



APRESENTAÇÃO
DE APOIO

Self Organizing Teams

2º e 3º Encontros



SELF MANAGED TEAMS BY TIAGO MATTOS

HELLO

MIRASNEKT SYRDECTIVE

ABOUT ME



ENTREPRENEUR







Forbes



FAST COMPANY



AUTHOR



A dark, monochromatic photograph of a person in silhouette jumping over a gap between concrete blocks. The person is in mid-air, with arms outstretched. In the background, another person is visible on the ground. The scene is set against a backdrop of mountains and a dark sky. The overall mood is one of challenge and achievement.

Belas Letras.

INSPIRAÇÃO PARA TODAS
AS NEGÓCIOS

EDUCATOR





[About SU](#) [Programs & Summits](#) [Labs](#) [Gobel Community](#) [Impact](#) [Media](#)

[Chairs](#) [Principal Faculty](#) [Faculty](#) [Guest Speakers](#) [SU Staff](#)



Michael Leadbetter
Networks & Computing



Hod Lipson
Robotics, Mobility,
Digital Manufacturing



Tiago Mattos
Future Studies



Sharron McPherson
Moderator



Vivienne Ming
Cognitive Neuroscience



Catherine Mohr
Medicine



Kyle Nel
Corporate Innovation



Catheryne Nicholson
Cryptocurrency

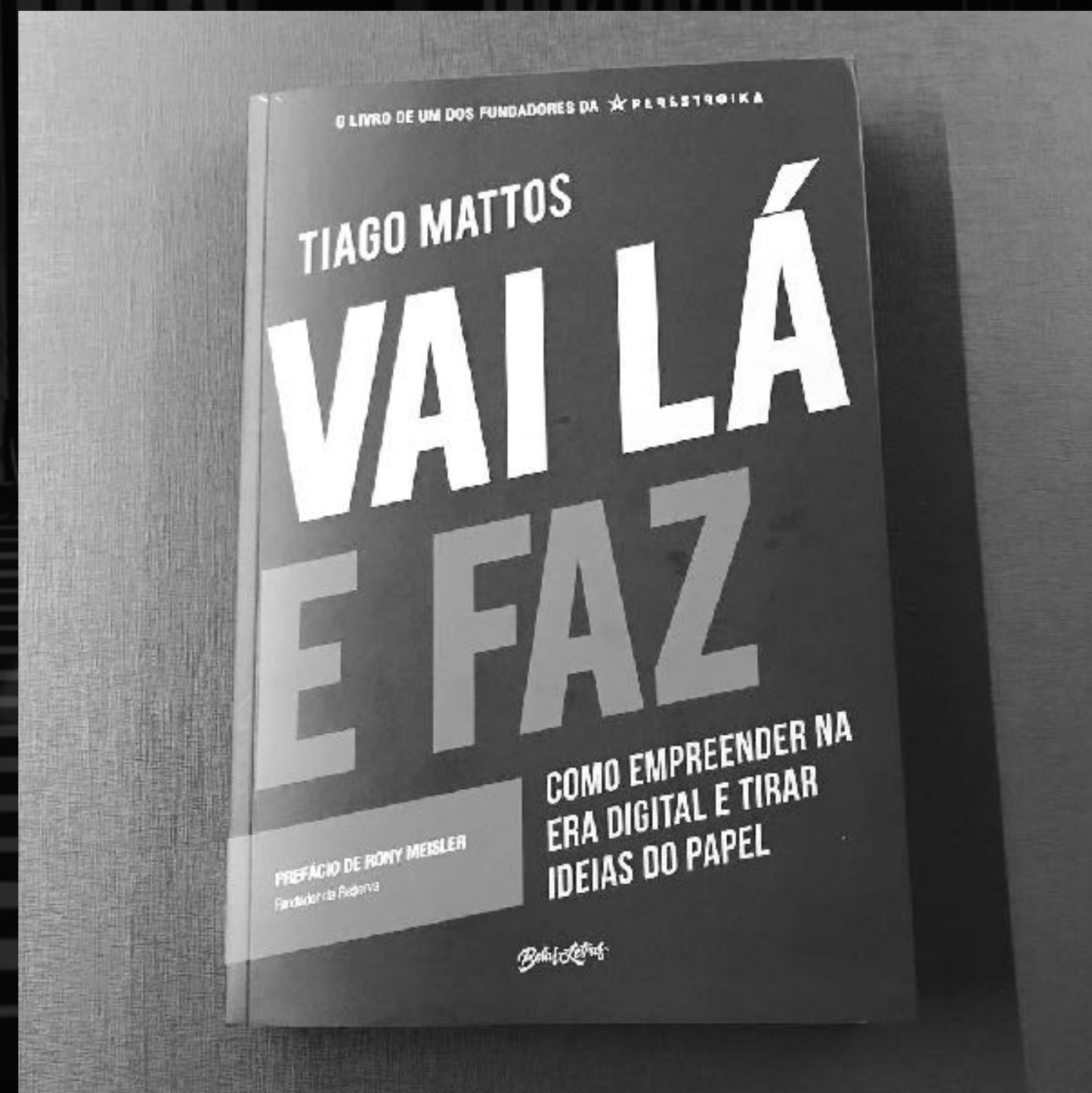
FUTURIST

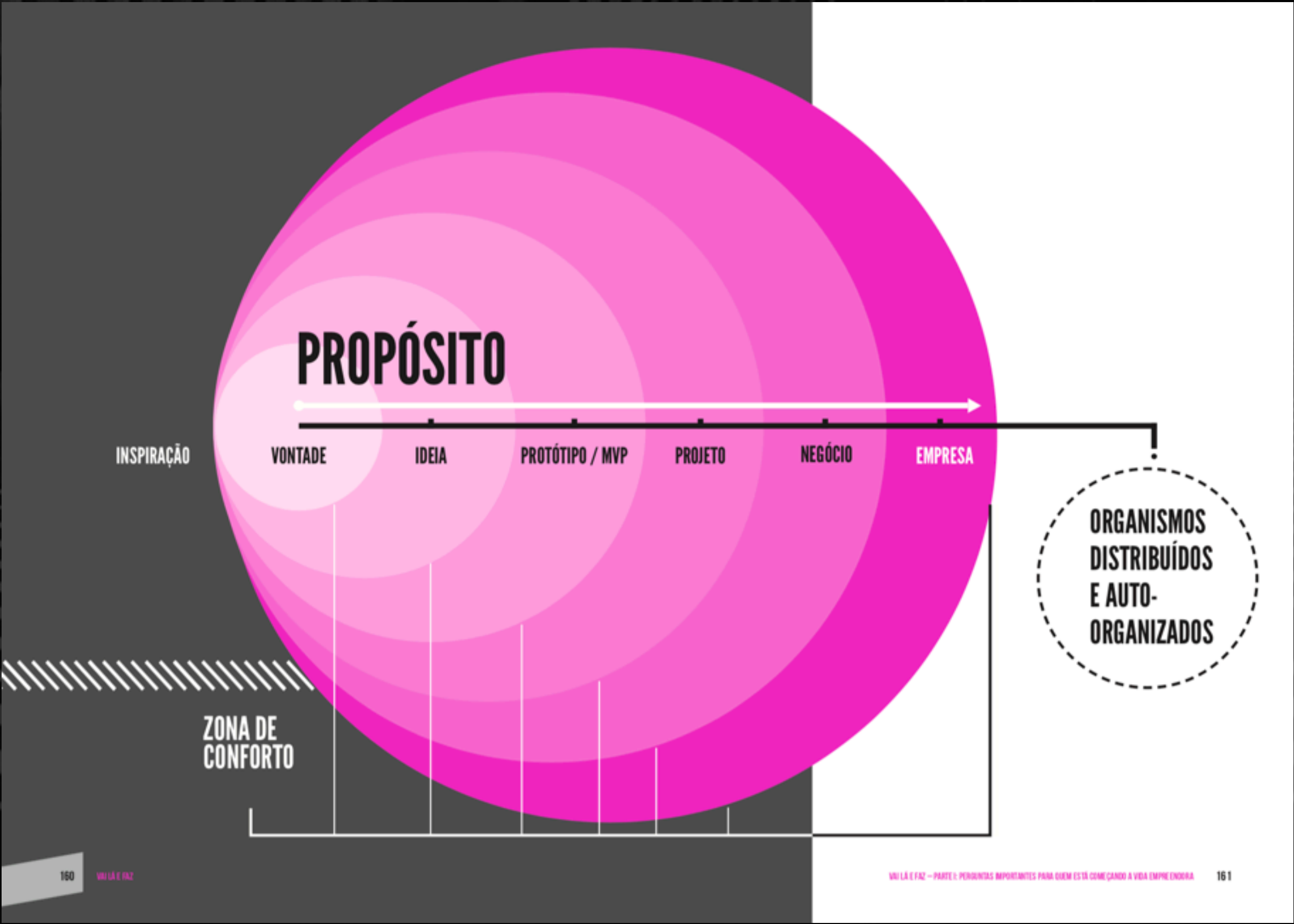




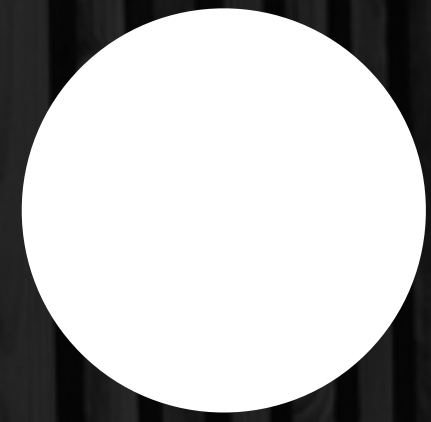
A dark, atmospheric scene featuring a floor composed of horizontal lines and a wall of vertical lines. The lighting is low, creating a moody and mysterious atmosphere. The text "DIRETOR DE WHATEVER" is centered in the middle of the image in a white, sans-serif font. There are some faint, geometric shapes scattered throughout the scene, possibly representing architectural details or objects.

DIRETOR DE WHATEVER





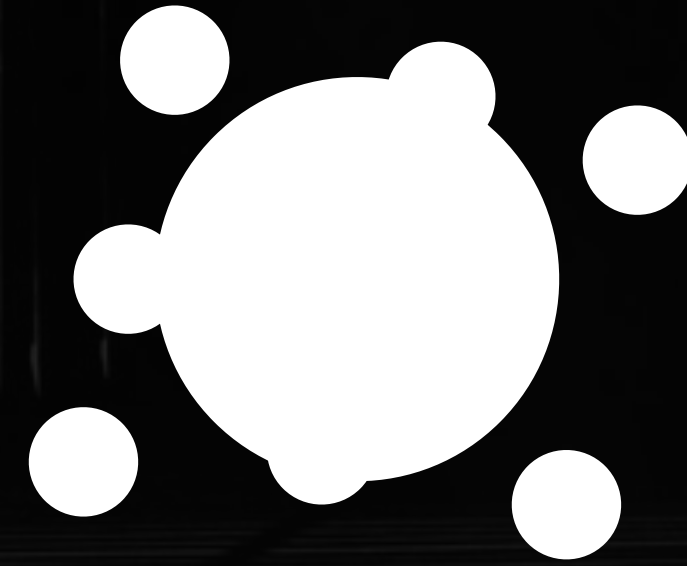
1. Contrate o potencial
2. Engaje e cuide
3. Dê o exemplo e crie cultura
4. Crie um ambiente caórdico
5. Compartilhe o que você sabe
6. Delegue com mentoria
7. Crie uma hierarquia fluida
8. Faça as pessoas perceberem o seu empoderamento
9. Dê *feedback*
10. Suporte o risco
11. Abra espaço para o crescimento
12. Ajude a preparar um sucessor



1



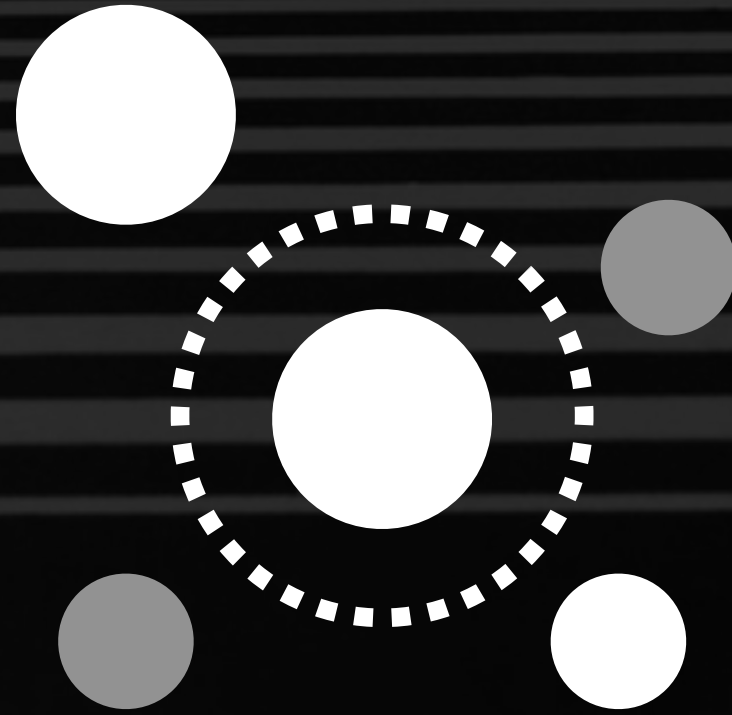
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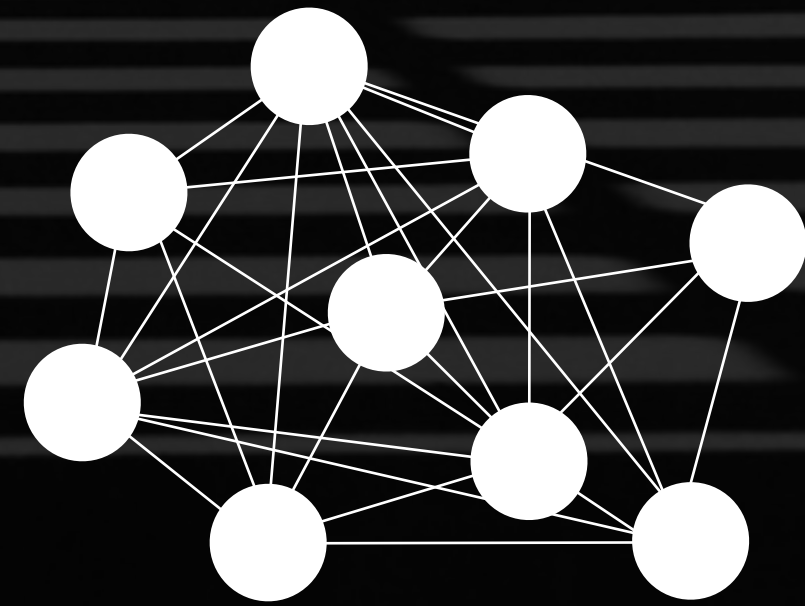
3



4



5







CONTEXT





SAMBATECH





CLASSIC
ECONOMY



DIGITAL
ECONOMY

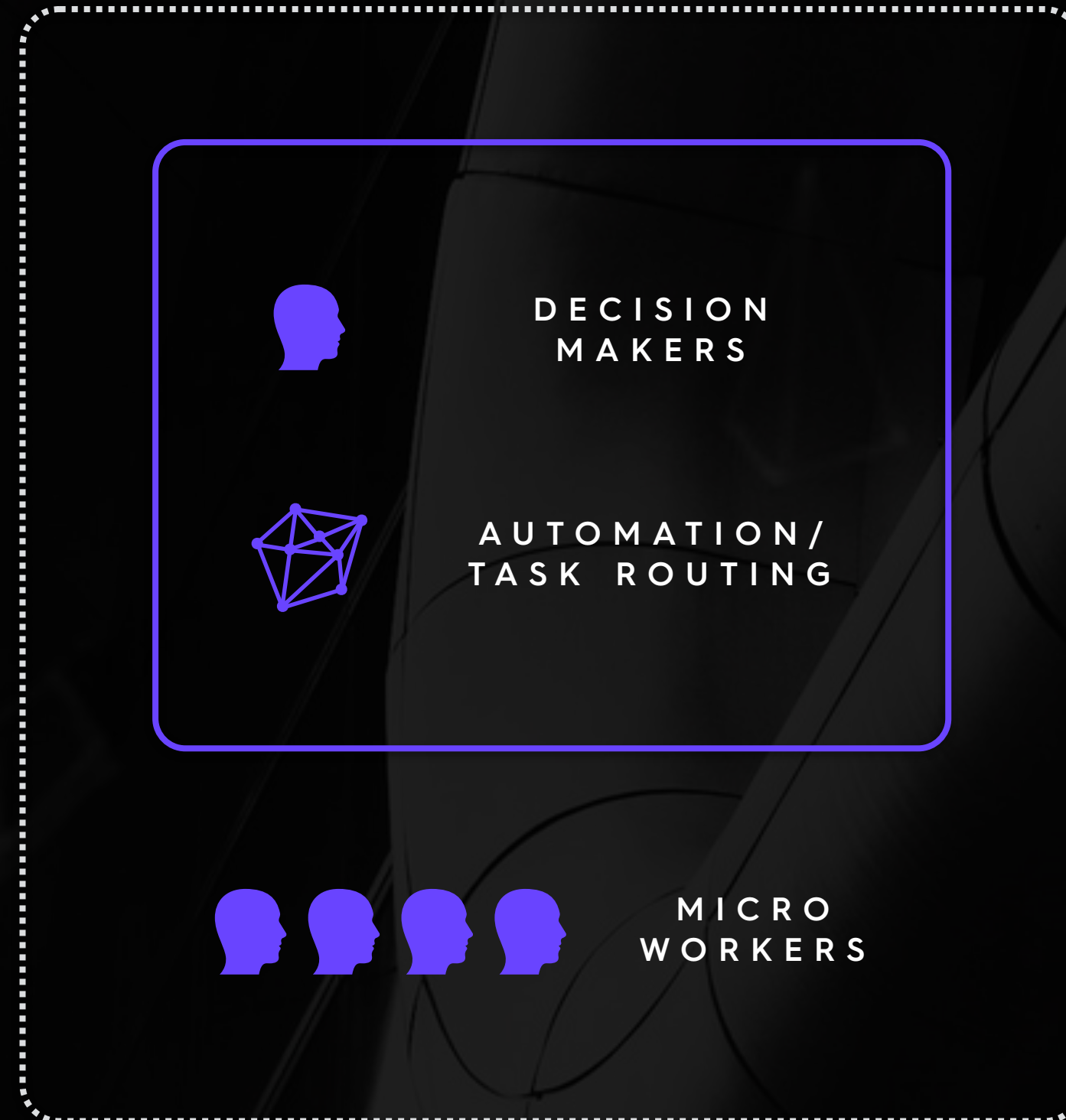


POST DIGITAL
ECONOMY

CLASSIC
ECONOMY



DIGITAL
ECONOMY



POST DIGITAL
ECONOMY



————— COMPANY
..... ECOSYSTEM

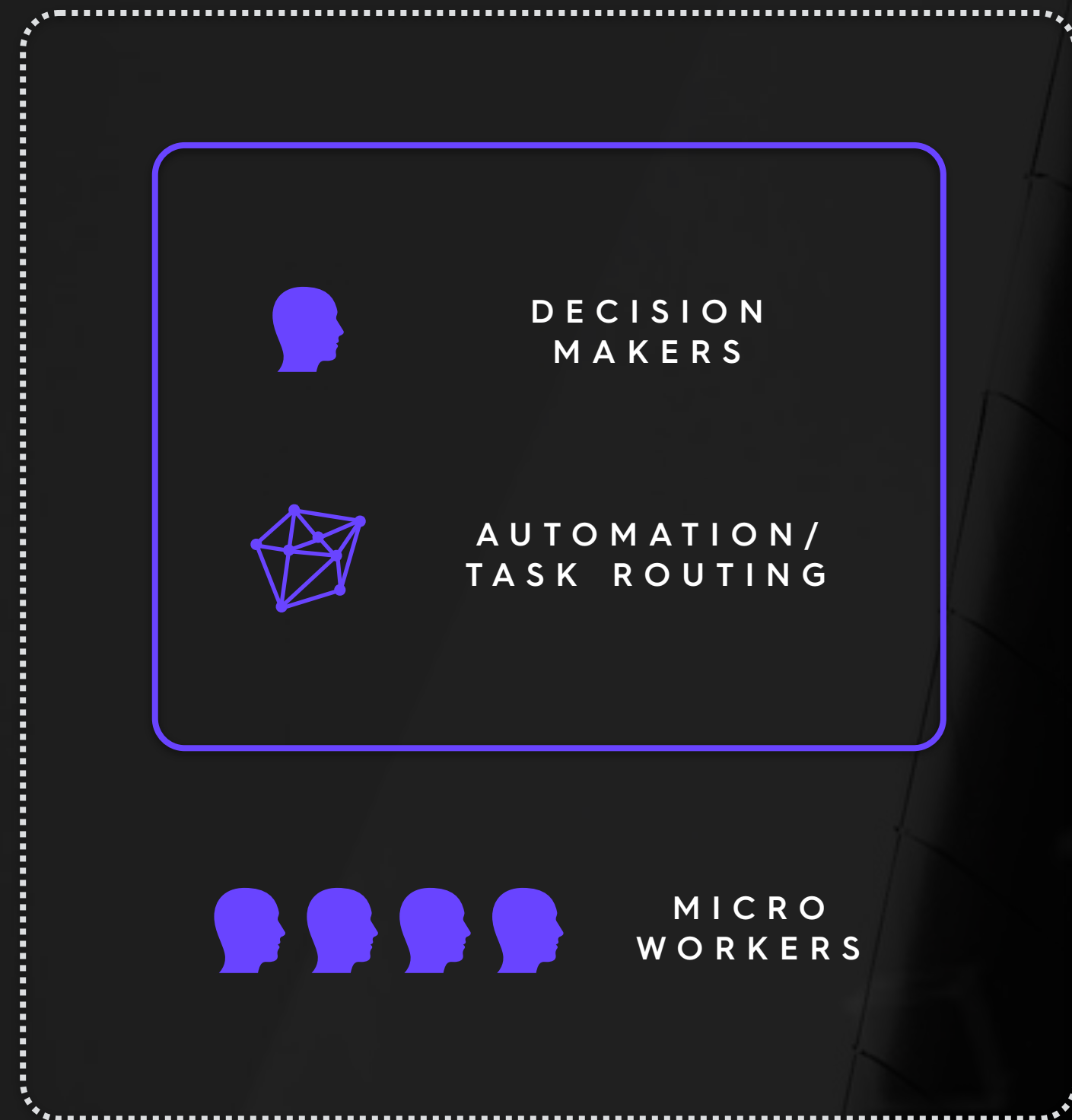
CLASSIC
ECONOMY



THE COMPANY IS MORE
IMPORTANT THAN THE ECOSYSTEM

————— COMPANY
..... ECOSYSTEM

DIGITAL
ECONOMY



THE COMPANY IS AS IMPORTANT
AS THE ECOSYSTEM

————— COMPANY
..... ECOSYSTEM

POST DIGITAL
ECONOMY

STARTERS



SELF MANAGED
TECH LAYER



MICRO
WORKERS

THE COMPANY IS LESS IMPORTANT
THAN THE ECOSYSTEM

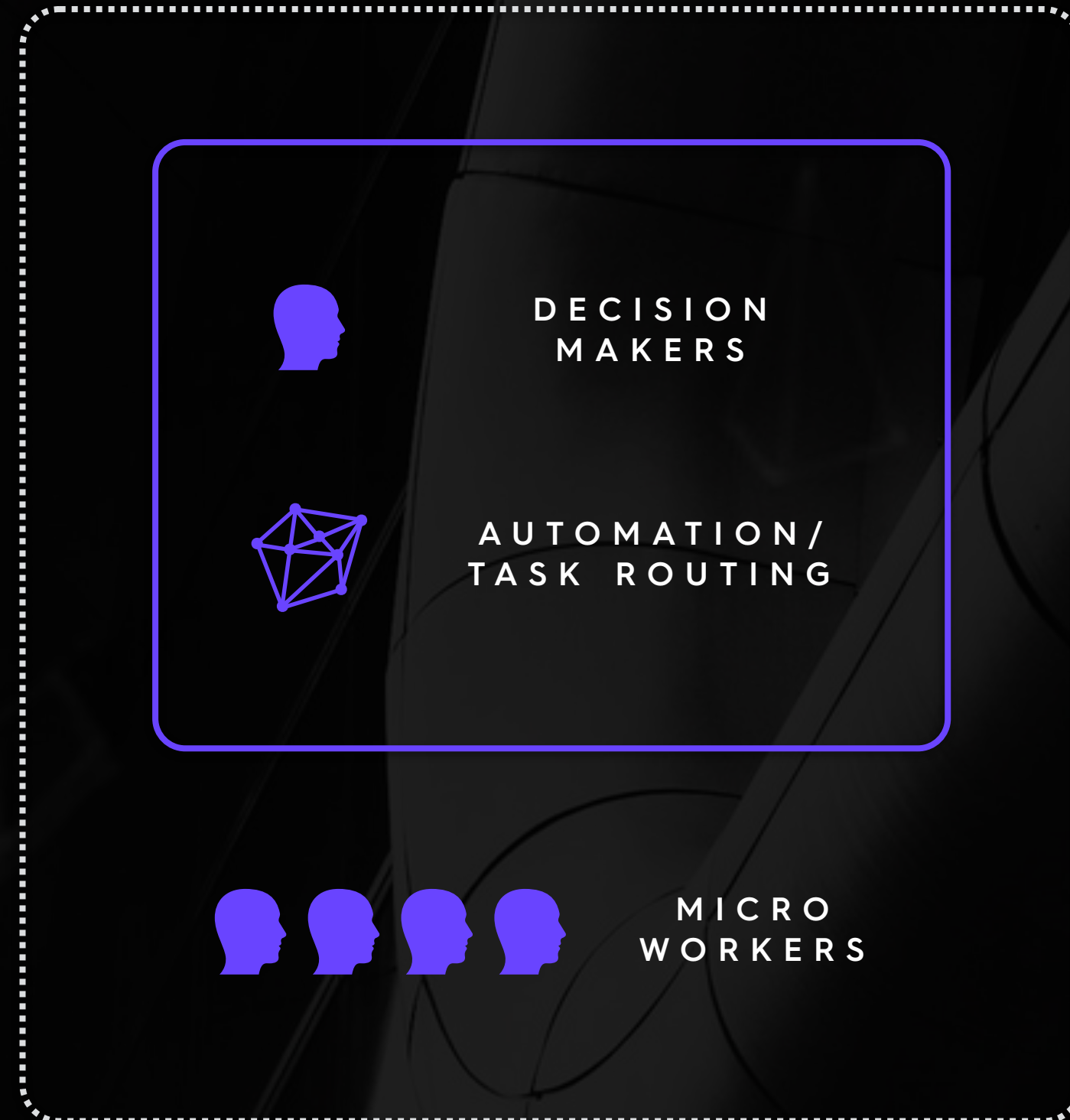
COMPANY

ECOSYSTEM

CLASSIC
ECONOMY



DIGITAL
ECONOMY



POST DIGITAL
ECONOMY



CONTROL

SELF MANAGEMENT

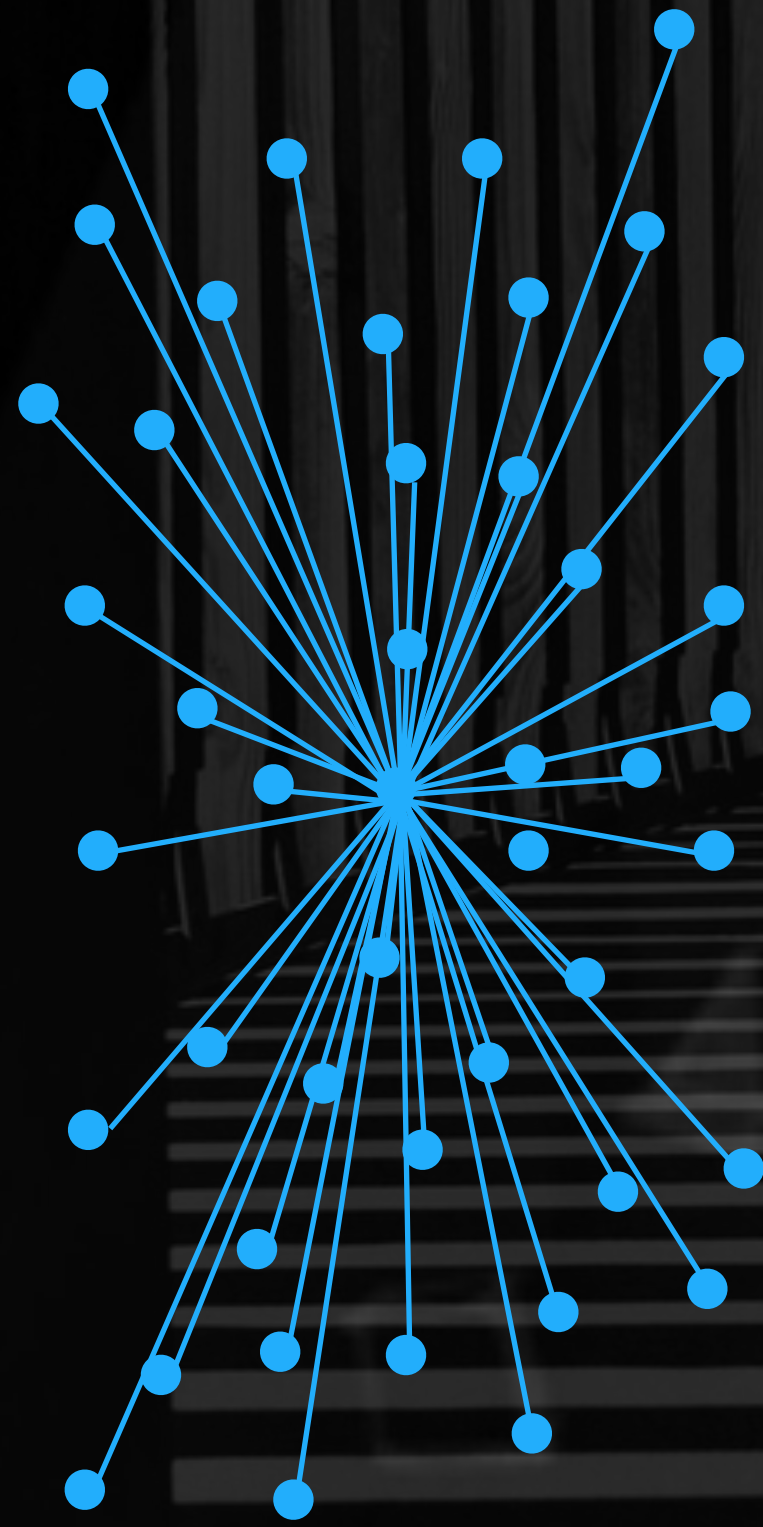




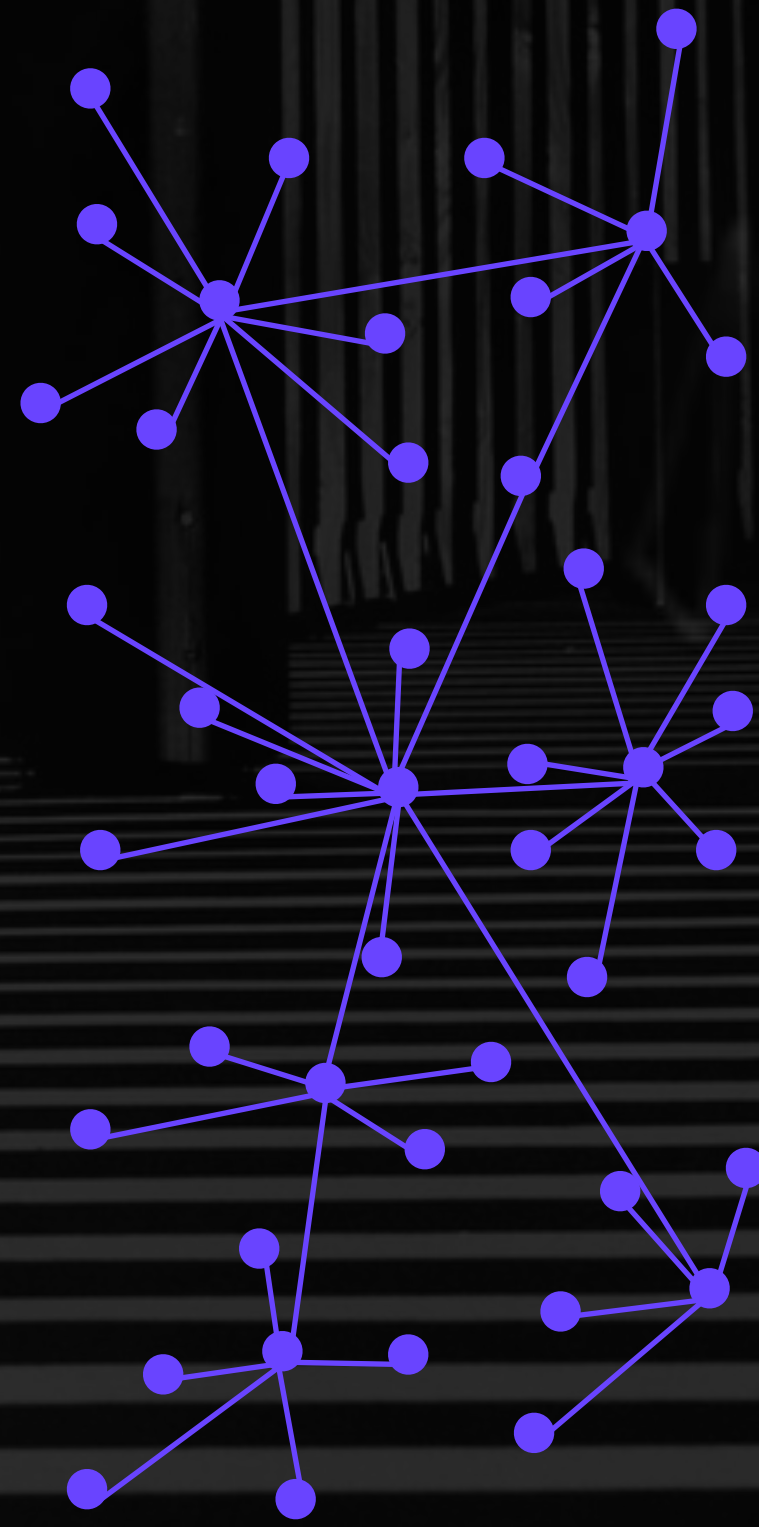
PARADOX

The image features a dark, monochromatic scene. On the left, a wall is composed of numerous vertical lines, creating a textured, wood-like appearance. The floor is covered in horizontal lines, which create a strong sense of perspective and depth. The lines on the floor appear to recede into the distance, where they meet a dark, indistinct shape. The overall lighting is very low, with subtle highlights on the lines, giving the scene a mysterious and somewhat unsettling atmosphere. The text 'FIRST PARADOX' is centered in the middle of the image in a clean, white, sans-serif font.

