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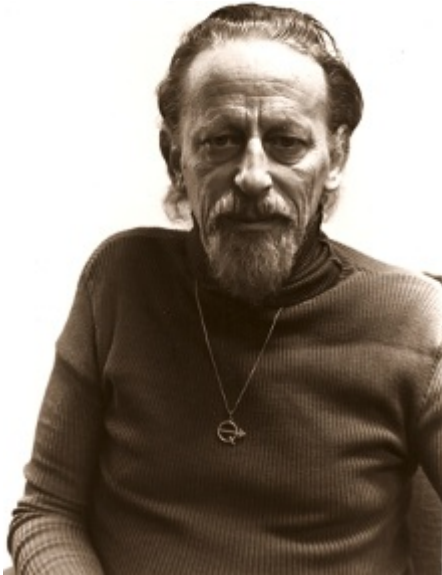
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Anyone can produce a half-  
arsed anything in no time...

300 hours per minute

# sturgeson' s law



- 90% of everything is crap

## Sign Posts On Your Route To Happiness





NEW INTERNATIONAL EDITION

‘Hot stuff’


*SUNDAY TIMES*

‘Hugely influential’

*GUARDIAN*

# nudge

Improving decisions  
about health,  
wealth and happiness

THALER & SUNSTEIN 

- how you frame the question always influences the answer

THE NEW YORK TIMES BESTSELLER

'An indispensable guide to organizational change'

WALTER ISAACSON, author of *Steve Jobs*

TEAM  
— OF —  
TEAMS

NEW RULES OF ENGAGEMENT  
FOR A COMPLEX WORLD

GENERAL STANLEY  
**McCHRISTAL**

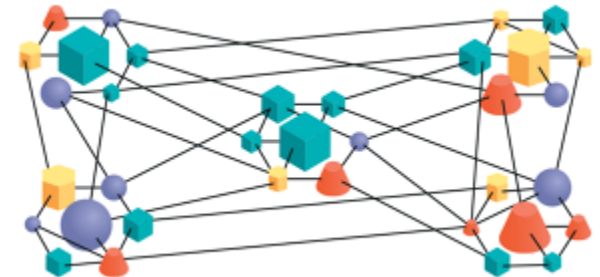
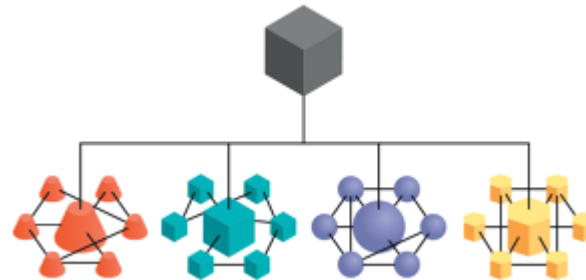
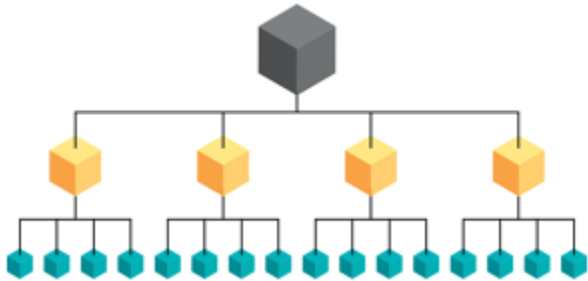
US Army, retired,

