

A large, semi-transparent blue silhouette of a human figure is positioned on the left side of the image, extending from the top to the bottom. The figure is facing right and has its arms slightly away from its body. The background is a solid dark blue color.

IT'S THE  
HUMAN BEING  
THAT COUNTS

humanizing  
**WORK**

# HOW DO WE SUCCEED?



# A DIFFERENT APPROACH



# HISTORIC SHIFTS



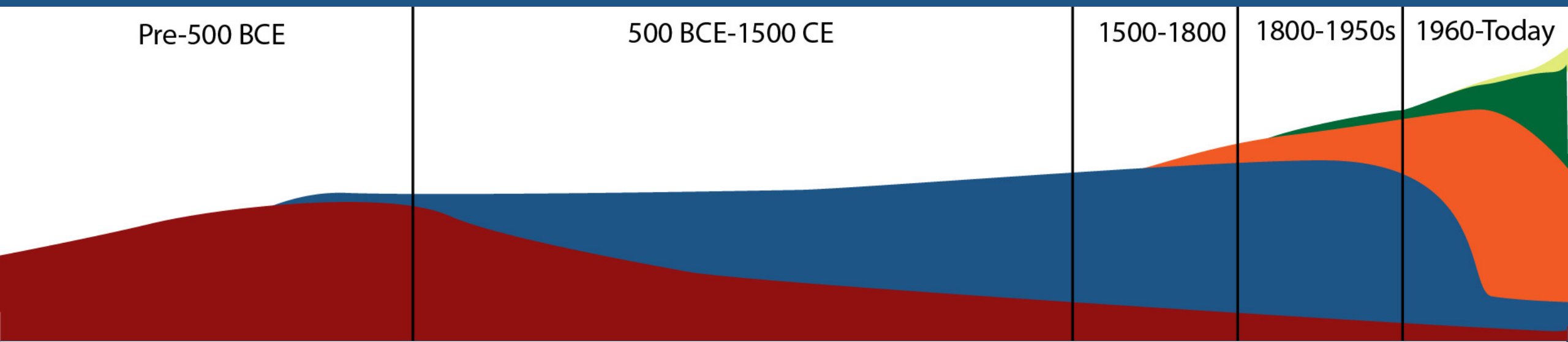
Pre-500 BCE

500 BCE-1500 CE

1500-1800

1800-1950s

1960-Today



# POWERFUL SELF



# MUHAMMAD ALI



“It's hard to be humble when you're as great as I am.”

# RAY KROC



“If any of my competitors were drowning, I'd stick a hose in their mouth and turn on the water. This is rat eat rat, dog eat dog.”

