

The RESOURCEFUL HUMANS Sandbox



For Silke Eilers
University Ludwigshafen
13th June 2013

Own the Way you wo(RH)k.
Simple. Social. Realtime.

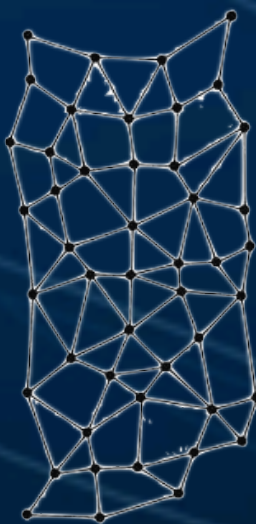
Sandbox Solutions - Key Featu(RH)es



Simple.



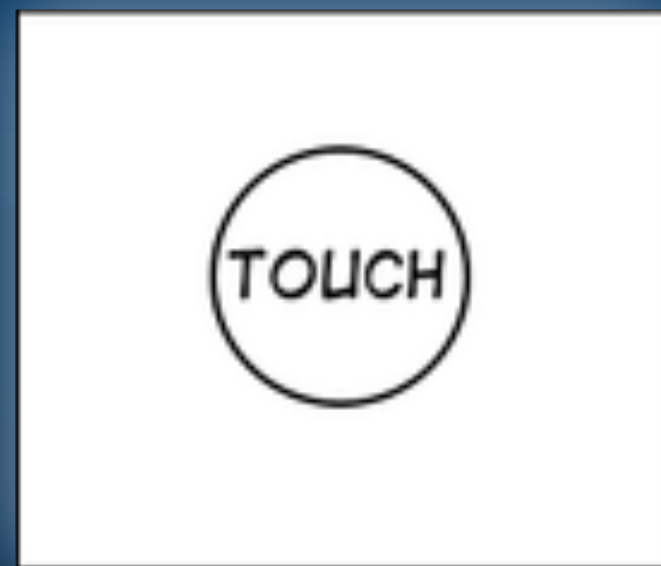
Social.



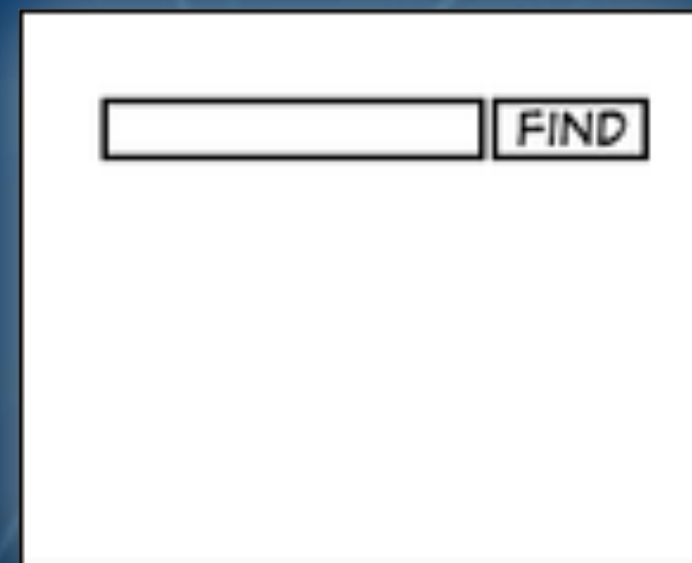
Realtime.



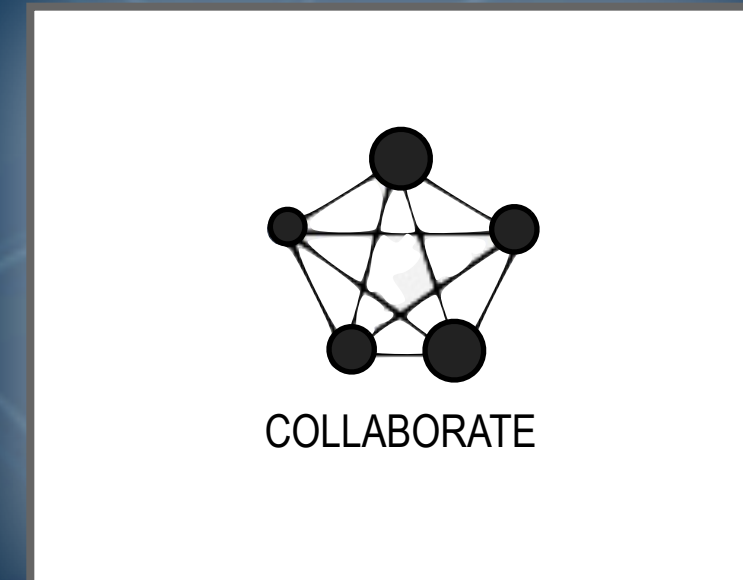
Typical Apple Product



Google Product



RH Product



Value Creation -The Map is not the Terrain





Peer-Performance Management



Beware of VUCA - Focus on the unknown Unknowns

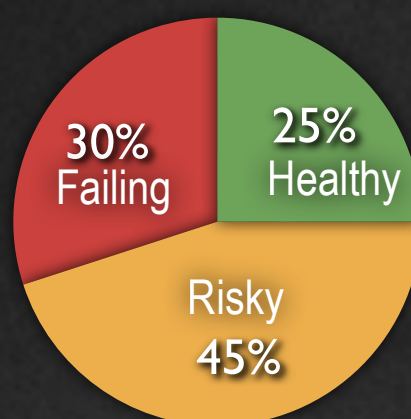
**Count how many times
the players wearing
white pass the ball**