with Tatum Collins, David Silverman and Chris Fussell

- not knowing the other
- trust
- information flow
- real time data sharing



# organisational structure



**ask a question**

INSIGHTS  
FROM  
INSIDE GOOGLE

THE  
NEW YORK TIMES  
BESTSELLER

# WORK RULES!

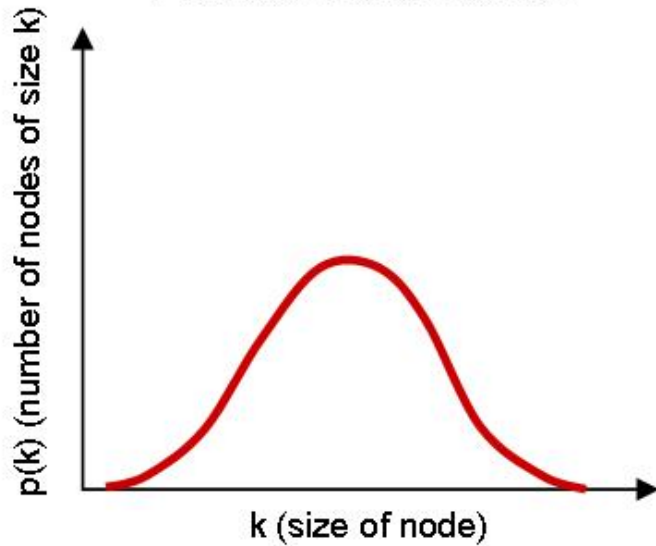
THAT WILL  
TRANSFORM  
HOW YOU  
LIVE AND  
LEAD

LASZLO  
BOCK

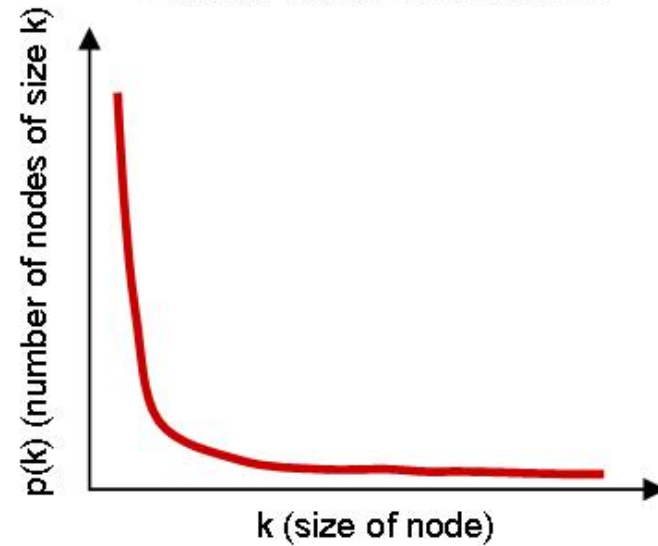
- bring you mother to work day
- pay unfairly
- focus on recruitment
- hire better people
- meaning