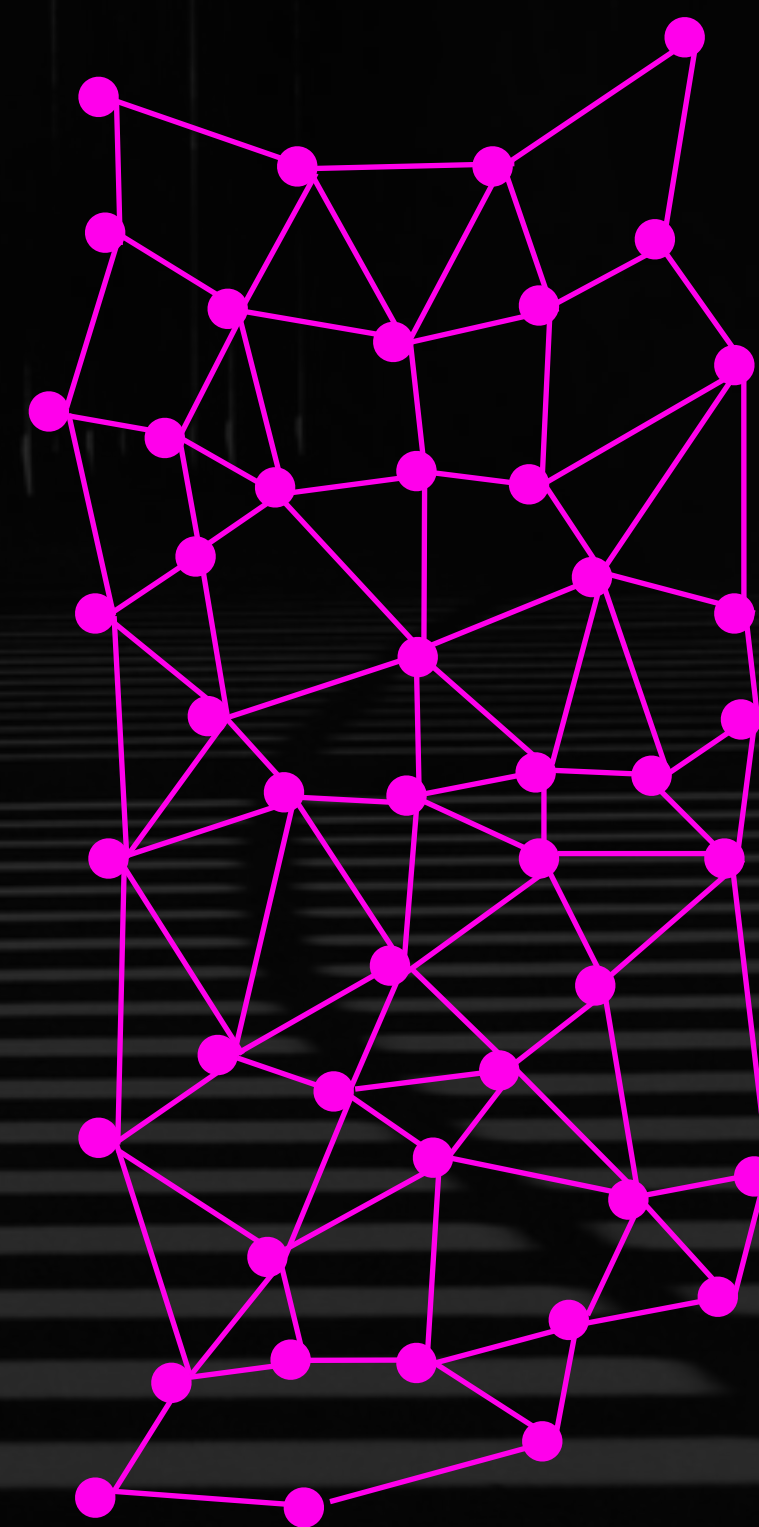
FIRST PARADOX



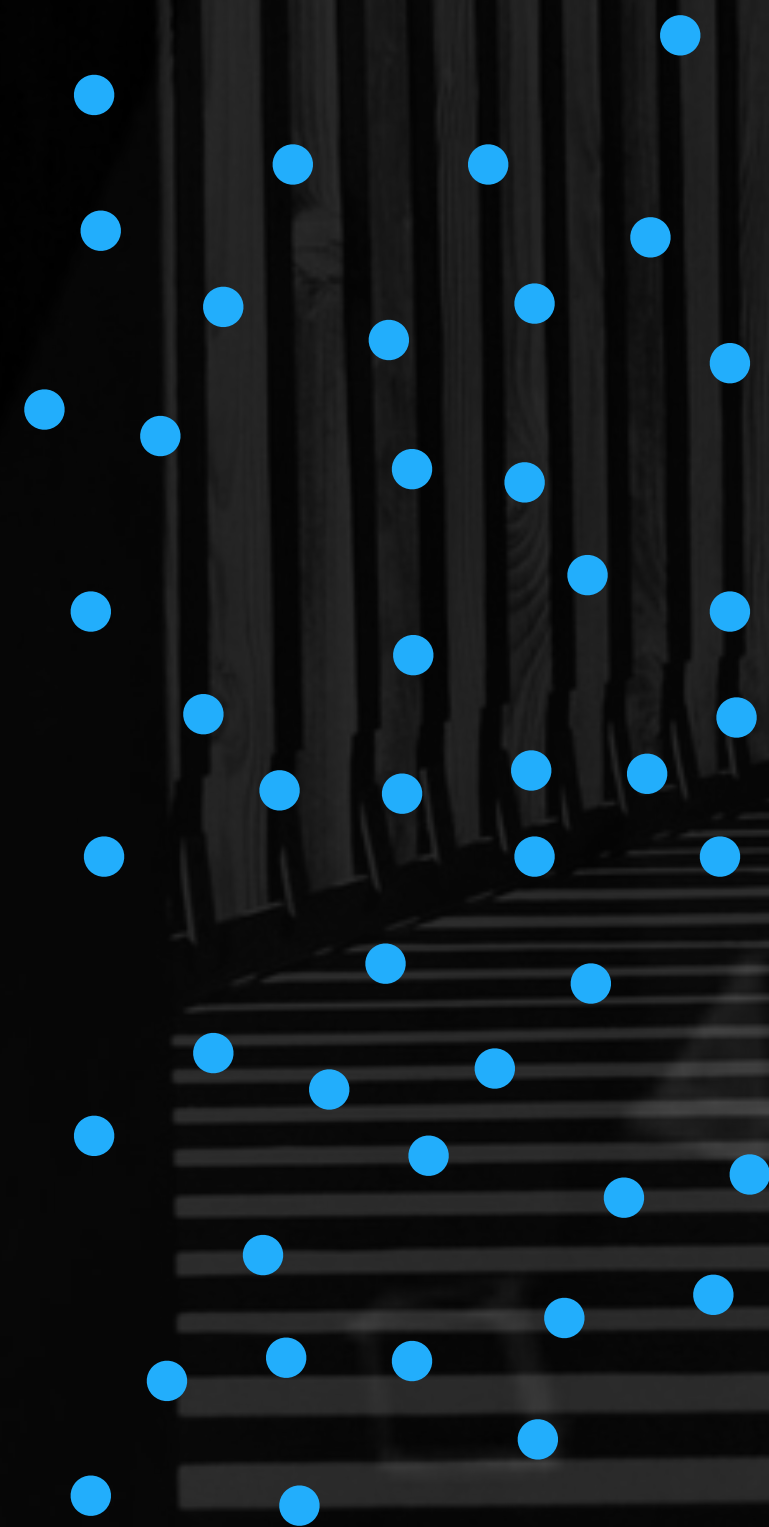
CENTRALIZED



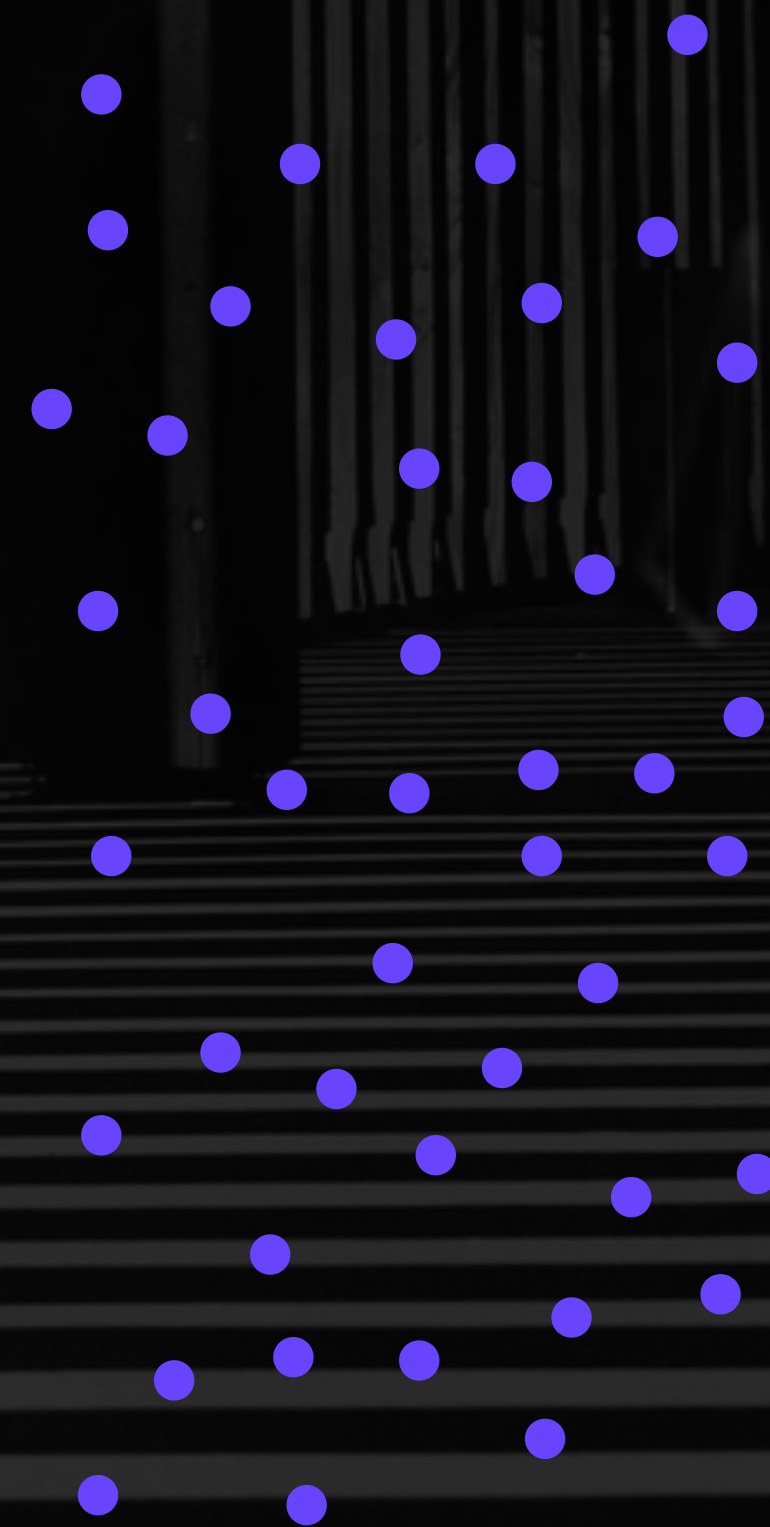
DESCENTRALIZED



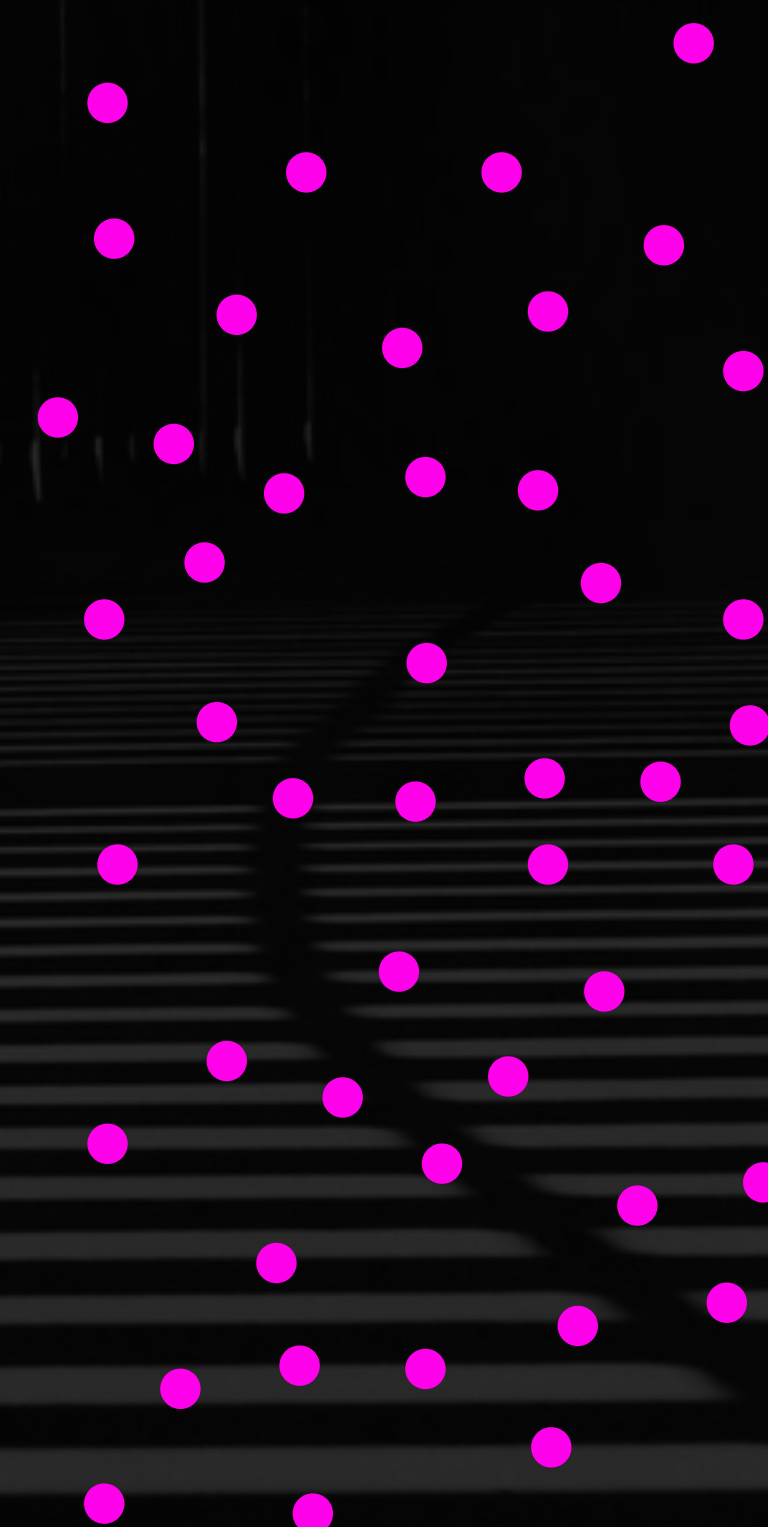
DISTRIBUTED



CENTRALIZED



DESCENTRALIZED



DISTRIBUTED



CENTRALIZED TALK
ON SELF MANAGEMENT?

The image features a dark, monochromatic scene with a complex geometric pattern. The floor is composed of numerous thin, horizontal lines that create a sense of depth and perspective. The walls are made of vertical lines, some of which are thicker and more prominent, creating a grid-like structure. The overall lighting is very low, with subtle highlights on the lines. In the center of the image, the text "SECOND PARADOX" is written in a clean, white, sans-serif font. There are also some faint, white geometric shapes scattered throughout the scene, including a diamond shape in the upper right and a triangle in the lower center.

SECOND PARADOX





**CONVERSATIONAL
TURN-TAKING**

**PSYCHOLOGICAL
SAFETY**

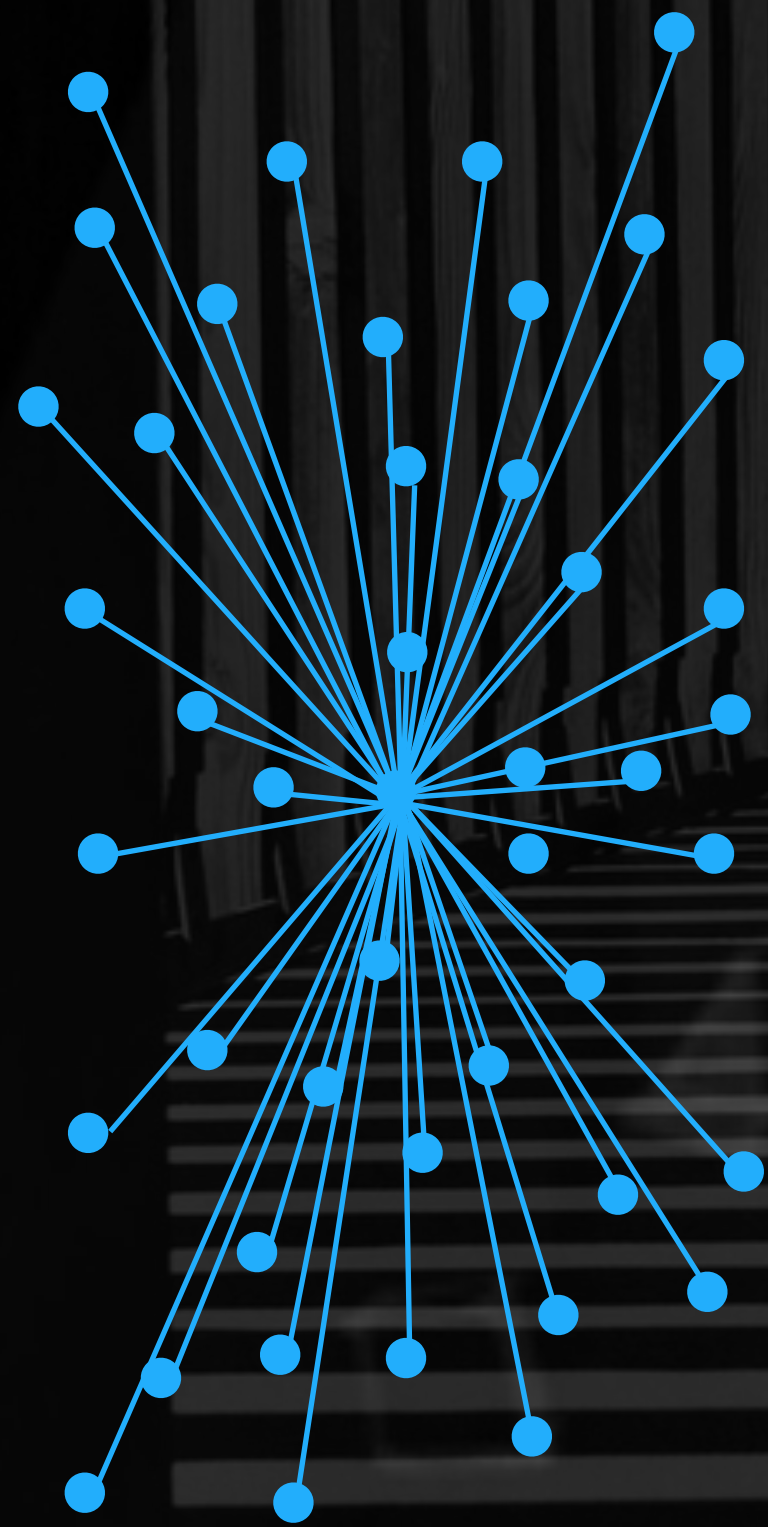
**OSTENTATIOUS
LISTENING**



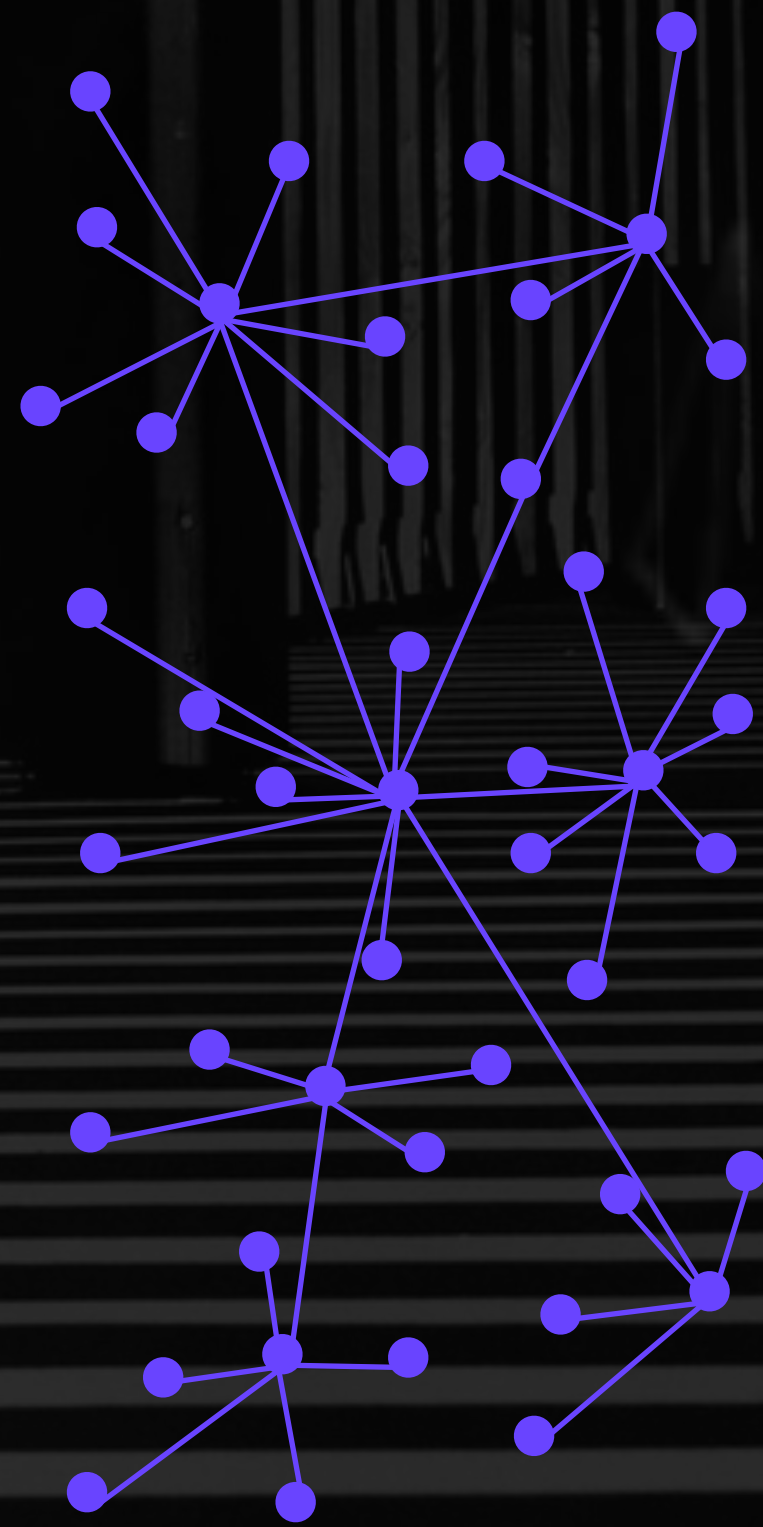
CENTRALIZED TALK
ON SELF MANAGEMENT?

The image features a dark, monochromatic scene. The floor is composed of numerous thin, horizontal lines that create a sense of depth and perspective, receding into the distance. On the left side, a wall is made of vertical lines, also receding. The overall lighting is very low, creating a mysterious and somewhat unsettling atmosphere. In the center of the image, the words "THIRD PARADOX" are written in a clean, white, sans-serif font. There are some faint, geometric shapes scattered throughout the scene, possibly representing objects or architectural details, but they are mostly obscured by the shadows and the overall dark tone.

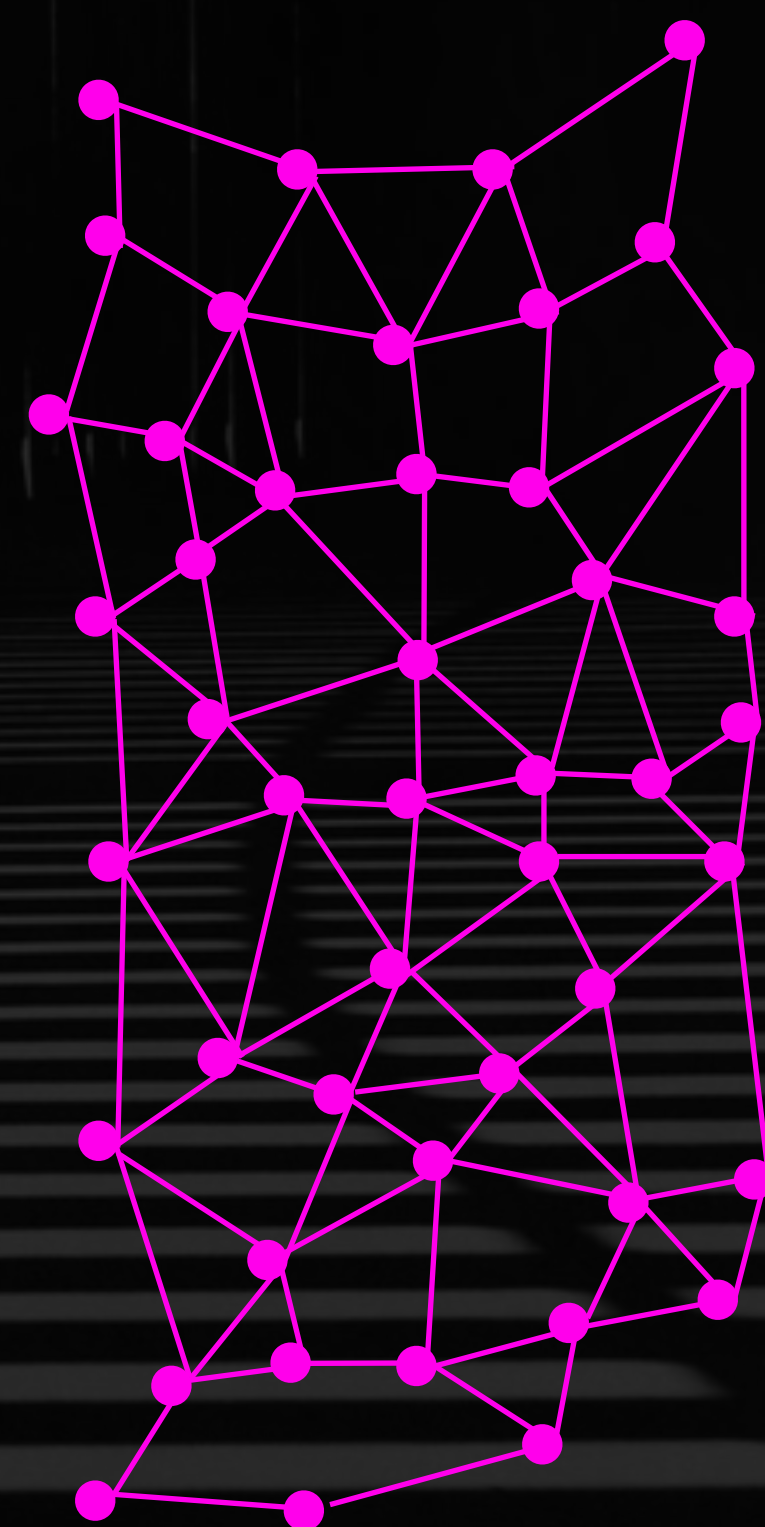
THIRD PARADOX



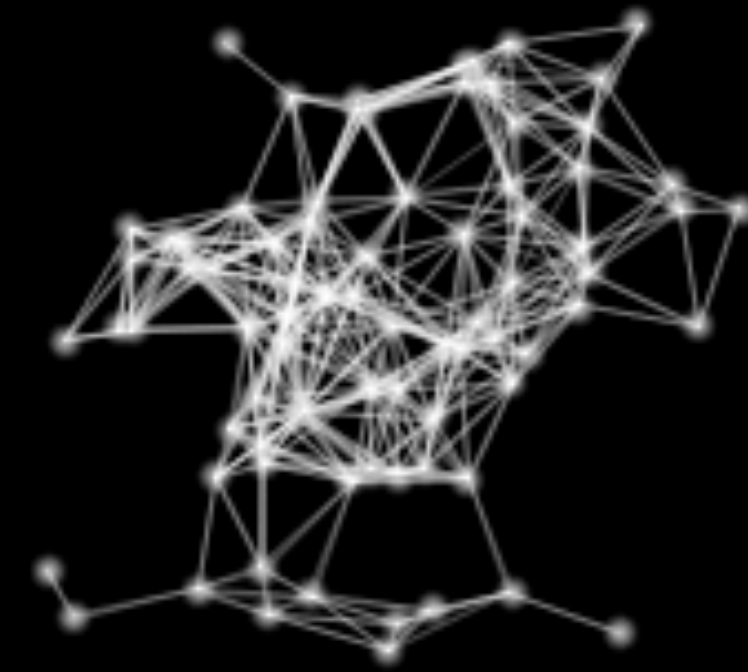
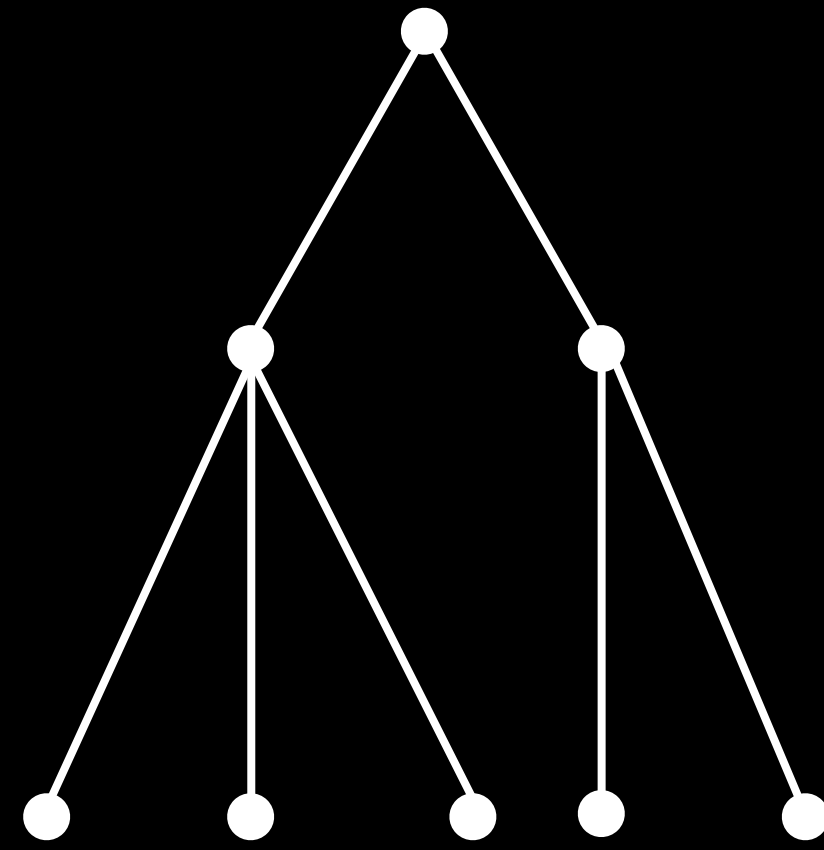
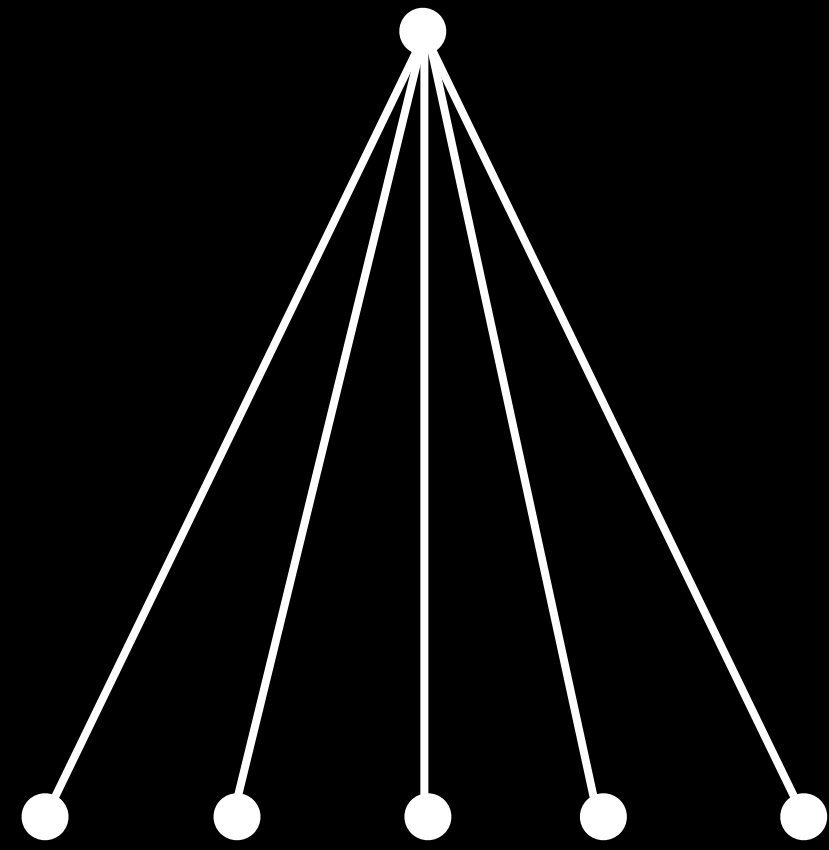
CENTRALIZED



DESCENTRALIZED



DISTRIBUTED

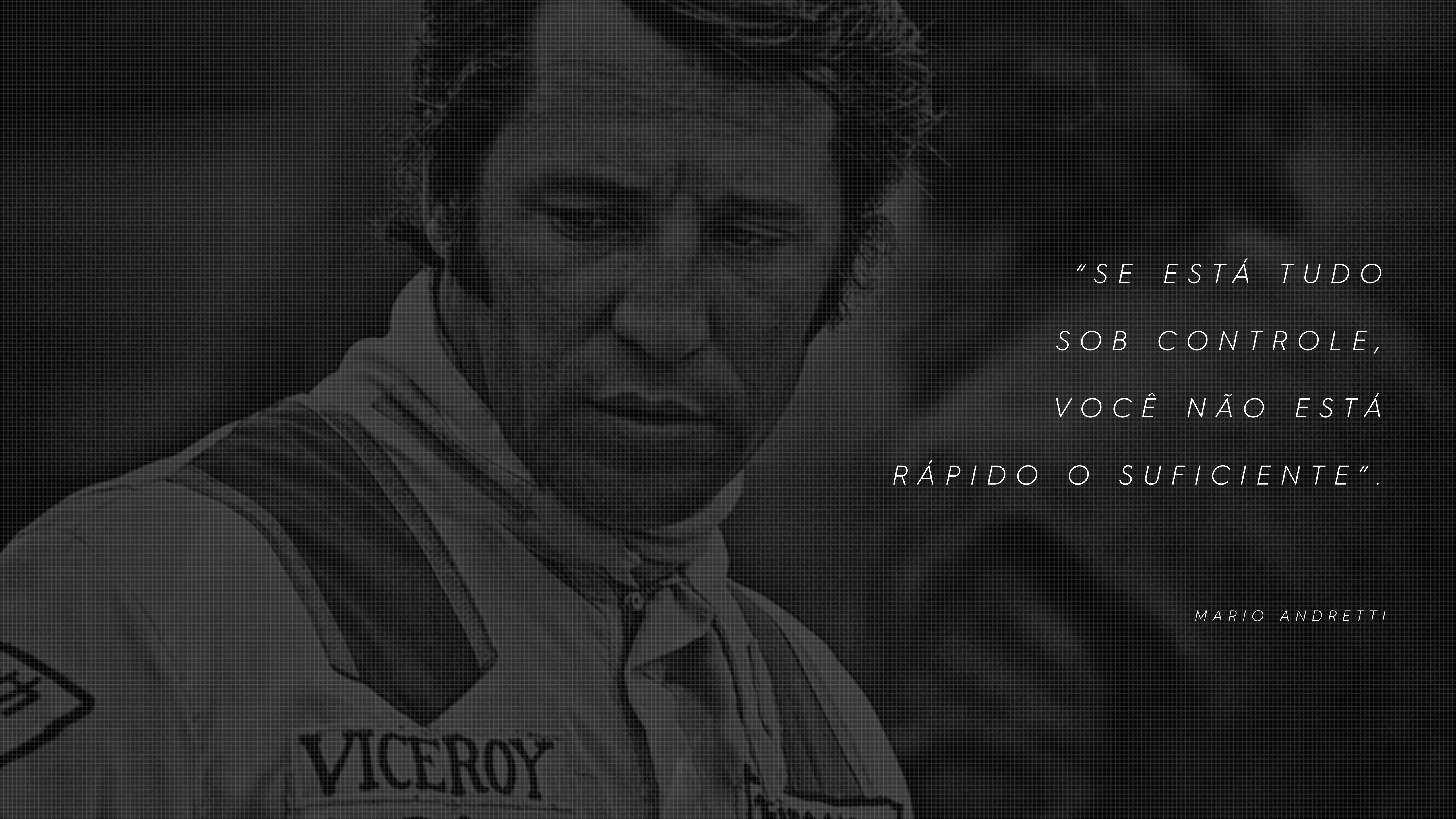




CENTRALIZED TALK
ON SELF MANAGEMENT?

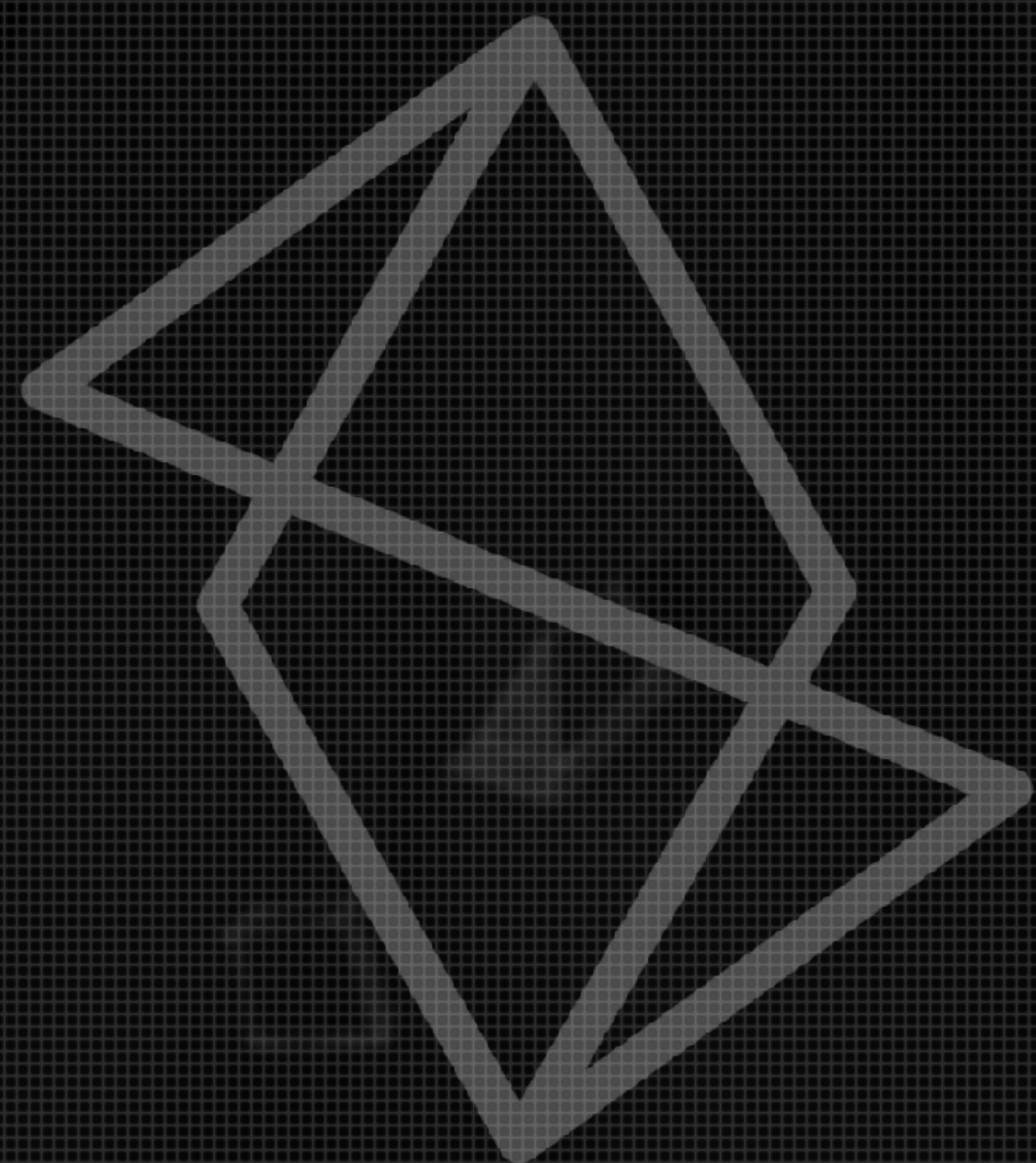
The image features a dark, monochromatic scene. The floor is composed of numerous thin, horizontal lines that create a sense of depth and perspective, receding into the distance. On the left side, a wall or structure is made of vertical lines, also receding. The overall lighting is very low, creating a mysterious and somewhat unsettling atmosphere. In the center of the image, the words "FOURTH PARADOX" are written in a clean, white, sans-serif font. There are some faint, geometric shapes scattered throughout the scene, possibly representing objects or architectural details, but they are mostly obscured by the shadows and the overall dark tone.

FOURTH PARADOX



*"SE ESTÁ TUDO
SOB CONTROLE,
VOCÊ NÃO ESTÁ
RÁPIDO O SUFICIENTE".*

MARIO ANDRETTI



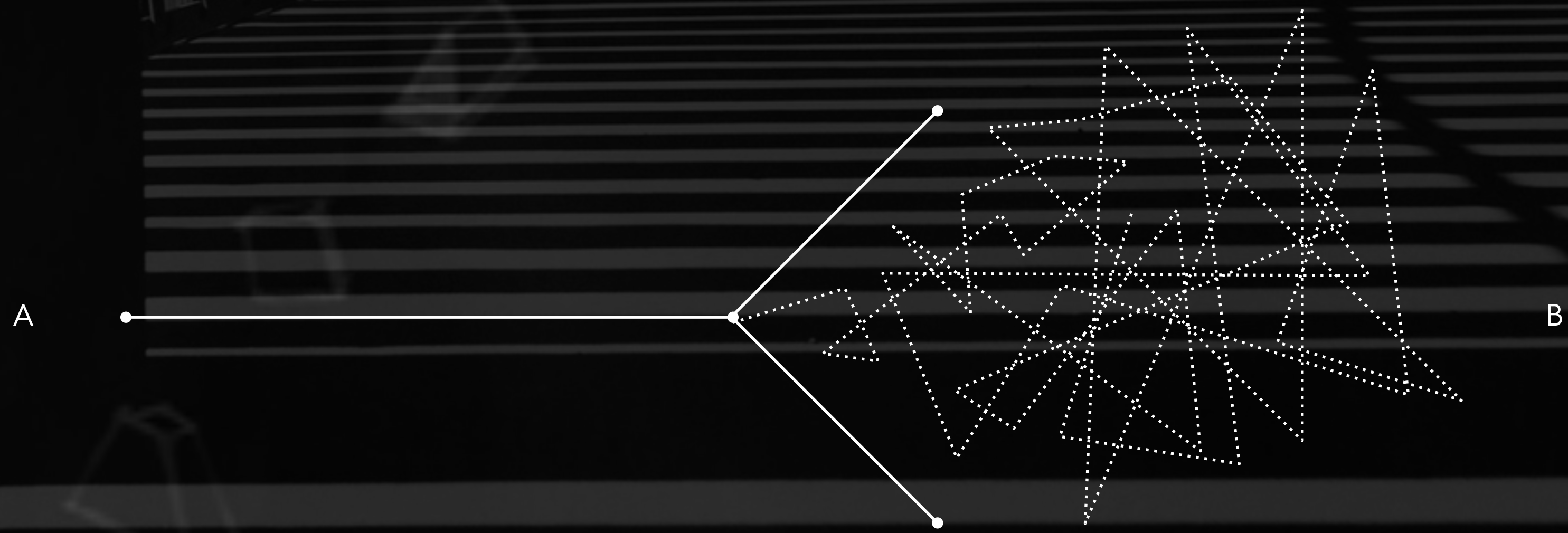
*“SE VOCÊ
NÃO ESTÁ ERRANDO,
VOCÊ NÃO ESTÁ
INOVANDO O SUFICIENTE”.*

AEROLITO

SELF MANAGEMENT: TAKING RISKS.



SELF MANAGEMENT: TAKING RISKS.





CENTRALIZED TALK
ON SELF MANAGEMENT?

The image features a dark, monochromatic scene. The floor is composed of numerous thin, horizontal lines that create a sense of depth and perspective, receding into the distance. On the left side, a wall is formed by vertical lines, also receding. The overall lighting is very low, creating a mysterious and somewhat unsettling atmosphere. In the center of the image, the words "FIFTH PARADOX" are written in a clean, white, sans-serif font. There are some faint, geometric shapes scattered throughout the scene, possibly representing objects or architectural details, but they are mostly obscured by the shadows and the overall dark tone.

FIFTH PARADOX

AI





CENTRALIZED TALK
ON SELF MANAGEMENT?

A dark, atmospheric photograph of a hallway. The floor is covered in a striped carpet, and a wooden door is visible on the left. The word "ACORDO" is centered in white text.

ACORDO

MISSÃO:

**DECIDIR COMO SERÁ A NOSSA DINÂMICA DE APRENDIZAGEM
(QUE COMEÇA AO FINAL DESSA CONVERSA E TERMINA ÀS 17H).**

MEIO PARA DECIDIR:

**TODOS FALAREM DE MANEIRA EQUILIBRADA
E COM ESCUTA ATIVA (SUGESTÃO: PEQUENOS GRUPOS).**

OBJETIVO:

**TERMOS UMA COMBINAÇÃO CLARA E QUE TODOS
SE SINTAM CONFORTÁVEIS (INCLUSIVE EU).**

INÍCIO DA APRENDIZAGEM:

**QUANDO SE SENTIREM PRONTOS, ME ACIONEM.
(51) 9.8111.7771**

SE VOCÊS NÃO CONCORDAREM:

**SUGESTÃO: USEM AS SUAS HABILIDADES
E O SEU BOM SENSO.**

INFO IMPORTANTES:

**TENHO BASTANTE CONTEÚDO
PARA DAR UMA AULA EXPOSITIVA,
CASO SEJA A DECISÃO DE VOCÊS.**



É COM VOCÊS.



