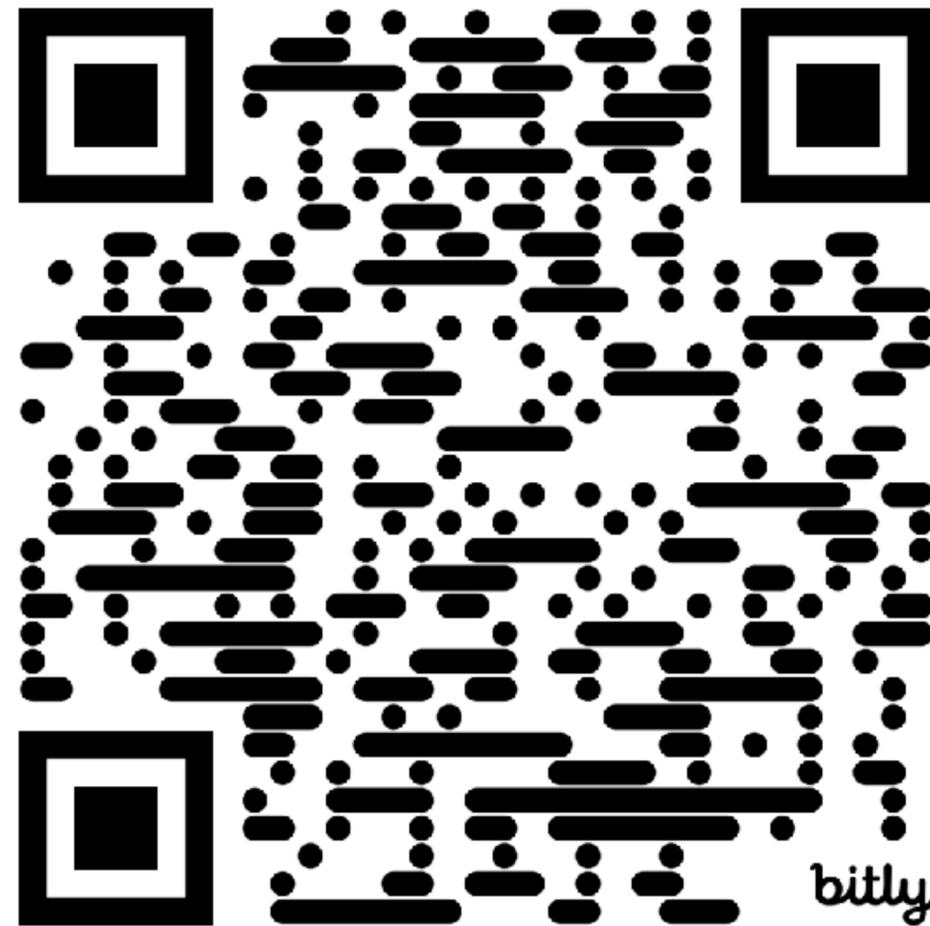
**FLOW IS THE  
MISSING  
INGREDIENT**



**LEADERS  
FIX THE  
ENVIRONMENT**

**JOSH ALLAN DYKSTRA**

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**FREE**  
**DECK, POSTER**  
**& RESEARCH**



**FREE**  
**WHITE PAPER**  
**ON FUTURE**  
**DESIGN™**



**[joshallan.com/gartner25](https://joshallan.com/gartner25)**

**Genentech**

**Roche**



**NOVARTIS**



**JOSH ALLAN DYKSTRA**

Genentech

PEOPLE DON'T LIKE TWO THINGS:

Roche

WHEN THINGS CHANGE &  
WHEN THINGS STAY THE SAME



JOSH ALLAN DYKSTRA

FOCUS ON THE  
**ENERGY**  
NOT THE  
**CHANGE**



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