Cevat Yerli



Status
Q2 2013



Value Proposition

Build AAA MMO to beat World of Warcraft

87

Activity

Build Proof of Concept Demo
Need a playable
Level Design until 28.9

45

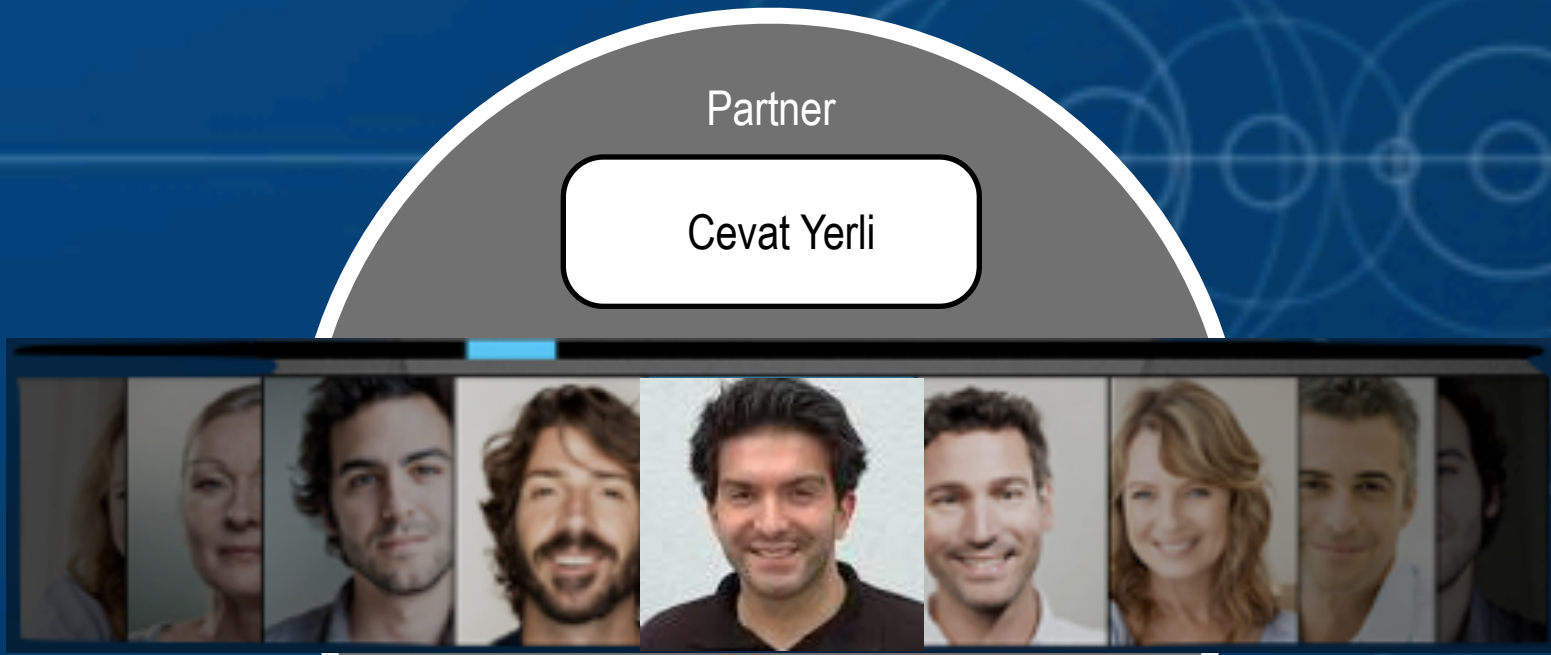
Partner

Joan Slater



Easily request help from a Colleague on a specific Activity with a clear Goal

The Recipient decides to **accept**, **request more information (?)** or **deny the Request (x)**



Partner
Cevat Yerli

Activity

Build Proof of Concept Demo
Need a playable
Level Design until 28.9

45

Value Proposition

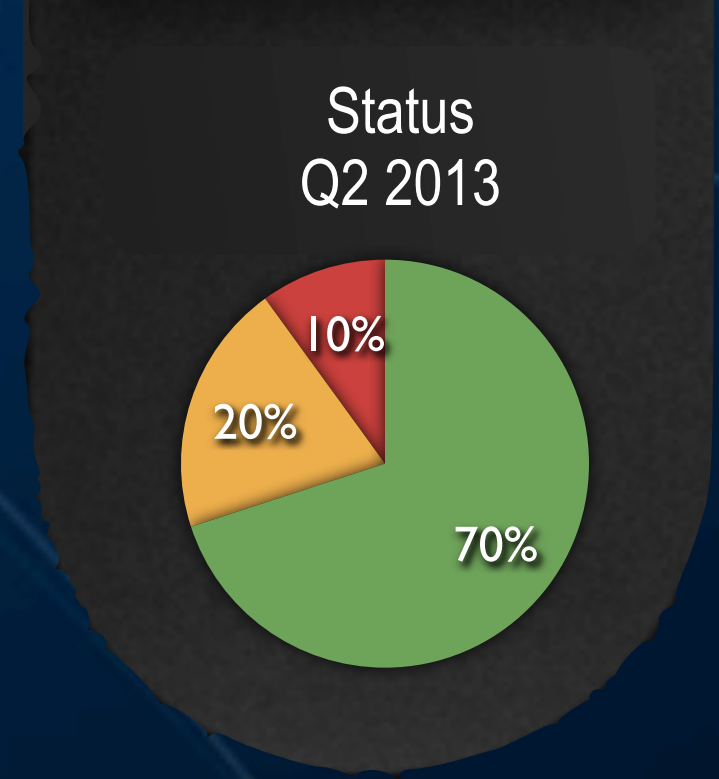
Build AAA MMO to beat World
of Warcraft and successfully
enter Online Roleplaying Market

87

X ?

netwo(RH)ks

Joan Slater



SHOW All SEARCH

TODAY DEC 17

ADD



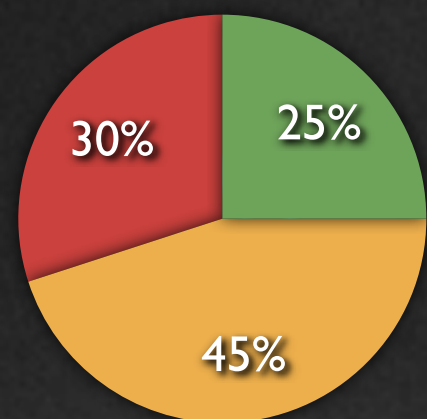


See all your Performance Relationships in Realtime Status as they develop and progress