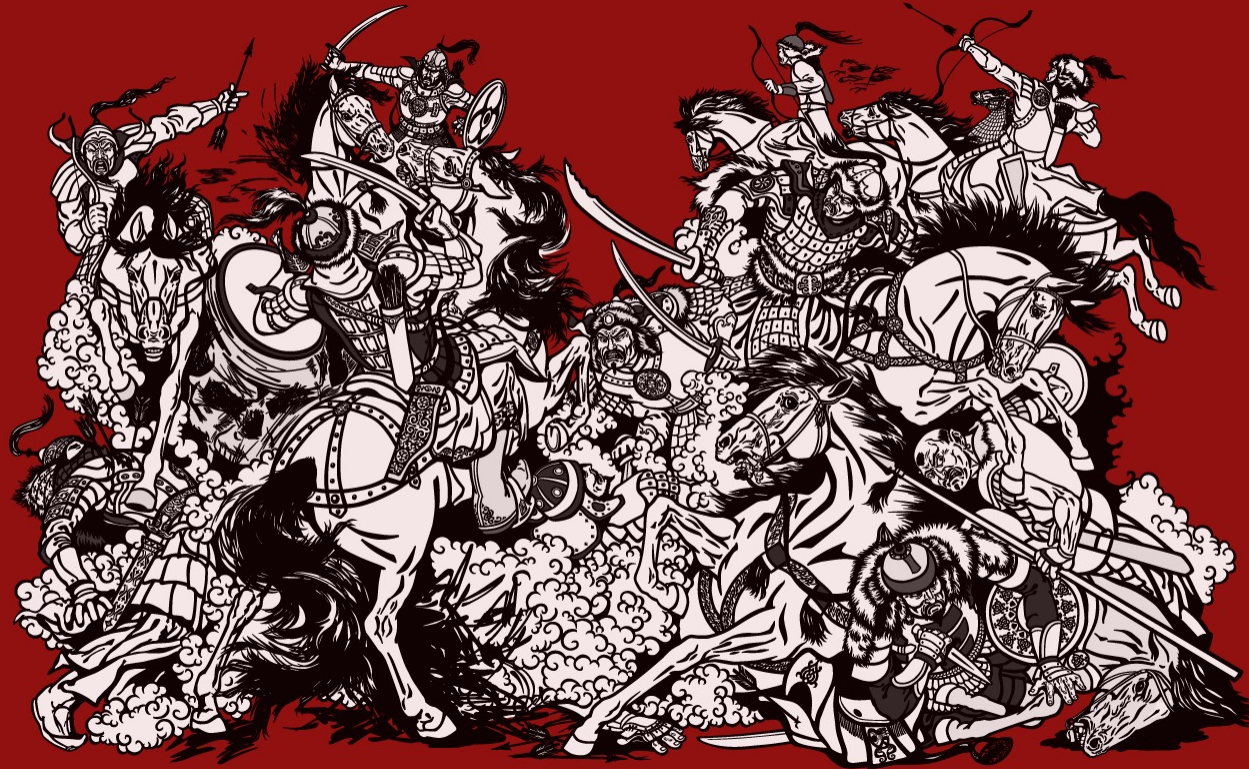
# POWERFUL SELF

Courage

Speed

Directness

ME

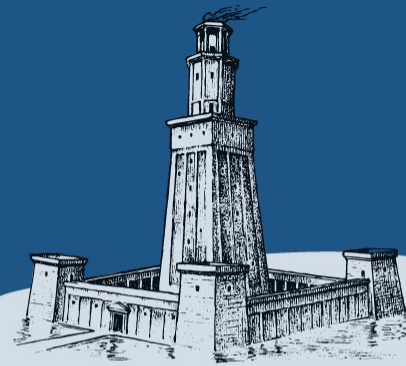


Fear

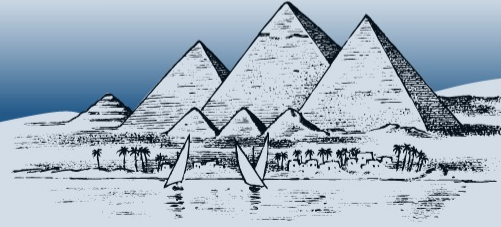
Chaos

Might=Right

# STABLE ORDER



WE



ME



# CATHERINE THE GREAT



“The equality of the citizens consists in that they should all be subject to the same laws.”

# DWIGHT D. EISENHOWER



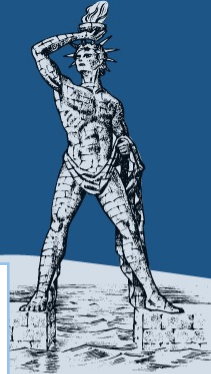
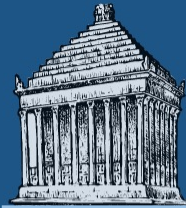
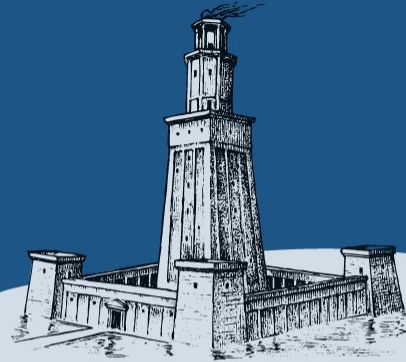
“The world no longer has a choice between force and law; if civilization is to survive, it must choose the rule of law.”