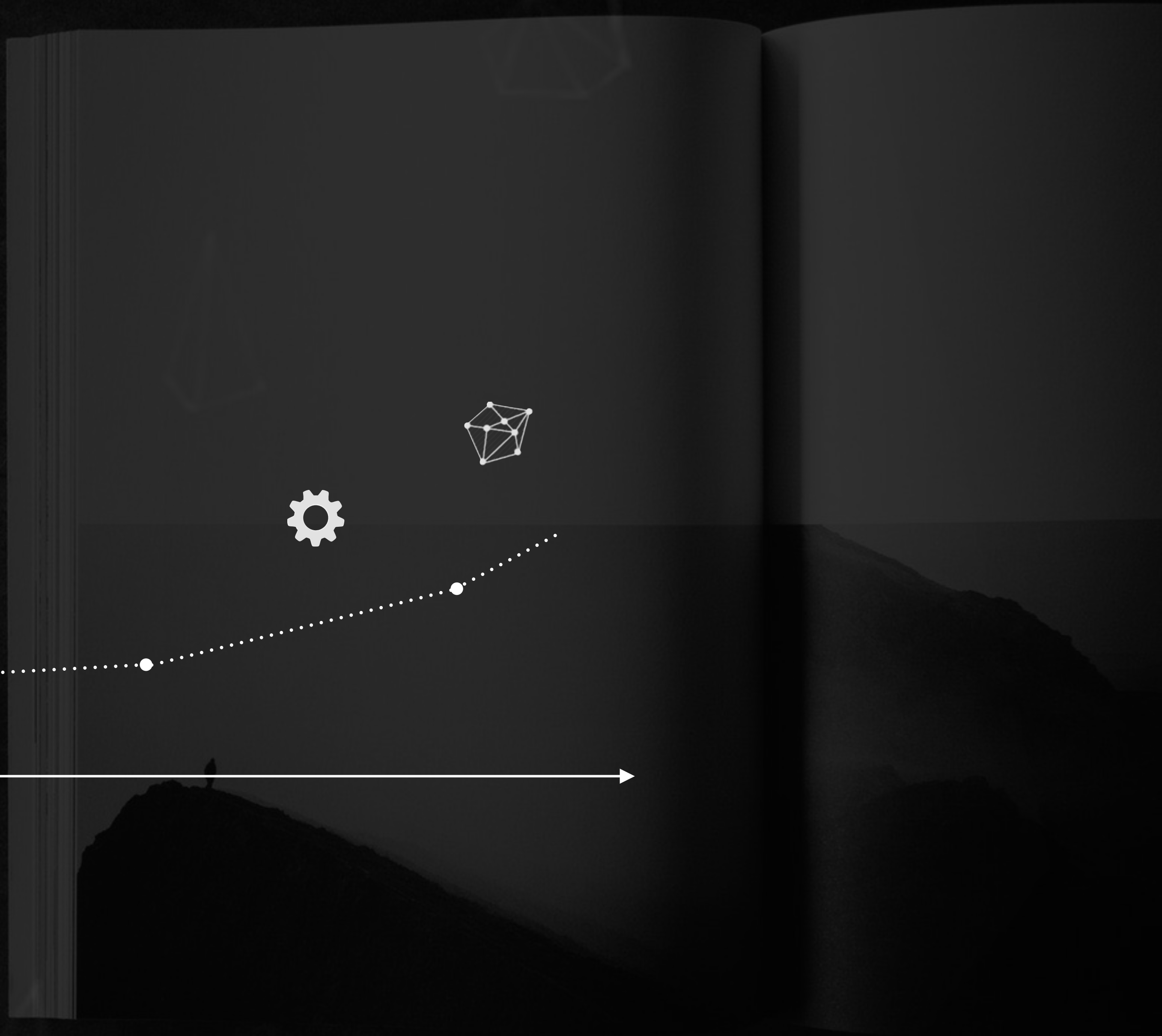
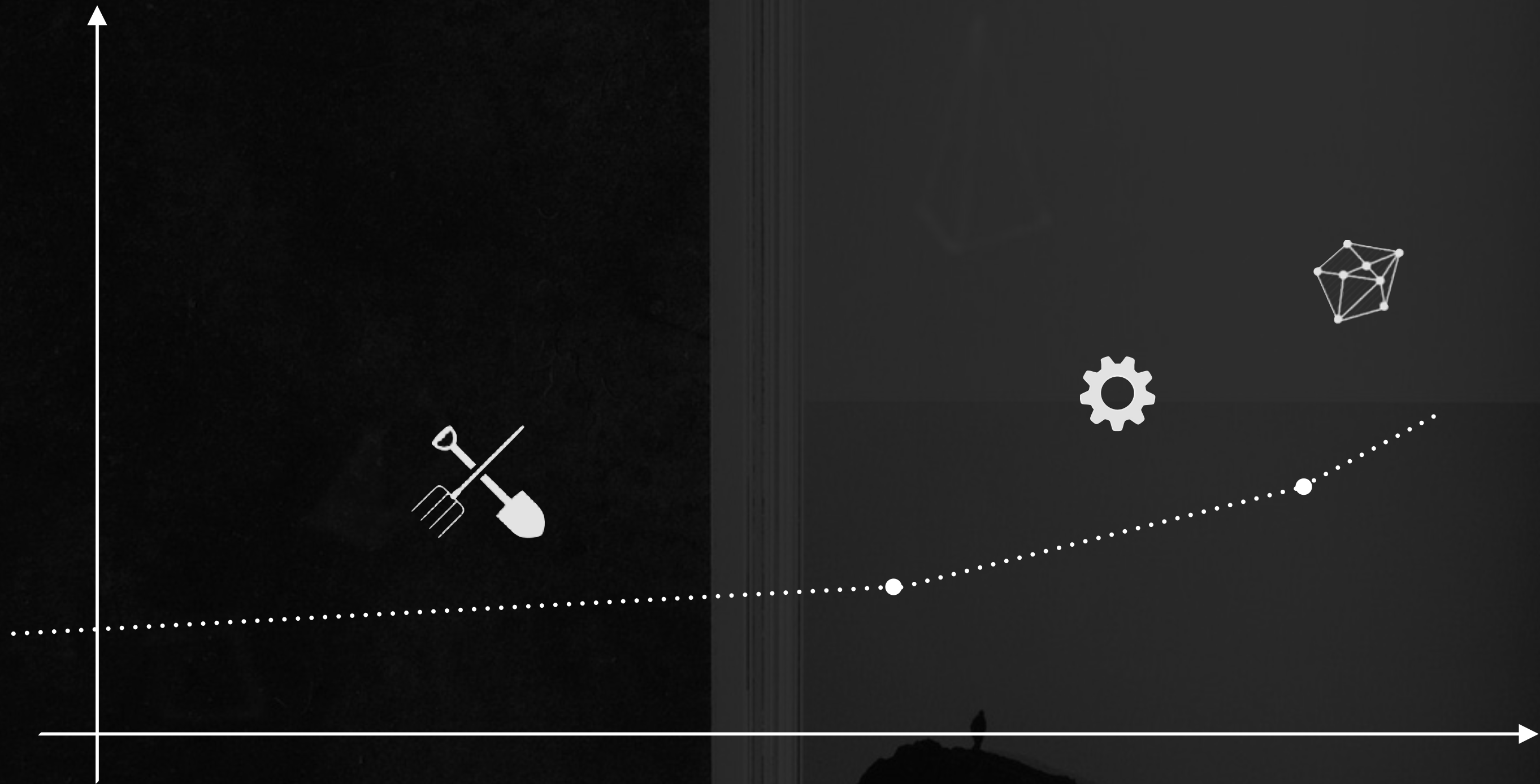
■ ■ ■
YOU

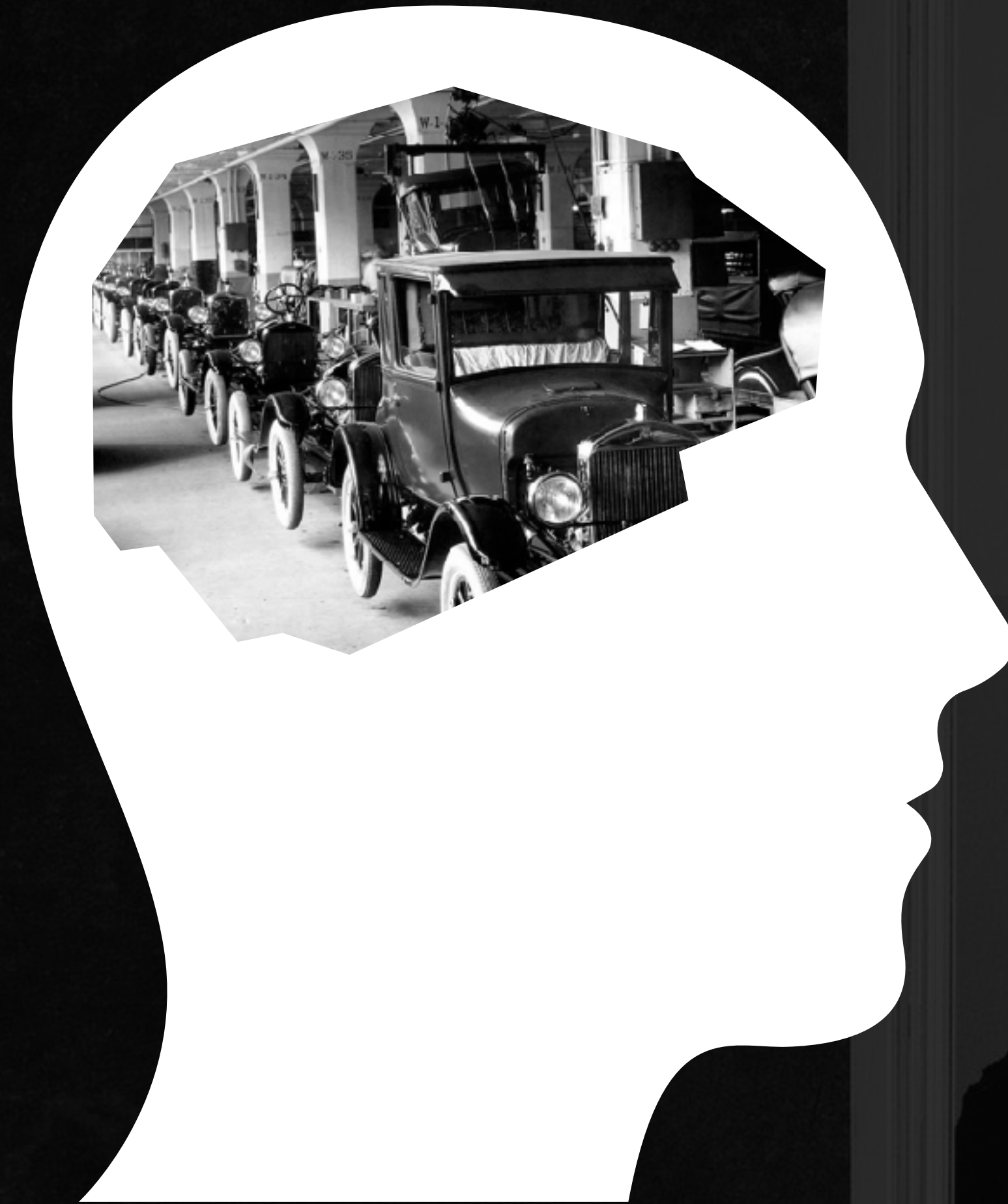
SELF MANAGEMENT



MINDSET DIGITAL





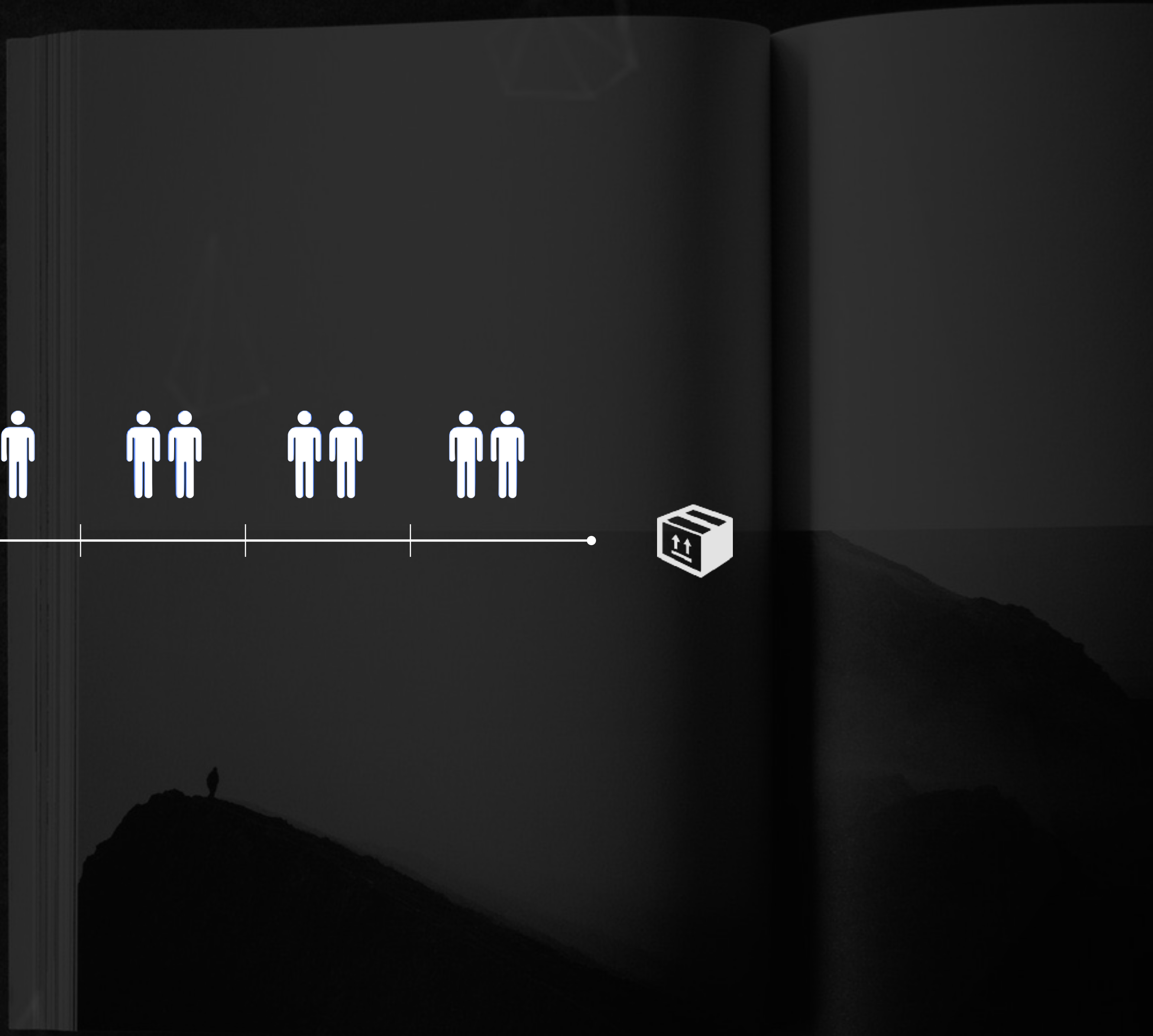


LINEAR

SEGMENTADO

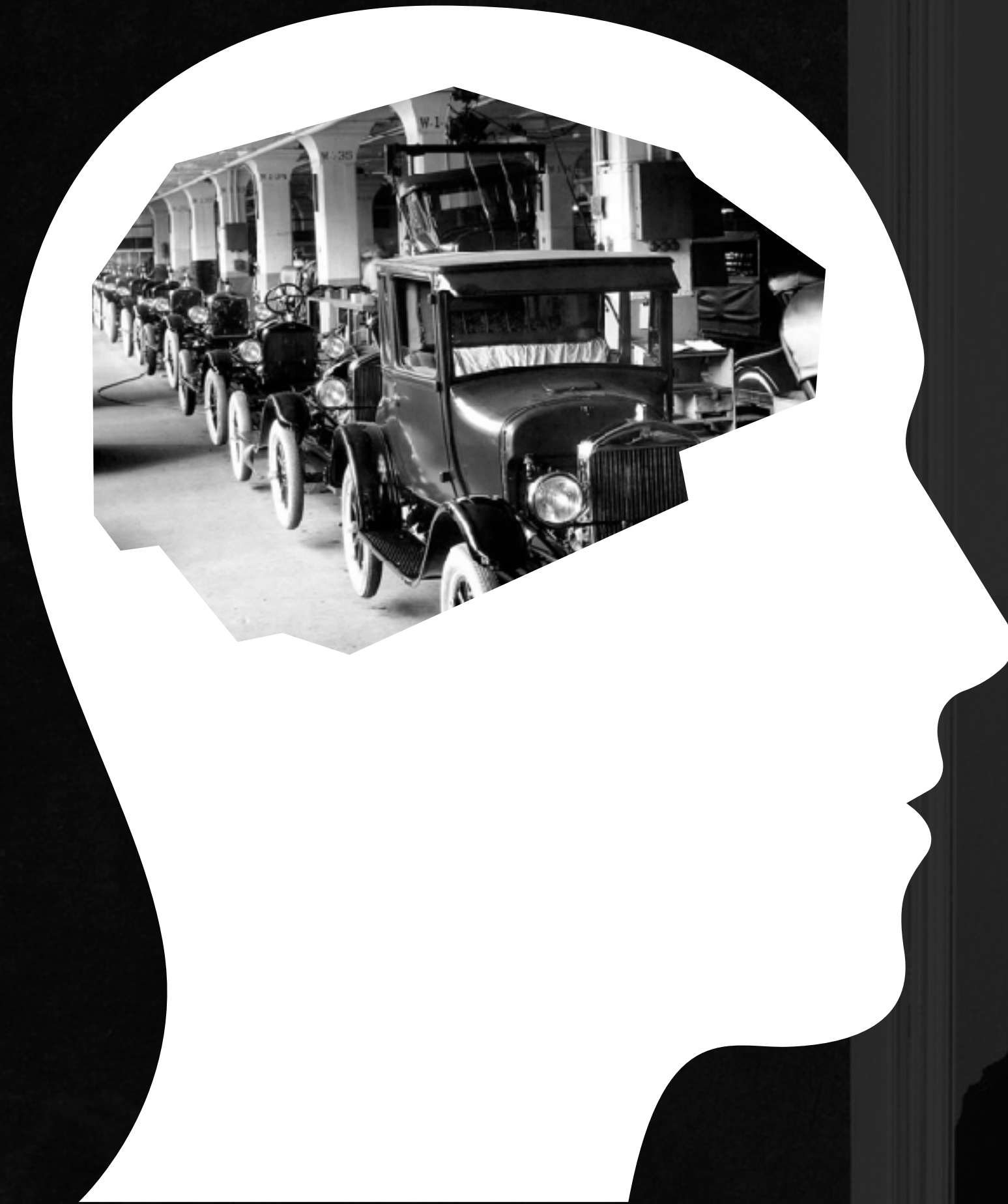
UNIDIMENSIONAL

PREVISÍVEL





MEU PRIMEIRO EMPREGO:
LINHA DE MONTAGEM.



POUCO, MUITO OU TUDO.

Ken Robinson

LIBERTANDO O
PODER
CRIATIVO

A chave para o crescimento
pessoal e das organizações

HSM
Editora

NÃO LINEAR

CONECTADO

MULTIDISCIPLINAR

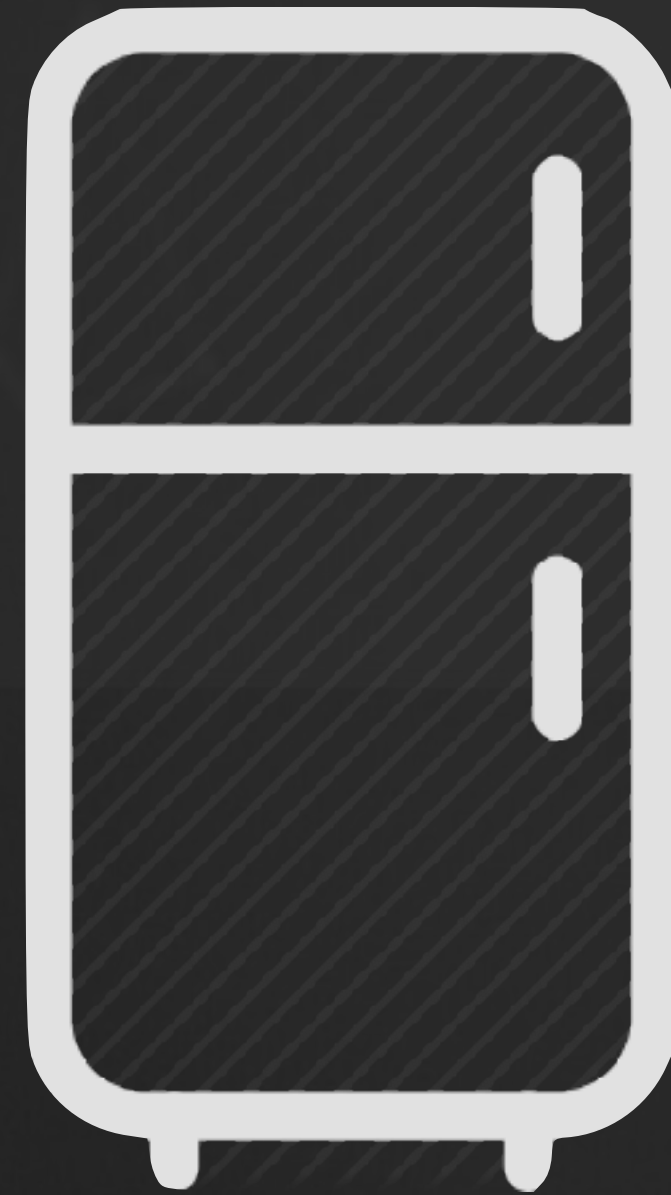
EXPO PREVISÍVEL



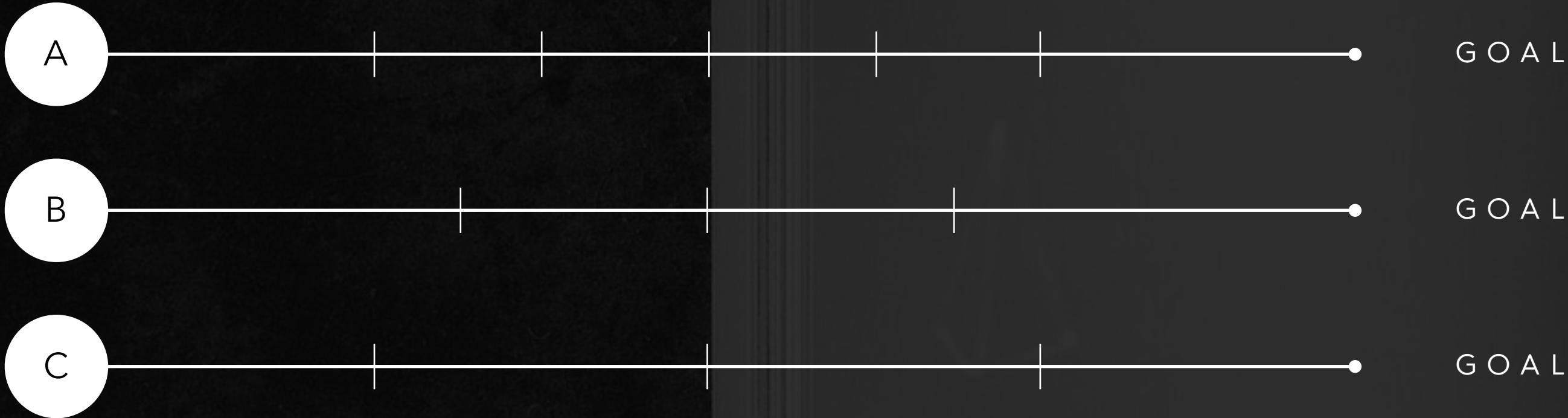
NÃO LINEAR



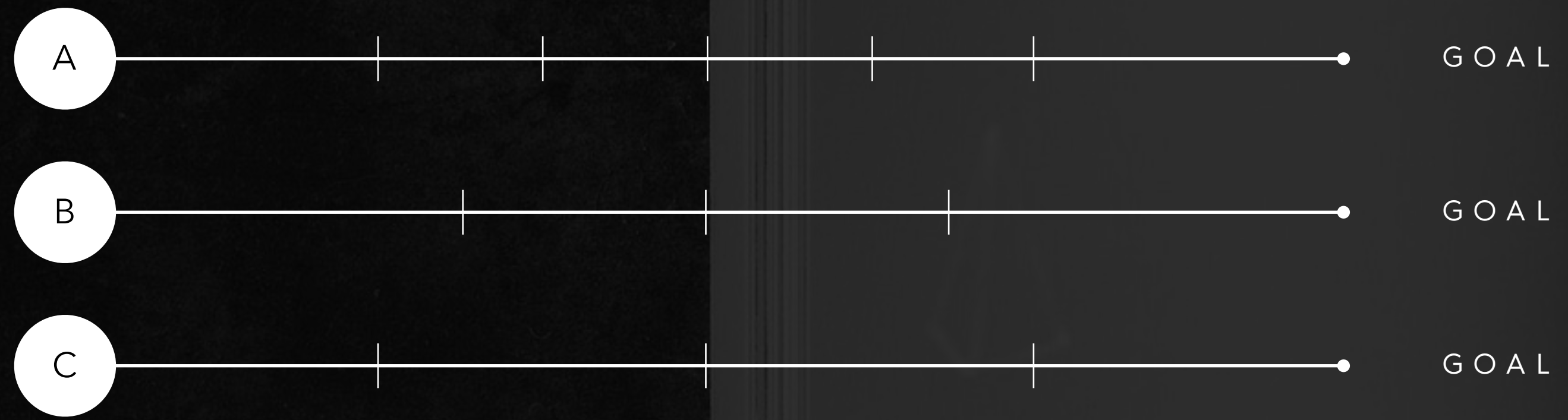




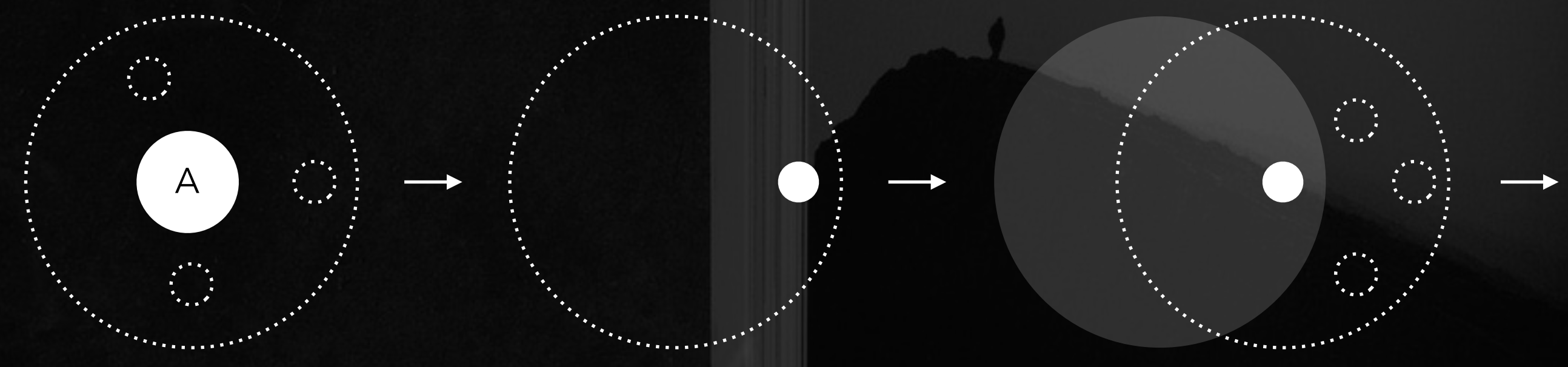
LINEAR RIGID MODEL



LINEAR RIGID MODEL



NON LINEAR FLEXIBLE MODEL

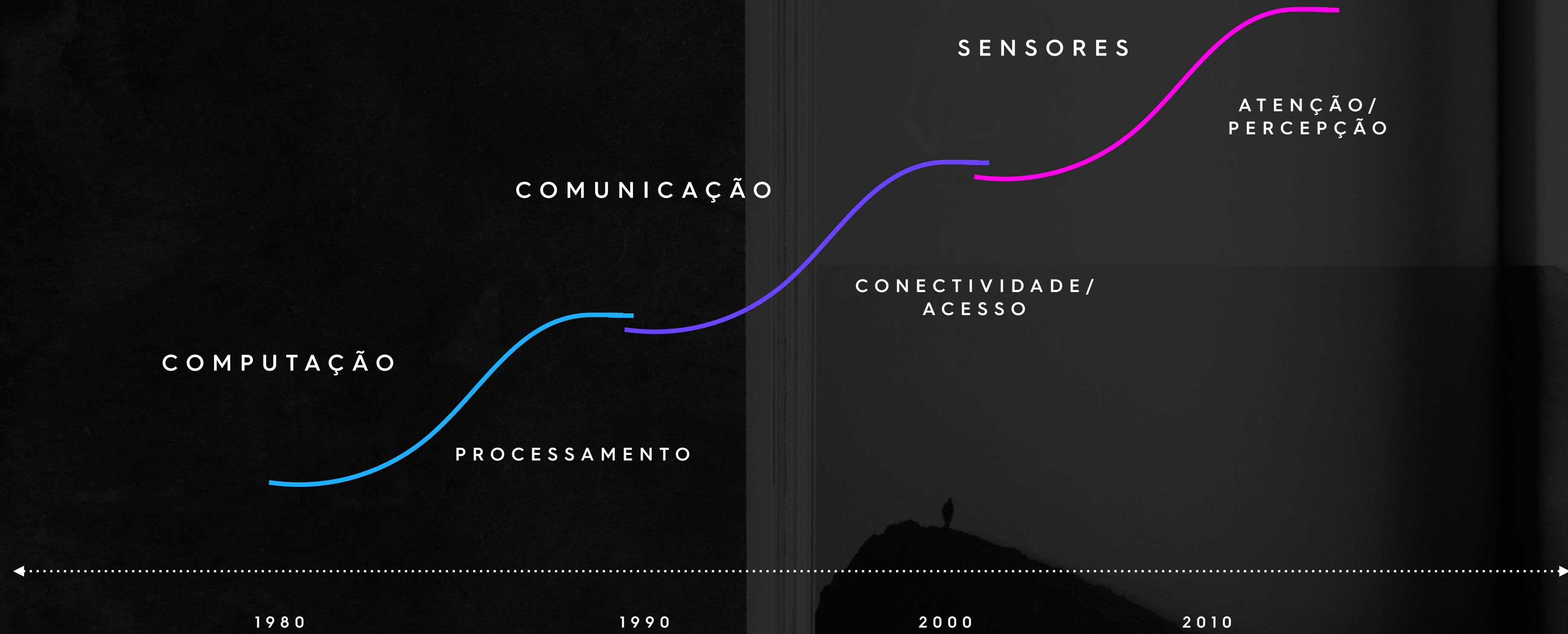


CONECTADO



Deixa eu perguntar uma coisa.

THE NEXT SENSORY TRANSFORMATION
INSTITUTE FOR THE FUTURE



UV SENSOR



O novo Sensor UV da L'Oreal pode detectar quando
você está sendo superexposto a raios UV.

OLLY ASSISTANT



É por isso que nós criamos o Olly,
o primeiro robô assistente que evolui a sua personalidade.

The background is a dark, almost black, field filled with a complex pattern of overlapping, semi-transparent geometric shapes. These shapes include various polygons such as triangles, squares, and rectangles, some of which are slightly offset from each other, creating a layered, architectural effect. Faintly visible within this pattern are several small, light-colored icons or symbols, including what appears to be a triangle with a vertical line through it, a square with a diagonal line, and other abstract geometric forms. The overall aesthetic is modern, technical, and minimalist.

COGNITOY



Como você está?

MULTIDISCIPLINAR



COMMENT JULY 29 2017

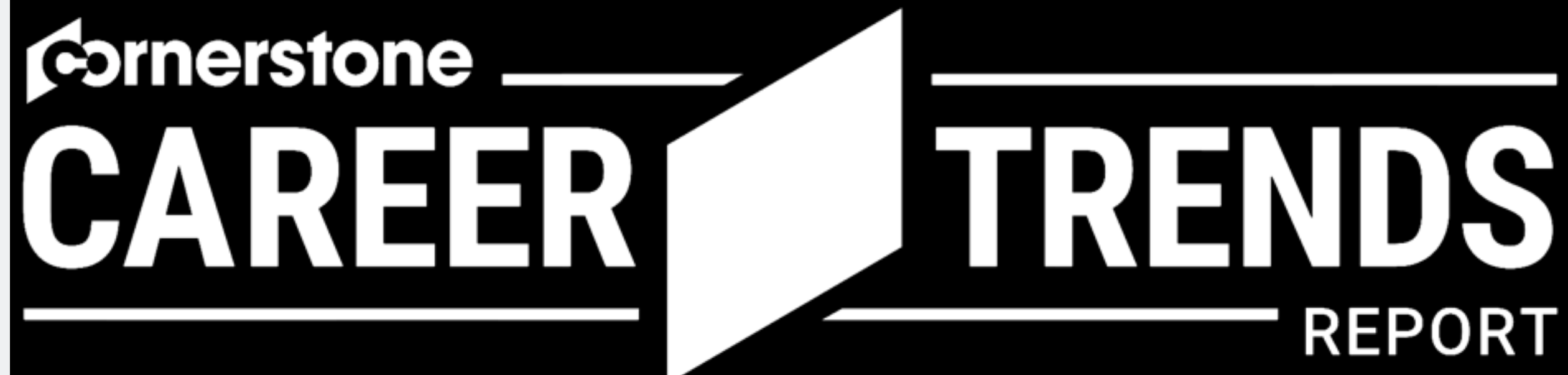
SAVE PRINT LICENSE ARTICLE

The future of work: 17 jobs and five different careers

Lucas Walsh

Show comments

The FYA report suggests "It's more likely that a 15-year-old today will experience a portfolio career, potentially having 17 different jobs over five careers in their lifetime".

The logo features the word "Cornerstone" in a sans-serif font with a small square icon to its left. Below it, "CAREER" is written in a large, bold, sans-serif font. To the right of "CAREER" is a large, white, stylized arrow pointing right. To the right of the arrow, "TRENDS" is written in a large, bold, sans-serif font, and "REPORT" is written in a smaller, bold, sans-serif font below it. Horizontal lines are placed above and below "CAREER" and "TRENDS".

Cornerstone
CAREER **TRENDS**
REPORT

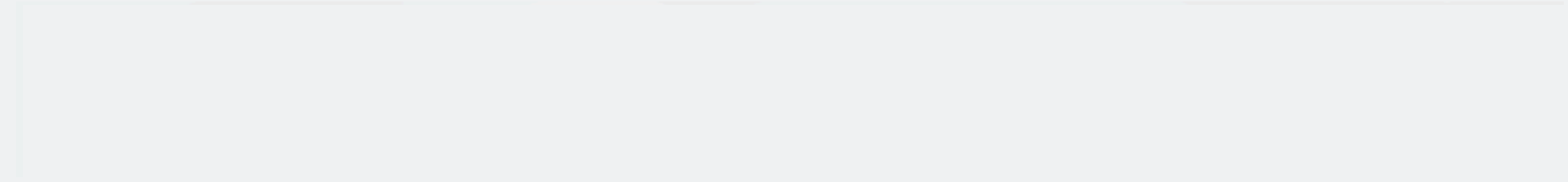
Cornerstone OnDemand's Career Trends Report

survey was conducted by Kelton Global between September 16 and September 30, 2015, among 2,000 Americans 18 years and over who are employed full-time, and 546 HR managers or higher at companies with at least 50 employees, using an email invitation and an online survey. Results of any sample are subject to sampling variation. The magnitude of the variation is measurable and is affected by the number of interviews and the level of the percentages expressing the results. In this particular study, the chances are 95 in 100 that a survey result does not vary, plus or minus, by more than 2.2 percentage points for the employee survey and 4.2 percentage points for the HR professionals survey, from the result that would be obtained if interviews had been conducted with all personas in the universe represented by the sample. The margin of error for any subgroups will be slightly higher.

B B O M B E R S N I Q S

G G E N X G E N X N 2 Q S

M M I L L E N N I A L S N 3 Q S





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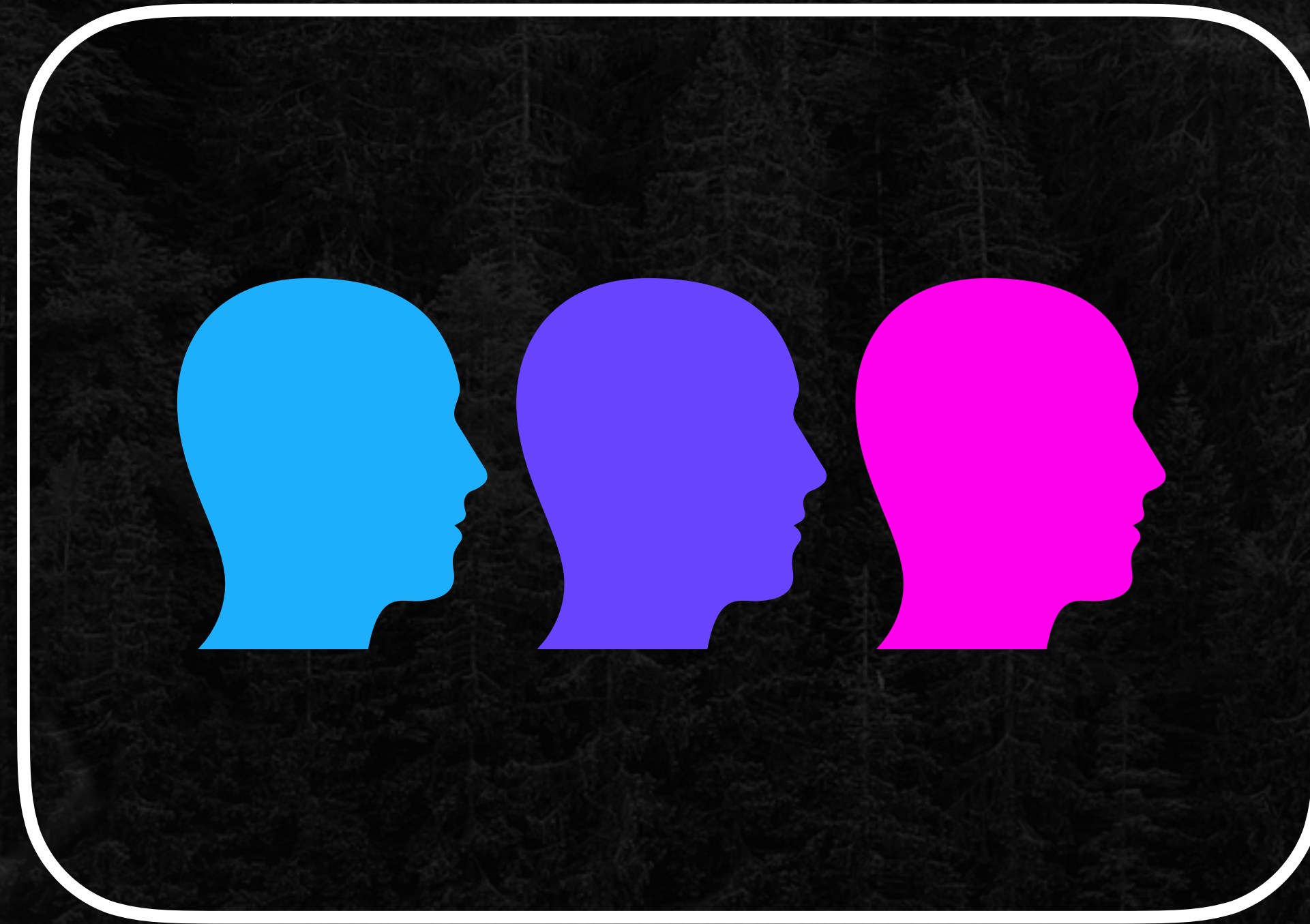
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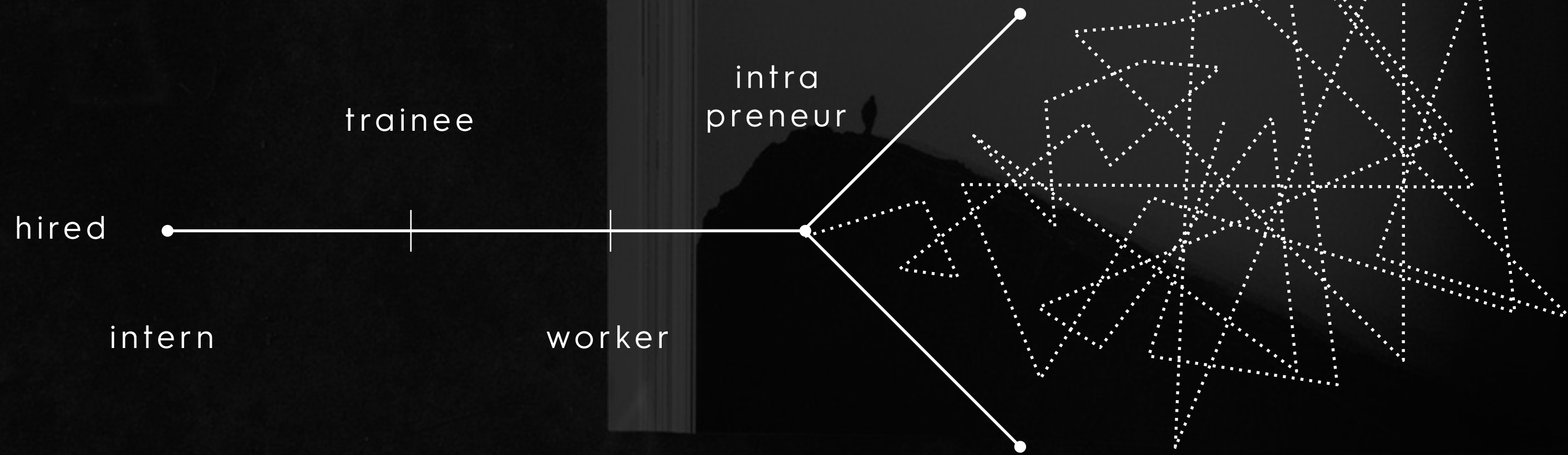
LINEAR CAREER



LINEAR CAREER



NON LINEAR CAREER

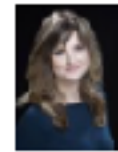




EXPO IMPREVISÍVEL



By most scientific accounts, the current structure of our human brain is Middle Paleolithic, or more simply **200,000 years old**. For a perspective of the world during that time, our ancestors were wandering around in what is now modern day Ethiopia, and there may have been as few as 10,000 of us. We were a rugged, small, nomadic

The modern human brain may only be 40,000 years old, scientists say



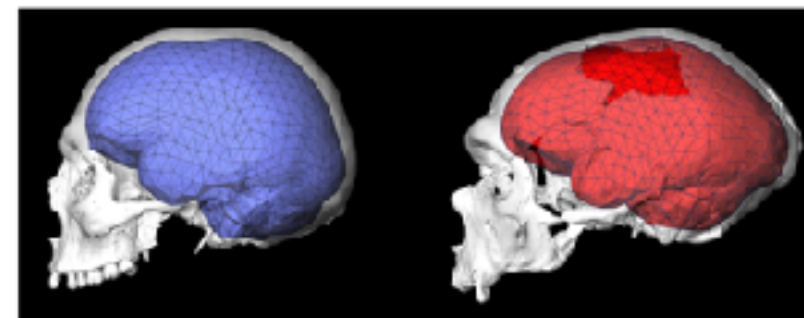
Hilary Brueck 
Jan. 24, 2018, 2:00 PM  7,512

Homo sapiens, in our most "modern" form, have been roaming the earth for about 200,000 years now.

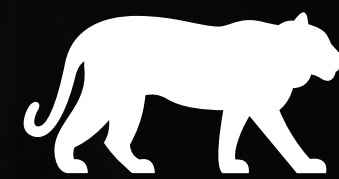
But there's something rather special about the way our brains look today: human skulls are rounder, faces are smaller, and more retracted into the skull. It's different from the way our ancestors looked, more than a hundred thousand years ago.

And now, for the first time, scientists say they've pinpointed precisely when they believe we grew into our modern skulls.

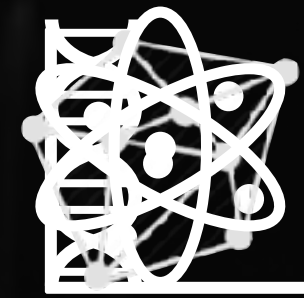
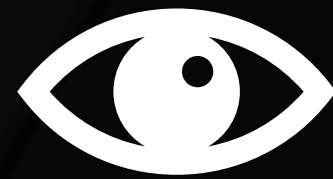
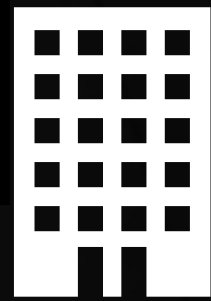
Research published Wednesday in the journal [Science Advances](#) by a team at the Max Planck Institute for Evolutionary Anthropology in Germany says there's something distinct about the way our brains and skulls look now, and it likely developed around 40,000 years ago.