# random vs power law

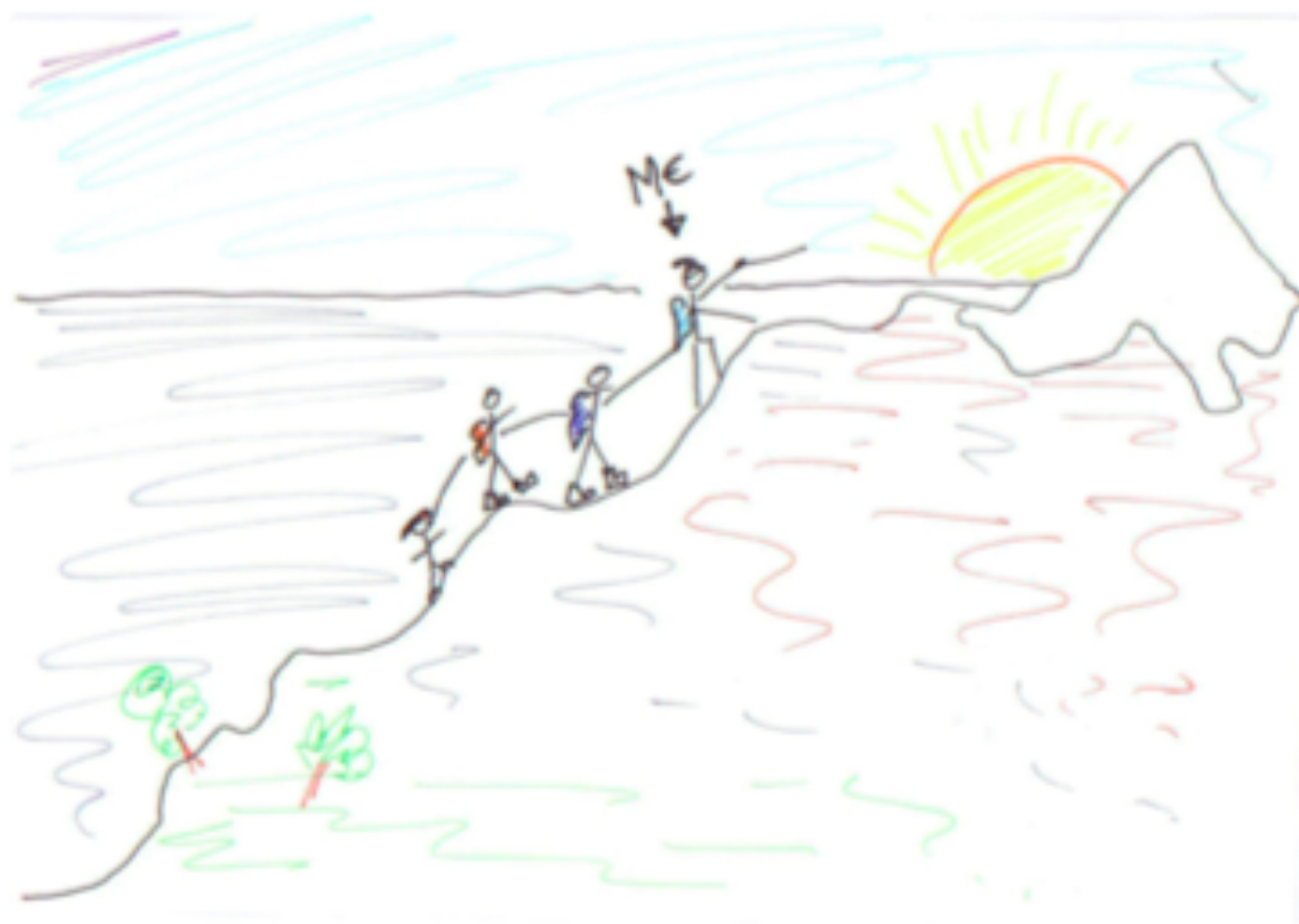
Random Distribution



Power Law Distribution



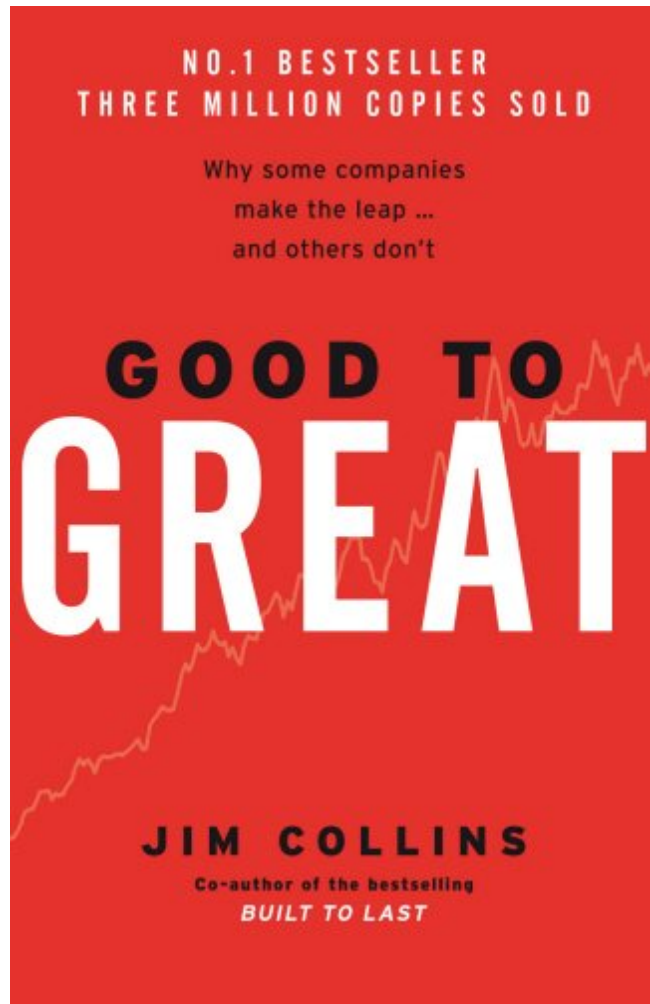
**Good**



# Values

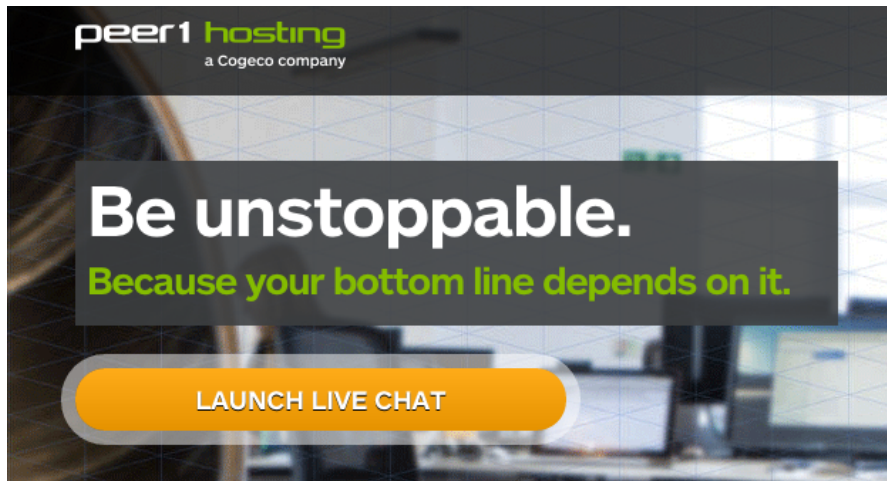
- Integrity
- Communication
- Respect
- Excellence





- 2 questions to ask each month
- First Who...Then What
- Confront the Brutal Facts
- The Flywheel

# Peer 1 Hosting



Leadership  
opportunities  
Not everyone  
makes it  
No  
triangulation  
Development  
Failure



