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INSPIRING COMPANIES WITH "Future of Work" Leaders

...AND WHAT WE CAN LEARN FROM THEM

#1

Zappos future focused CEO since 1999 and poster company for holacracy



Also pioneered the "Downtown Project", a group committed to transforming downtown Las Vegas into the most community-focused large city in the world. This transformation included the Fall 2013 relocation of Zappos.com offices from Henderson, Nevada to downtown Las Vegas.

"The one thing I'm absolutely sure of is that the future is about self-management."

50 businesses to date under the **Downtown Project** umbrella

16 public tours of **Zappos** a week

What we can learn from Tony Hsieh

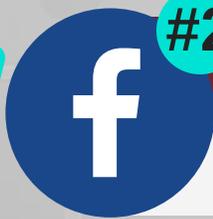


Focus on employee happiness and business will prosper



Disrupt the 'norms' of corporate structure which he did by introducing holacracy

"We cannot change what we are not aware of, and once we are aware we cannot help but change."



#2

Facebook's COO Sheryl Sandberg focus on female leaders for the future

In 2012 she became the **eighth member** (and the first female member) of Facebook's board of directors.

Advocates for female leaders and wrote her book **Lean IN** in 2013 and founded **leanin.org**.

What we can learn from Sheryl Sandberg



Women are key to the future of work and women leaders are needed to get to the future of work



Great adversity can lead to greater resilience and happiness

TODAY THERE ARE OVER

21,000

Circles in **97 countries** registered with **LEANIN.ORG** including circles in all five branches of the US Military.



#3

Jeff Bezos CEO of Amazon

Pioneered **ecommerce** in 1995

Pioneered **drone delivery technology** in with Amazon Prime Air in 2013

"If you double the number of experiments you do per year you're going to double your inventiveness."

AMAZON IS KNOWN AS A "FUTURE OF WORK" workplace and use a technique called "ANYTIME FEEDBACK TOOL"

What we can learn from Jeff Bezos



Be stubborn and flexible



Keep your teams to groups of 5-7 people or to the size of 2 pizzas being able to feed the group

"Hopefully in the future, generational challenges will be measured by achievement, not gender."



#4

Oracle - Co CEOs Safra Katz and Mark V. Hurd

Oracle is one of four Fortune 500's to have 2 CEO's a unique example of **shared leadership** Safra Katz is credited for having driven Oracle to acquire software rival PeopleSoft in a **\$10.3 billion** takeover

What we can learn from Safra Katz



Follow your own path to success its a winding road



With the fast pace of change always make decisions as they align with strategy



Oracle provides global opportunities in a **HIGH PERFORMANCE CULTURE**



#5

Whole Foods - CEO John Mackey

FORTUNE® magazine's "100 Best Companies to Work For" every year since the list began in 1998.

Have many **opportunities for growth** for employees and encourage all employees to apply for any position

"The great thing about a culture is that once you really get it going, it evolves on its own. It's self-organizing. It's dynamic. It just feeds on itself."



Have a "DECLARATION OF INTERDEPENDENCE" that encompasses their MISSION, VISION & VALUES

What we can learn from John Mackey



Focus on mission over money - John Mackey's goal is to contribute to the 'healing' of America through food



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