The blue brain shows the globular shape of present-day human heads. In contrast, the red skull shape of a Neanderthal, like the earliest Homo sapien fossils, is elongated. Simon Neubauer, Philipp Gunz, MPI EVA Leipzig





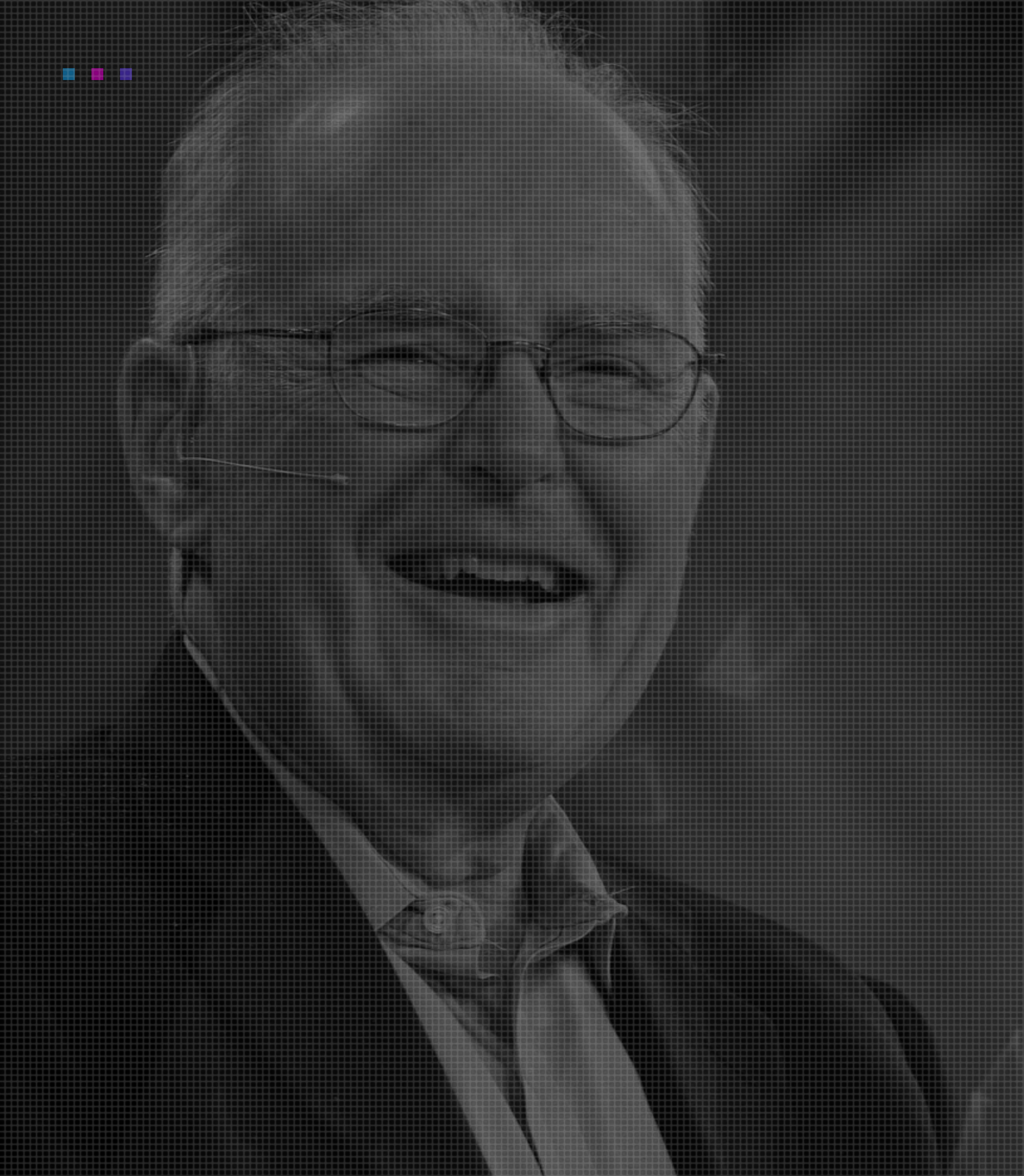




EXPONENCIAL

/RAY KURZWEIL





*"O MICROCHIP
DOBRARÁ DE POTÊNCIA
A CADA 24 MESES."*

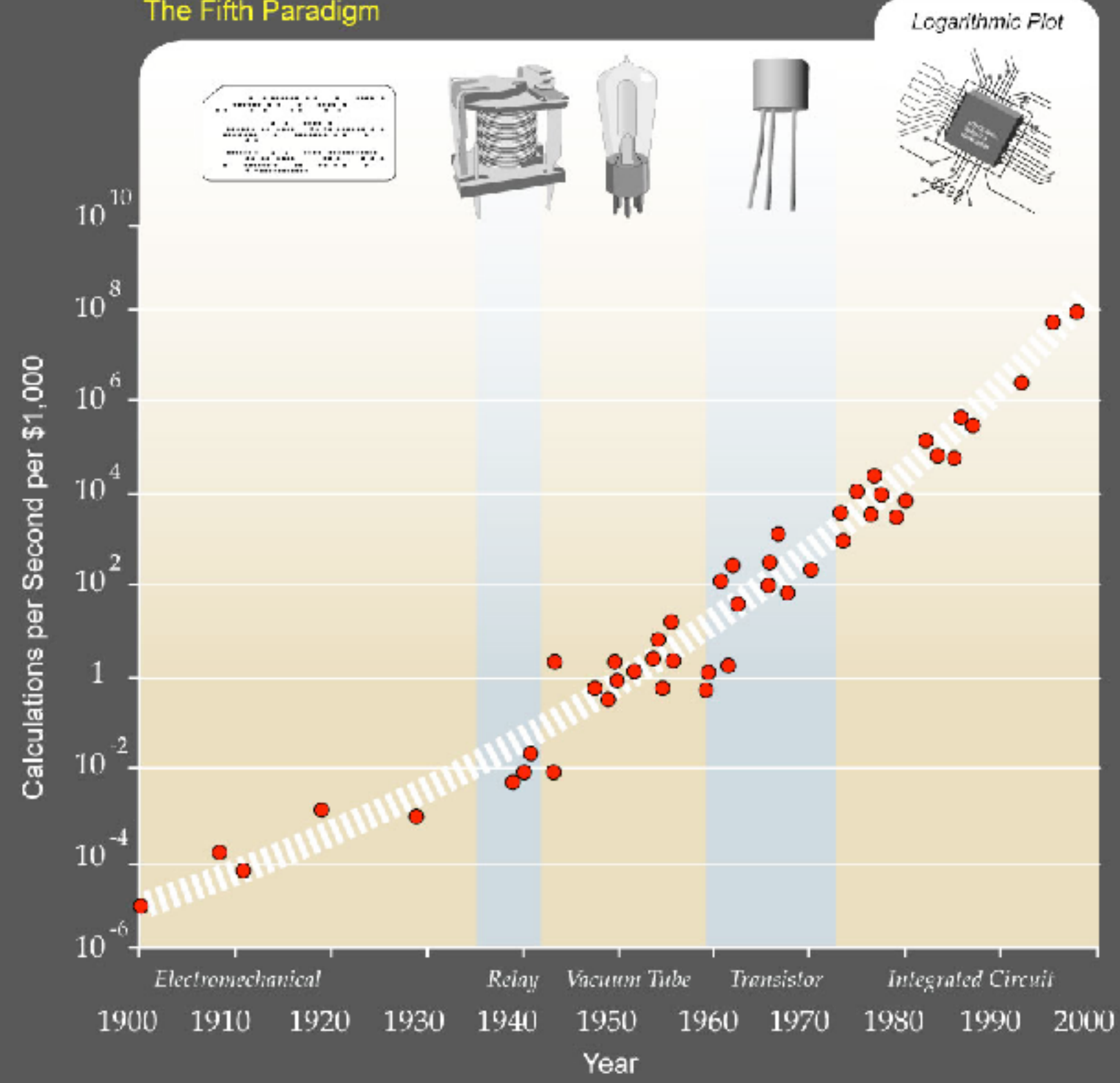
GORDON MOORE, FAIRCHILD SEMICONDUCTOR (1965)



*"O FENÔMENO
DA EXPONENCIALIDADE
DAS TICS É MUITO ANTERIOR
AOS MICROCHIPS."*

RAY KURZWEIL

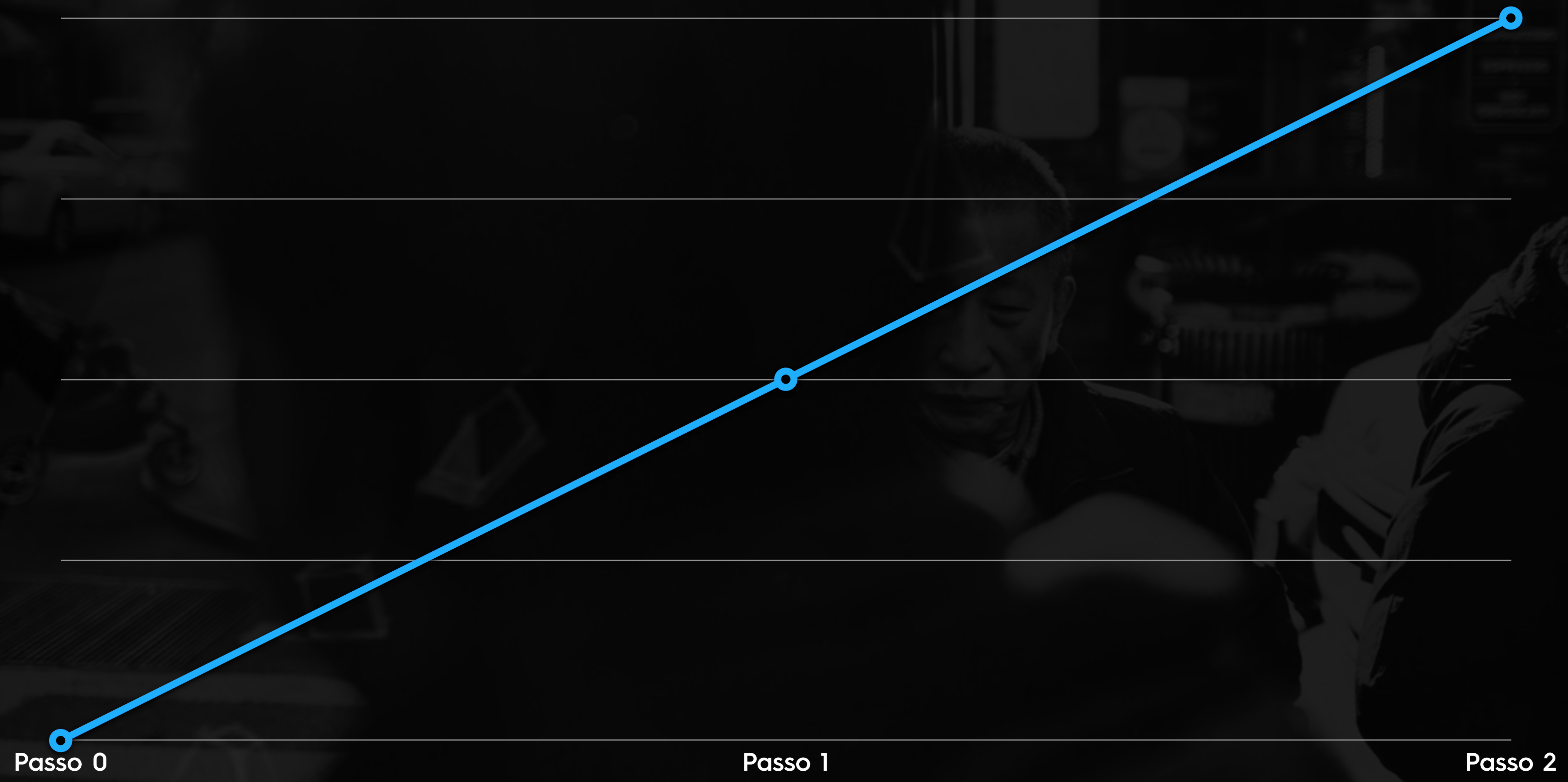
Moore's Law The Fifth Paradigm





EXPONENCIAL

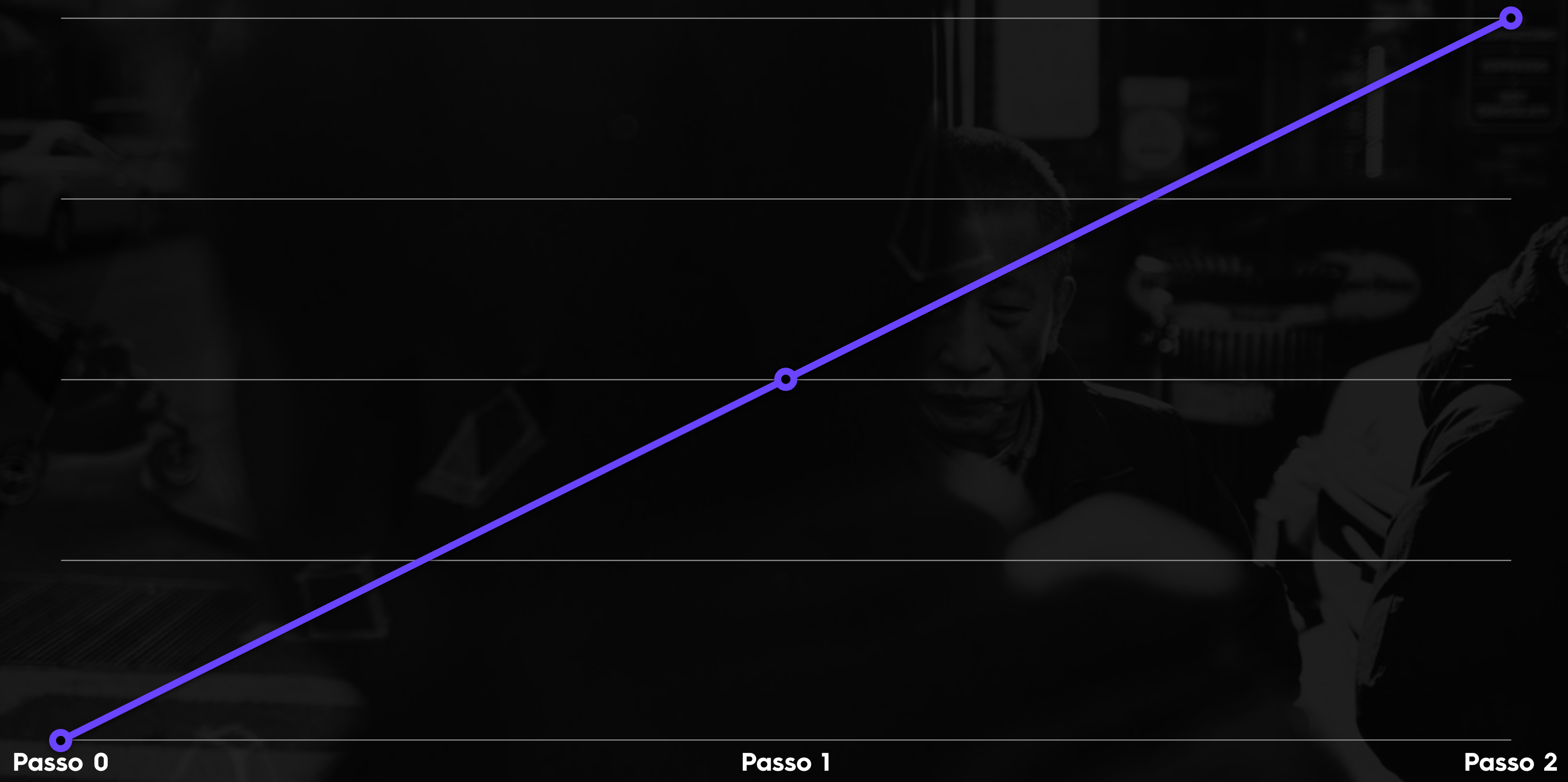
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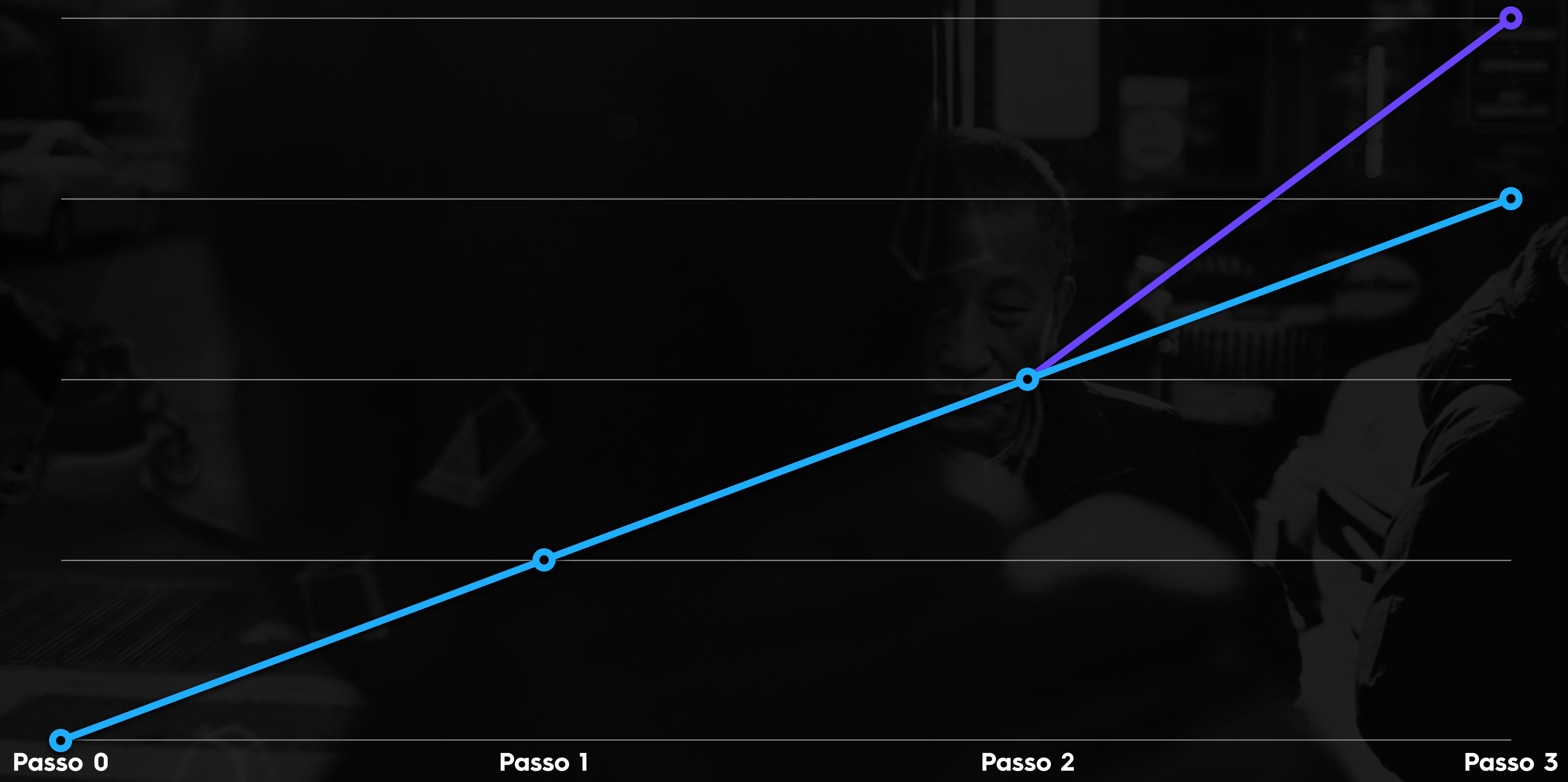


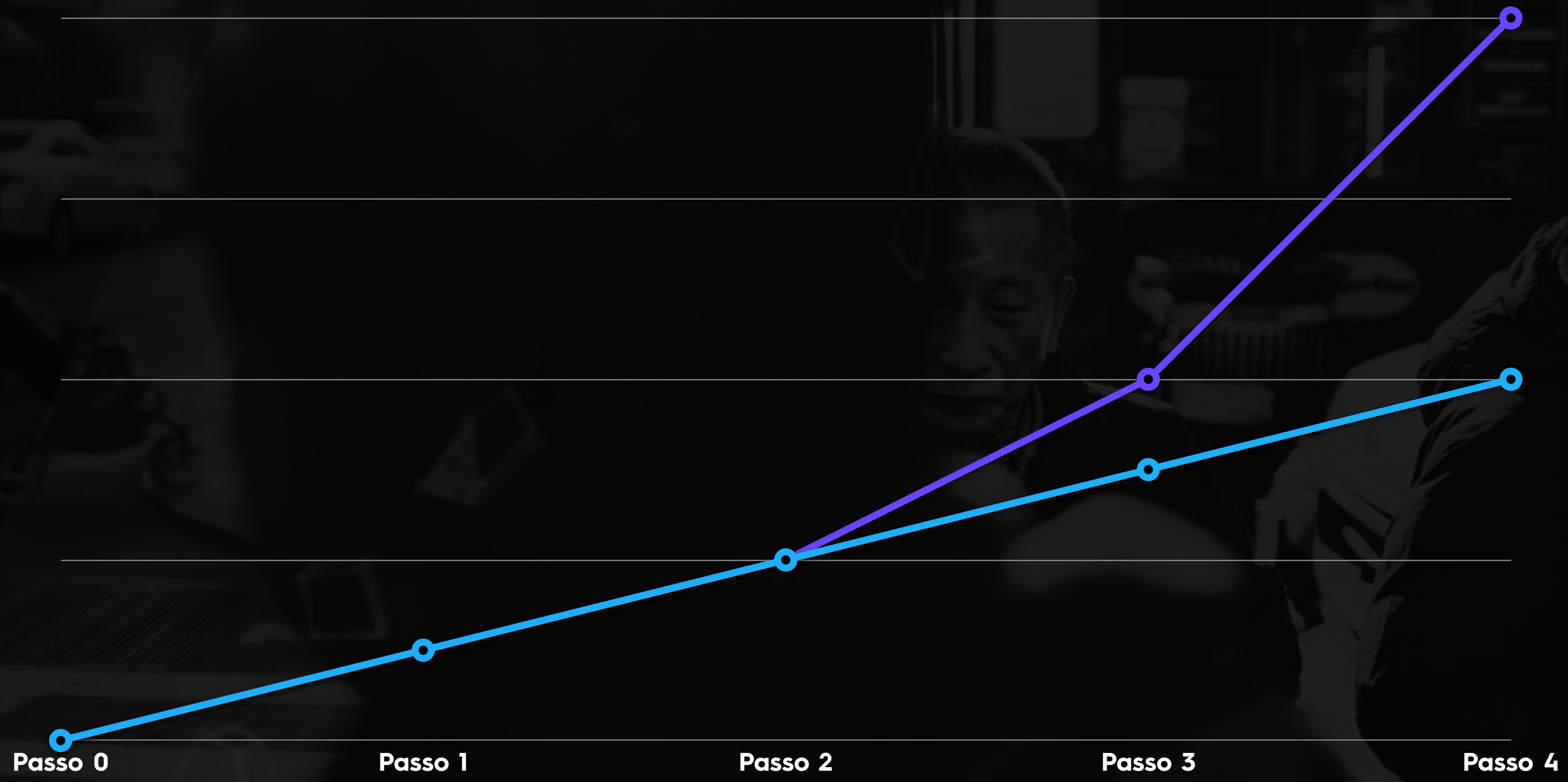
Passo 0

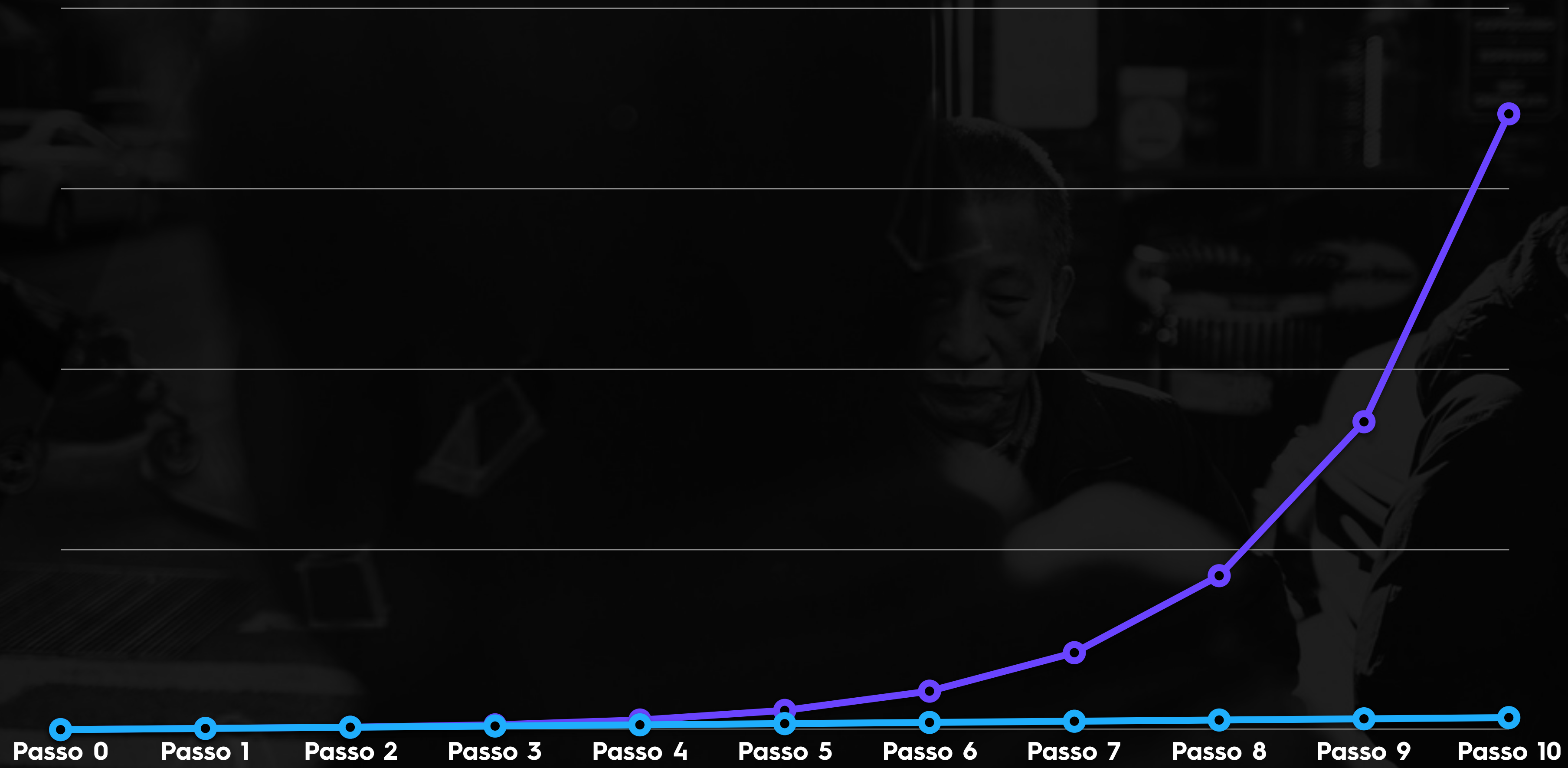
Passo 1

Passo 2

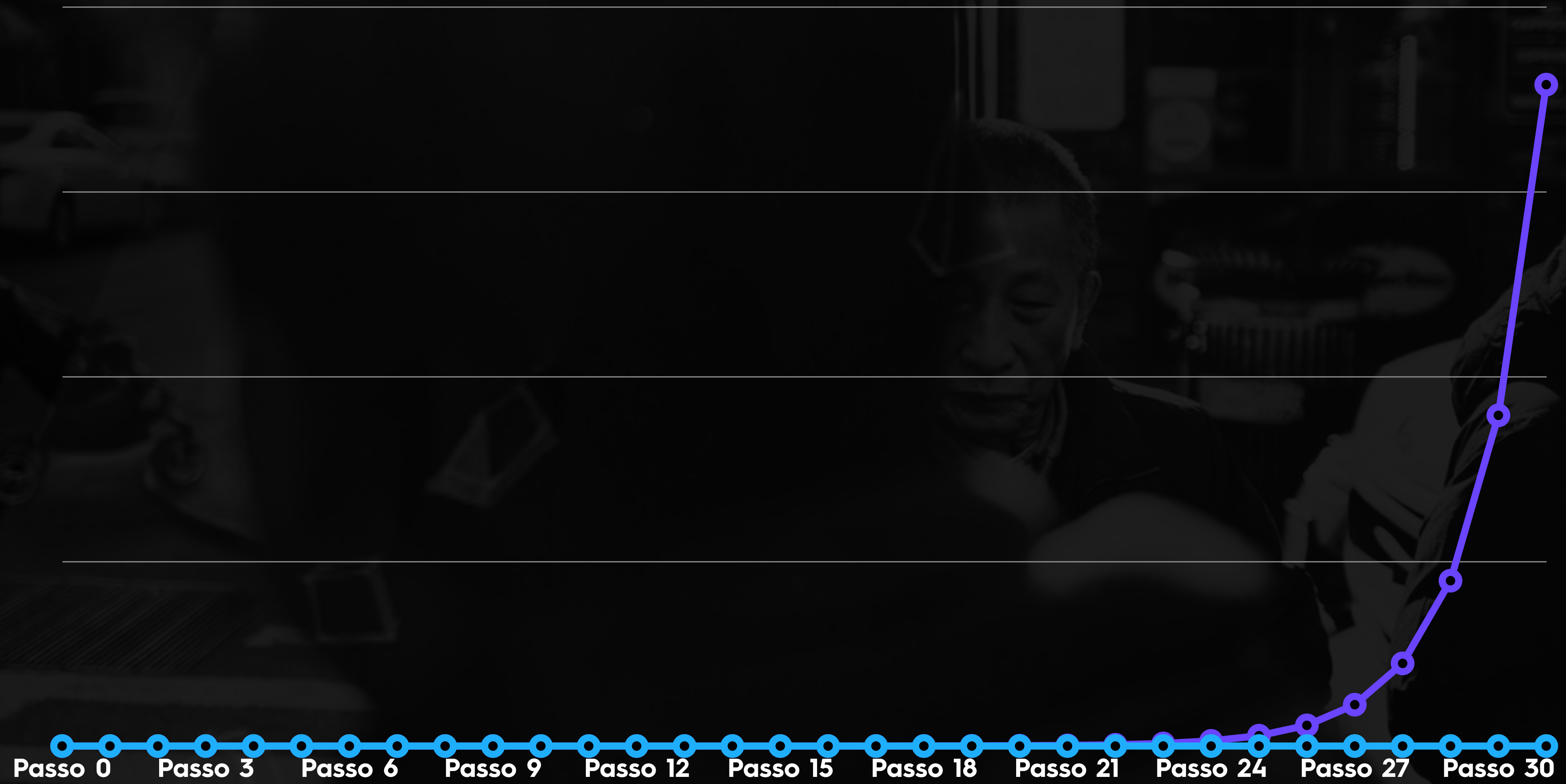








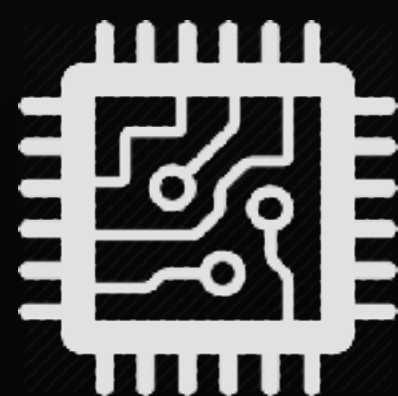
31 VS. 1.073.741.824





EXPONENCIAL

/COMPARATIVO



PERFORMANCE: 3.500X ▲

CONSUMO: 90.000X ▲

CUSTO: 60.000X ▼

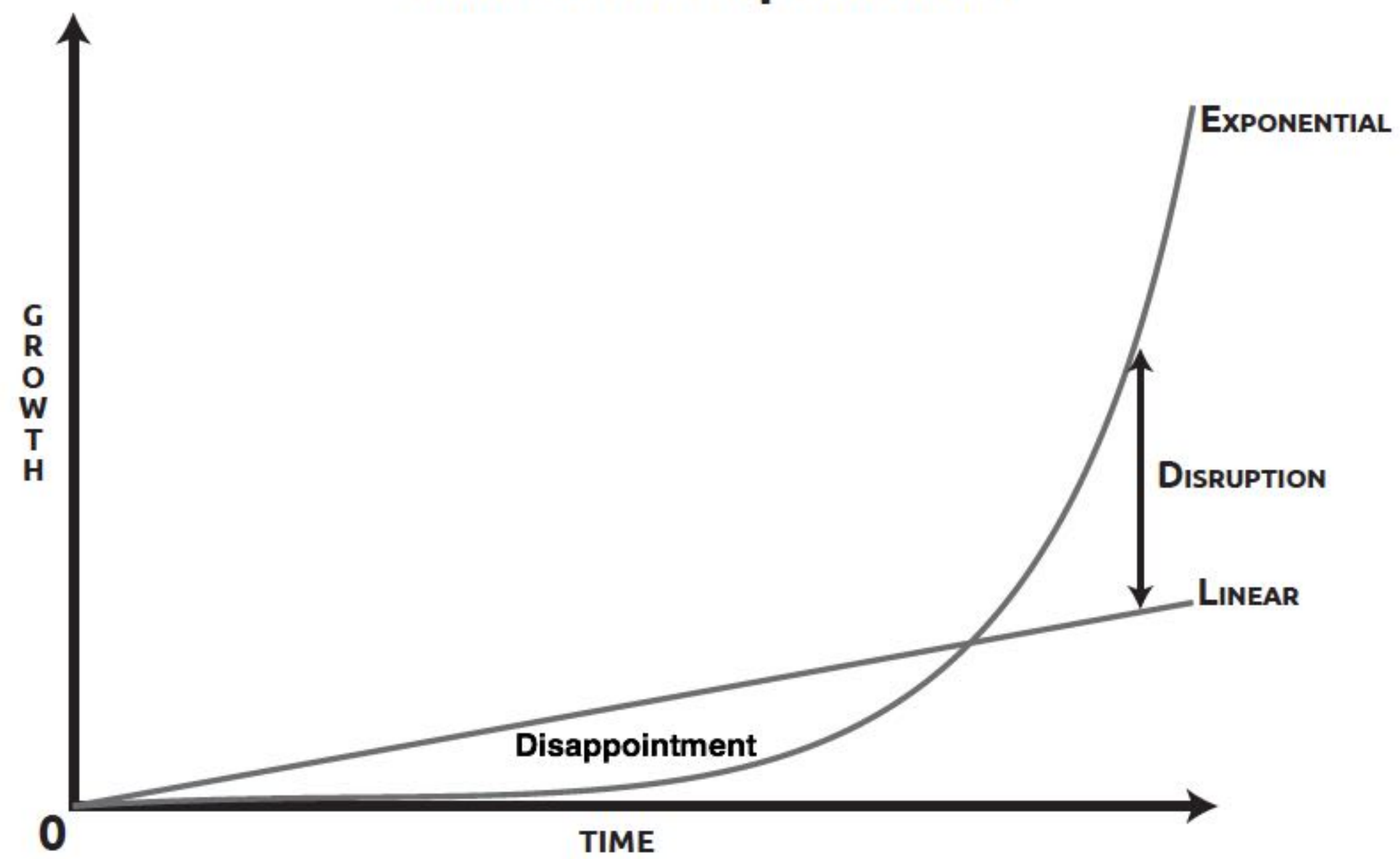


PERFORMANCE: 400.000 KM/H

CONSUMO: 800.000 KM/L

CUSTO: R\$ 0,12

Linear vs. Exponential



QUANTO MAIS DIGITAL,
MAIOR A CHANCE DE AUTO-GESTÃO.

NÃO LINEAR

CONECTADO

MULTIDISCIPLINAR

EXPO PREVISÍVEL



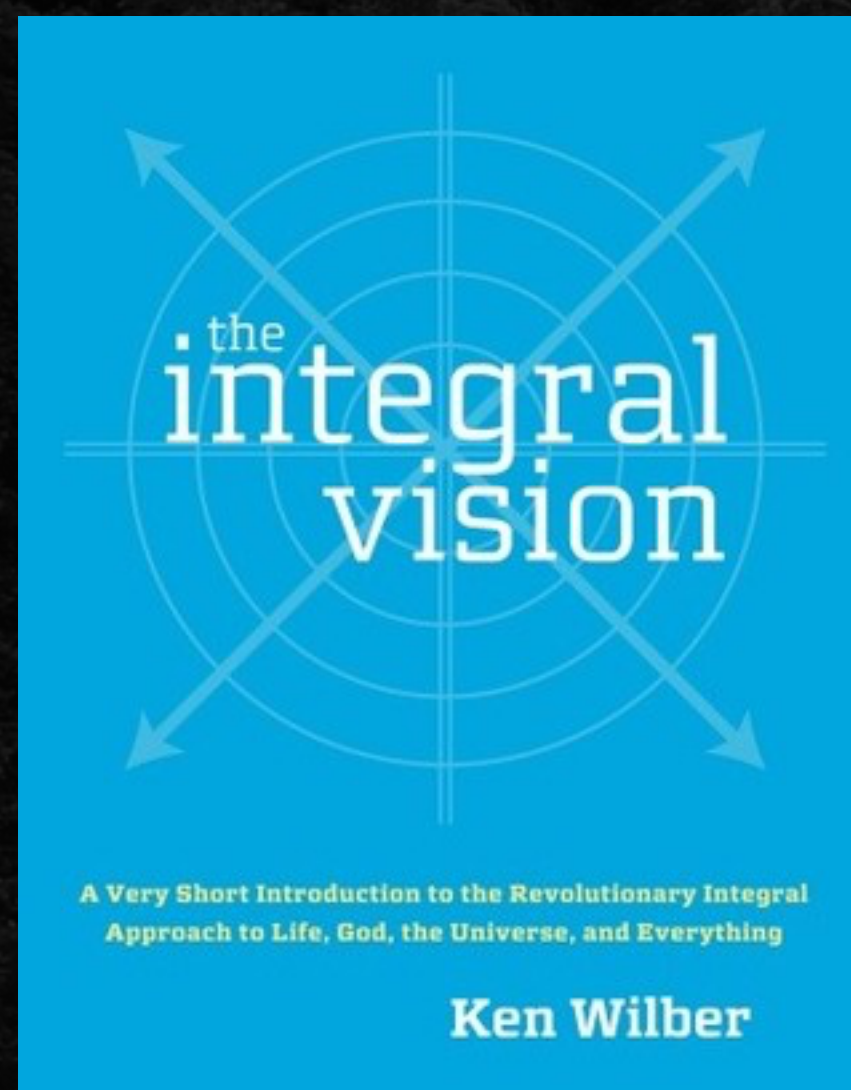


SELF MANAGEMENT



KEN WILBER





EU-SENSÍVEL: COLABORAÇÃO

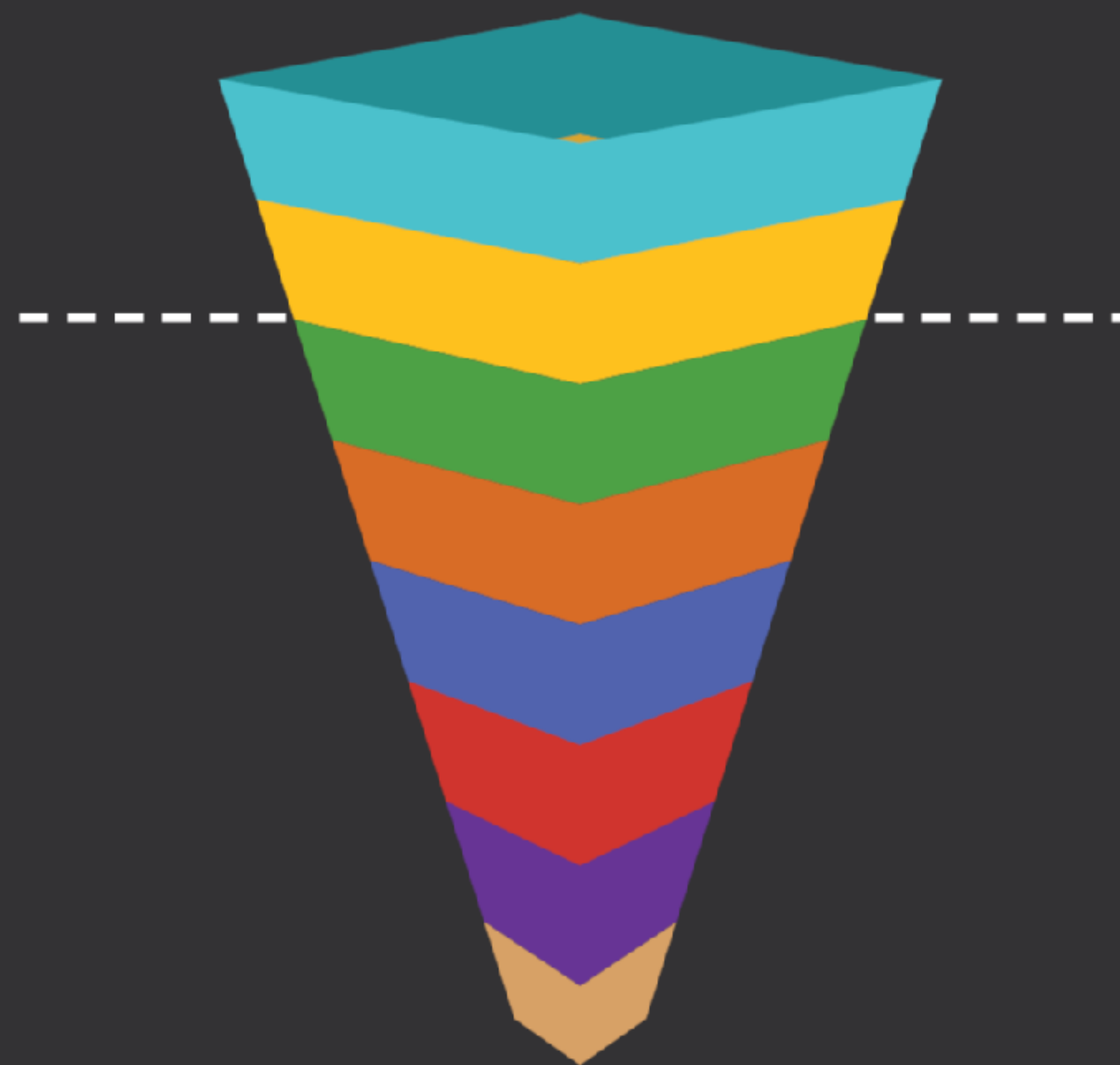
EU-VENCEDOR: COMPETIÇÃO

EU-REGRATIVO: ORDEM

EU-IMPULSIVO: PODER

EU-MÁGICO: SEGURANÇA

EU-INSTINTIVO: SOBREVIVÊNCIA



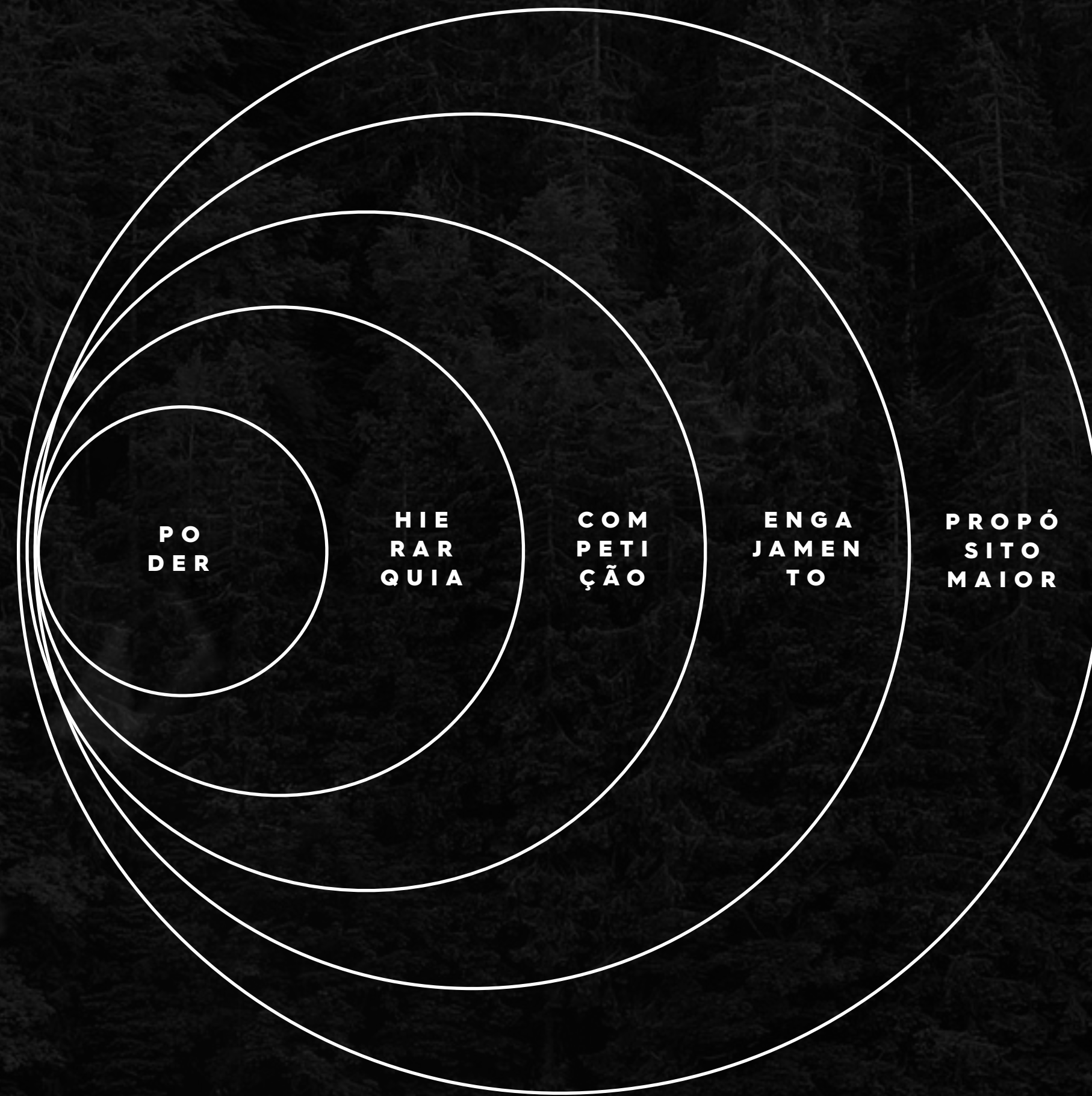
F R E D E R I C L A L O U X
FOREWORD BY KEN WILBER



"Impressive! Brilliant!
This book is a
world changer!"
— JENNY WADE, Ph.D.,
author of *Changes of Mind*

Reinventing organizations

A Guide to Creating Organizations
Inspired by the Next Stage of Human Consciousness