# Best office in Britain



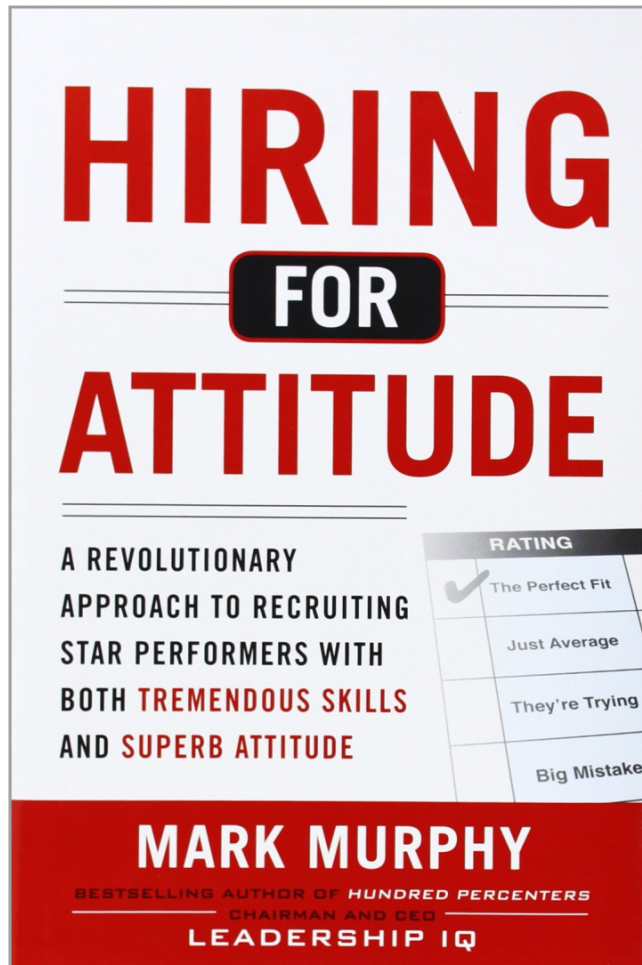
# Rules

- Good rules
- Bad rules
- No rules
- Stupid rules



another question

# Who should you hire?



not anyone

how

ideal

employee?

job adverts -

normally crap

# How are you today?

**How are you?**

HR London

Sent: Fri 04/07/2008 09:31

To: Dom Monkhouse

Click the face that matches how you are feeling about your job at the moment. Be honest!



HR London  
0845 359 0033  
[hr2fab.com](http://hr2fab.com)



# more books to read

