

**LET'S MAKE
WORK AWESOME!**





L'ORÉAL

CORPORATE CAREER
LACK OF PURPOSE
AUTOPILOT

87%

OF EMPLOYEES
WORLDWIDE ARE NOT
ENGAGED AT WORK



SELF-ACTUALIZATION JOURNEY

**RICARDO
SEMLER**





**ENTREPRENEURSHIP
MEANING
FREEDOM**





BUSINESS IMPACTS

+22% Productivity

+21% Profit

-37% Absenteeism

-48% Accidents

-41% Defects



TO THE WORLD...

SEMCO ROADMAP





**STRONG LEADER THAT BELIEVES AND
SUPPORTS THE TRANSFORMATION**

"TOP DOWN DEMOCRATIC" DECISIONS





**VEST PEOPLE WITH
DECISION-MAKING POWER**

Simple participations in the beginning:

- Solve restaurant problems
- Choose uniform color
- Choose the factory and office walls color
- Choose the type of new year's party
- Choose how to compensate business days between a holiday and the weekend

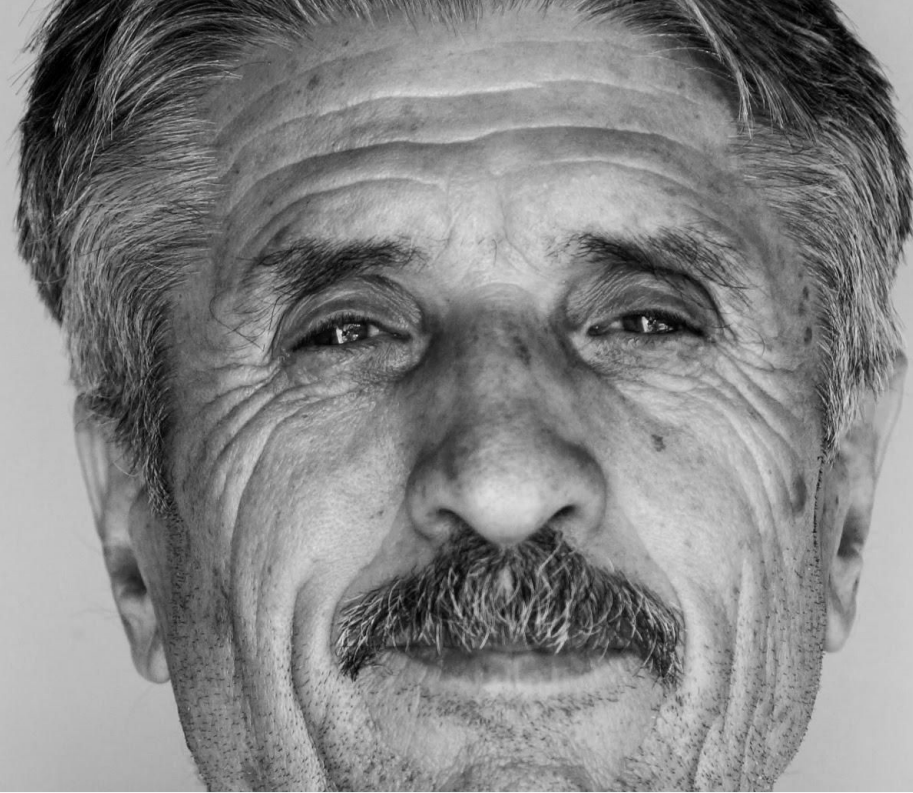


Simple participations in the beginning:

- Solve restaurant problems
- Choose uniform color
- Choose the factory and office walls color
- Choose the type of new year's party
- Choose how to compensate business days between a holiday and the weekend

Followed by more expressive participations:

- Manufacturing process and production goals
- Choice of place of work
- Elaboration of positions and salary structures.
- Recruitment of the future peers and boss
- Profit sharing of the company
- Frequency self-control



TREAT ADULTS AS ADULTS

**DO AWAY WITH INFORMATION
SECRECY AND BE OPEN**



$$\frac{dN}{dt} = \frac{1}{q_{\text{fact}}} - q_0(N-N_0)(1-\varepsilon S)S + \frac{N_e}{T_n} - \frac{N}{T_p}$$

$$\frac{dS}{dt} = T_0 q_0(N-N_0)(1-\varepsilon S)S + \frac{p_0 N}{T_n} - \frac{S}{T_p}$$