ESCASSEZ

ABUNDÂNCIA



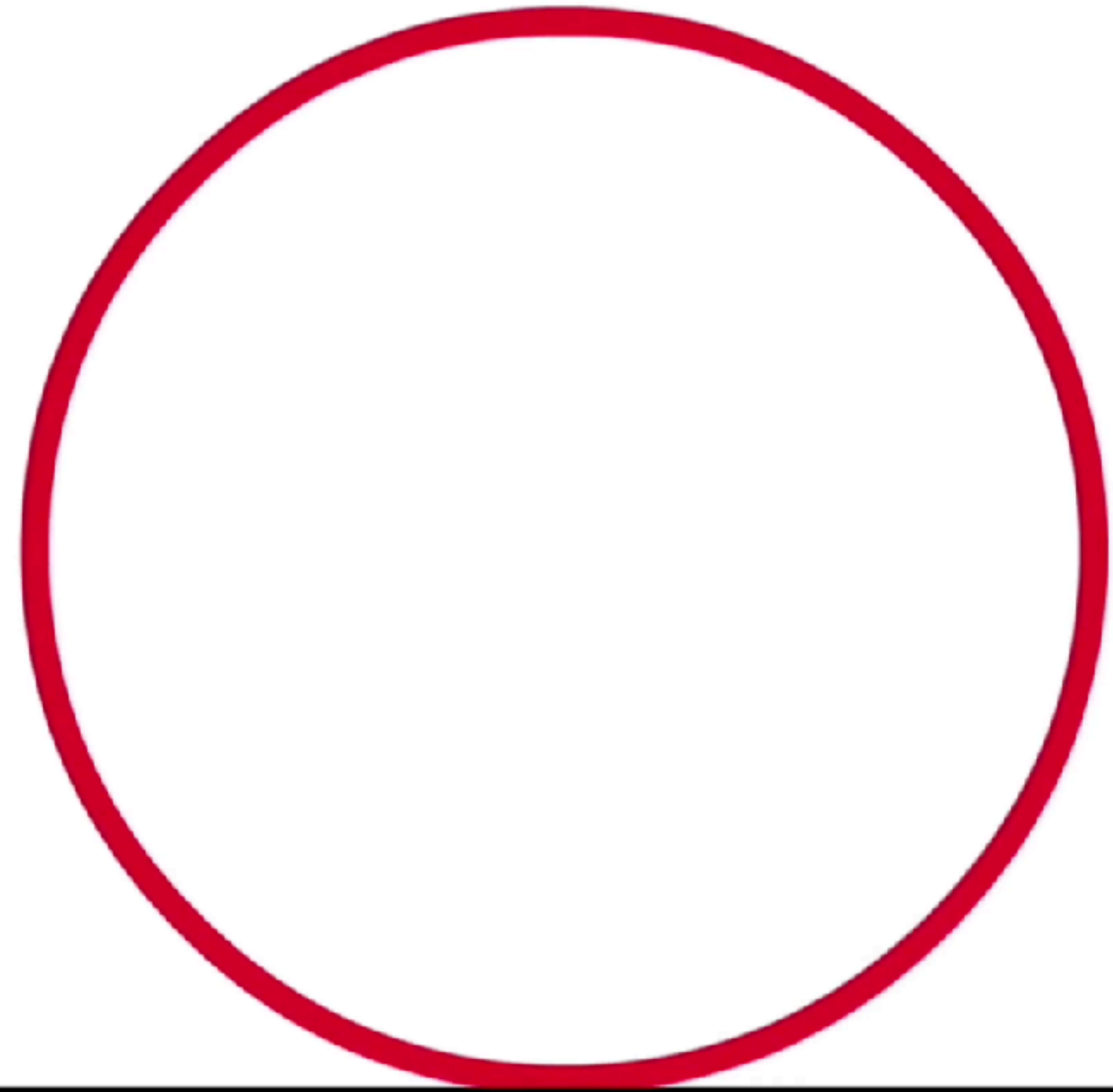
F R E D E R I C L A L O U X
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Reinventing organizations

A Guide to Creating Organizations
Inspired by the Next Stage of Human Consciousness



HIERARCHY



**STREET
GANGS**

MAFIA

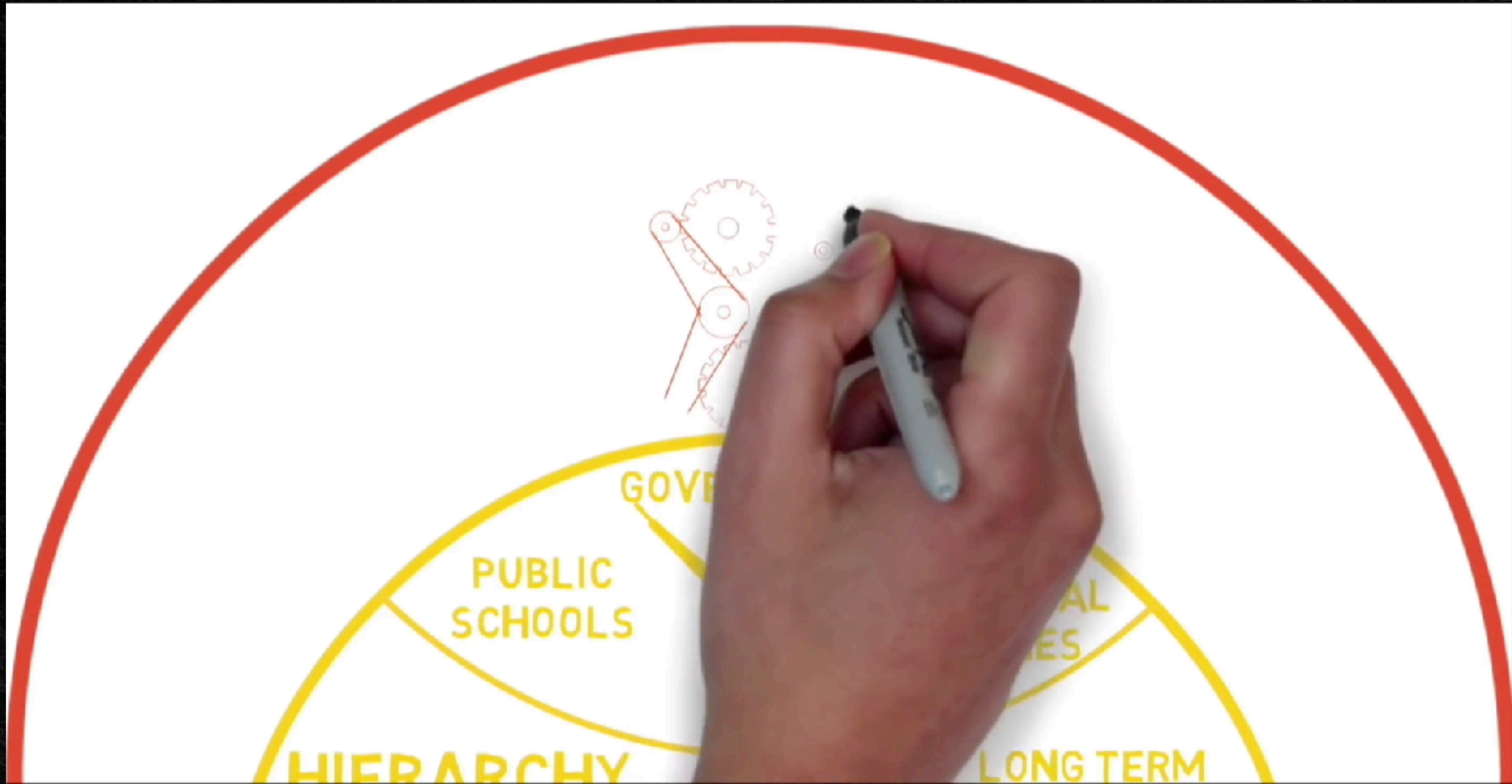
**TRIBAL
MILITIAS**

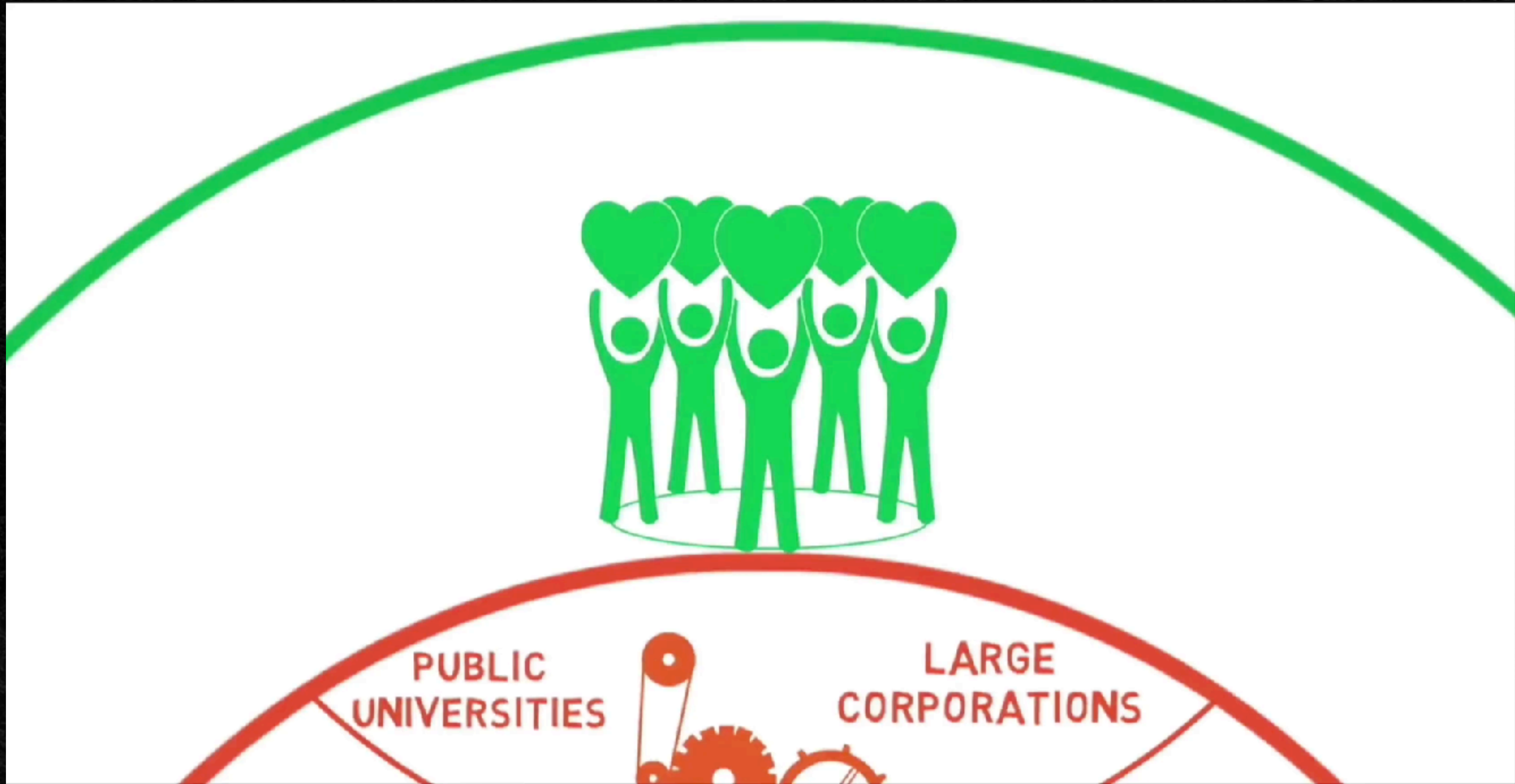


POWER

COMMAND

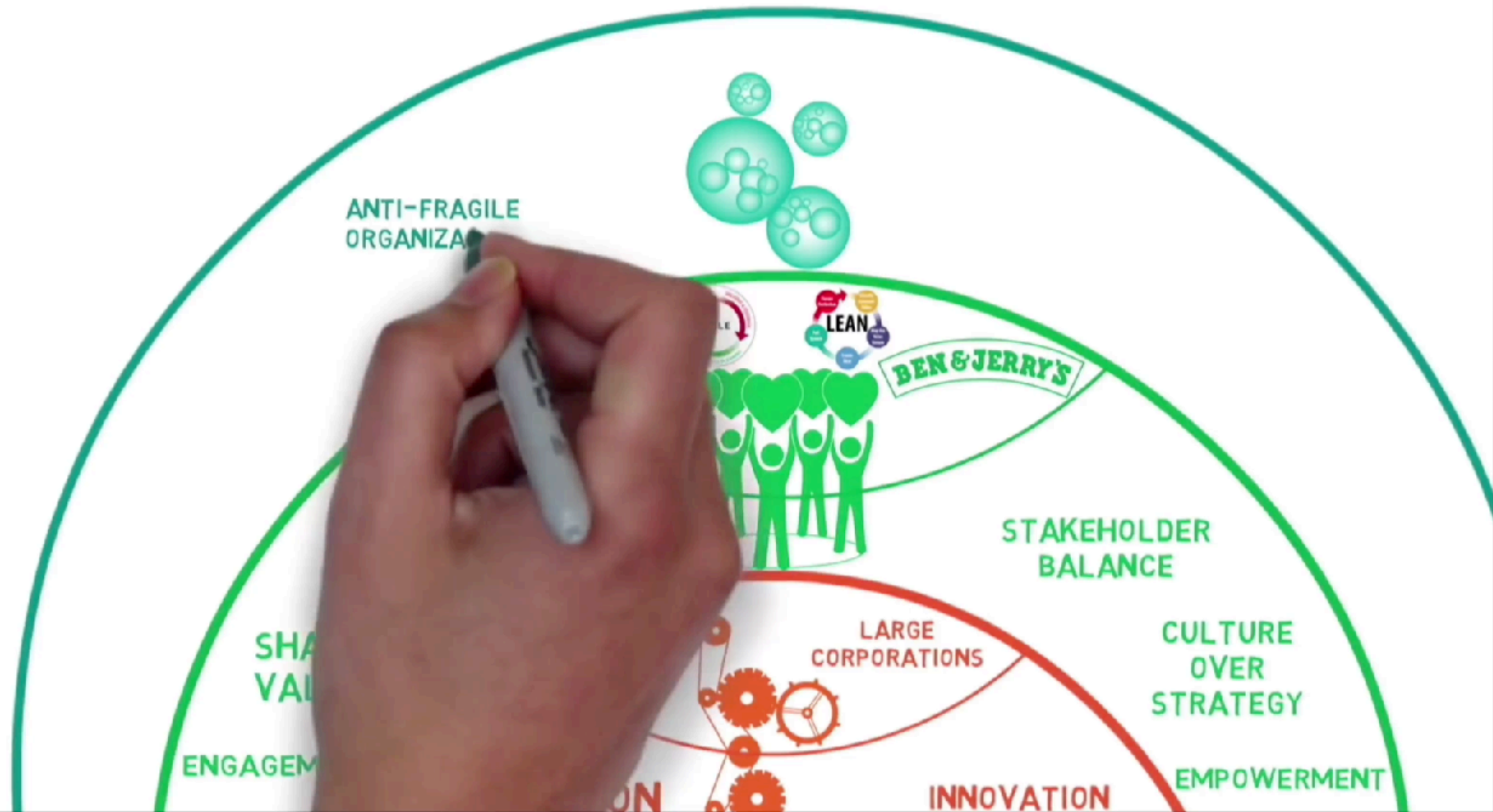






PUBLIC
UNIVERSITIES

LARGE
CORPORATIONS





CASES



MORNING STAR

Costs of Disengagement

"Gallup research also shows that these managers from hell are creating active disengagement costing the U.S. an estimated \$450 billion to \$550 billion annually."

—Jim Clifton

Chairman and CEO, Gallup
State of the American Workplace
Employee Engagement Insights
for U.S. Business Leaders

Prezi

TED^x Chico





- *Eu amo trabalhar aqui na Morning Star.*
- *Para mim não é como o Governo, temos muita liberdade aqui.*



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Todos nós somos livres para comprar o que
for necessário para fazer nosso trabalho.



Eu acredito que as pessoas do "chão de fábrica" são as melhores para tomar as decisões daquela área,



Nós não temos um processo
de contratação estruturado.

Harvard
Business
Review

CORPORATE GOVERNANCE

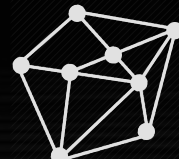
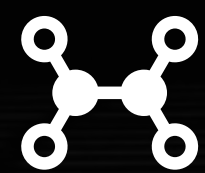
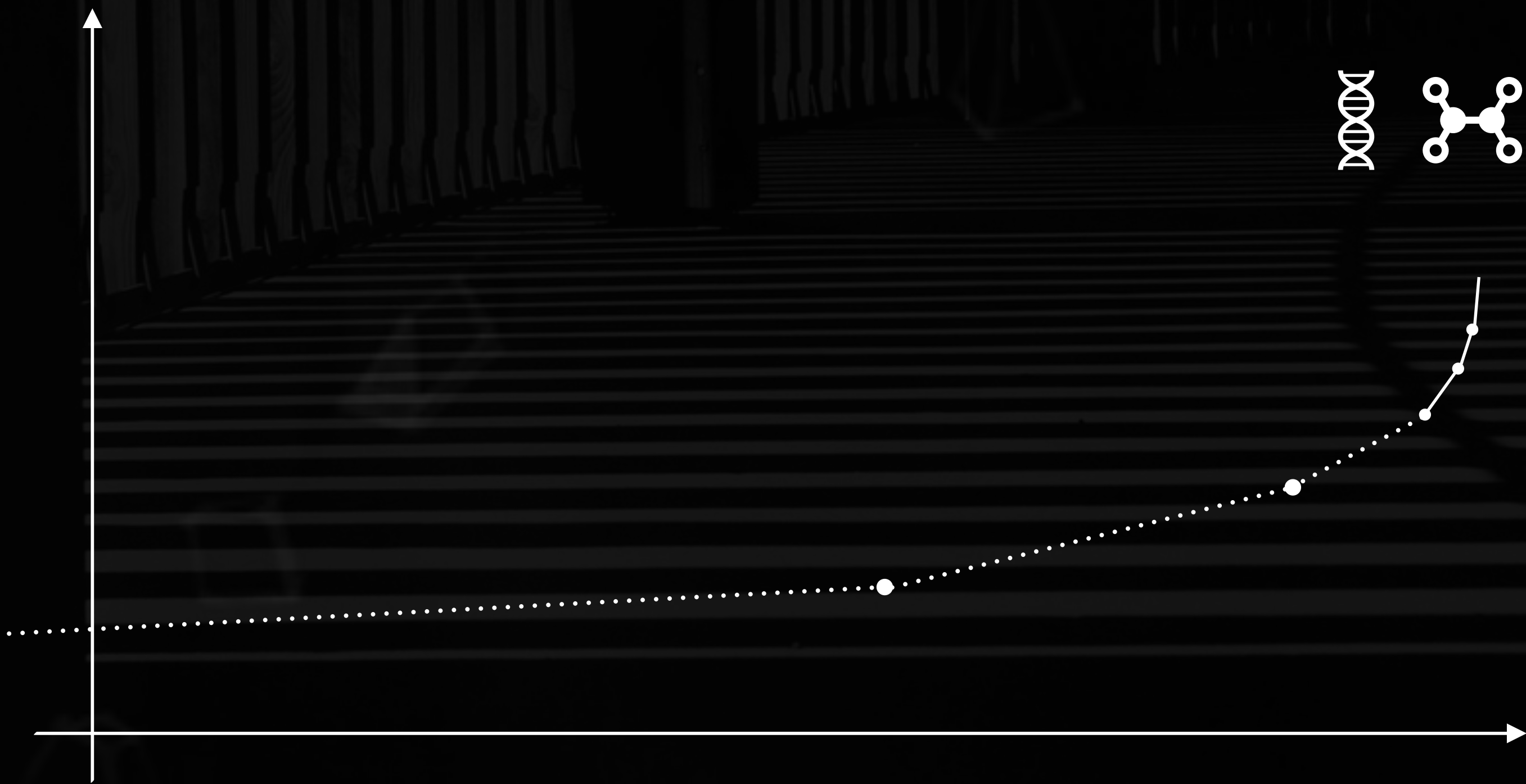
First, Let's Fire All the Managers

by Gary Hamel

FROM THE DECEMBER 2011 ISSUE

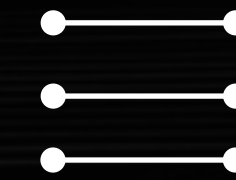
Management is the least efficient activity in your organization.

Think of the countless hours that team leaders, department heads, and vice presidents devote to supervising the work of others. Most managers are hardworking; the problem doesn't lie with them. The inefficiency stems from a top-heavy management model that is both cumbersome and costly.





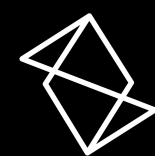
G N R / A I



Ninguém sabe
se Ray está certo.

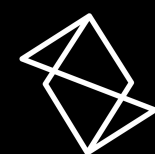
Talvez não.

-Aerolito



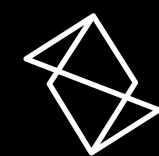
Ninguém sabe
se as pessoas que
também acreditam
em GNR estão certas.

Talvez não.



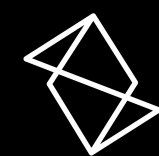
Talvez aconteçam
só duas revoluções.
Talvez uma.
Talvez nenhuma.

-Aerolito



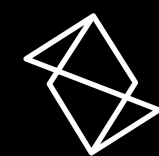
Talvez sejam
outras revoluções,
diferentes dessas.

-Aerolito



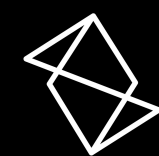
Talvez sejam essas três.
Mas não **até 2029.**

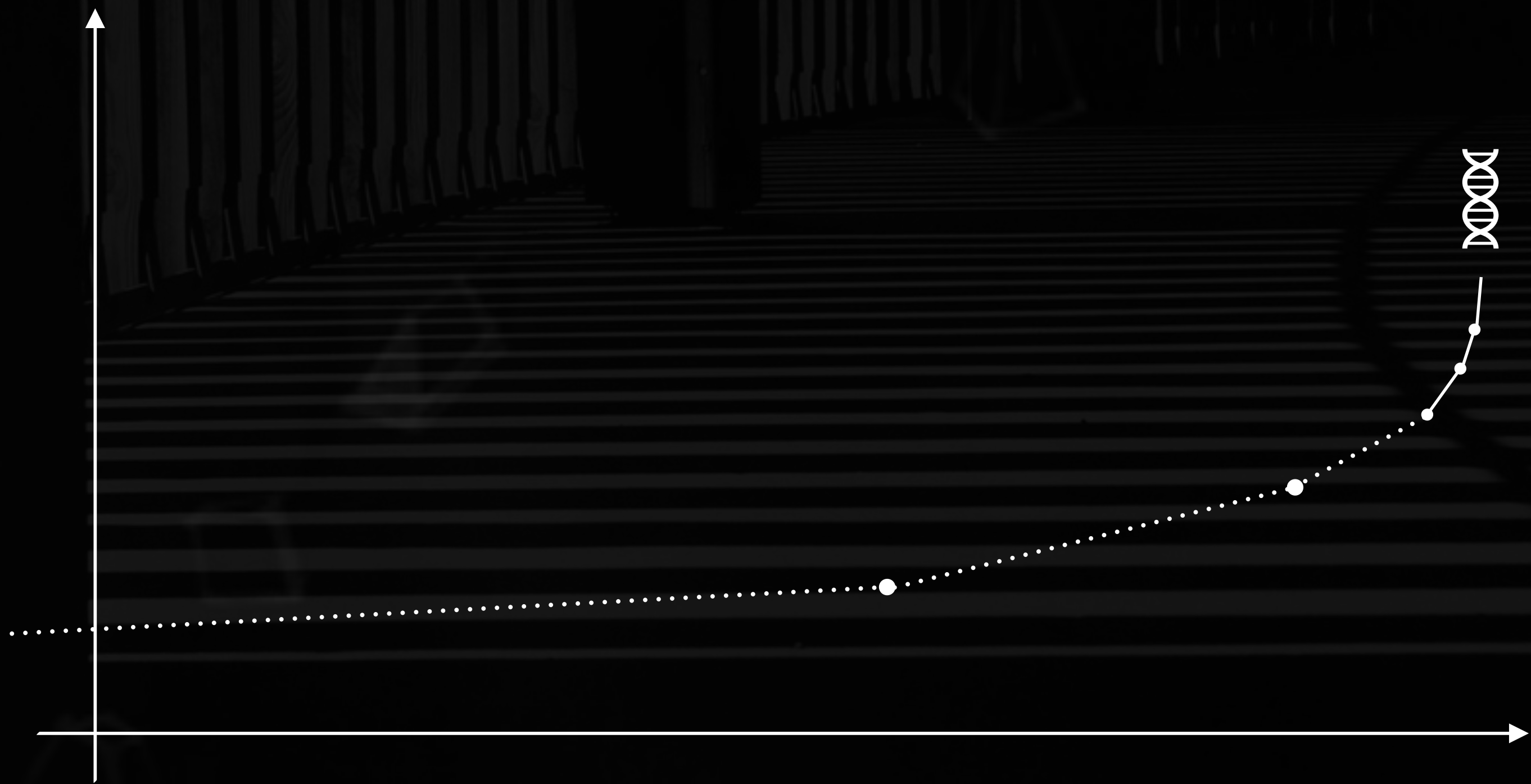
-Aerolito



Agora: talvez,
seja exatamente isso.

Neste caso, é como
se estivéssemos
explicando a internet
em 1985.





A large, white, sans-serif letter 'G' is centered in the upper half of the image. The background is dark and features a perspective grid of lines that recede into the distance, creating a sense of depth. The grid lines are slightly lighter than the background, and the overall lighting is dim, with the 'G' being the brightest element.

REPROGRAMAR a biologia



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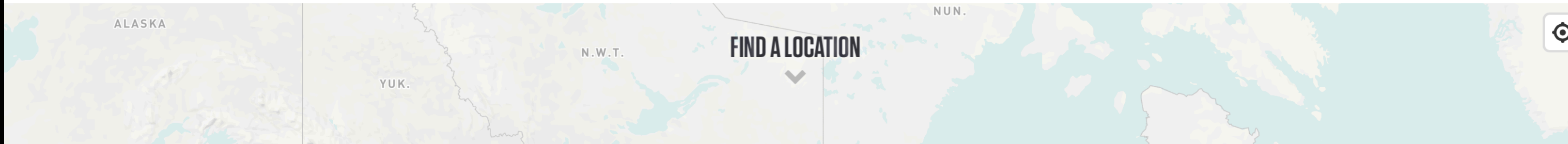
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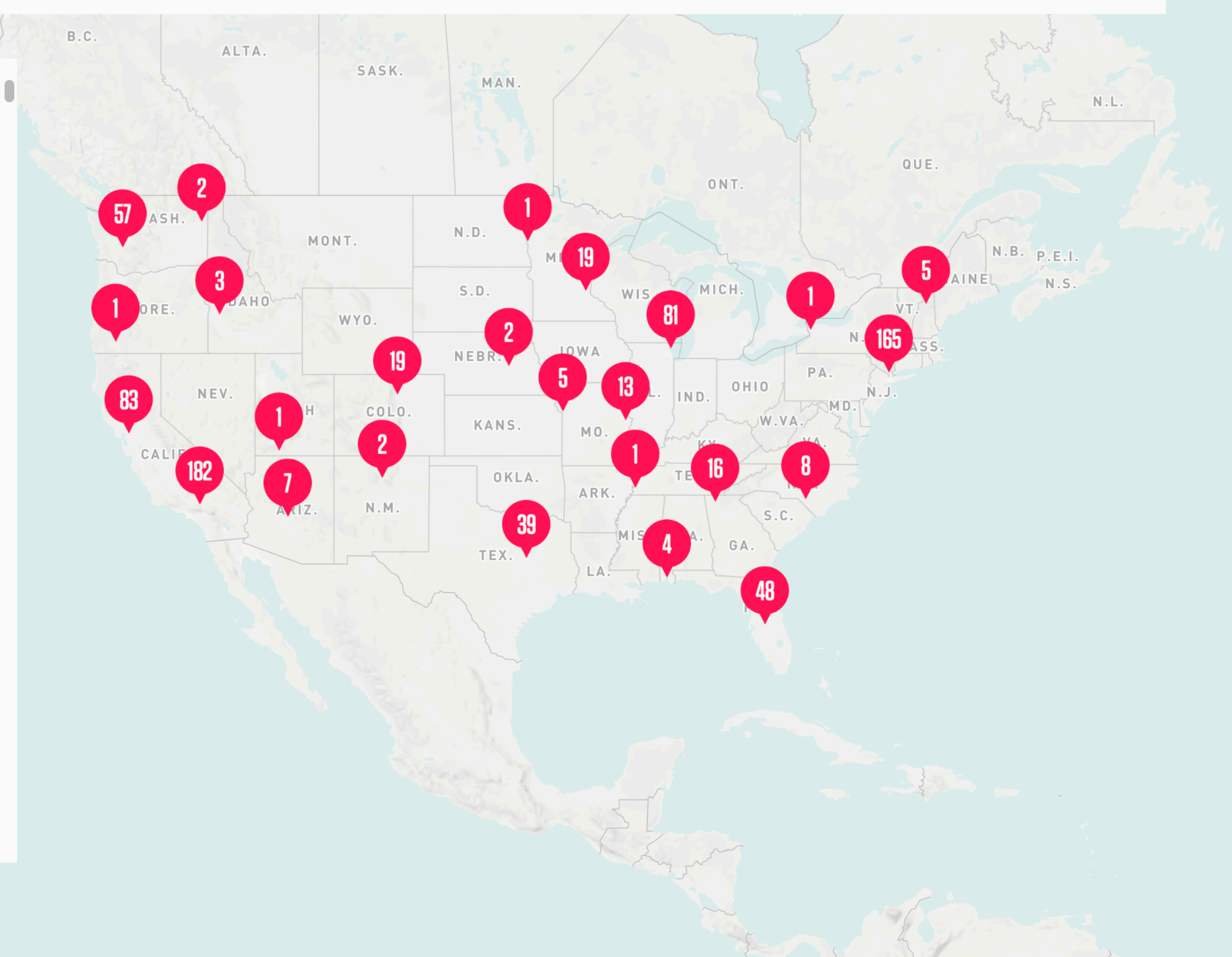
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3

HAWAII





CRISPR technology

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---	--	---

SCIENCE HEALTH

Who owns CRISPR — one of the most important genetic inventions of our time?

Inside the patent dispute that's tearing the scientific community apart

by [Alessandra Potenza](#) | [@ale_potenza](#) | Dec 6, 2016, 5:52pm EST

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Biomedicine

Who Owns the Biggest Biotech Discovery of the Century?

There's a bitter fight over the patents for CRISPR, a
breakthrough new form of DNA editing.


by Antonio Regalado December 4, 2014

Last month in Silicon Valley, biologists Jennifer Doudna and Emmanuelle



Reviewing CRISPR, the Scientific Discovery of the Century

BIOINFORMATICS CHRONIC DISEASE RESEARCH REVIEWS

 Evelyn Warner on 13/09/2016

What's happening with CRISPR these days? Another company just filed for an IPO, documents relevant to CRISPR patent war have come to light, research is moving forward, and the therapy is one step closer to the clinic. In this review, we discuss why the exciting new technology and

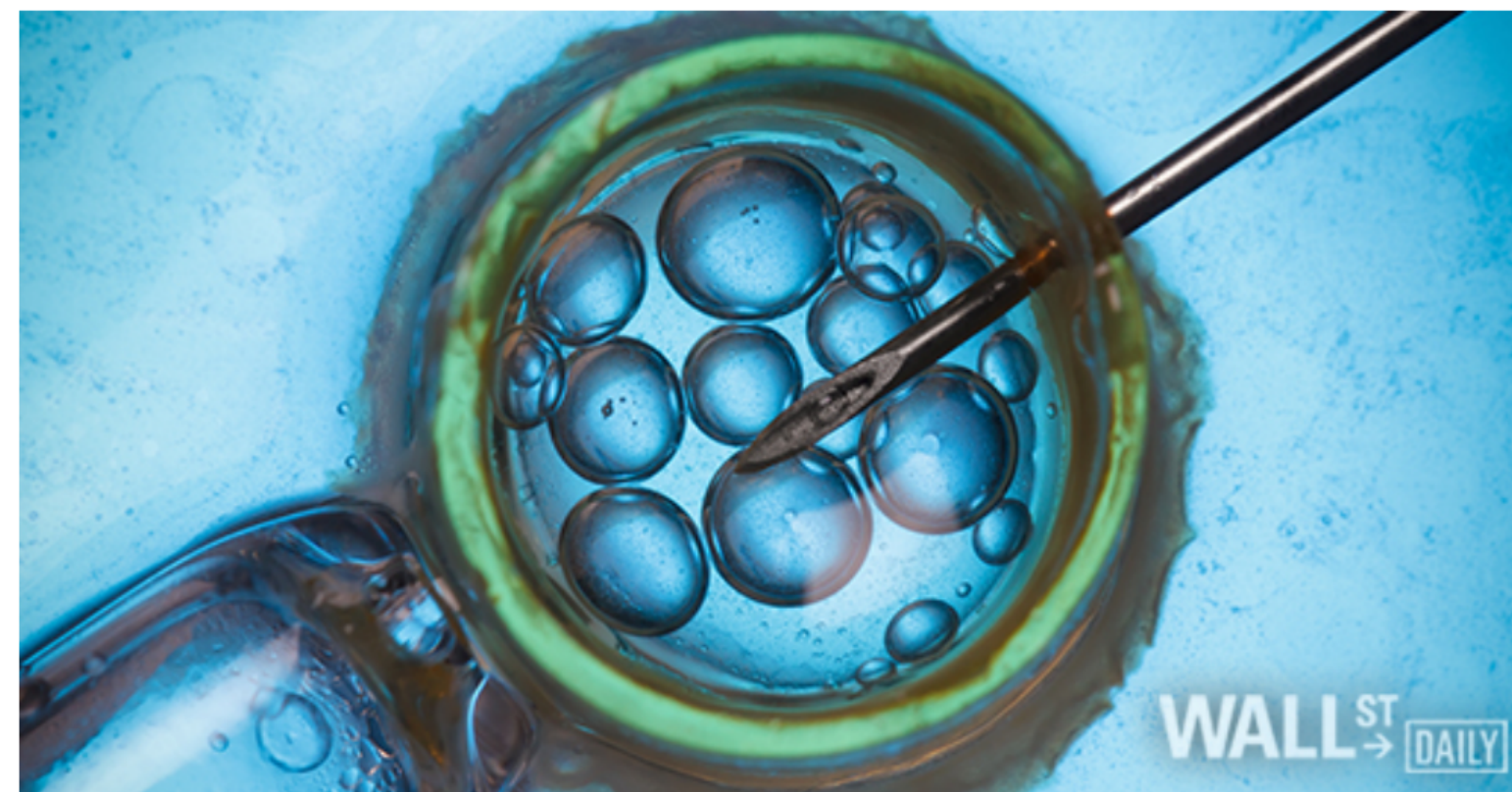
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“The Biggest Biotech Discovery of the Century”

Published Thu, Nov 17, 2016 | **David Dittman**, Contributing Writer



Two television shows are integrating the CRISPR gene-editing technique into their storylines. Yes, the technology is THAT exciting. But work being done in comparative hu

Futurism

Using CRISPR

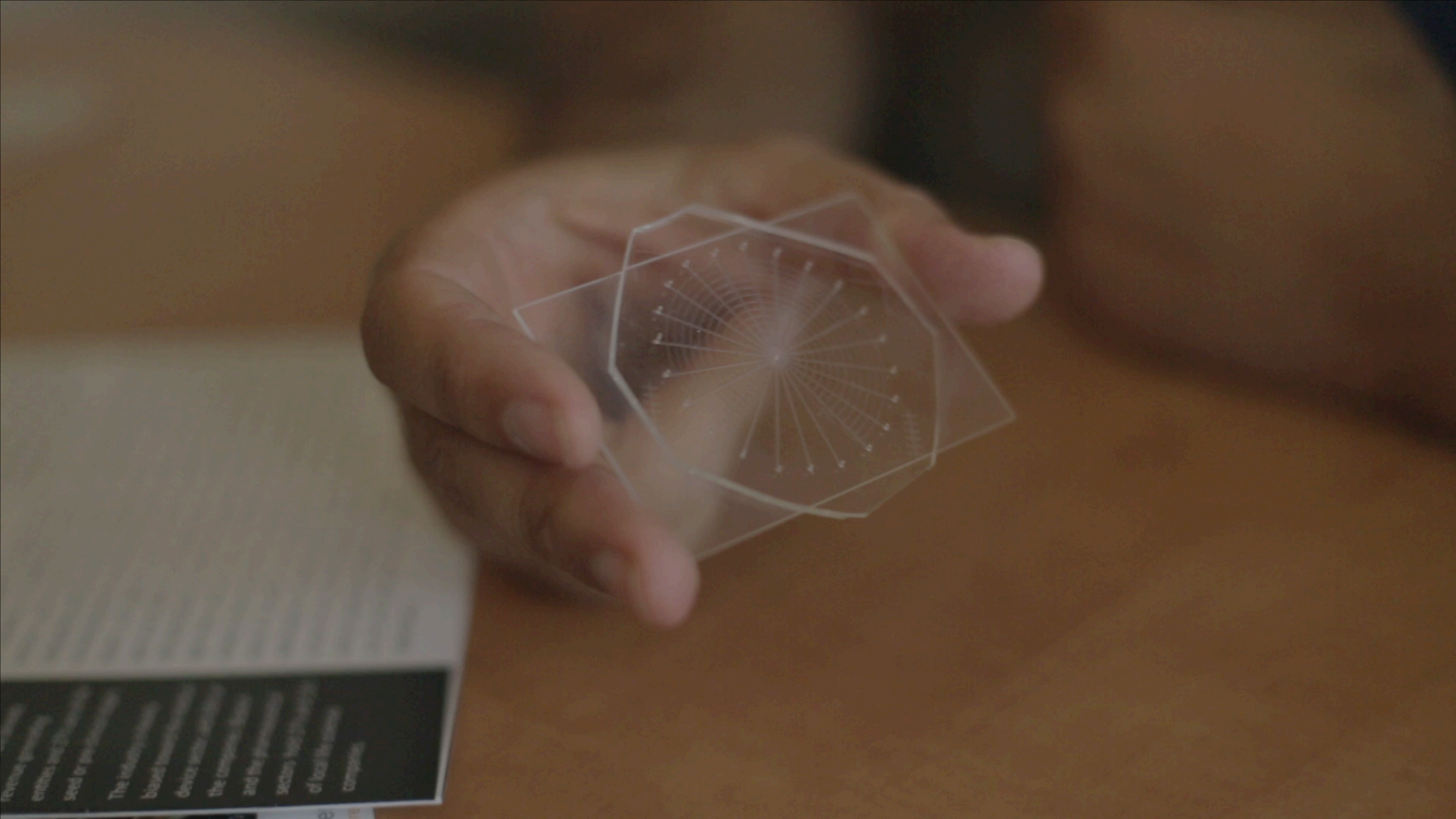
The CRISPR/Cas9 gene editing tool has had a busy year. It recently [removed genetic disorders](#) from human embryos, targeted the “[command center](#)” of cancer, [extracted HIV](#) from a living organism, and [forced superbugs](#) to kill themselves. This is all thrilling news, but one of the most exciting potentials for CRISPR is the amazing advances it’s making possible in the field of medicine — particularly disease eradication.

In fact, *New Scientist* reported that [approximately 20 human trials](#) featuring CRISPR are already in progress, or soon will be. While the act of removing cells from the body, editing them, and replacing them in order to help cure a patient is a fruitful pursuit, the ability to edit cells *inside* the body will open up the entire realm of human diseases to treatment and potentially even eradication. [Asked by *New Scientist*](#) which diseases might be treatable this way, University of California, Berkeley scientist Irina Conboy answered simply, “Absolutely everything.”



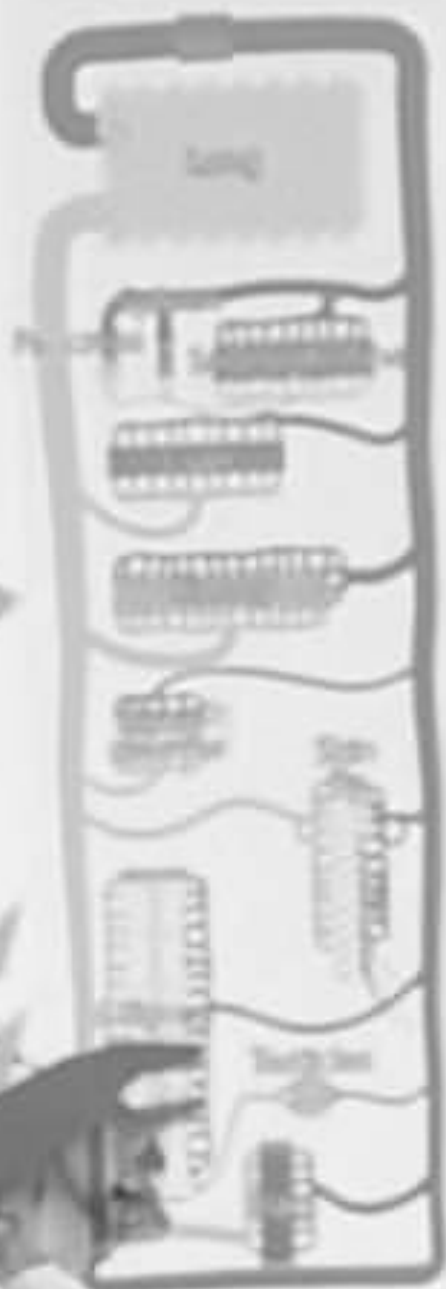
HUMAN on a chip





Revenue from
entirely self-
seed or pro-
The inter-
based business
device sector, which
the computer firm
and the pharmaceutical
sectors, had played
of local life-giving
companies.