Cevat Yerli



Status Q2 2013

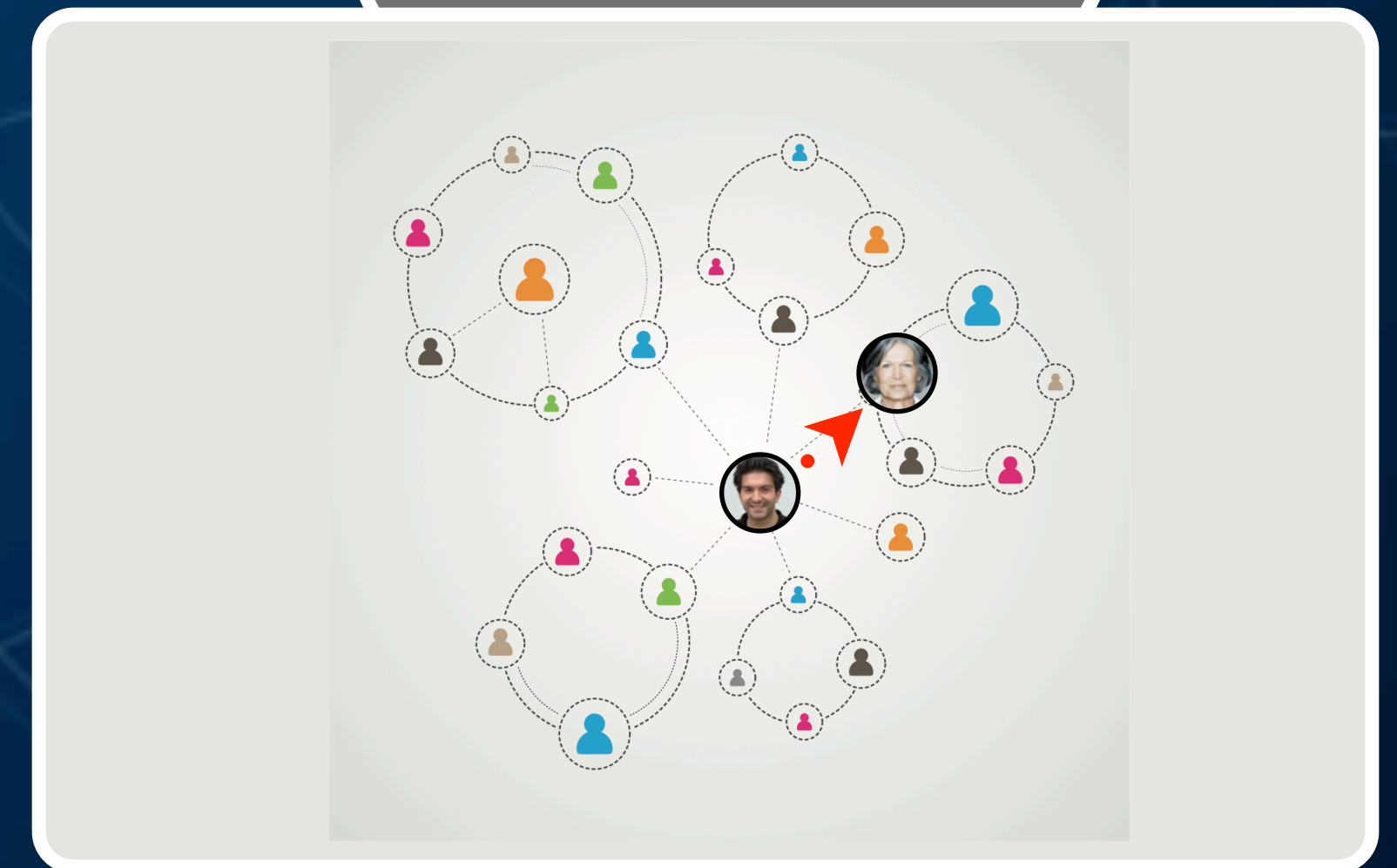


Value Provided	Key Activities	Key Partners
Build AAA MMO to beat World of Warcraft and successfully enter Online Roleplaying Market ●	Deliver MMO Demo to Founders in AAA Quality by Q4 2013 Recruit Peers by Q2 2013 ●	Go ahead
	Finish Top Quality Graphics Demo Level until 28.9 ●	Pending
	Design unique Backstory Scenarios until 28.9 ●	In Progress
	Find Backup for Paternity between 1.11 and 1.2.2014 ●	Completed