# STABLE ORDER

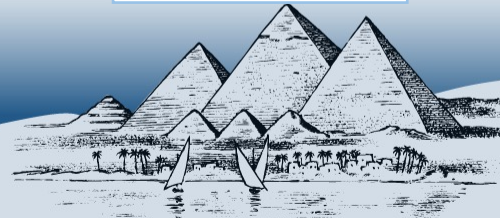
Sacrifice Self

Long View

Predictable



WE



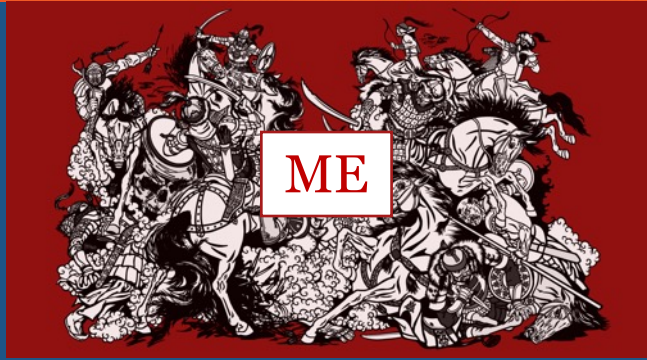
Restrictive

Judgmental

Bureaucratic

# STRIVE TO ACHIEVE

ME

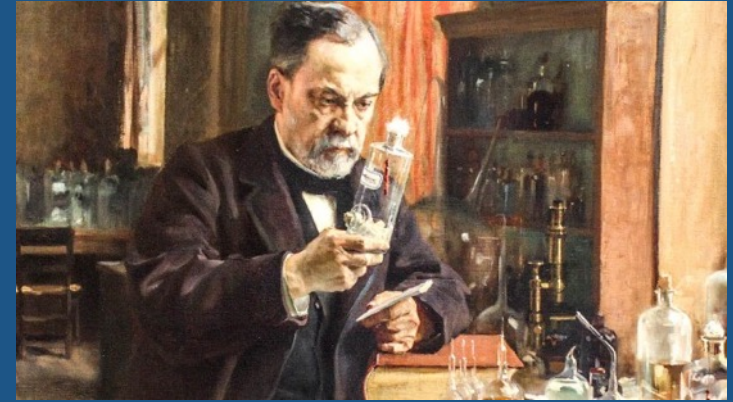


# JAMSEDJI TATA



“What advances a nation or a community is not so much to prop up its weakest and most helpless members, but to lift up the best and the most gifted, so as to make them of the greatest service to the country.”

# LOUIS PASTEUR



“Science is the highest personification of a nation, because the nation that wins will be the one which carries furthest the works of thought and intelligence.”

# STRIVE TO ACHIEVE

Inventive

Empirical

Meritocratic

ME



Exploitative

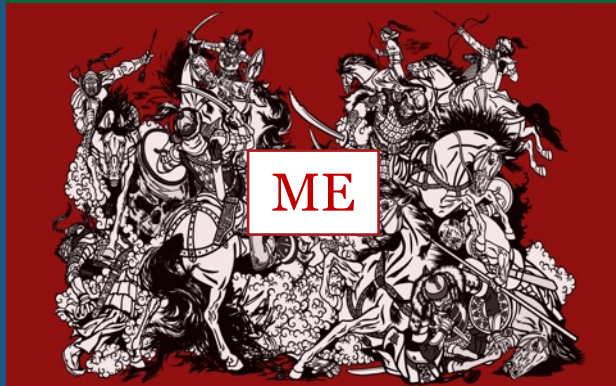
Materialistic

Manipulative

# FAIRNESS & CONNECTION



WE



# MARTIN LUTHER KING, JR



“I have a dream that my four little children will one day live in a nation where they will not be judged by the color of their skin but by the content of their character.”

# 14<sup>th</sup> Dalai Lama



“Human happiness and human satisfaction must ultimately come from within oneself. It is wrong to expect some final satisfaction to come from money.”

# DAN PRICE

CEO, Gravity Payments



“\$70,000 / year is our new minimum wage. I’ve cut my own salary to cover the costs.”

# CHARLIE KIM

CEO, Next Jump



“We don’t fire anyone. If they’re not working out, we’ll train them or pay them until they find a new job.”



# FAIRNESS & CONNECTION

Collaborative

Inclusive

Idealistic



WE

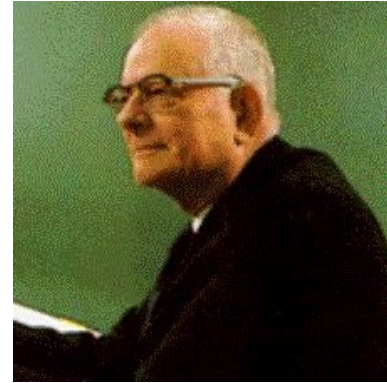
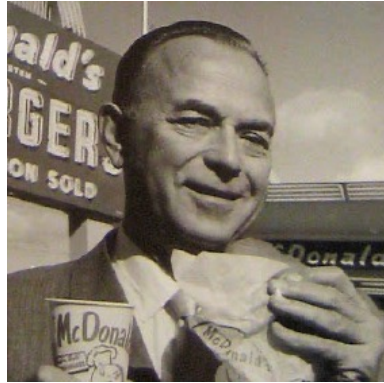
Indecisive