The Human on a Chip Concept



Materne et al. Lab on a chip 2

Ezra Tsur

Neuro
& Bio
Eng

23 and me



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0



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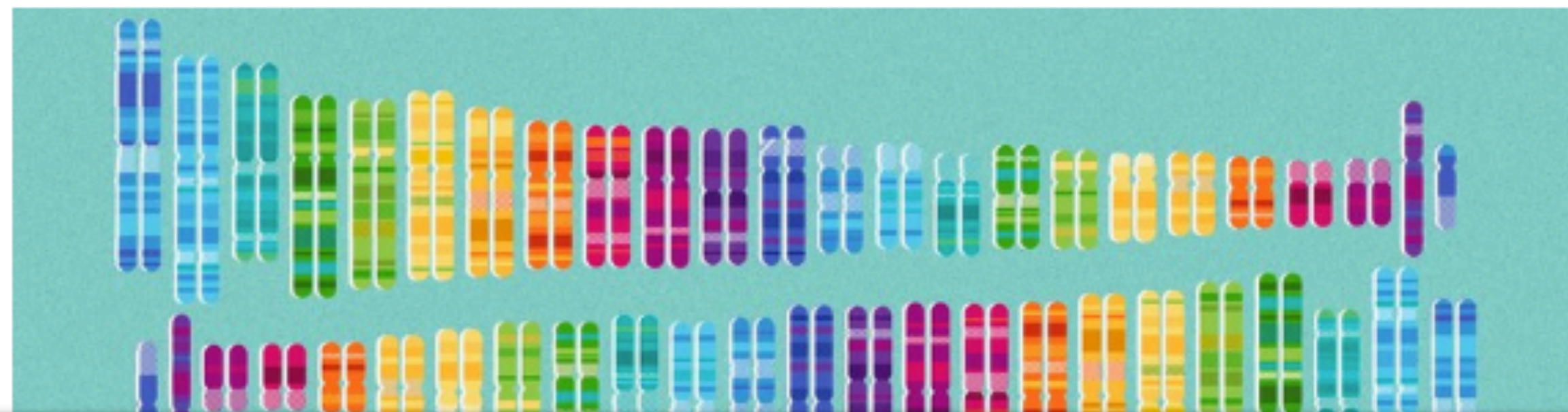
🐦 TWEET

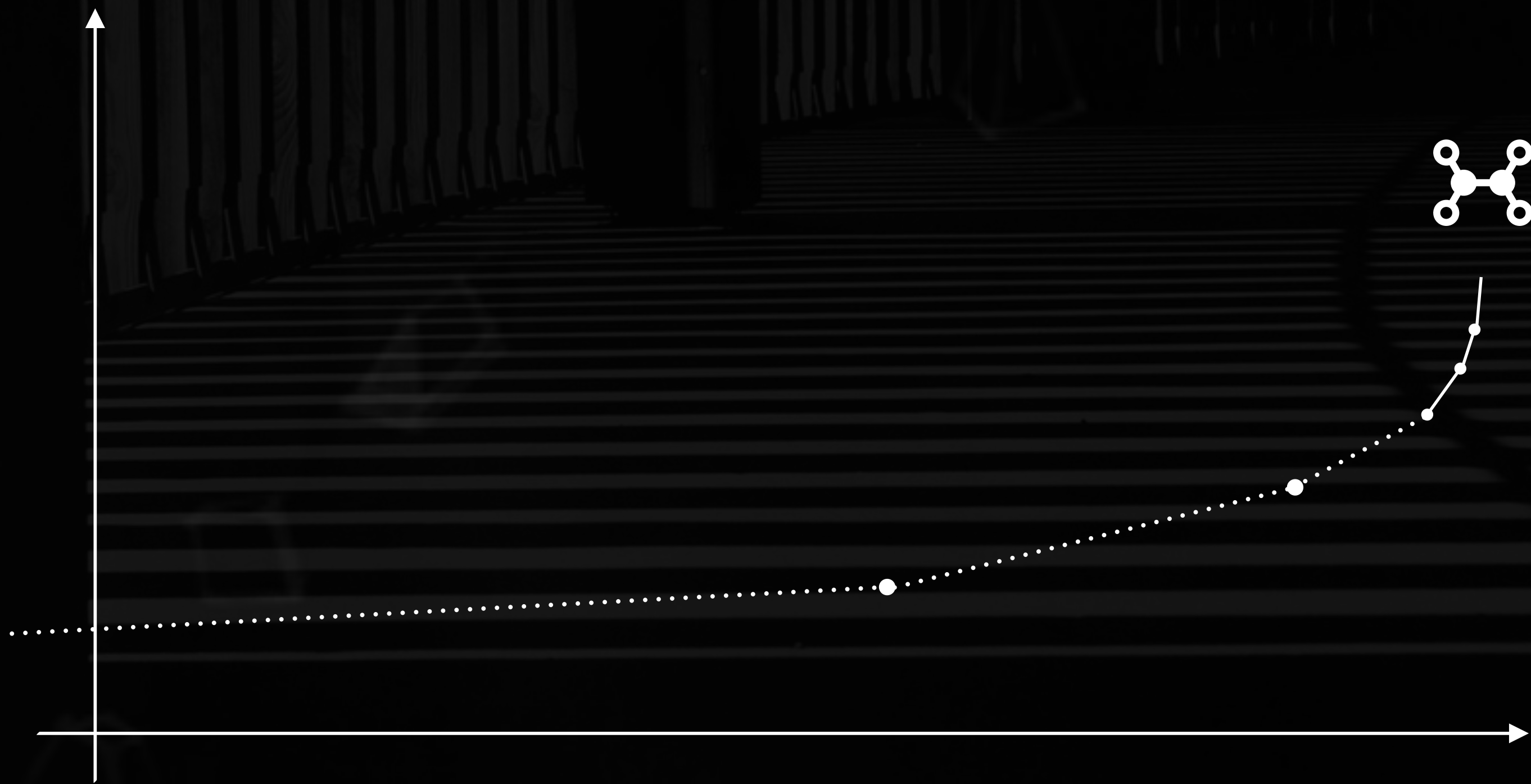
💬 COMMENT


✉️ EMAIL

ANNA VLASITS SCIENCE 04.08.17 07:00 AM

HOW 23ANDME WON BACK THE RIGHT TO FORETELL YOUR DISEASES







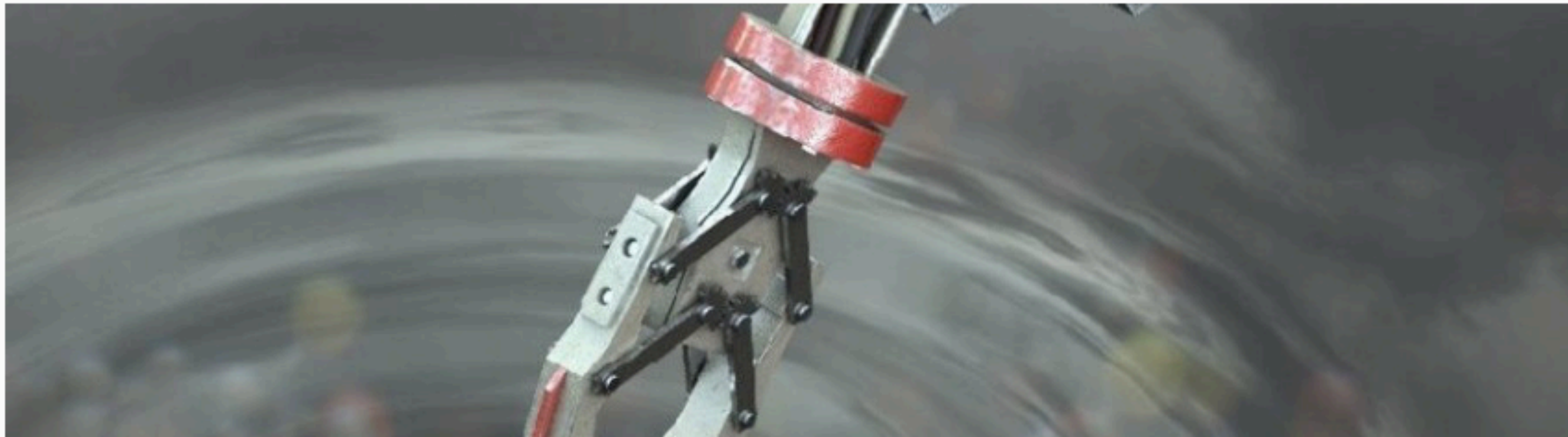
N


MÁQUINAS em nanoescala

The World's 1st Molecular Robot Has Just Been Created by UK Scientists

🕒 October 1, 2017

by PHILIP PERRY






N

RECONFIGURAR a matéria

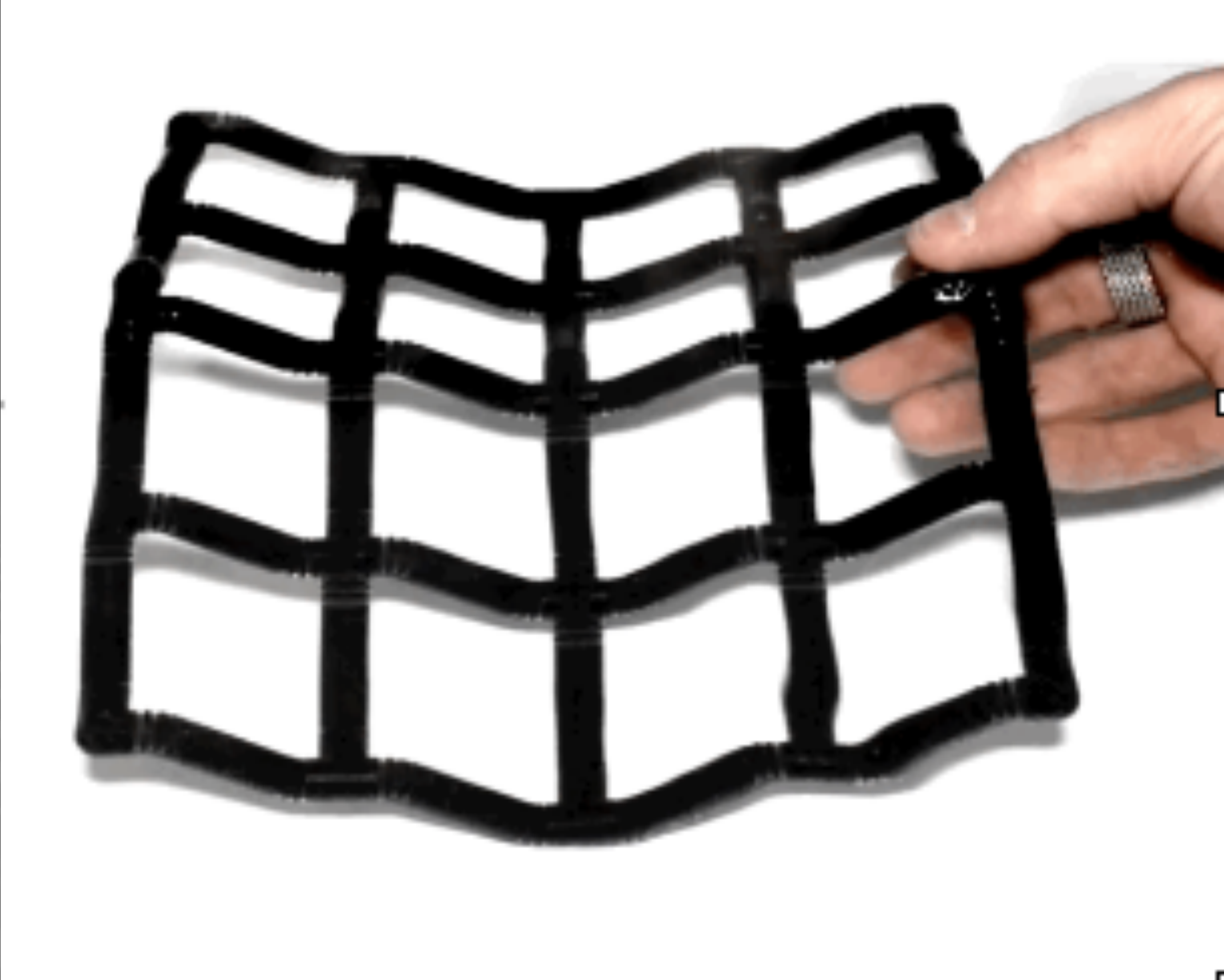


AVA winery

A dark, stylized illustration of a hallway with a checkered floor. The walls are dark and textured, and a person is visible in the distance. The overall mood is mysterious and somber.

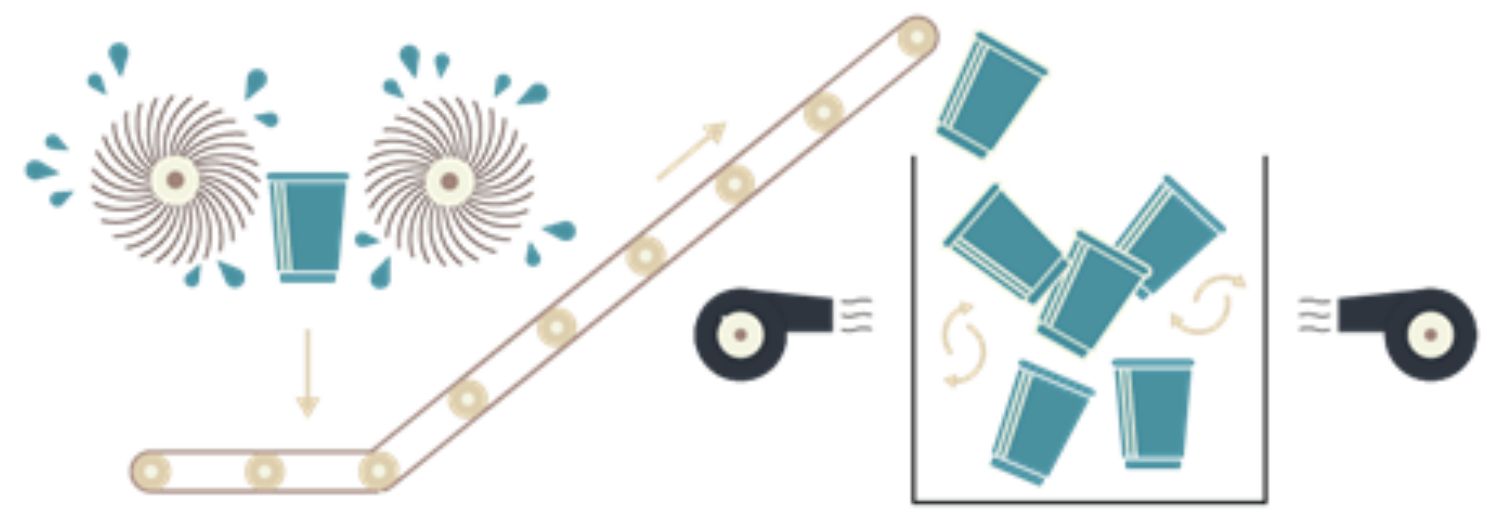
THE cruncher



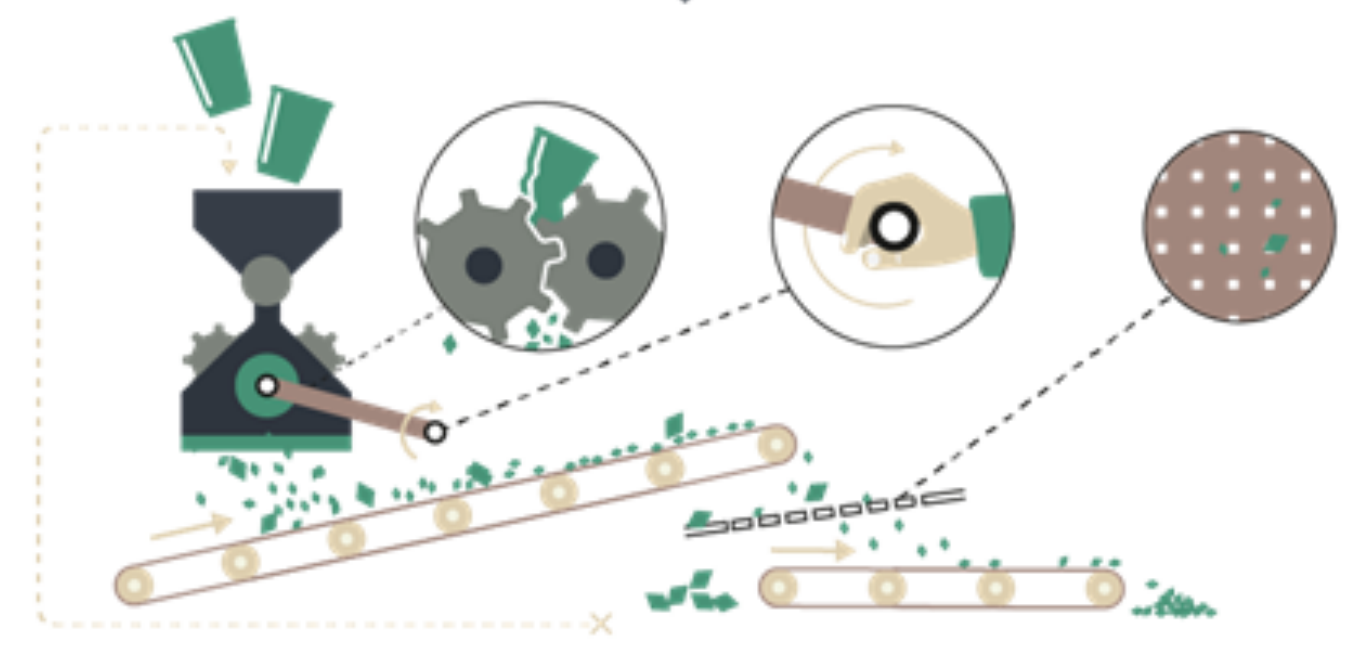




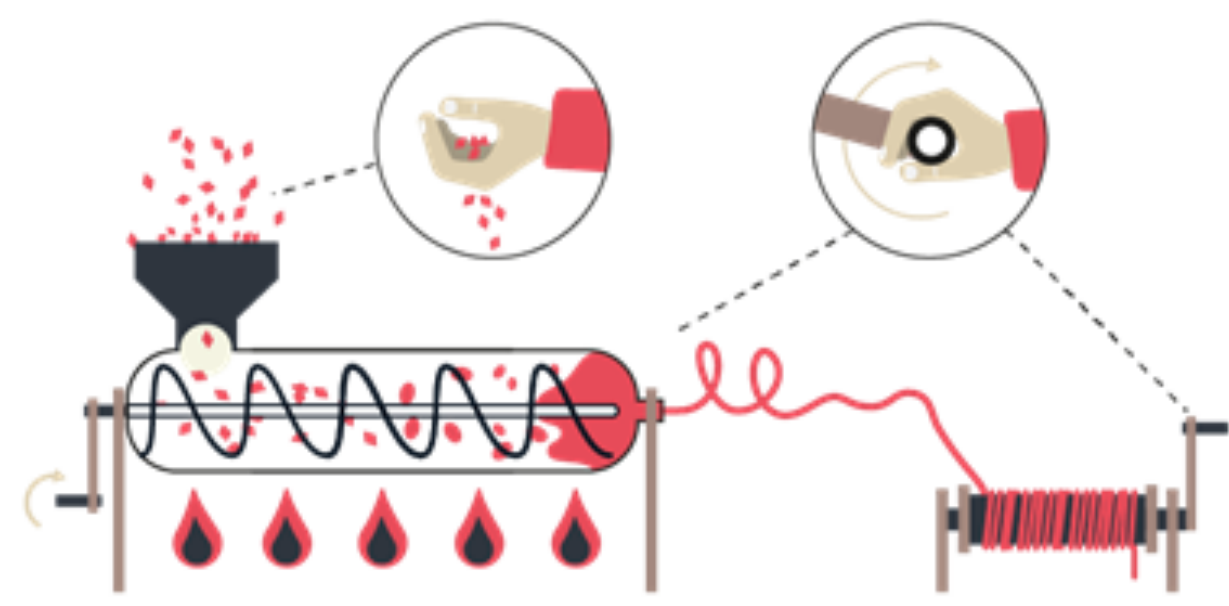
CLEANING 01 DRYING



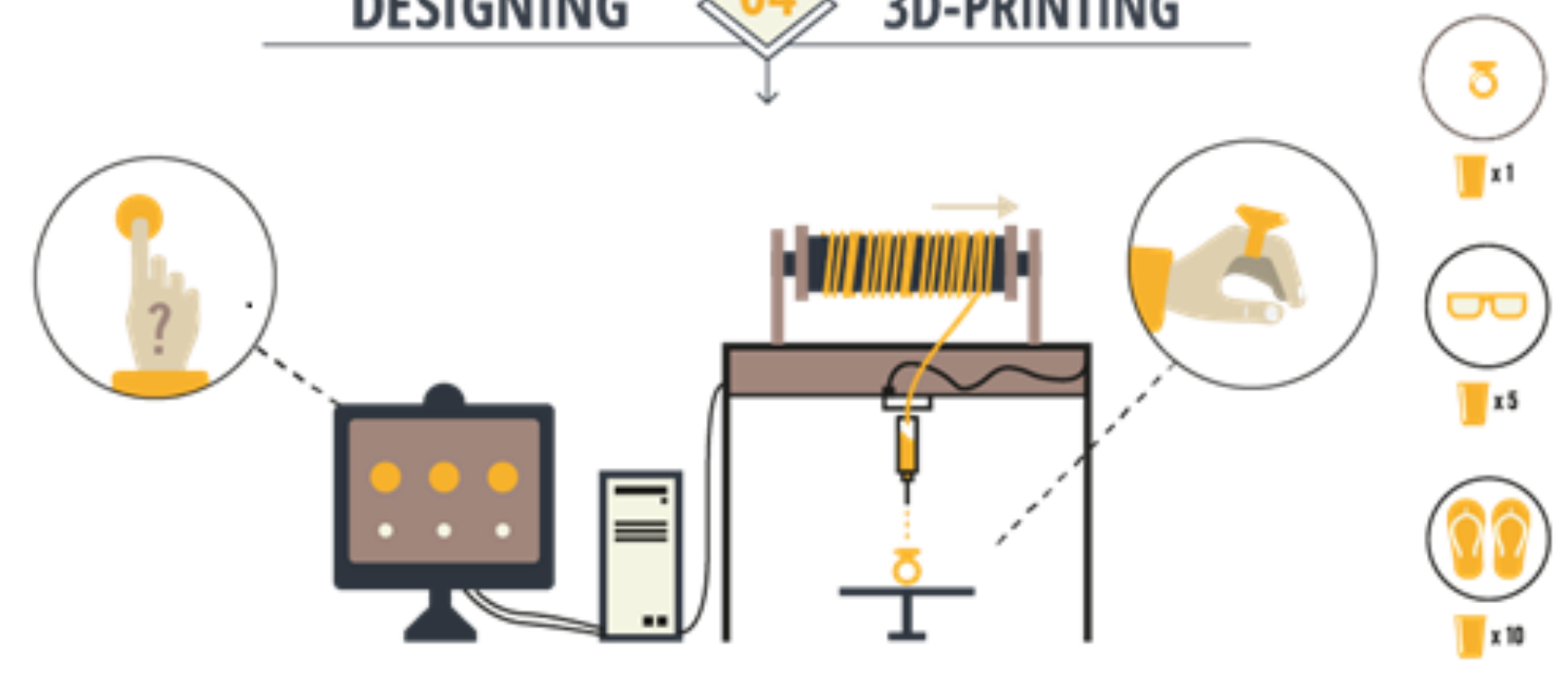
SHREDDING 02 FILTERING



EXTRUDING 03 SPOOLING



DESIGNING 04 3D-PRINTING



R/AI

ROBÔS e inteligência artificial

R / AI

ROBÔS e inteligência artificial



PIC 2 recipe

Pic2Recipe!

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or select one of these



FACE2face

A dark, atmospheric photograph of a long, empty hallway. The floor is checkered, and a door is visible at the end of the hallway. The lighting is low, creating a sense of mystery and depth. The text "MIT breakthroughs" is centered in the middle of the image.

MIT breakthroughs

Reversing Paralysis

Self-Driving Trucks

Paying with Your Face

Practical Quantum Computers

The 360-Degree Selfie

Hot Solar Cells

Gene Therapy 2.0

The Cell Atlas

Botnets of Things

Reinforcement Learning



2017: 100% GNR/AI

Immune Engineering

Precise Gene Editing in Plants

Conversational Interfaces

Reusable Rockets

Robots That Teach Each Other

DNA App Store

Tesla Autopilot

Power from the Air



2016: 80% GNR/AI

10 Breakthrough Technologies

Magic Leap

Nano-Architecture

Car-to-Car Communication

Project Loon

Liquid Biopsy

Megascale Desalination

Apple Pay

Brain Organoids

Supercharged Photosynthesis

Internet of DNA



2015: 100% GNR/AI

Agricultural Drones

Ultraprivate Smartphones

Brain Mapping

Neuromorphic Chips

Genome Editing

Microscale 3-D Printing

Mobile Collaboration

Oculus Rift

Agile Robots

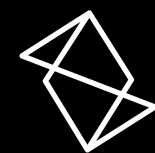
Smart Wind and Solar Power



2014: 100% GNR/AI

Será que estamos
explicando a internet
em 1985?

-Aerolito

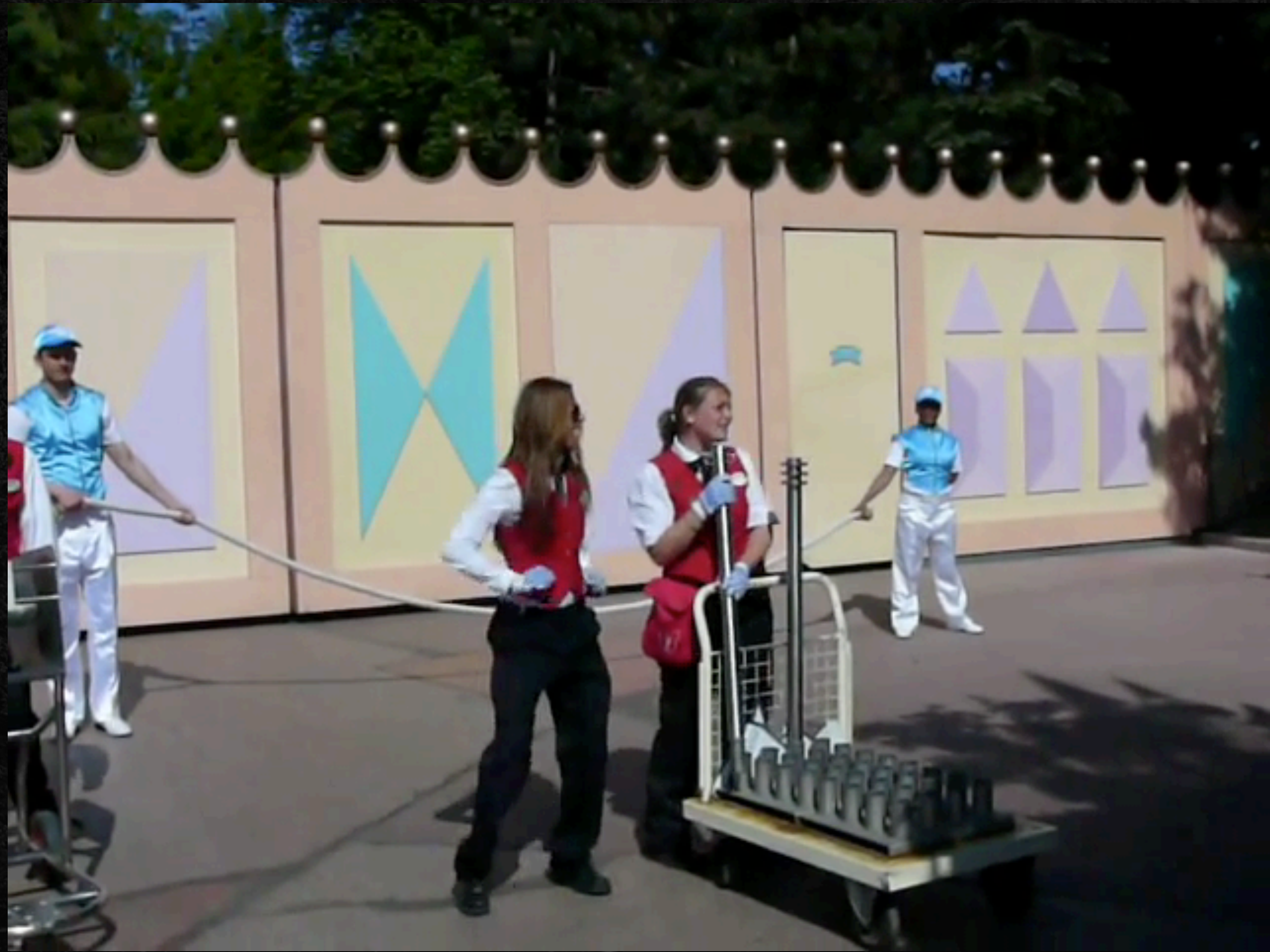


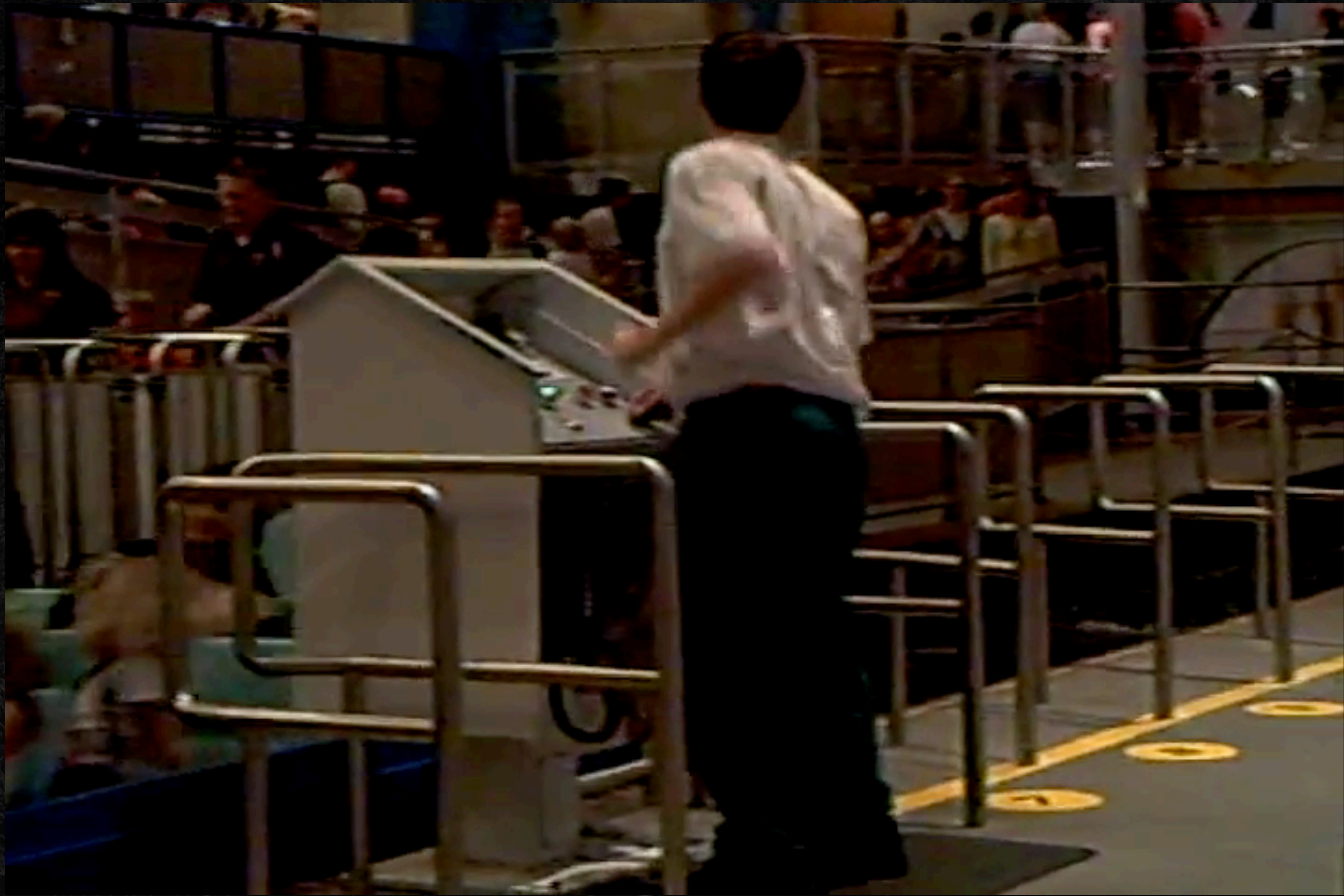
STEVEN HOFFMAN: brain computer interface



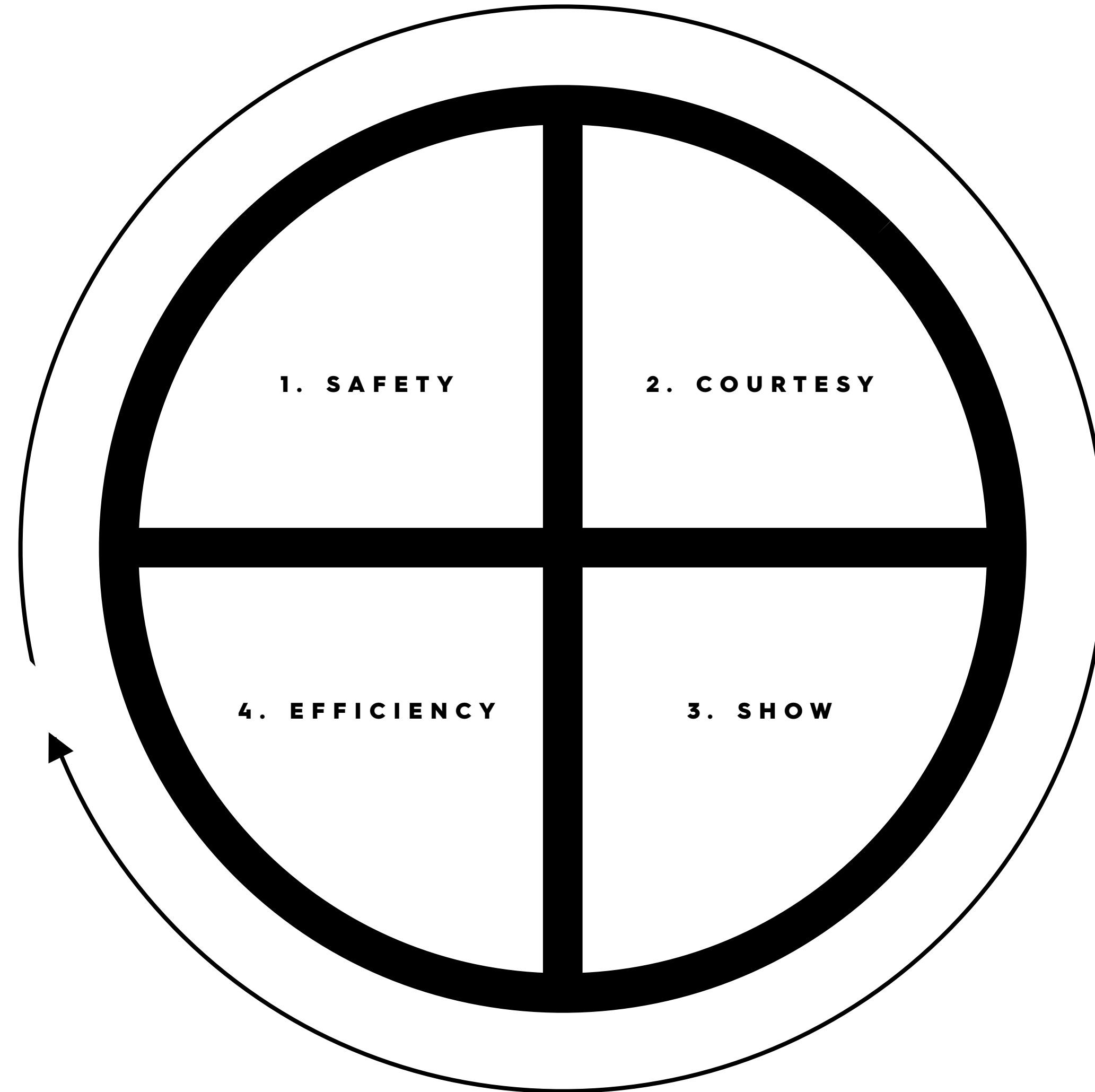
DISNEY













VALVE



WIRE

A Billion Dollar Company With *No Bosses*? Yes, It Exists

The Valve Corporation's former economist-in-residence explained how a trendsetter in the video game industry can function without management.

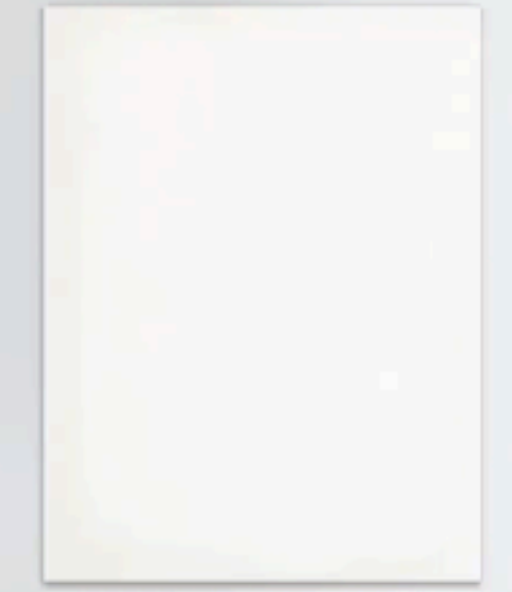
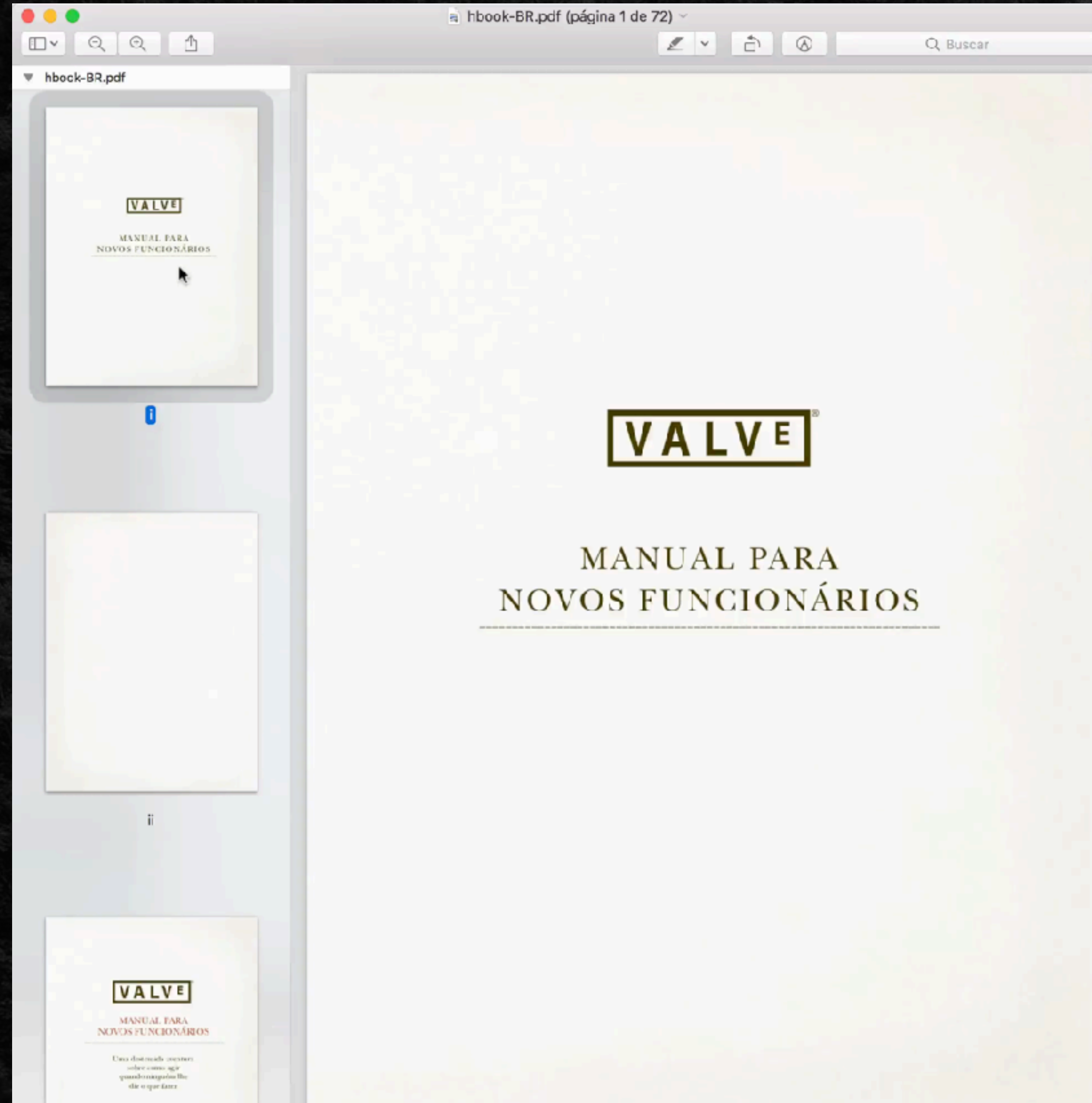


BY SAMUEL WAGREICH [@swagreich](#)



11 COMMENTS

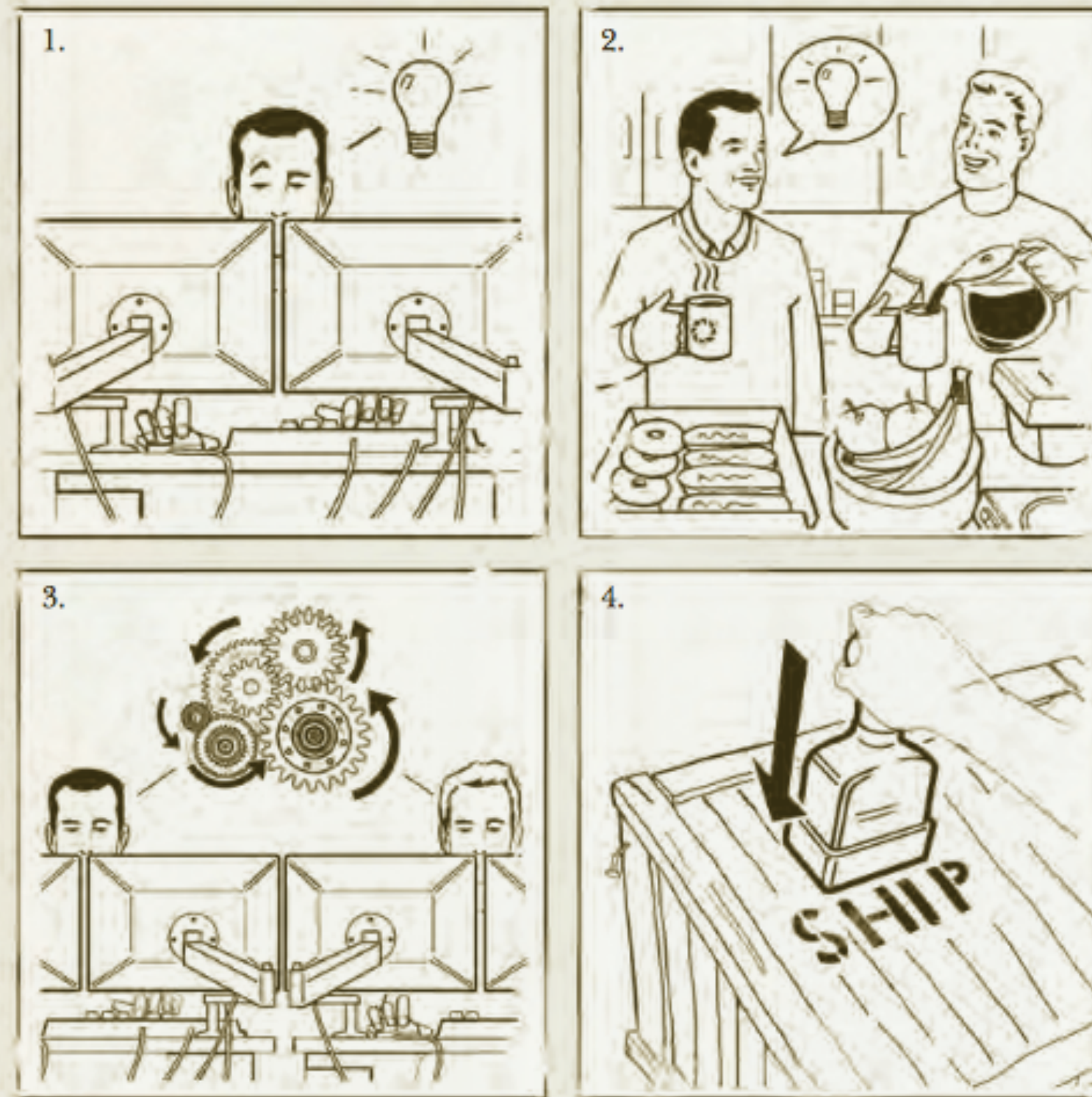




ii

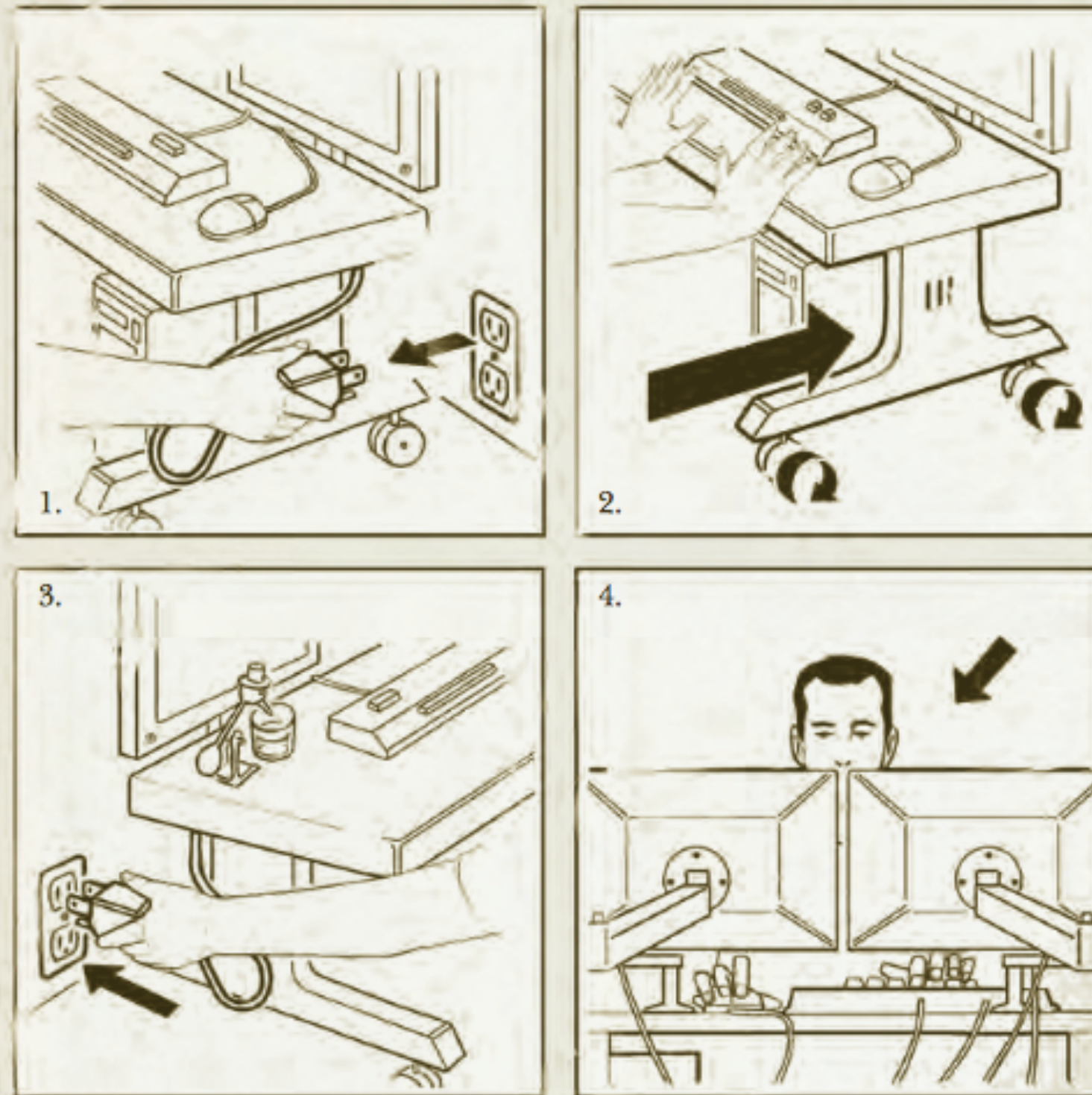


Fig. 3-1 Method to working without a boss



- step 1. Come up with a bright idea
- step 2. Tell a coworker about it
- step 3. Work on it together
- step 4. Ship it!