Activity

Build Proof of Concept Demo
Need a playable Level Design until 28.9

45



SHOW All

SEARCH



TODAY DEC 17

ADD

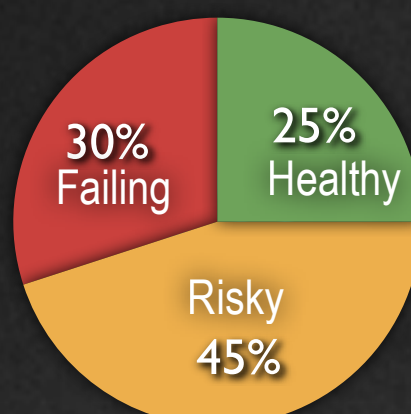




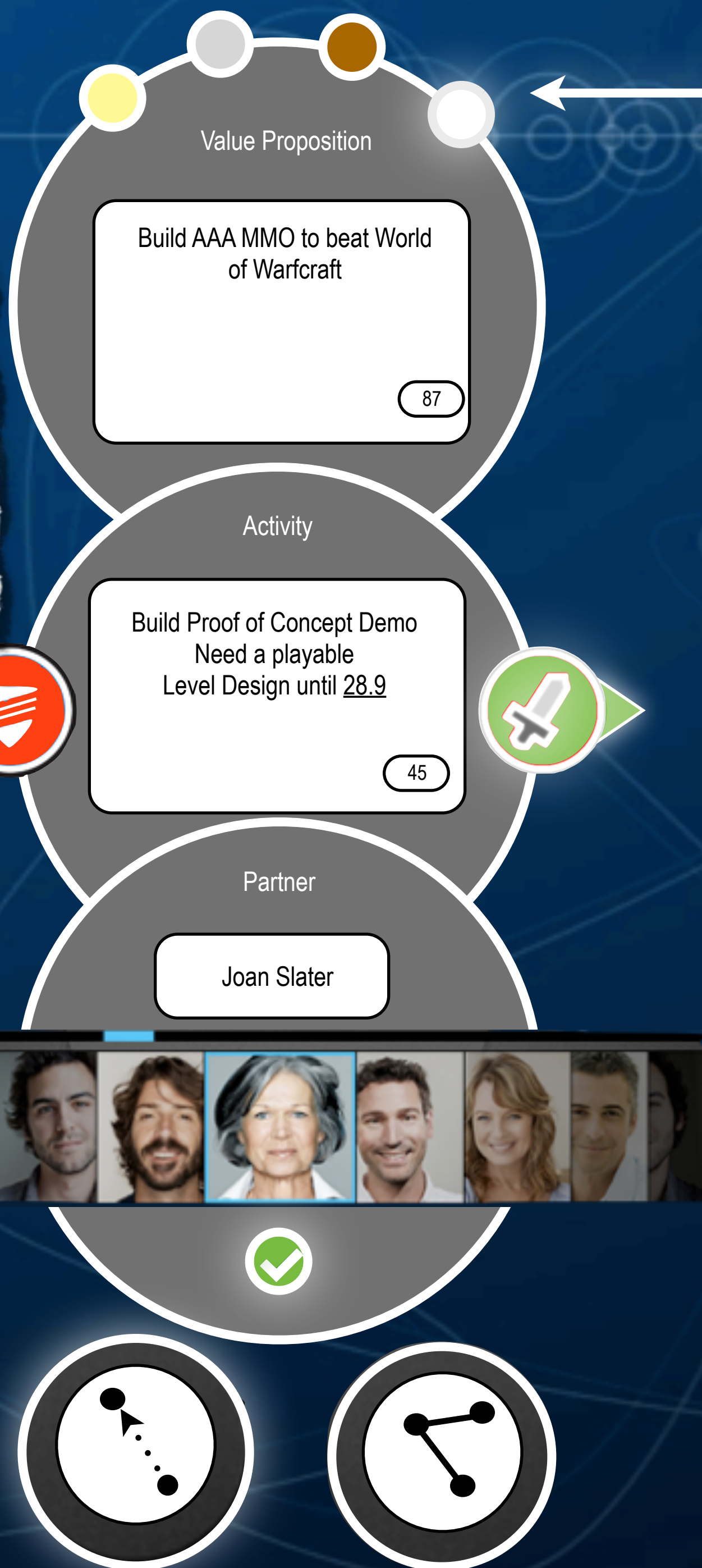
Cevat Yerli



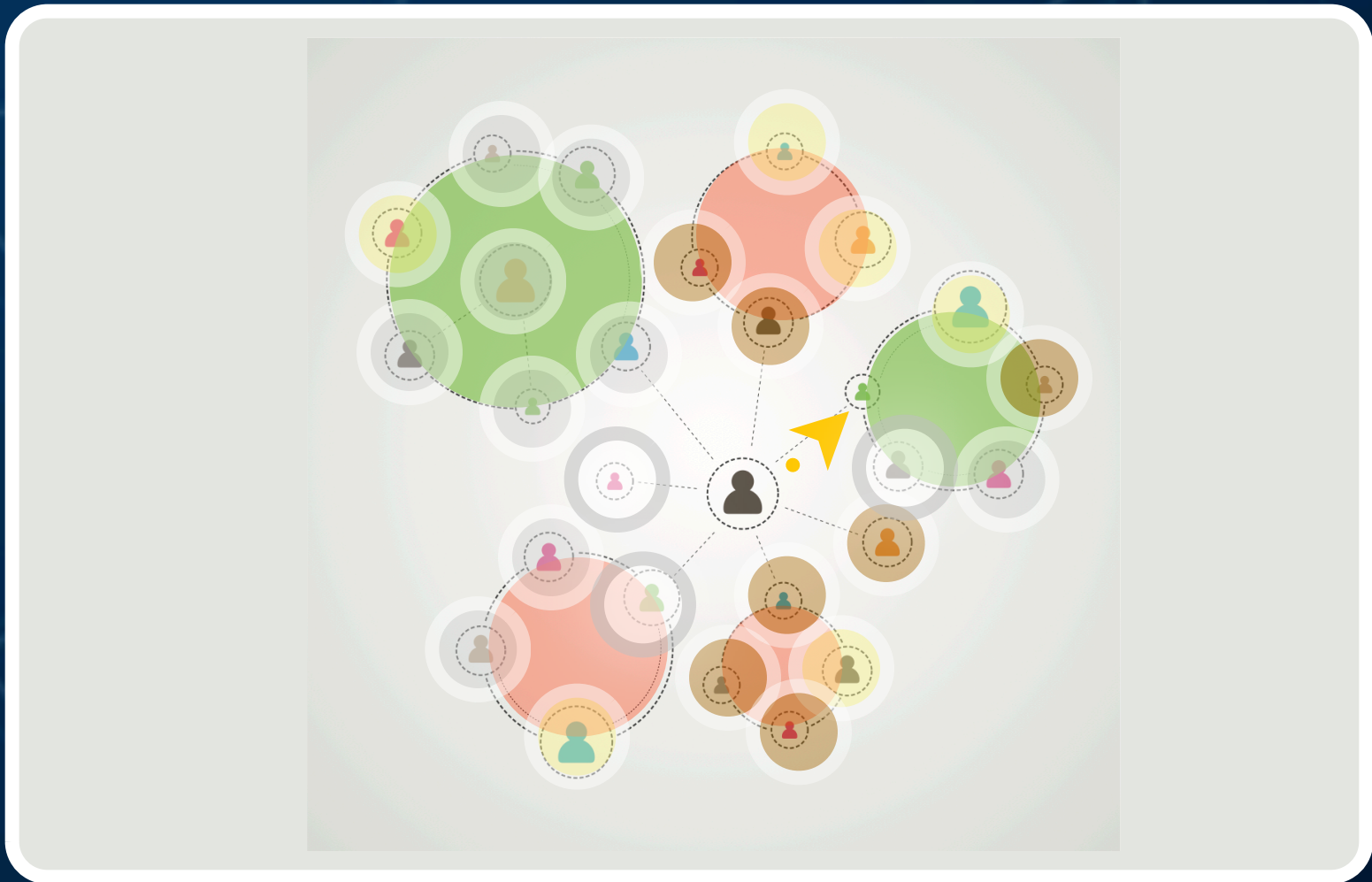
Status
Q2 2013



Segment your Business activities in Caution or Curiosity



Prioritize any Contribution in Gold, Silver or Bronze Categories



Visualize the strategic direction and Level of Innovation of your Teams

Add more strategic Self-Management features with our easy modular sandbox Design.



Peer-Recognition & Bonus Management



Transparency in Process, Information and Result

Capuchins reject unequal pay



w/ Dr. Sarah Brosnan



sta(RH)s

Cevat Yerli



of stars left to give
Q2 2013

16

Cevat, you award

4

stars to



Recipient

Joan Slater



for the following Reason:

Last Minute playable MMO Level
Design kicked ass in
the Focus Groups. 87



Sharing with sta(RH)s. Simple. Social. Realtime.

Receiving Recognition in sta(RH)s Relevant 360 Feedback in Realtime

From
Cevat Yerli

Joan, you have received
3 stars

sta(RH)s

Joan Slater

Total Stars 2013
23

for adding this Value Contribution:
Last Minute playable MMO Level Design kicking ass in the Focus Groups. Keep it up 87