$$\frac{S}{P_k} = \frac{T_p \lambda_0}{T_{\text{act}} q_0} = 0$$

$$|S| \leq \frac{1}{\varepsilon}$$

$$\left. \begin{array}{l} N = 1 \\ P_1 = (m) \end{array} \right\}$$

**EDUCATE EMPLOYEES TO INTERPRET
ALL TYPES OF INFORMATION**

EXPECT RESISTANCE FROM MANAGEMENT





**ORGANIZE SEVERAL SPACES FOR
DISCUSSION AND ALIGNMENT**



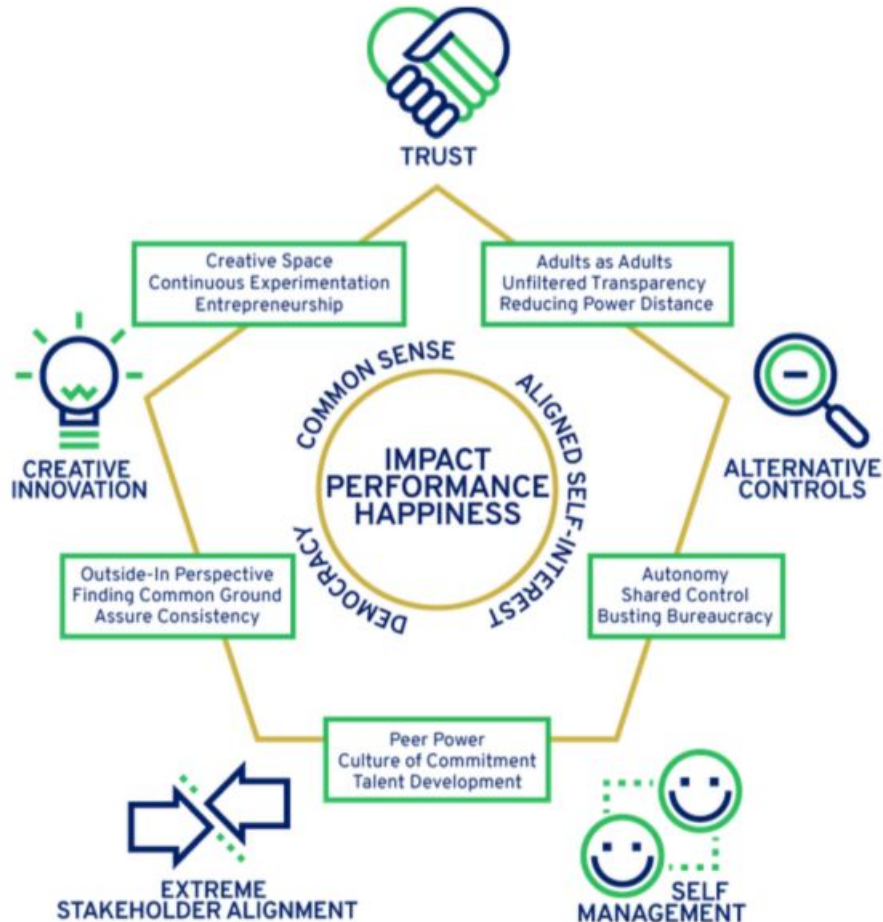
**BECOME A LEARNING
ORGANIZATION AND ADAPT**

SEMCO STYLE

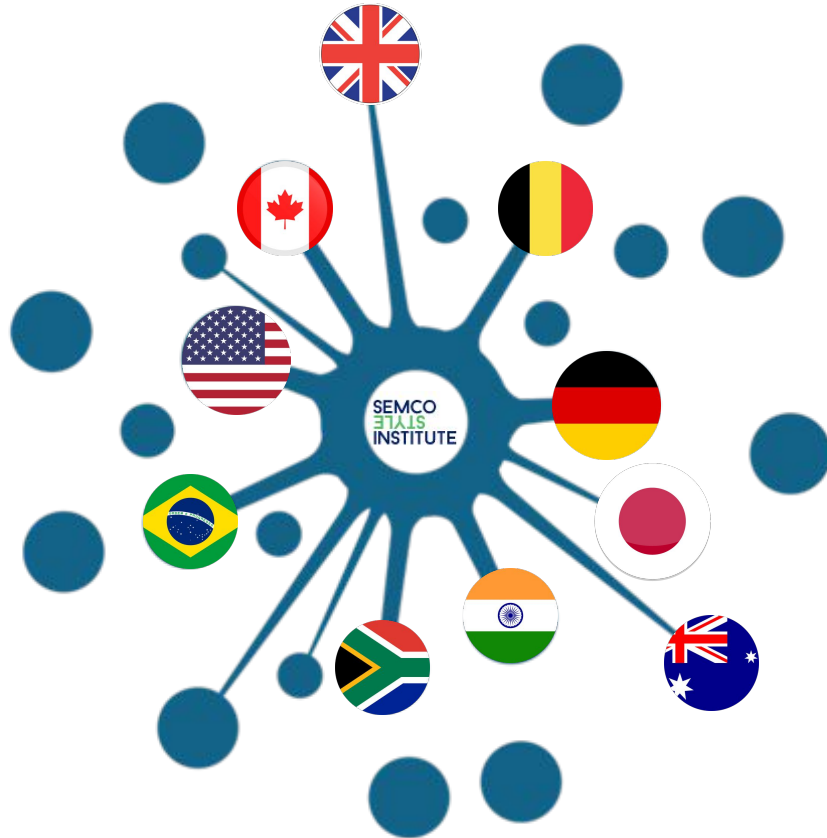
5 PRINCIPLES

15 PILLARS

EVOLUTIONARY PRACTICES



NETWORK OF CHANGE




An international learning community of practitioners exchanging:

- Learnings
- Experiments
- Mistakes
- Knowledge
- Skills
- Practices
- Case studies
- Peer supporting

**LET'S MAKE
WORK AWESOME!**



The background is a solid dark blue. It is decorated with several large, thick yellow geometric shapes: a diagonal line in the top-left, a quarter-circle arc in the top-right, and a complex, overlapping loop-like shape in the bottom-left.

Any questions? Let's chat! ;-)

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