Fig. 2-2 Method to move your desk



- step 1. Unplug cords from wall
- step 2. Move your desk
- step 3. Plug cords back into wall
- step 4. Get back to work

Fig. 2-4 Methods to find out what's going on



step 1. Talk to someone in a meeting

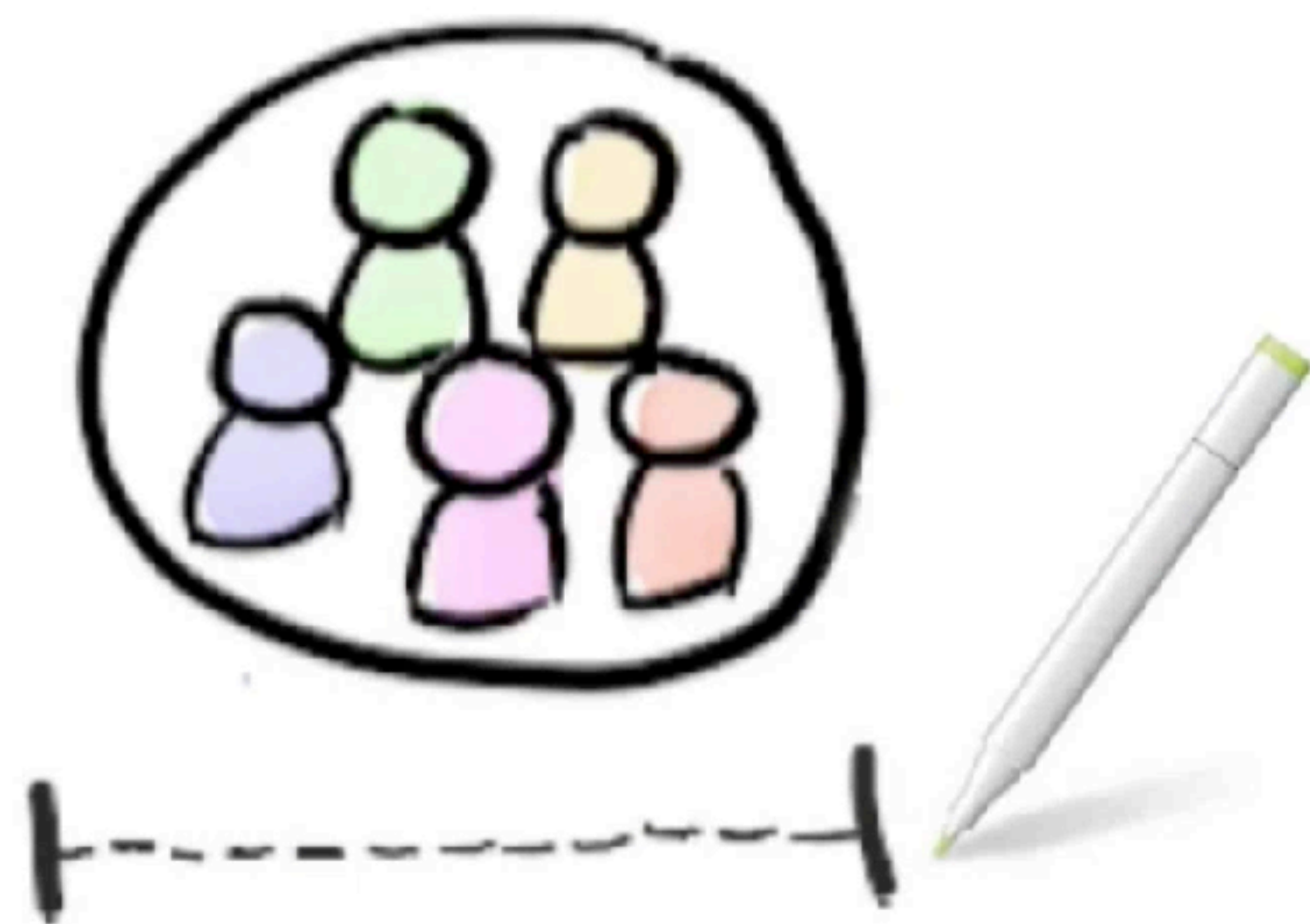
step 2. Talk to someone in the elevator

step 3. Talk to someone in the kitchen

step 4. Talk to someone in the bathroom

SPOTIFY





operação, a coisa toda.



INTELIGÊNCIA COLETIVA



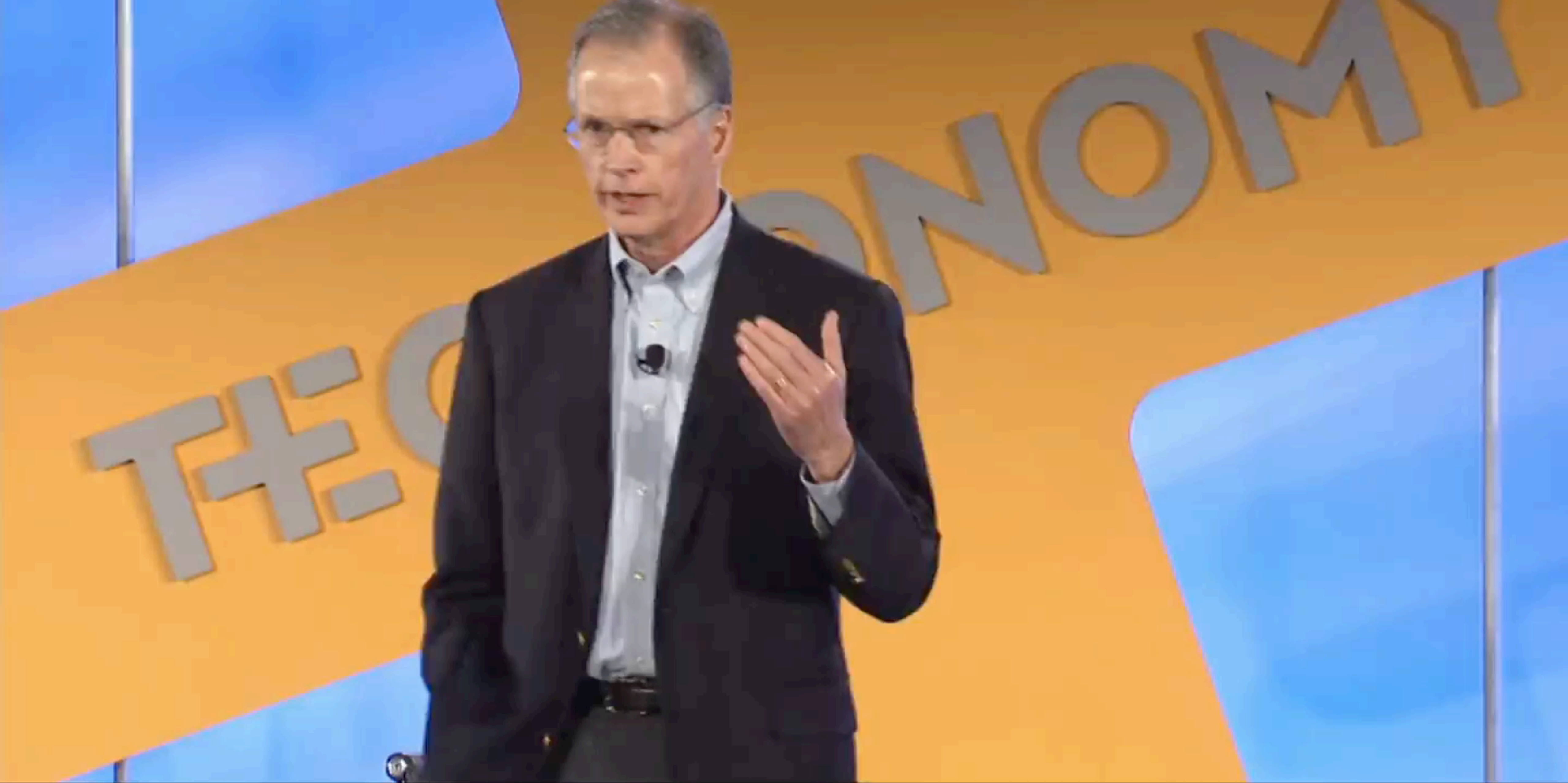
**CONVERSATIONAL
TURN-TAKING**

**PSYCHOLOGICAL
SAFETY**

**OSTENTATIOUS
LISTENING**

A dark, atmospheric photograph of a modern building's interior hallway. The hallway is long and narrow, with a tiled floor and a glass railing on the right side. In the distance, a person is walking away from the camera. The lighting is low, creating a moody and contemplative atmosphere. The text is overlaid in the center of the image.

INTELIGÊNCIA COLETIVA DENTRO DE UMA EMPRESA
NÃO ACONTECE POR ACASO.



Então, se você quer criar organizações inteligentes, uma coisa que é certamente útil



PARTICIPAÇÃO
EQUILIBRADA

PERCEPÇÃO
SOCIAL

PRESENÇA
FEMININA



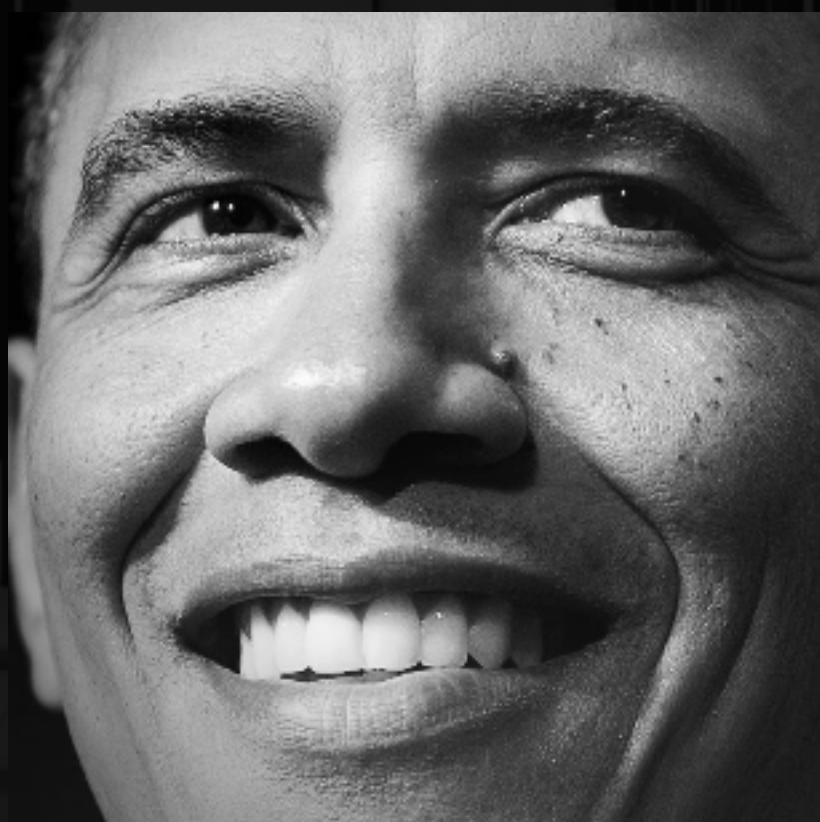
PARTICIPAÇÃO
EQUILIBRADA

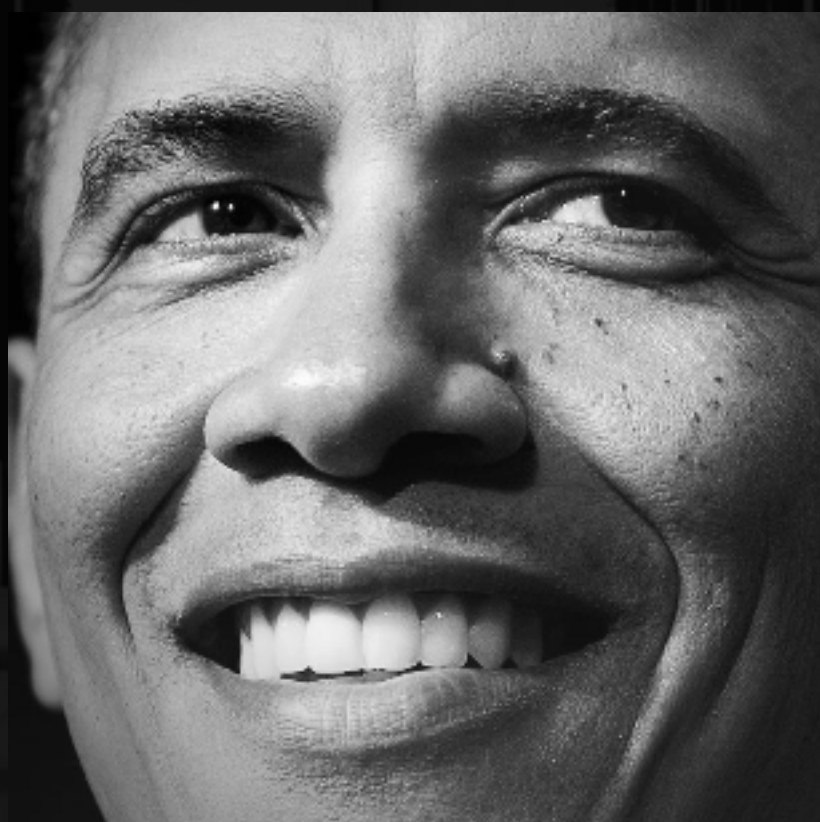


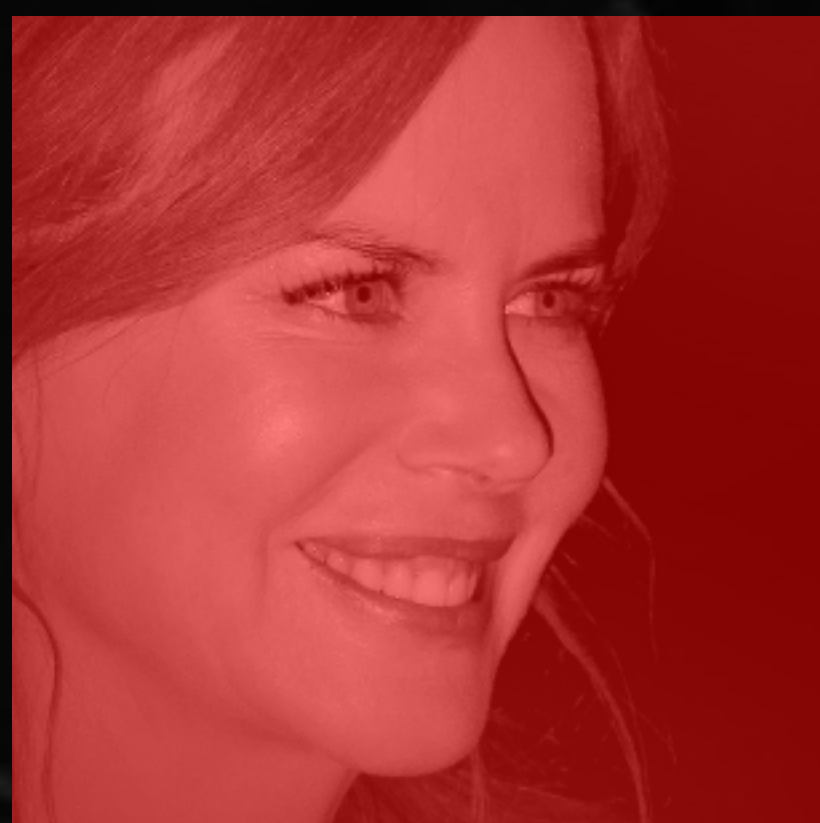
PERCEÇÃO
SOCIAL



SORRISO VERDADEIRO.





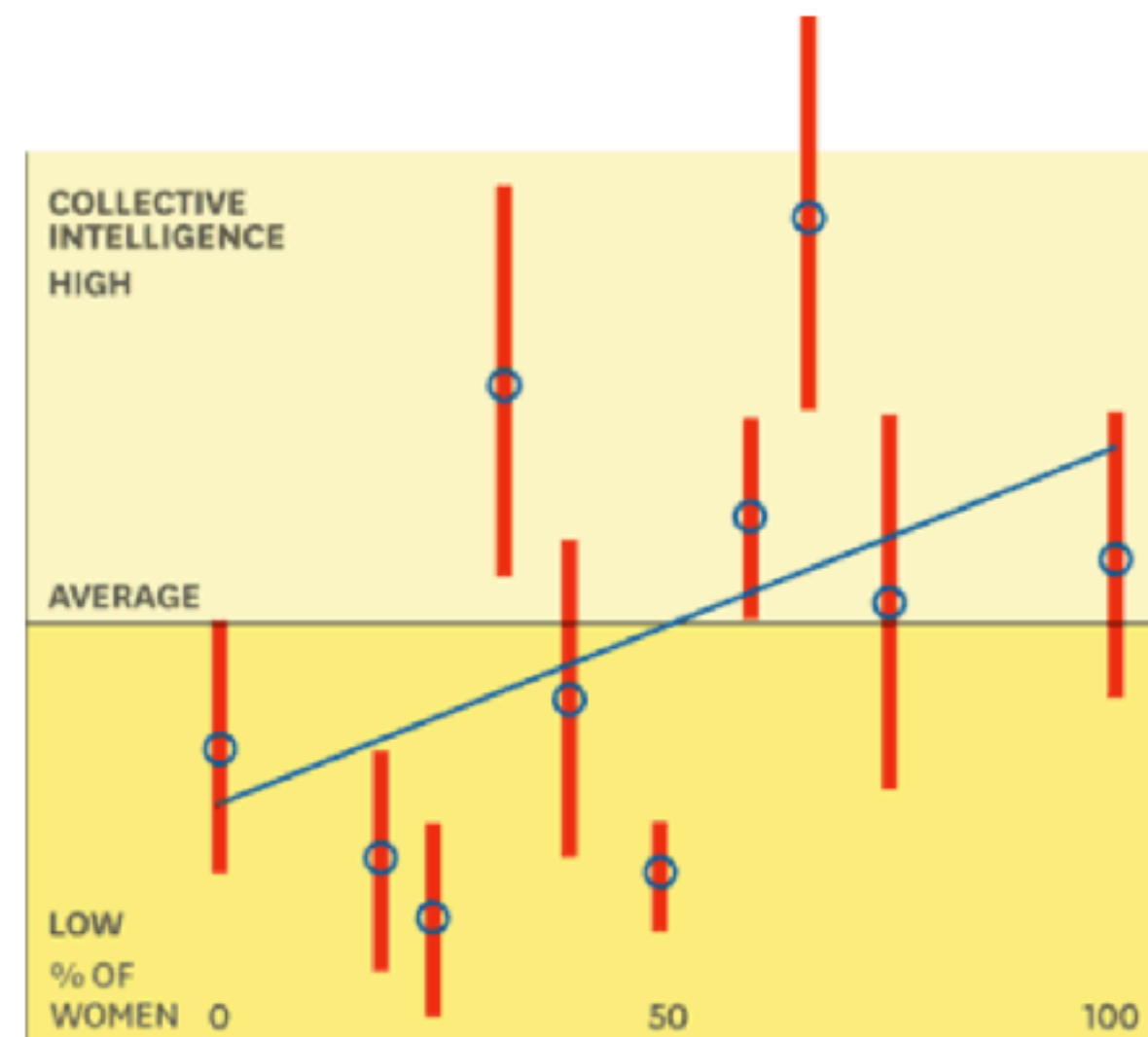


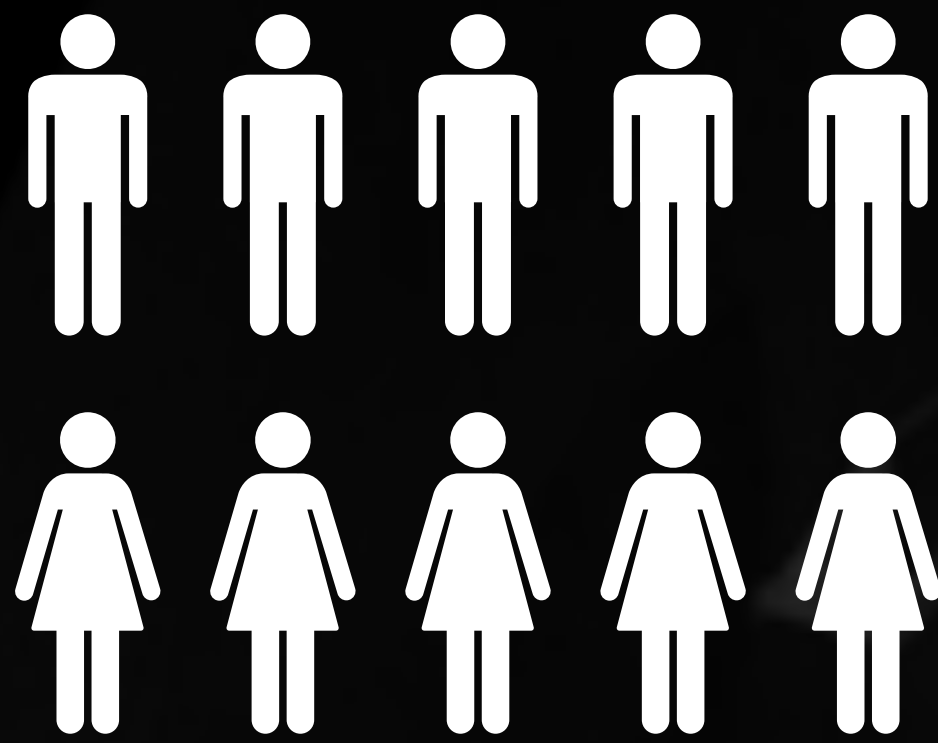


PRESENÇA
FEMININA

The Female Factor

The chart plots the collective intelligence scores of the 192 teams in the study against the percentage of women those teams contained. The red bars indicate the range of scores in the group of teams at each level, and the blue circles, the average. Teams with more women tended to fall above the average; teams with more men tended to fall below it.







CINEMA/GP



CONTEÚDO



ENG. FÍSICA



PSICOLOGIA/VR



ENG. ELÉTRICA



ADM



DESIGN/SOFT



ADM



SOFT



CONTÁBEIS



MÍDIA DIGITAL



SOFT



NEUROCIÊNCIA



MECATRÔNICA



FUT/EDUCAÇÃO



**CONVERSATIONAL
TURN-TAKING**

**PSYCHOLOGICAL
SAFETY**

**OSTENTATIOUS
LISTENING**

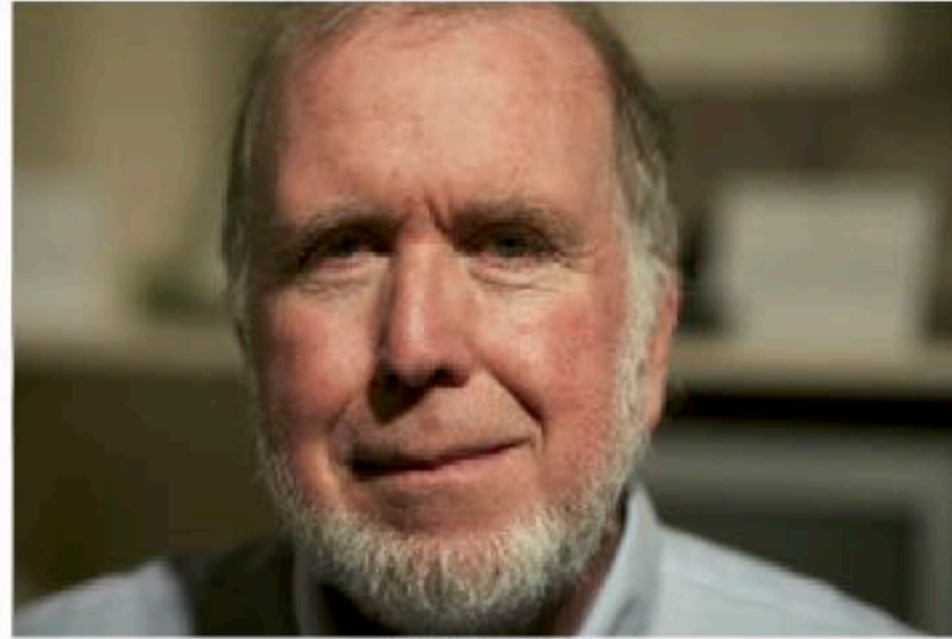


[HTTPS://WWW.YOUTUBE.COM/WATCH?V=YNLYFGUMRAO](https://www.youtube.com/watch?v=YNLYFGUMRAO)





EXPERIMENTO NA SINGULARITY.



Kevin Kelly
kk@kk.org

Author, *What Technology Wants*

<http://www.amazon.com/Out-Control-Biology-Machines-Economic/dp/0201483408>

Master Class in Forecasting:
Tricks for Predicting
Tools I Use

(For example used for wired magazine)

Disclaimer:

- may not work for you
- may not always work
- may not work at all
(yet they work for Kevin)

Find the Free / follow the free

- Cult of the amateur
 - e.g. DIY bio
 - hackerspaces / hackathons
 - 3D printing
 - DIY storytelling
 - money-free zones
 - places where money not is the central driver
 - e.g. burning man
- gift economies
 - timebanks & alt currencies
 - no money = power?
- passion driven

Attention wastage

- deliberately "wasting" time
 - Youtube
- forced to waste time (deliberate?)
 - e.g. traffic jams, commuting
 - waiting in line/queue

- indicator that something could happen
- bottlenecks as opportunities
- time to master games = powerful forces at work (intrinsic value)
- social networks = hard to monetize but important for connection?
- airports & flying commercially (TSA, lines, etc)
- inversion

What area of activity is throwing off new words, new slang?

- Indicator of something big, new, important that was necessary to express, that stick!
- Measuring word usage - [wordnik](#)
- Doxing, Clickable Art, Permacommenters, AppointmentTV, Pwned
- Origins suggests that something important is happening, points to shifts in culture, evolution of interests, hobbies, subgroups emerging, self-identification language

Extrapolations

- useful
- hard to bend a demographic curve
- new ones best
 - Compare information across fields

White Spaces

- computational...x (identify new places to look, emergent patterns)
- between this and that (more zombie pandas please)
- recombination
 - Venn Diagrams across sectors



- zombies + panda = cutest apocalypse everrrrrr

Unthinkables

- challenge basic assumptions
- what "everyone knows"
- defend
 - Wikipedia - contrary to everything we were taught about human nature (i.e. we are all potential experts, the wisdom of the crowd)
- Exercise to identify things that we may not have seen before - the unconventional - sometimes hard to detect until you see with new eyes/perspective
 - "no US president has died under the same flag he was born under" - the borders change more than we think
 - http://poptech.org/popcasts/juan_enriquez_poptech_2006

Scenarios

- Defining the outer limits of the plausible
 - the only thing we know is that whatever happens in the future must be possible
 - push it right to the edge of plausibility, and then take it back again

Reverse Time Machine (aka history of the future)

- How do you get to the certain future?
- Work backwards from a future imaginary state
 - ex: if, ten years from now, cloning were universal... what would need to happen to get there?

Listen to technology

- Science
- forget the species
- (image - invention pyramid)
 - http://2.bp.blogspot.com/_Jfg27Ny68JY/TQk-P-4fL8I/AAAAAAAAA6M/QIhaY3C14ZY/s1600/Inverted%2BPvramid.001.jpg
- What is the general form that's being created?

Repeat Patterns:

- Hype Cycles
- Pushback
- "From the impossible to the obvious"
- S-Curves - the more people who do something, the cheaper and faster it gets
- Commoditization
- Pivoting
 - We have some idea of potential applications but often have NO IDEA what things will really be used for!

Second Order Effects - don't pay attention to the first level of effects of a technology, the real change comes from the next stage of development from that tech

- Traffic and Suburbia, Not Cars - what were the effects in our culture?
- Twitter, not email - stream of collective consciousness in real time = new culture
- Ubiquity creates disruption (critical mass to create new culture)
 - Cell phones were interesting as a rarity - they didn't have an effect until they were ubiquitous, different level when everyone is doing something
- Contrary - candles become special, inversion of role when new solutions emerged
- hand drawn fonts - special, artisan, sense of the personal in the automated

- eBooks and Tablets - consequence = authors can watch you reading, reading behavior will be known, potentially interactive, changes the way we create content (hyperlinking)

Generalize This!

- What do all these trends have in common?
- What is the least we can say true?
- More than a megatrend
- What is the generalized trend?

RAND corporations developed cross-impact analysis

QA: trends to keep an eye on?

- trying to take the idea of a 'global super machine' of 'global super something' as a serious idea
 - internet pages as synapsis in the brain
 - etc.
 - no real grasp of what is happening on the planetary scale
 - network of cities?
 - not in poetic way, but in a quantifiable way
- how frequent applying these?
 - every week if for a magazine
 - not a trick, yet exercises/heuristics. Not something that'll make you happy or lose weight or something. It could work, but does not have to!
- how changed your life?
 - what would you do if you only lived for 6 months?
 - be completely embodied in the presence
 - being human = having a future, looking forward to a future. If you take a future away, it is as if we are less human
- technology is bigger than we think
- having a commercial success is different from being the first to invent something
- "I believe that technology as a whole has a spiritual dimension"
 - strand of self-organization running through the universe
 - participating in increasing production of possibilities





TRIBO

NEW YORK TIMES BESTSELLER

TRIBAL LEADERSHIP

Leveraging Natural Groups
to Build a Thriving Organization



DAVE LOGAN, JOHN KING
& HALEE FISCHER-WRIGHT

Foreword by Warren Bennis

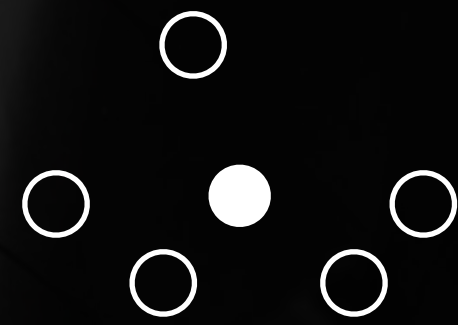
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DISPAIRING
HOSTILITY



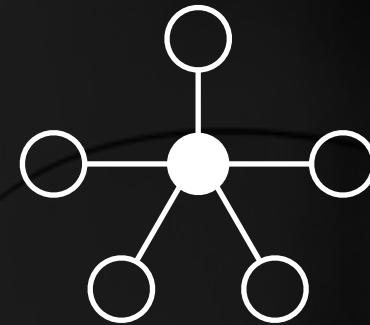
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VICTIM



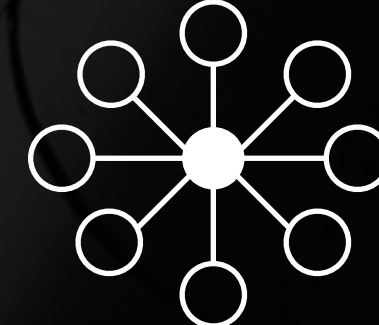
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LONE
WARRIOR



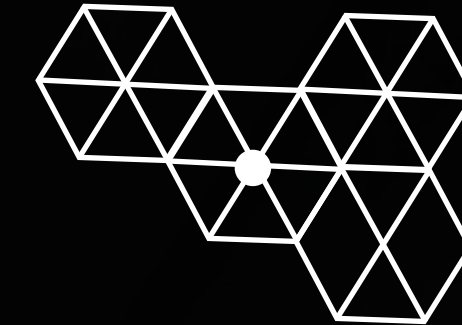
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TRIBAL
PRIDE



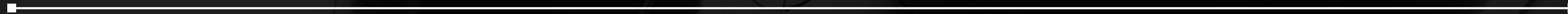
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INNOCENT
WONDERMENT

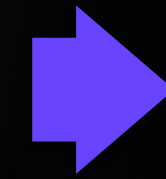


SCARCITY

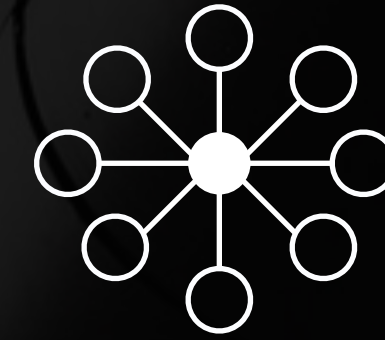
ABUNDANCE



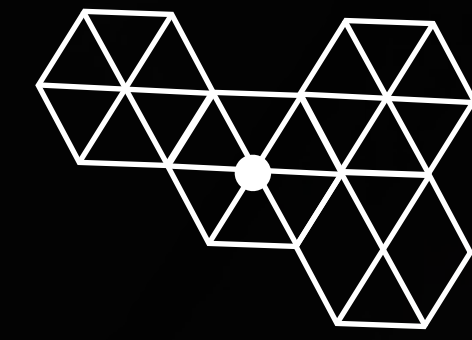
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TRIBAL
PRIDE