SHOW All SEARCH

TODAY DEC 17

ADD

8

3

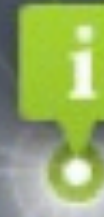
2

2

1

3

4





Intuitive Visualization of Context-sensitive Feedback

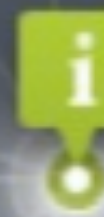
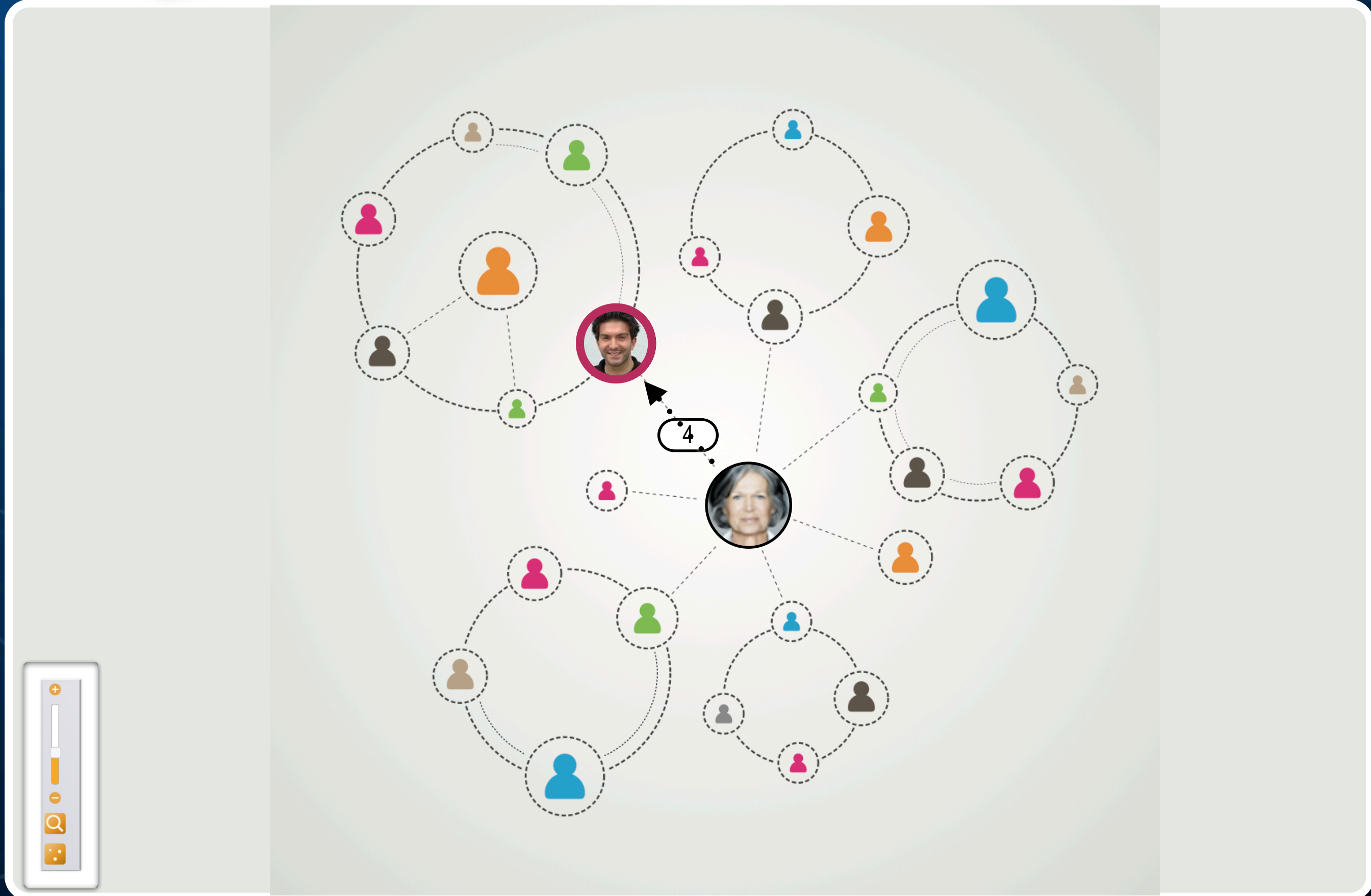
Joan Slater
23 stars in 2013

Last Minute playable MMO Level Design is kicking ass in the Focus Groups. Keep it up

SEMCO

Coaching my Junior Programmer in C++

Helping me out when my Child was sick



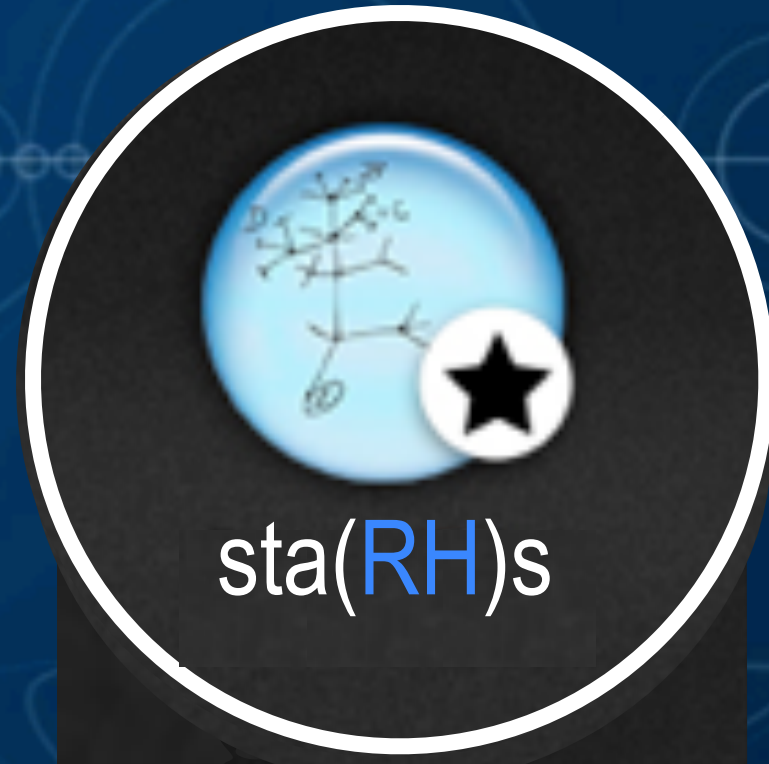
Bonus Payout without administration

Total Bonus is
€500.000

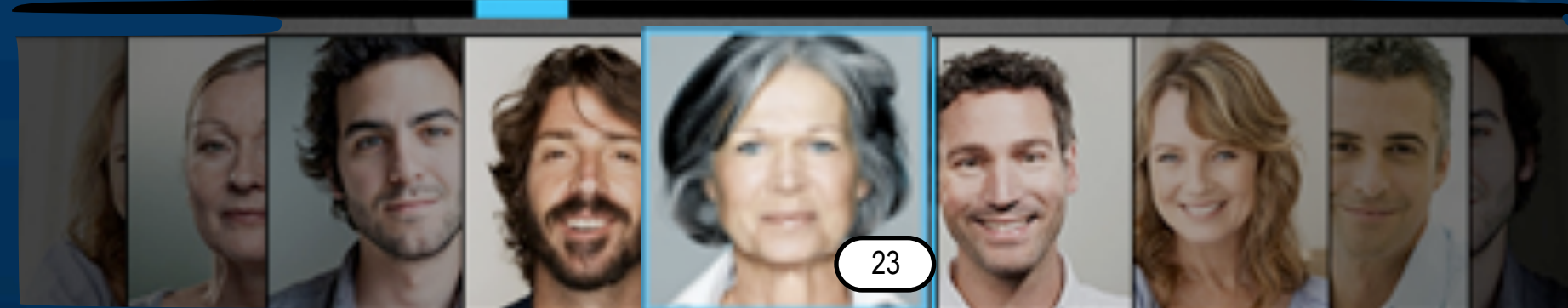
There are 2000 stars in Circulation

1 star = \$250

Joan, you have received
23 stars



sta(RH)s



Your Total personal Bonus is:


23 stars x \$250 = **\$5750**

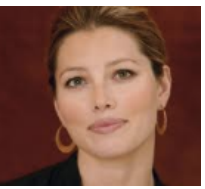
Joan Slater





Total Stars 2013

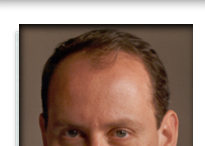
23

- 

Last Minute playable MMO Level Design kicking ass in the Focus Groups. Keep it up
4
- 

Fantastic PnL Analysis for SEMCO
3
- 

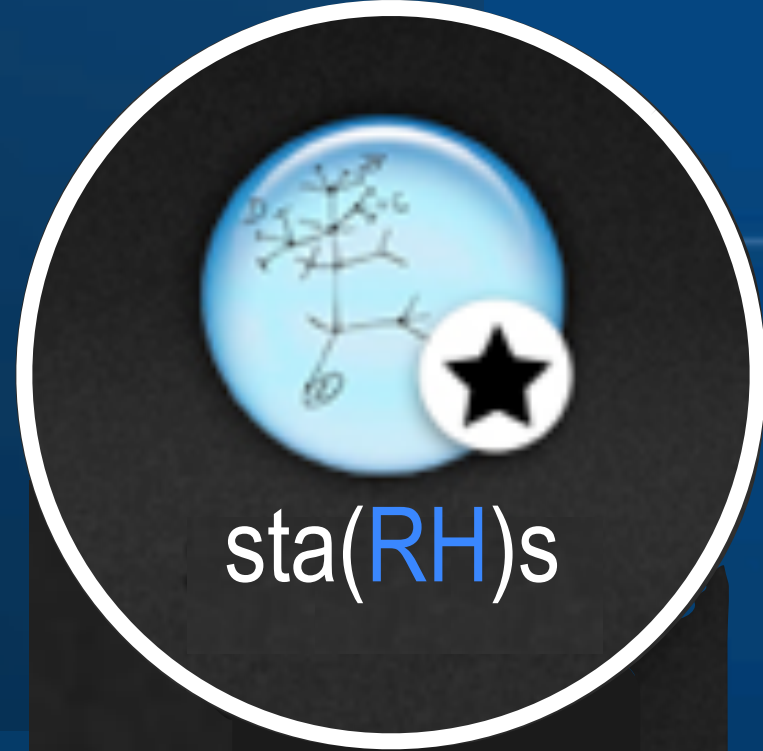
Coaching my Junior Programmer in C++
1
- 

Helping me out when my Child was sick
2
- 

Boosting the Sales Rate by 12% by streamlining our backend pipeline



Progress bar with the number **23** and an **ADD** button



sta(RH)s

Cevat Yerli



Annual Enterprise & Self Ranking

2x10

Cevat, you award

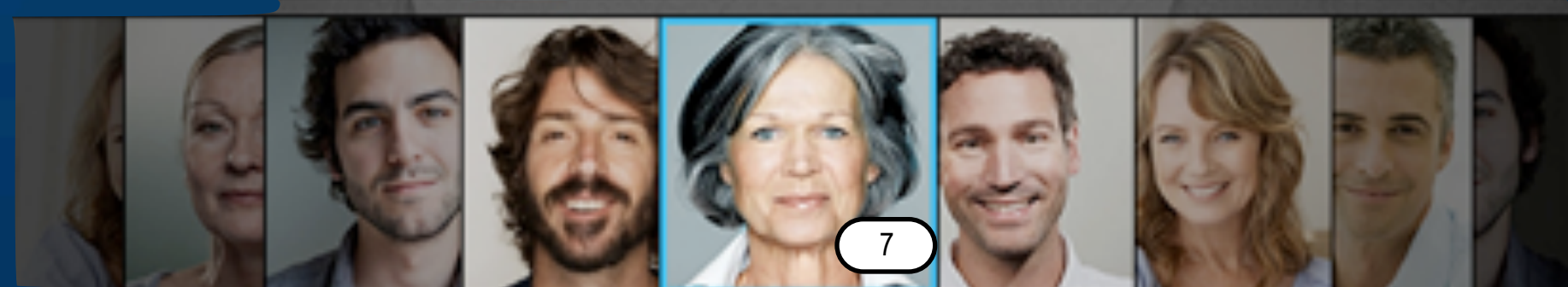
8/10

stars to



Recipient

ACME Incorporate



for the following Reason:

I love working here.
The Choices I have, the personal
development is unequaly.

87



Please rank your
own Engagement

6/10

stars



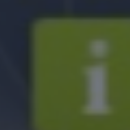
Easy Enterprise Benchmark à la NPS.
On a scale from 1-10 stars, would you
not recommend (0) or highly recommend
your employer to your friends (10)?

Additionally, sta(RH)s asks
you to estimate what you
contributed this year between
1-10 in making the Enterprise
a solid 10.

ACME Inc. Ranking 8

Cevat Yerli Ranking 6


ADD





Use Bird's Eye View to find potential and actual Sources of Innovation in your Enterprise by matching Value Creation Networks and Recognition Flows

Partner

 Joan Slater

Activity

Build Proof of Concept Demo
Need a playable
Level Design until 28.9

The block is a circular card with a grey background. It contains a profile picture of Joan Slater, her name, and an activity description. At the bottom of the card, there are four colored circles (red, yellow, green, and black with a star icon) arranged in a semi-circle.