Avoid Conflict

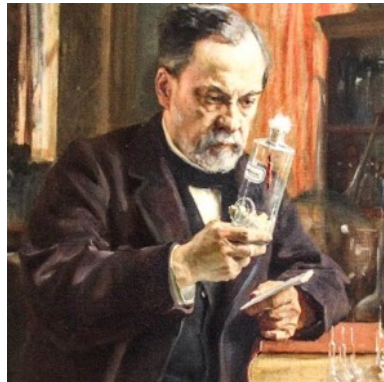
Correctness

# FAIRNESS & CONNECTION

Correctness



Draft 1 Quote Sources



# FAIRNESS & CONNECTION

Correctness



Improved Diversity



# BATTLE OF SYSTEMS

POWERFUL  
SELF



STABLE  
ORDER



STRIVE TO  
ACHIEVE



FAIRNESS &  
CONNECTION



Exploitation!

Meritocracy? If you're born with enough advantages!

# BATTLE OF SYSTEMS

POWERFUL  
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ACHIEVE



FAIRNESS &  
CONNECTION



In the real world, we have to figure out how to pay for that!

# BATTLE OF SYSTEMS

POWERFUL  
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ACHIEVE



FAIRNESS &  
CONNECTION



And you, quit holding us back! You're regulating all the progress out of the system!

# BATTLE OF SYSTEMS

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SELF



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STRIVE TO  
ACHIEVE



FAIRNESS &  
CONNECTION



If it weren't for us, you'd run roughshod over everyone. We need safety!

# BALANCE OF SYSTEMS

POWERFUL  
SELF



STABLE  
ORDER



STRIVE TO  
ACHIEVE



FAIRNESS &  
CONNECTION





# BUSINESS FOCUS

POWER    PROCESS    PROFITS    PEOPLE



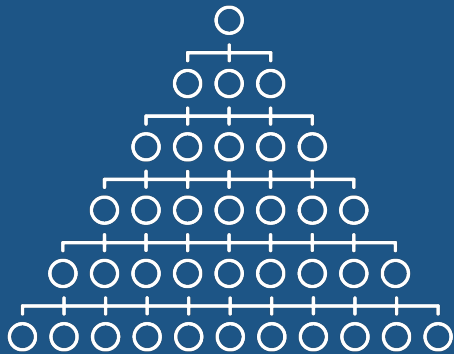
# JEAN-FRANCOIS ZOBRIST

Executive Director, FAVI



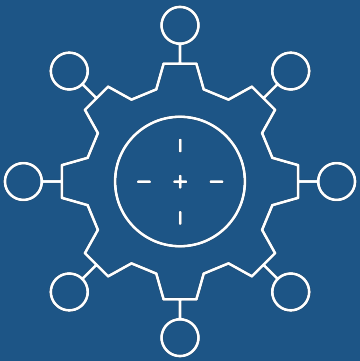
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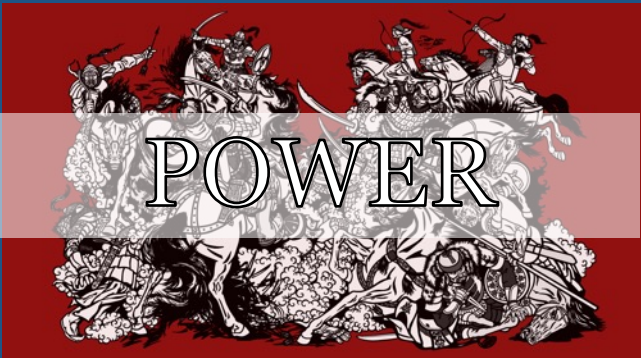
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Executive Director, FAVI



