



Shaping the Future of Work *Semco Style*

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Introduction

Work patterns, Workplaces, Work Methods, Work Tools, Work hours – everything is changing or has changed for us in myriad ways. So, the key question is...

- Is work about the place or people?
- Is work about outcomes & results or activity traps?
- Is work about teams and task lists or about productivity?
- Is work about hierarchies or about trust and freedom?
- Is work about self-managed teams or managing self?
- Is work about rule boundaries or empowerment?

Read on to discover refreshingly new perspectives about the future of work....

Where it all began

Ricardo Semler and his company Semco gained international recognition for the ground-breaking alternative approach to management and organization they embodied. The Semco Style Institute (SSI), which was built upon this strong foundation, began operations in May 2016 in the Netherlands.

Today, SSI is active in eight countries and actively supports multiple organizations that range from fast-growing small-to-mid sized enterprises to multinational corporate companies. For those of us who have learnt and adopted this unique framework, we call ourselves Mavericks.

Some theories...

Industry has travelled a significant journey to find balance, efficiency and create 'High Performance Happy Workplaces'. Some of the movements that are visible at various organizations are listed below. Mavericks follow the Semco Style Philosophy.



We have come a long way from Taylor's time and motion study to a more humanistic way of designing work and workplaces. The above illustration captures some of the recent movements of which Semco is one which focuses on work and workplaces

around people. It is also important to understand that People centric models are not monolithic and hence cultures and styles play an important role in evolving such models.

So, what is Semco Style?

Semco Style is the essence of a set of management approach and practices that organizes work and work cultures around humans instead of around structures and procedures.



TRUST



REDUCING CONTROL



SELF-MANAGEMENT



EXTREME STAKEHOLDER ALIGNMENT



INNOVATION CREATIVITY

Semco Style is organized around 5 pillars, 15 principles and several work practices that have been contributed by Semco and Semco Style practitioners.

Semco Style....

- Promotes building a culture of trust where there is a free exchange of ideas and transparency in decisions, meetings and planning.
- Advocates for innovation and creativity to be nurtured in their employees and companies.
- Removes control systems and returns accountability and self-management to team members.

Opportunities for Indian Companies – Current realities

Ricardo Semler's books have been around for some time and have been read by several Indian Managers and Leaders (Maverick and the Seven Day Weekend). In fact some companies have also adopted or tried to adopt some of those work practices.

In the current context of Indian enterprises, we have been following mostly global patterns of Organization evolution and development – however, there is a lot to learn in terms of building people centric organizations and making work relevant, interesting, and inspiring for people.

Making Work Awesome

Semco Style outcomes can be captured by the phrase – High Performance Happy workplaces' which clearly communicate the exacting standards for performance that Semco companies set for themselves and at the same time created an inclusive workplace for everyone.

Semco Style is an evolving set of philosophies and has no set boundaries other than its original model and encourages development of local practices that are suited to various country specific demographics, cultures and situations.

There are several case studies available from Semco and from Semco practitioners to inspire an organization and its leaders.

Do reach out to us for an obligation free preliminary conversation to explore more.

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