INNOCENT
WONDERMENT



ABUNDANCE





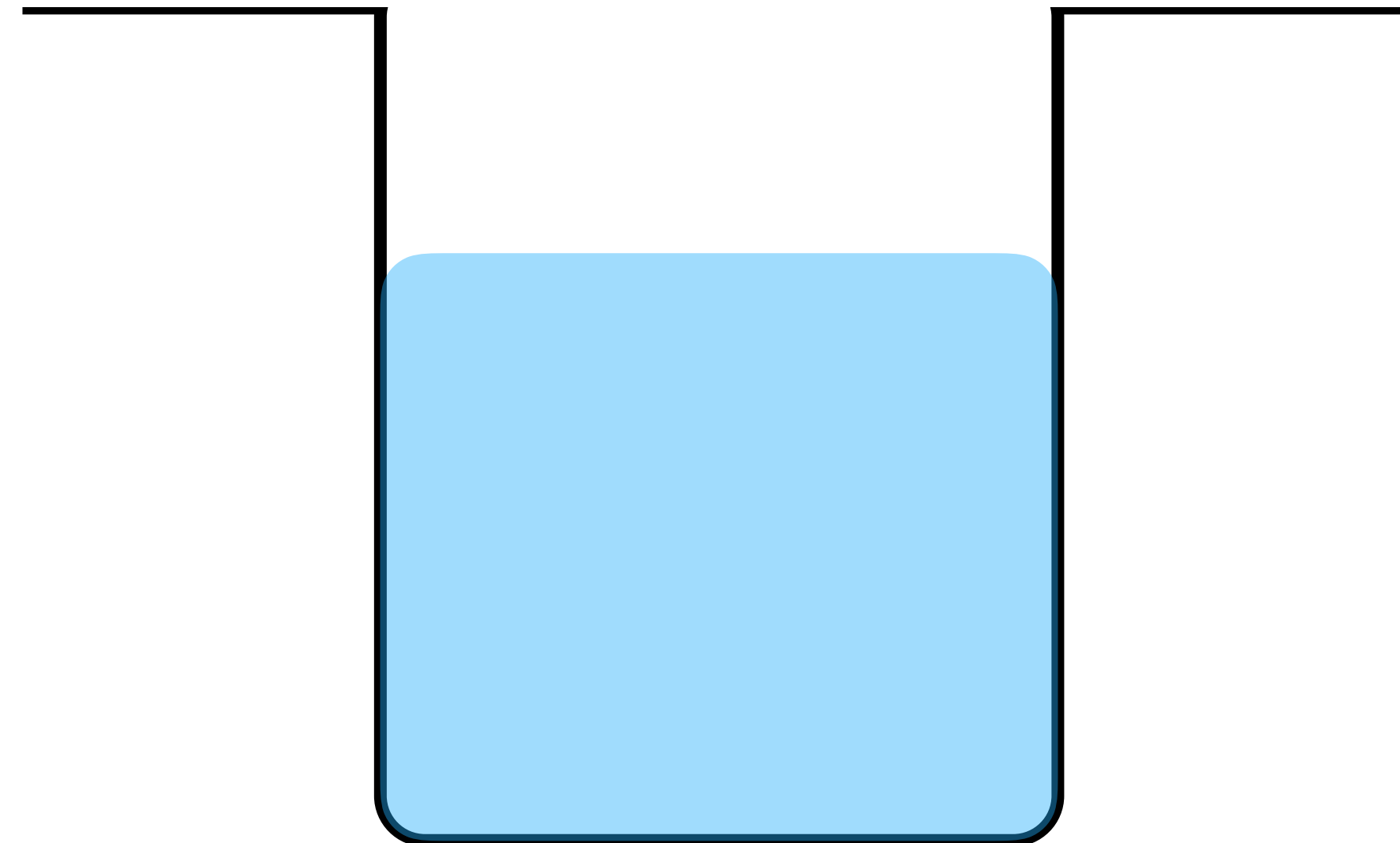
POÇO DO CONHECIMENTO

Repetir

Referir

Revisar

Refletir



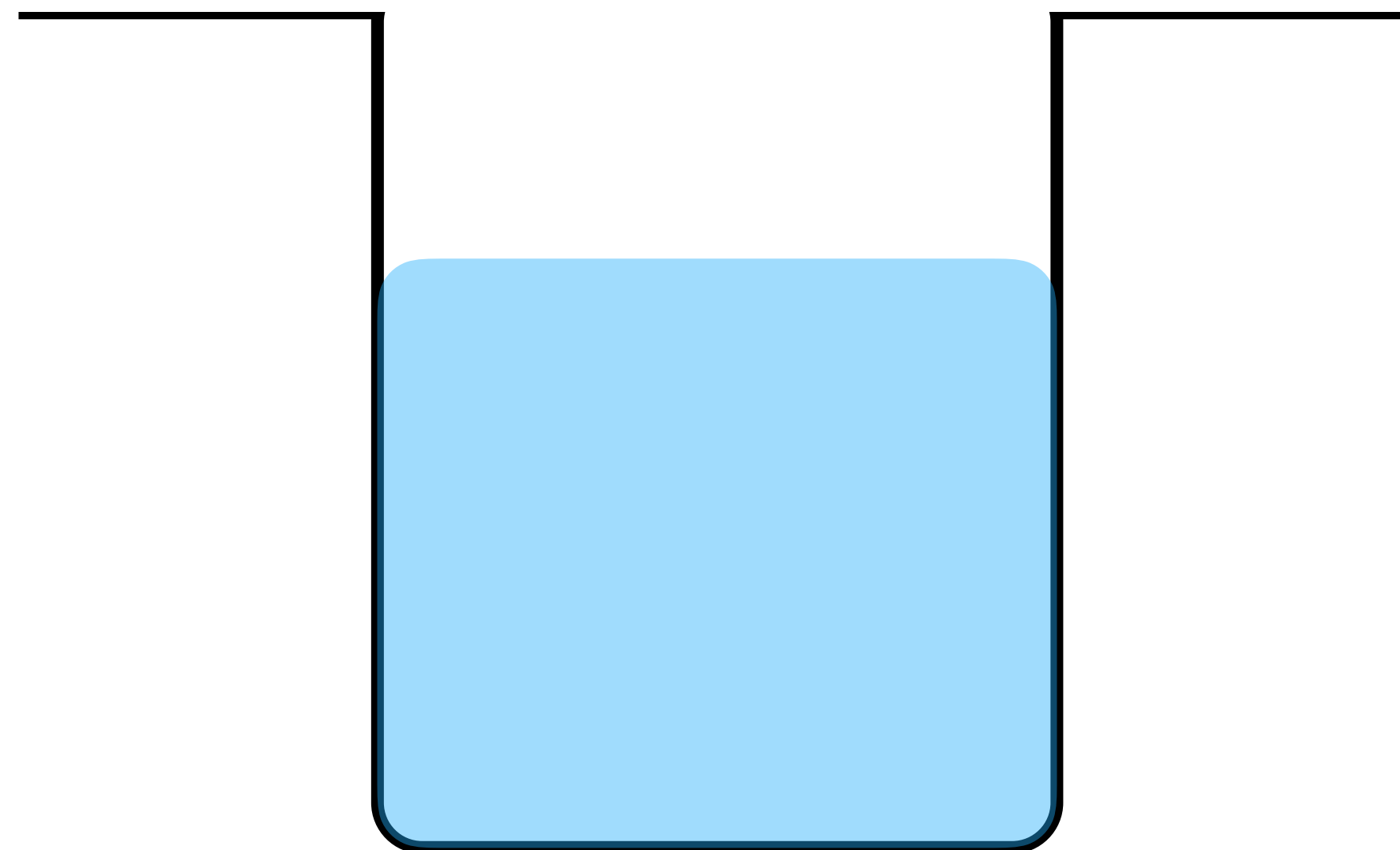
Contexto

Sentimento

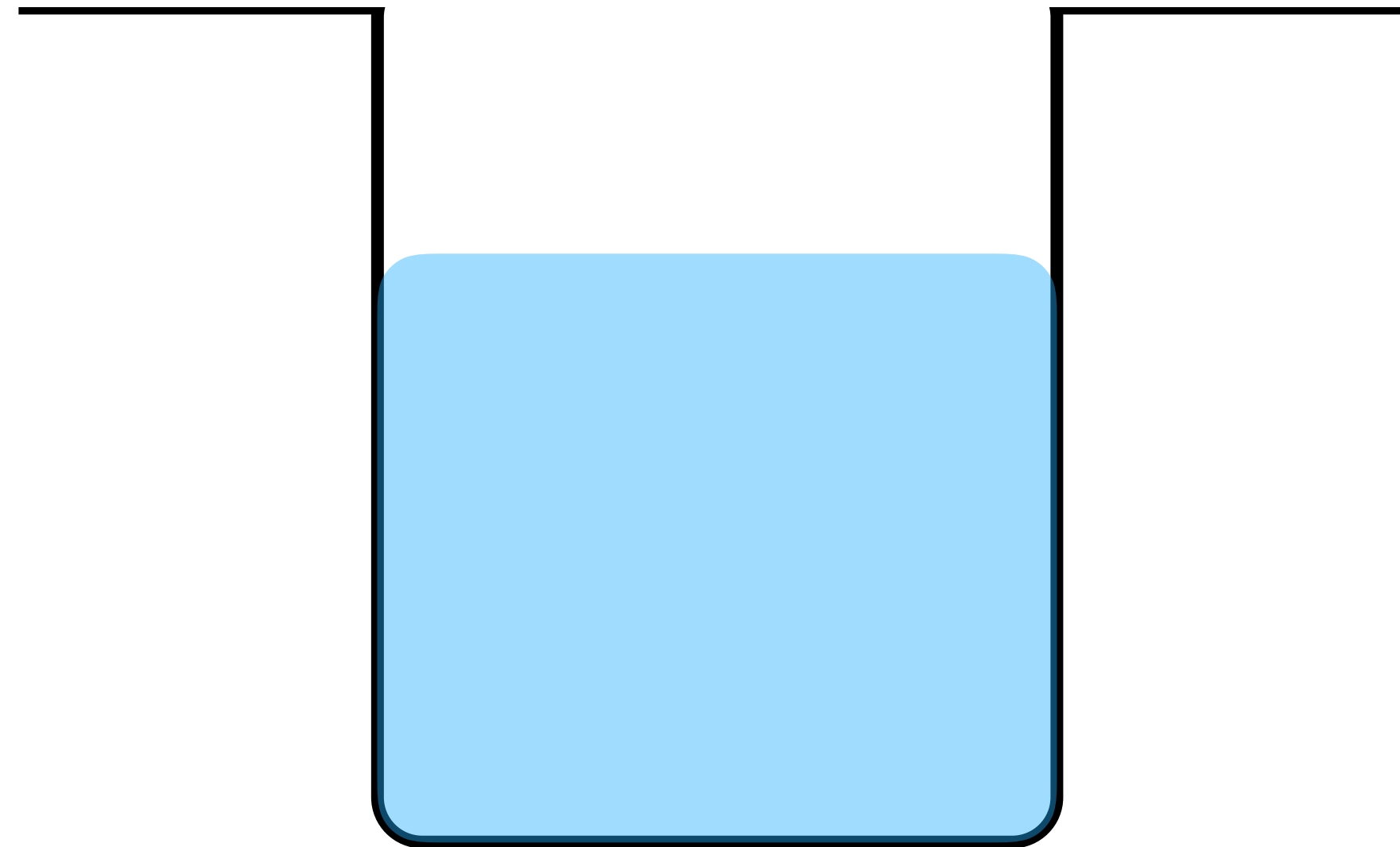
Insight

Ação

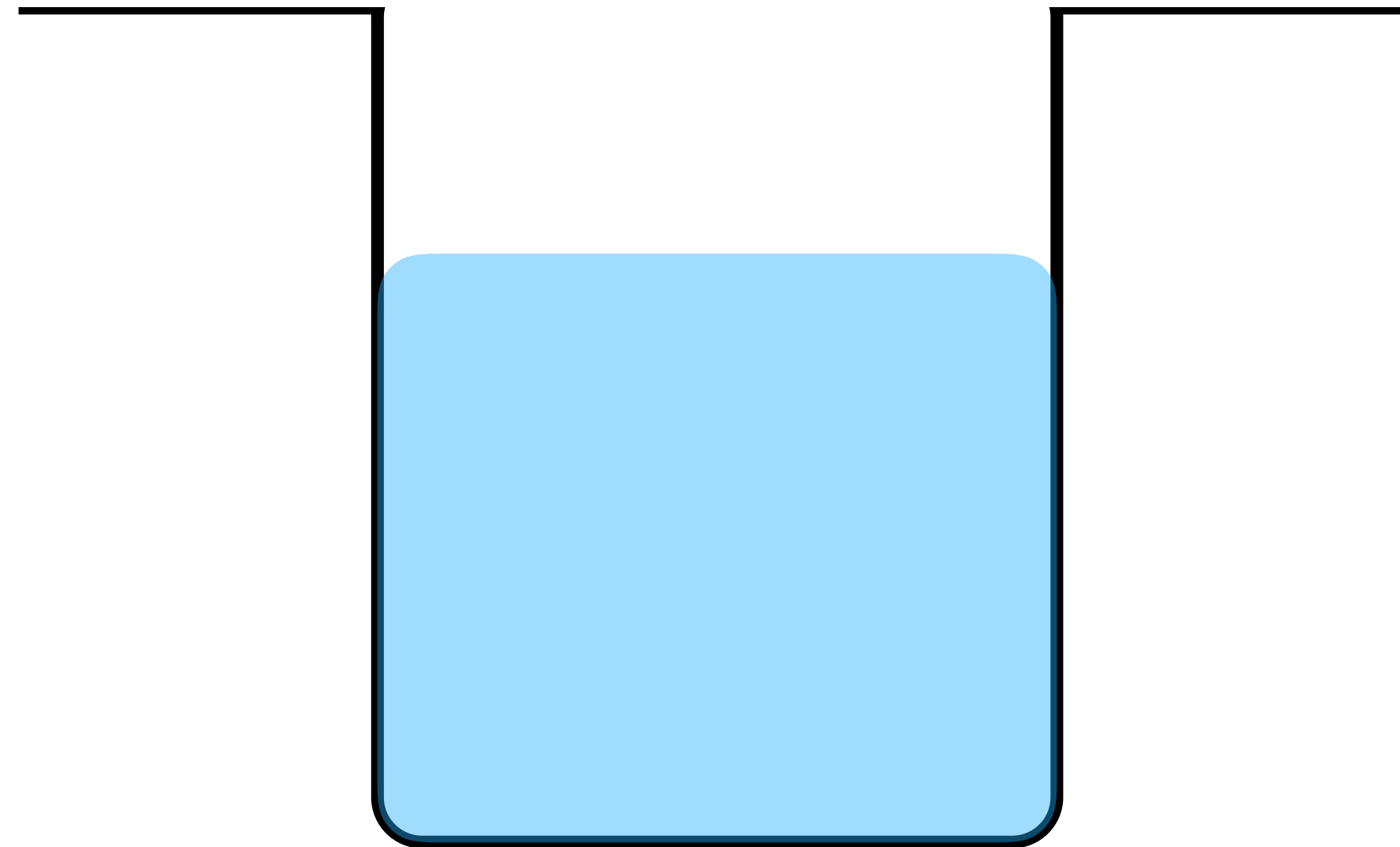
Três minutos por rodada.



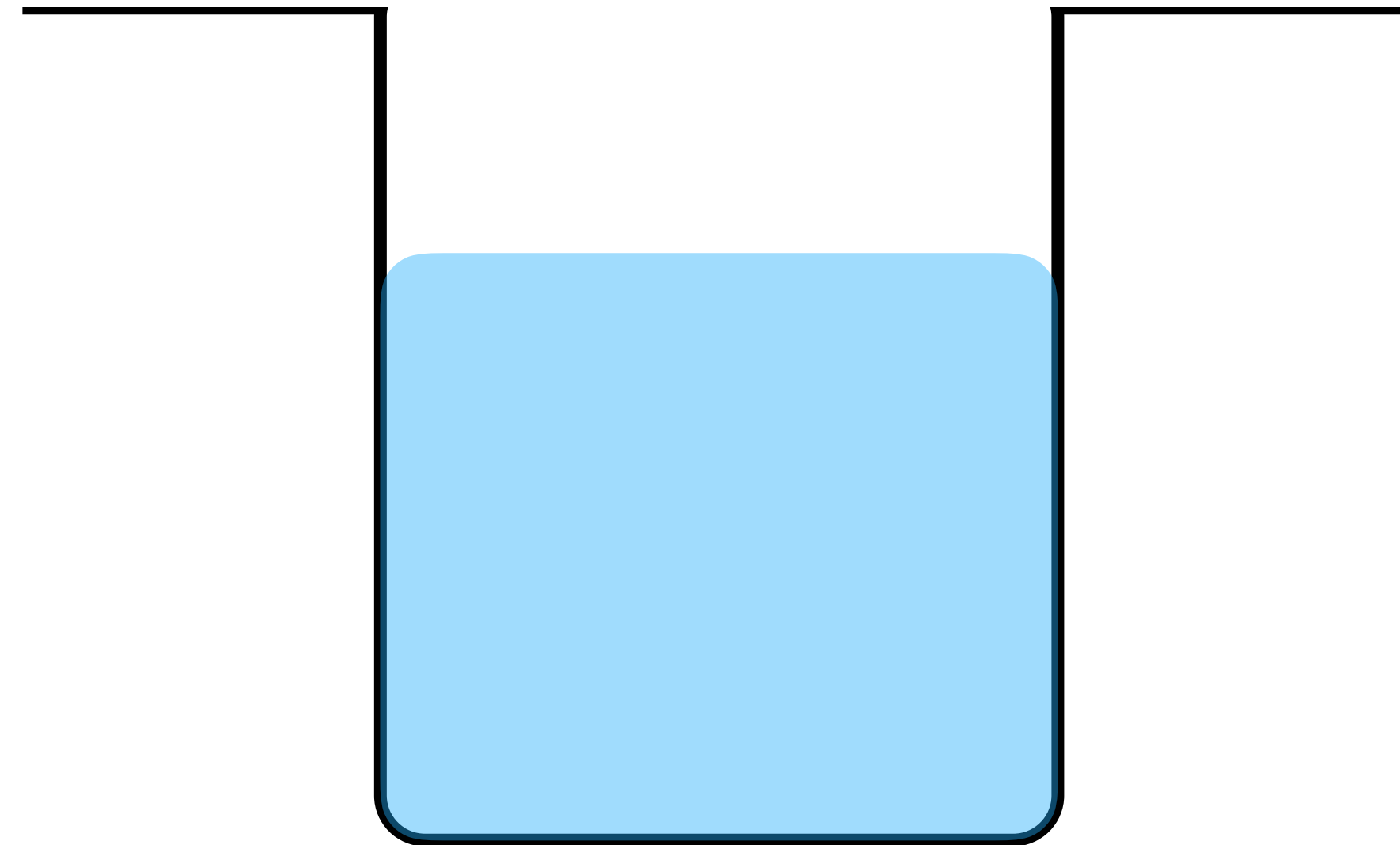
Evite conversar. Não pare de escrever. Foque em si.



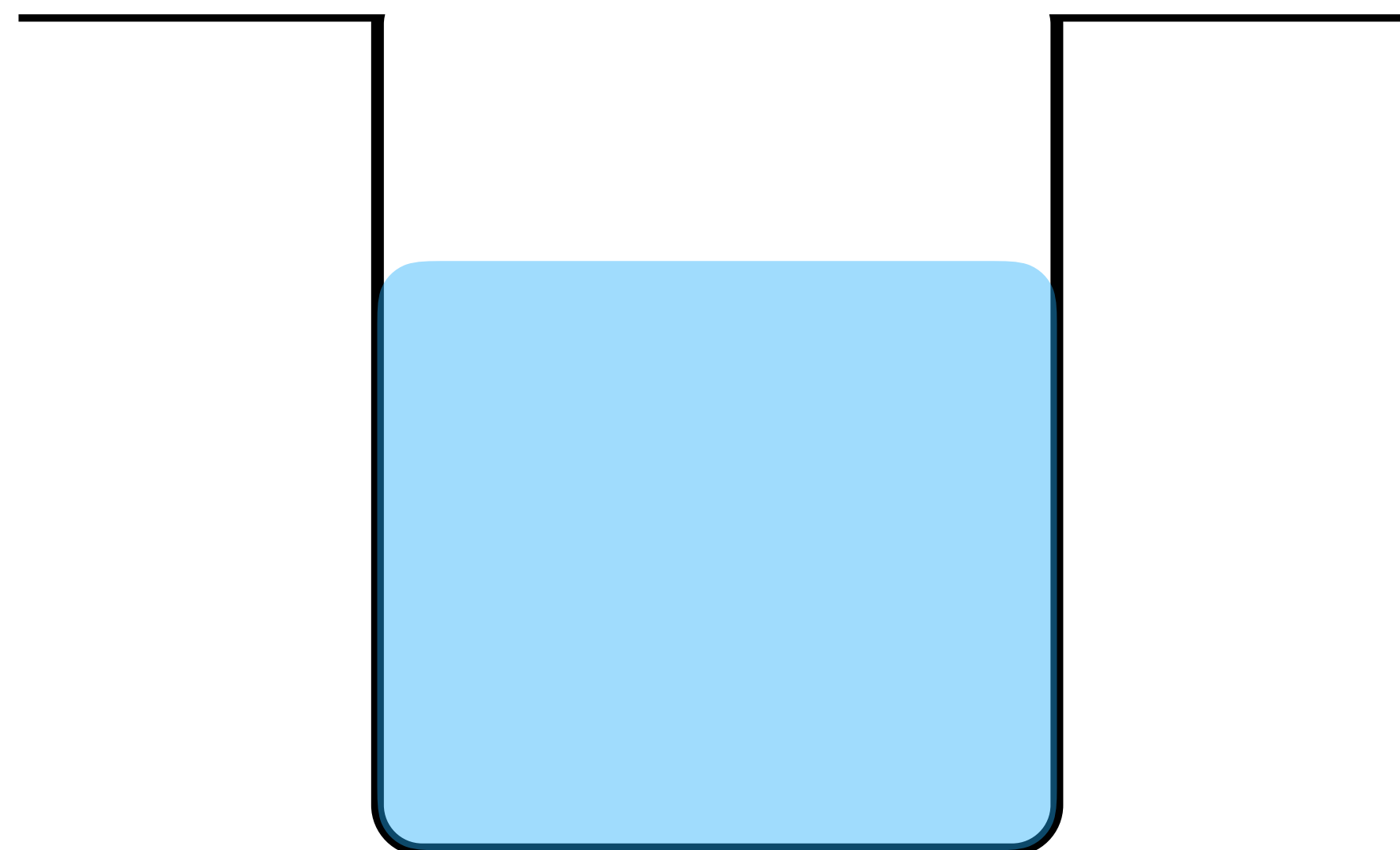
O que aconteceu na aula de hoje?



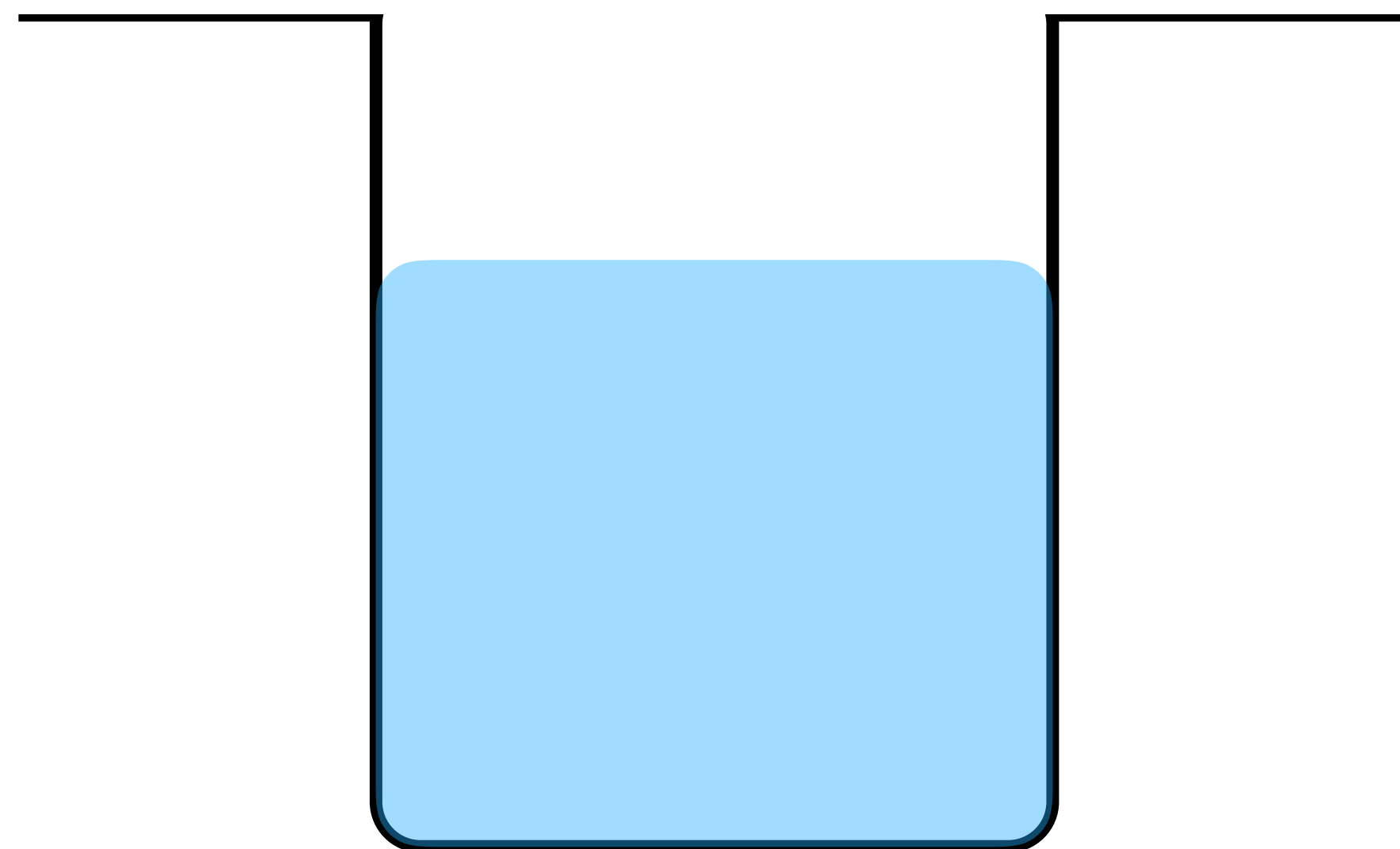
Como eu me senti nesses diferentes momentos?



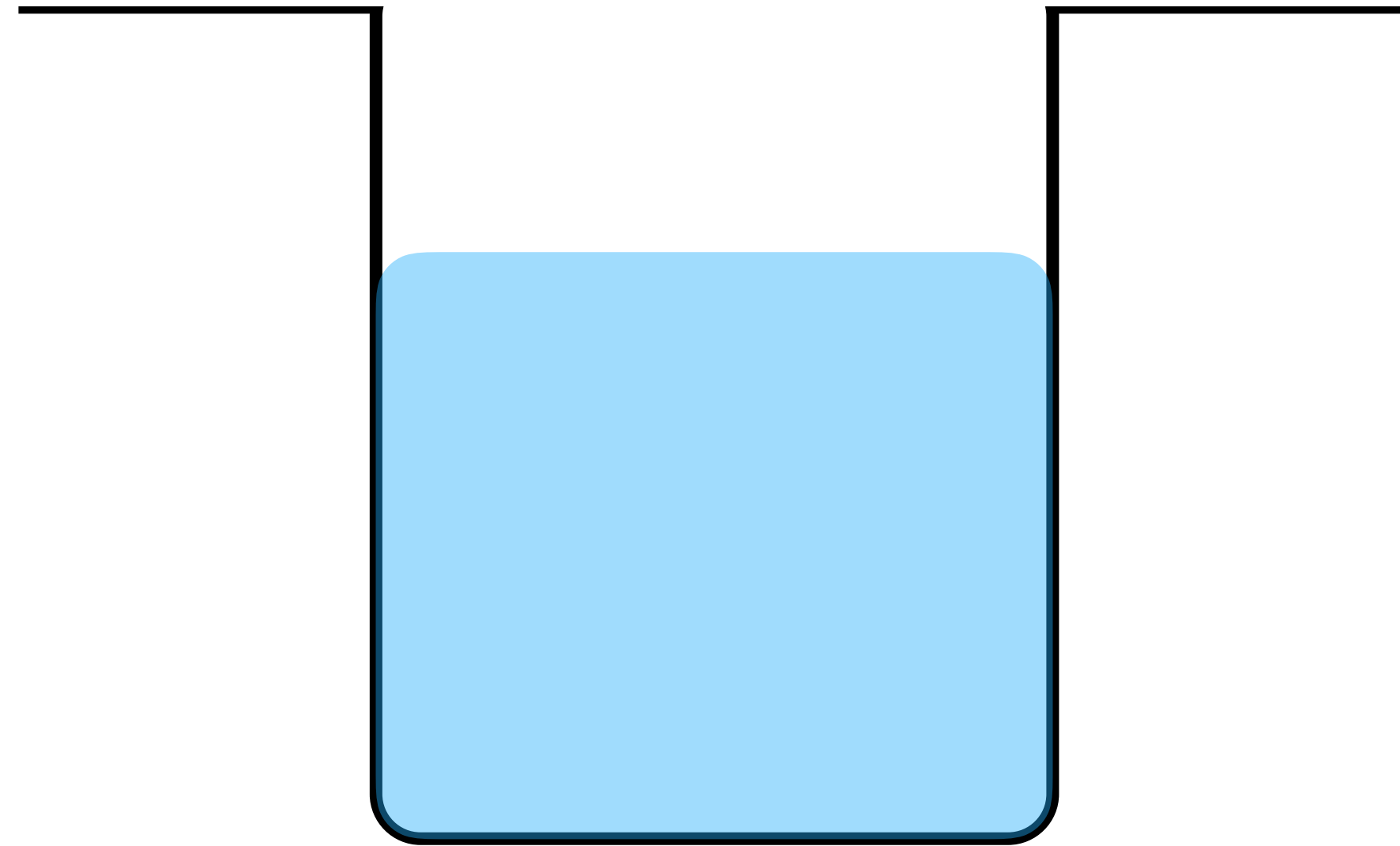
Quais foram meus maiores insights até agora?



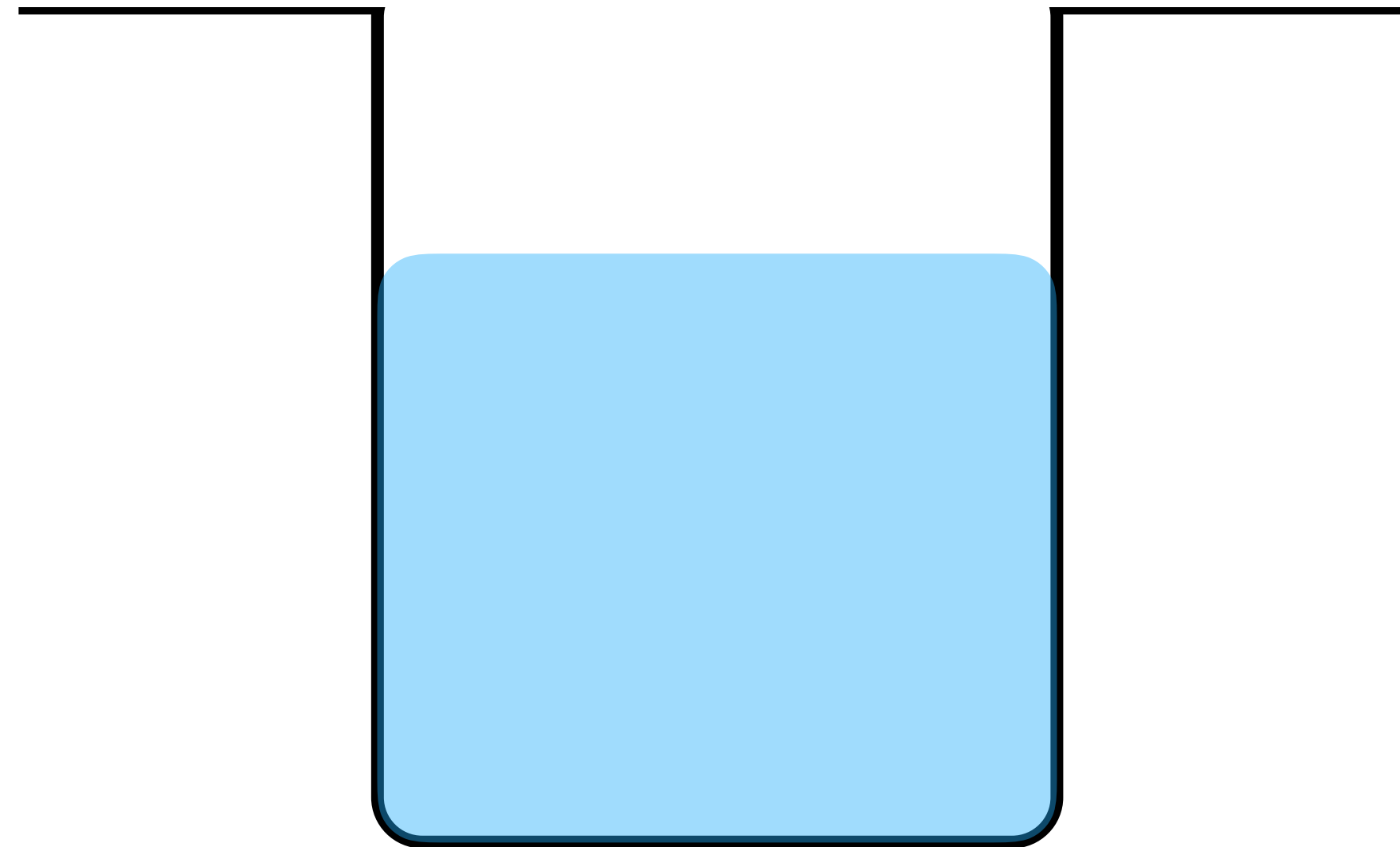
O que eu posso fazer amanhã para colocá-los em prática?



Grupos de 4-5



Três minutos por pessoa para dividir o maior insight/ação.





■ ■ ■ ■ ■
BREAK

15:00



■ ■ ■ ■ ■
BREAK

15:00



■ ÚLTIMA HISTÓRIA



LIDERANÇA CUIDADORA



TECNOLOGIAS EXPONENCIAIS
& UMA ESPECIALIDADE.











■ RECOMPENSA



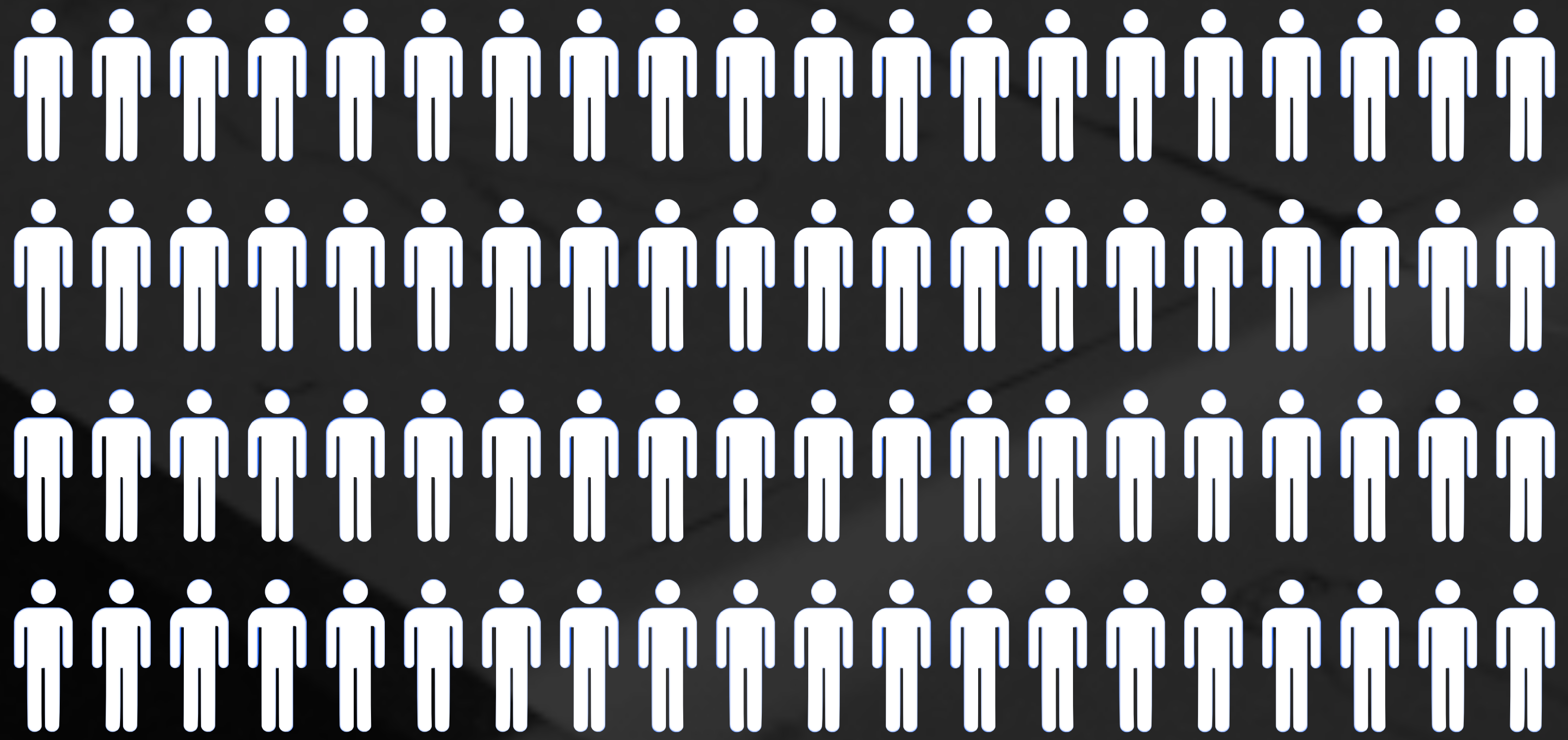


intel

Fire exit

C350





Physician Approval Form

The purpose of this form is to verify that _____ (participant's name) is in good health and that I, _____ (physician) has determined that any previous and/or existing medical condition(s) will not adversely affect his/her participation in the ZERO-G Experience.

Participant's Medical History: Please circle all that apply.

Frequent or severe headaches or head injury in the last five years	Weakened limbs or joints or broken bones within the past year
Eye trouble (except glasses), ear disease, hearing loss or balance disorders	Behavioral health issues, such as anxiety or panic attacks, fear of heights, fear of flying or fear of closed spaces
Neck, back or other spinal problems	Currently pregnant
Diabetes	Brain or neurological disorders: epilepsy, seizures, stroke, paralysis, multiple sclerosis or others
History of GERD or other blood disorders	Dizziness, blackouts, fainting spells, or loss of consciousness for any reason
High or low blood pressure	Recent severe illness, surgery, or admission to hospital
Heart or vascular trouble, stroke, history of angina or chest pain	Medical rejection, medical discharge from military or other disabilities
Stomach, liver, esophageal or intestinal trouble	Lung disease, breathing problems, asthma or others

General information or questions about the ZERO-G Experience should be directed to info@gozerog.com or (888) 664-7284.

- The ZERO-G aircraft flies between 24,000 and 34,000 feet.
- Passengers experience up to 1.8 g forces.
- During the weightless experience, up to 36 passengers are located in a controlled, padded "floating zone." One experienced ZERO-G Coach will direct and supervise up to 12 passengers during the weightless experience. In addition, two certified flight attendants are onboard.
- 15 parabolas are performed for a total of 6-7 minutes of weightlessness. The flight lasts 90-120 minutes.

PLEASE INITIAL

_____ **I am a certified physician and the above participant is my patient.**

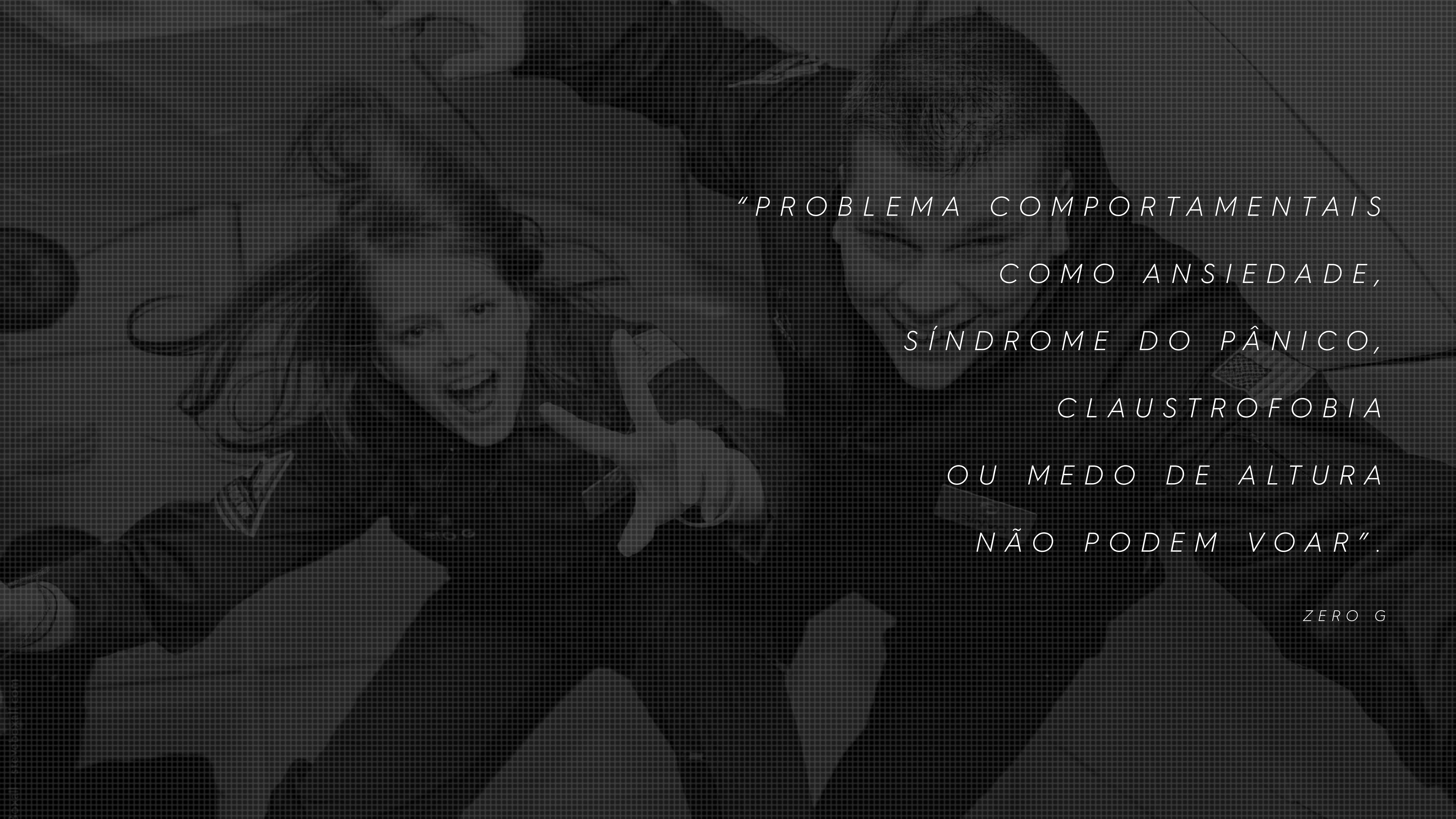
_____ **I approve the above participant's safe participation in the ZERO-G Experience.**

Physician Signature

Date

Printed Name

Flight Date



"PROBLEMA COMPORTAMENTAIS
COMO ANSIEDADE,
SÍNDROME DO PÂNICO,
CLAUSTROFOBIA
OU MEDO DE ALTURA
NÃO PODEM VOAR".

ZERO G



"NÃO POSSO VOAR".

TIAGO

Physician Approval Form

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PLEASE INITIAL

_____ **I am a certified physician and the above participant is my patient.**

_____ **I approve the above participant's safe participation in the ZERO-G Experience.**


Physician Signature

Date

Printed Name

Flight Date





"ACREDITO QUE,
SE VOCÊ FOR,
TERÁ UMA CRISE.
MINHA RECOMENDAÇÃO:
NÃO VÁ".

MÉDICO



"EU VOU,
APESAR DO MEDO".

TIAGO



*"MEU PAI TEM PÂNICO
E EU TENHO TREINAMENTO
DE PARAMÉDICA".*

PRAGNIA ALEKAL

Physician Approval Form

The purpose of this form is to verify that TIAGO MATTOS (participant's name) is in good health and that I, JOSÉ CAETANO DELL'AGLIO JR. (physician) has determined that any previous and/or existing medical condition(s) will not adversely affect his/her participation in the ZERO-G Experience.

Participant's Medical History: Please circle all that apply.

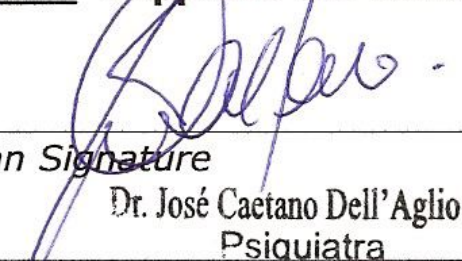
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PLEASE INITIAL

 X I am a certified physician and the above participant is my patient.
 X I approve the above participant's safe participation in the ZERO-G Experience.


 Physician Signature
 Dr. José Caetano Dell'Aglio Jr.
 Psiquiatra
 Printed Name CREMERS 18138

Aug, 2nd / 2012
 Date
 Flight Date





ABRAÇA
O FUTURO

ENFRENTA
OS MEDOS

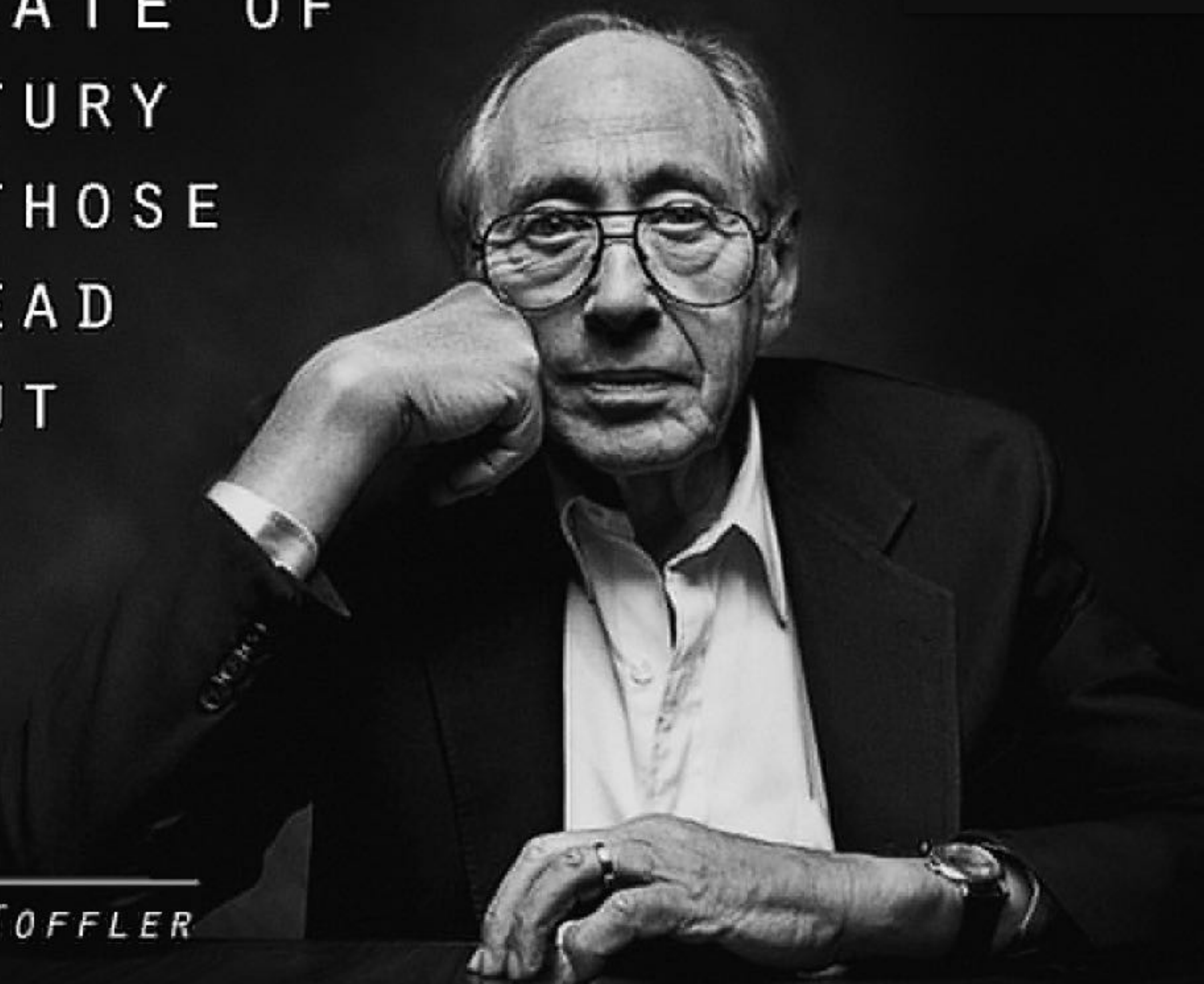
PODE CHEGAR ATÉ O ESPAÇO



NÃO
ENTENDI
NADA

“THE ILLITERATE OF
THE 21ST CENTURY
WILL NOT BE THOSE
WHO CANNOT READ
AND WRITE, BUT
THOSE WHO
CANNOT LEARN,
UNLEARN,
AND RELEARN.”

~ALVIN TOFFLER



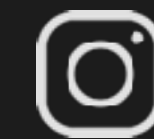
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TIAGO MATTOS



TIAGO@AEROLI.TO



TIAGOMATTOS



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A large, dark, textured sphere, possibly made of many small objects, hangs from a ceiling. The sphere is the central focus of the image. The background is a blurred indoor space with a ceiling and some structural elements. The text "NO RECORD" is overlaid in white, bold, sans-serif capital letters across the middle of the sphere.

NO RECORD



**FAÇA PARTE
DE ALGO MAIOR.**



O B R I G A D O

MBA em Liderança, Inovação e Gestão 3.0