SHOW All

SEARCH

TODAY DEC 17

ADD

What changes for Managers

Traditional	Sandbox
Calibration rounds	Value-based Networks
Recommended Distribution	Immediate Organic Distribution
Judge Performance	Help interpret Feedback
Rank Employees	Orchestrate your Teams
Check & Control	Know & Trust
Result as good as Process	Results as good as the Teams
Rigid Hierarchical Thinking	Dynamic Value Networks Thinking

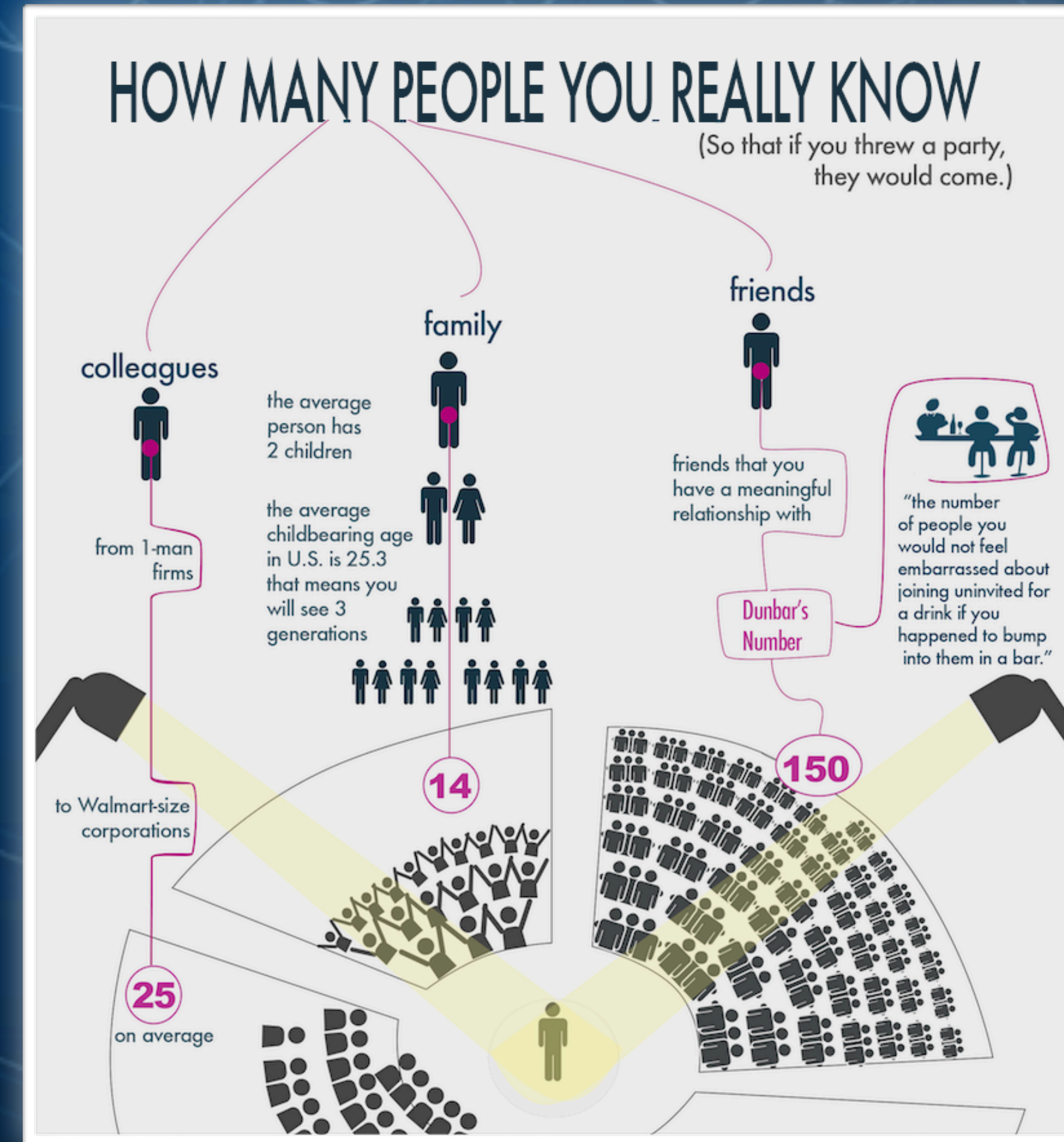
What changes for Employees

Traditional	Sandbox
You receive feedback from your Manager	You receive fast and direct feedback from everybody
You think about set Objectives	You think about meaningful Contribution
Annual Feedback	Realtime Feedback
Giving informal Feedback is not rewarded	You can give valuable feedback to anyone
Feedback only during interim review	Recognition and Feedback is part of your daily routine
Teamwork only rewarded through Manager	Teamwork is rewarded by the Team
Limited Impact on Ownership	Increases Ownership