# JEAN-FRANCOIS ZOBRIST

Executive Director, FAVI



# BALANCE

Collaborative

Inclusive

Idealistic

Inventive

Empirical

Meritocratic



Indecisive

Avoid Conflict

Correctness

Exploitative

Materialistic

Manipulative

Sacrifice Self

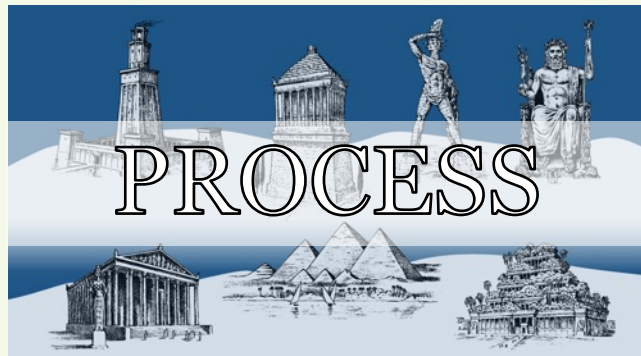
Long View

Predictable

Courage

Speed

Directness



Restrictive

Judgmental

Bureaucratic

Fear

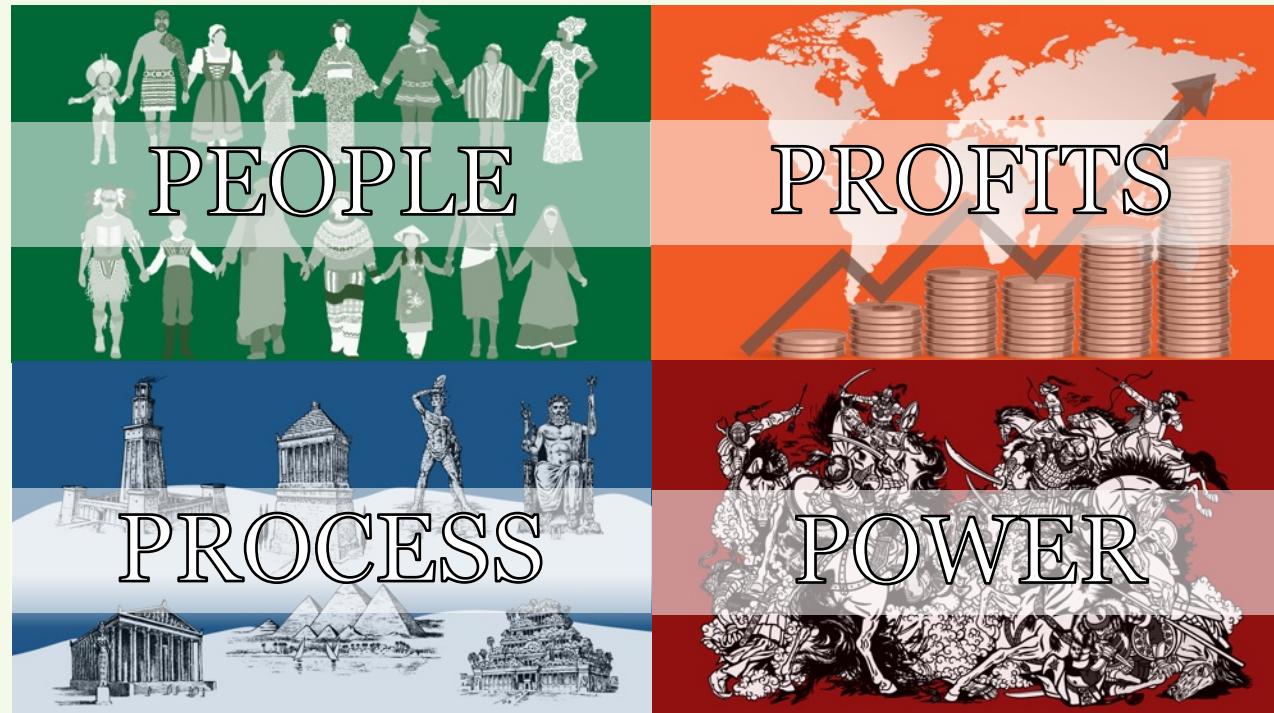
Chaos

Might=Right

# BALANCE

Collaborative	Inclusive	Idealistic	Inventive	Empirical	Meritocratic
Sacrifice Self	Long View	Predictable	Courage	Speed	Directness

Amplify  
+  
-  
Dampen



Indecisive	Avoid Conflict	Correctness	Exploitative	Materialistic	Manipulative
Restrictive	Judgmental	Bureaucratic	Fear	Chaos	Might=Right

A large, semi-transparent blue silhouette of a human figure in a walking or running pose, positioned on the left side of the frame. The figure is composed of solid blue shapes, with the head, torso, and limbs clearly defined.

IT'S THE  
HUMAN BEING  
THAT COUNTS

humanizing  
**WORK**