What changes for HR

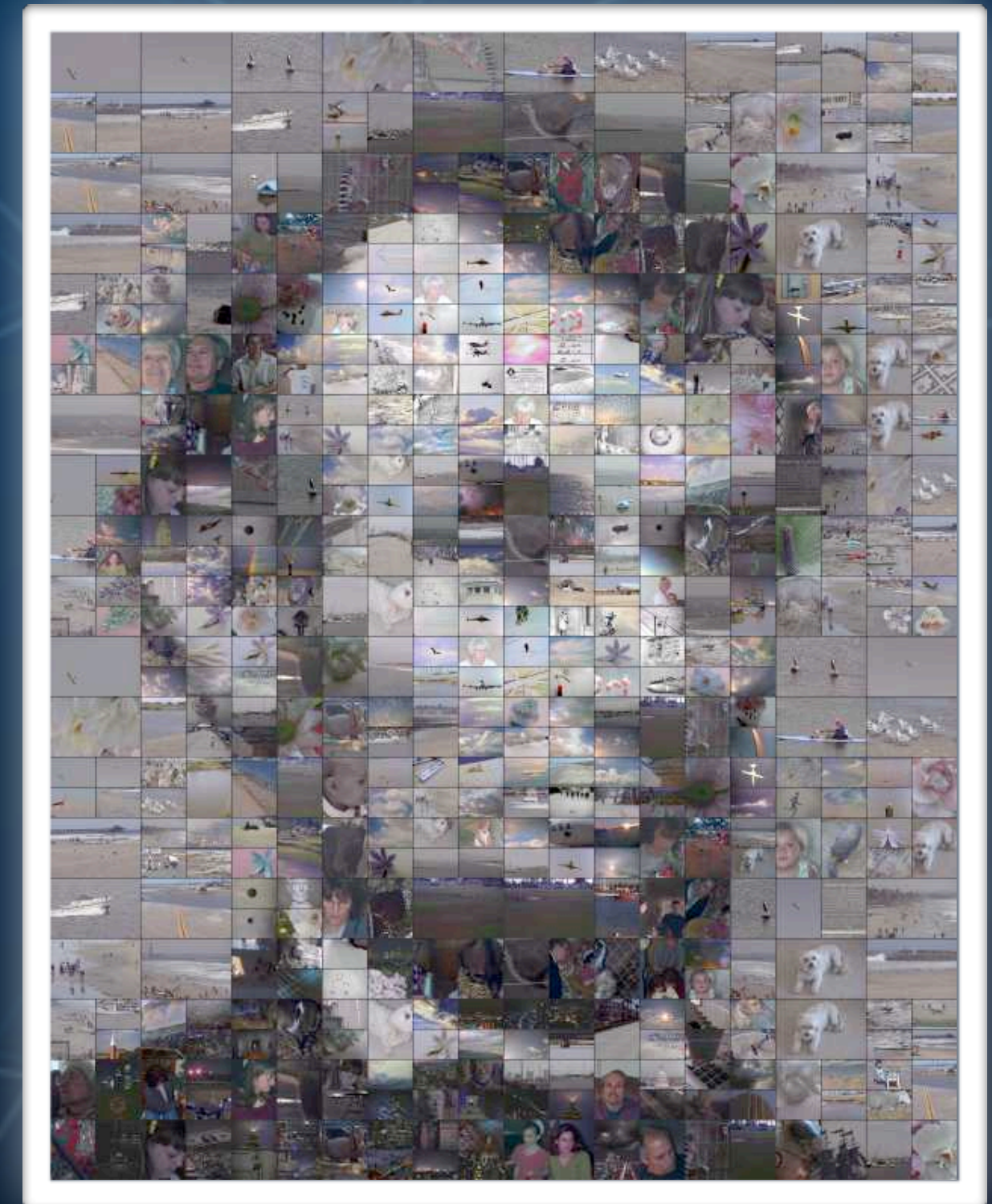
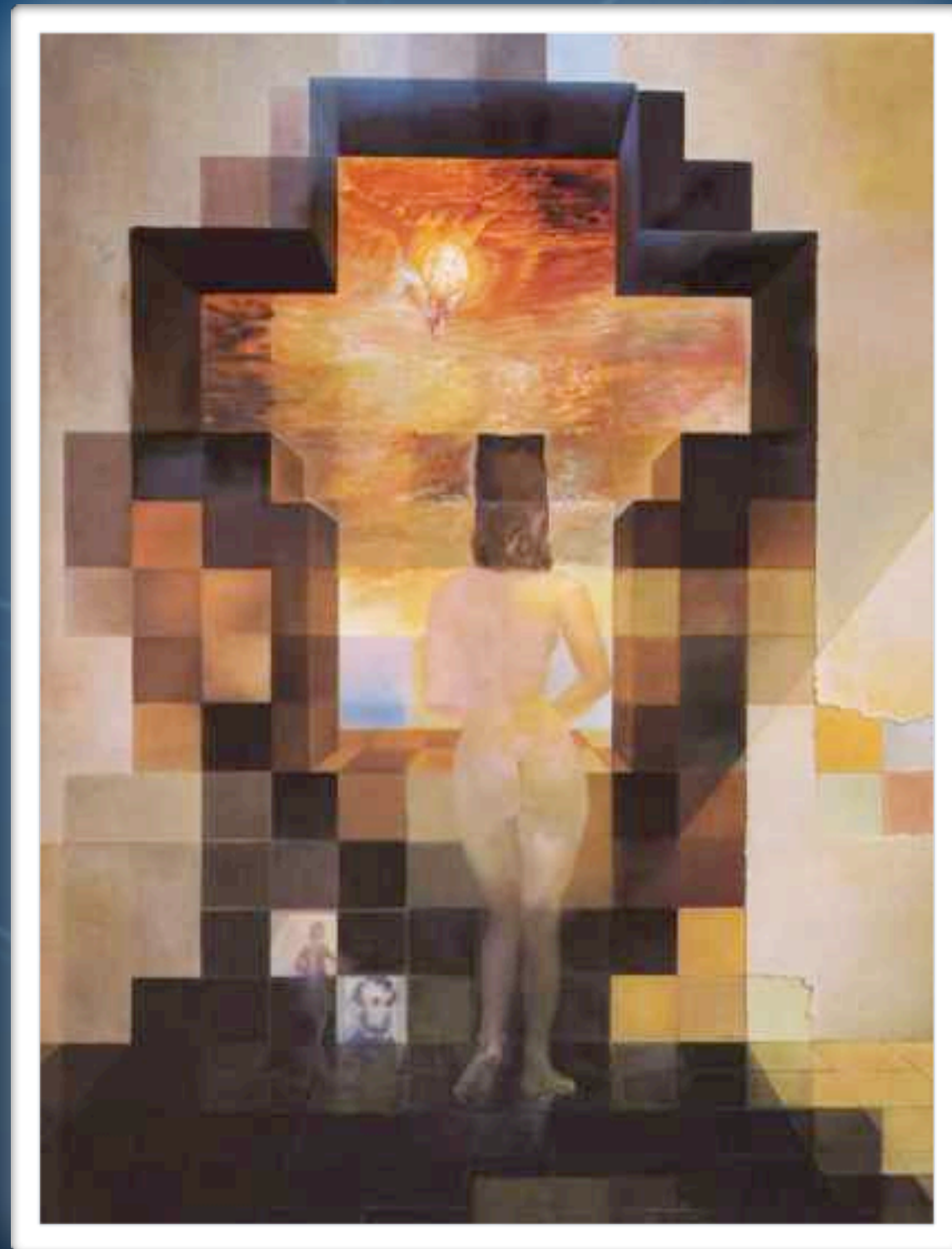
Traditional	Sandbox
Administrate Human Resources	Enable Resourceful Humans
Accumulate Data	Extrapolate Insights
Intermediary (Stand apart)	Fast & Direct (Become a part)
Manage Complexity	Add Value

What changes for the Enterprise



Sandbox Solutions naturally break down any complex Enterprise Structure into directly manageable value creating partnerships of around 2-25 people.

„It is only when the Boundaries disappear, that the Relationships between interacting parts start emerging. Despite minimum Data, the overall System suddenly becomes clear.“ Prof. Frederic Vester
Pioneer Cybernetics and Networked Thinking

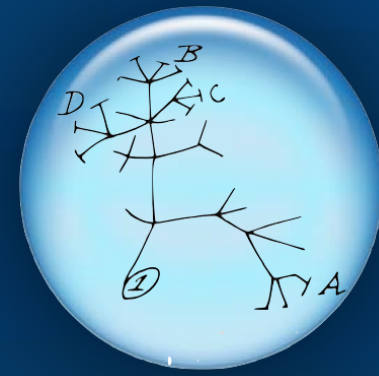


INSPIRE.



be inspired.

Own the Way you wo(RH)k.
Simple. Social. Realtime.



RESOURCEFUL HUMANS GmbH

Resourceful Humans GmbH

Hohenzollerndamm 36, D-10713 Berlin, Germany

info@resourceful-humans.com

+49 0(176) 305 103 14



web. www.resourceful-humans.com

facebook. www.facebook.com/hr2rh

twitter: [hr2rh](https://twitter.com/hr2rh)

