



Leading smart people

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"Stuff falling out of the closet, old pizza turning green, dust bunnies blowing around...my room isn't messy, mom, it's interactive!"



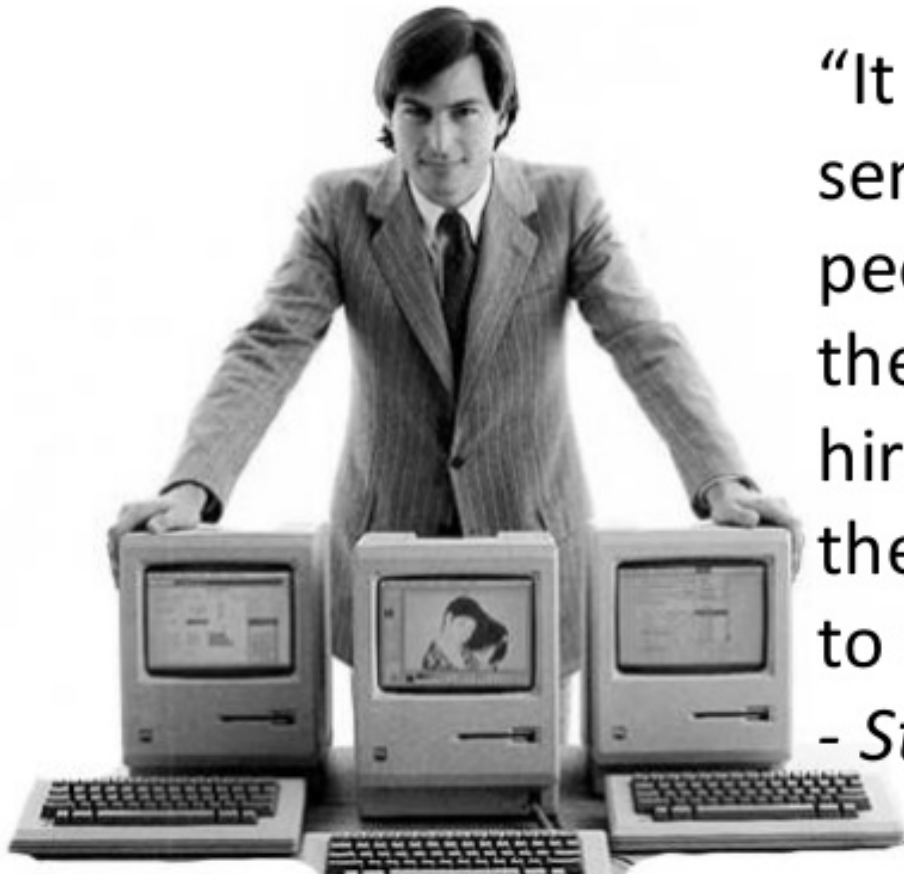
THE NEXT 2 HOURS

- INSPIRATION
- ADVICE
- FUN

Leading smart people

**1. ASSUME THAT PEOPLE
ARE SMART**

1. Assume that people are smart



“It doesn’t make sense to hire smart people and then tell them what to do; we hire smart people so they can tell us what to do.”

- *Steve Jobs*

1. Assume that people are smart



GENERAL MOTORS



CEO
Mary Barra

10-page treatise
on clothing

WOMEN		MEN
CASUAL - YES	t-shirts, long or short sleeve blouses or shirts, jackets or sweaters; pants, shorts, skirts, dresses at least "finger tip" length and passing "sit-down" test; comfortable footwear appropriate for day's activities	t-shirts, long or short sleeve shirts, jackets or sweaters; pants or shorts at least "finger tip" length and passing "sit-down" test; comfortable footwear appropriate for day's activities
CASUAL - NO	Strapless, form-fitting, see-through, bare mid-section, revealing, very short, suggestive or profane writing/designs; view of undergarments; untied or platform footwear, bare feet; slippers or pajamas; hats, hoods, or sunglasses indoors; jewelry or accessories larger than "quarter"	Pants or shorts below waist, bare mid-section, form-fitting, see-through, sleeveless, excessively baggy, suggestive or profane writing/designs; view of undergarments; untied footwear, bare feet; slippers or pajamas; hats, hoods, or sunglasses indoors; jewelry or accessories larger than "quarter"
WOMEN		MEN
BUSINESS - YES	Conservative dresses, suits, skirts at the knee or longer, dress pants; blouses, sweaters in solid colors or muted patterns; conservative solid or sheer hosiery; low to medium height dress shoes; light makeup and perfume; small, simple accessories; neat hair in conservative style	Conservative suits, dress pants, business jackets, dress shirts, ties in solid colors or muted patterns; dress shoes, belts and socks; small, simple accessories; neat hair in conservative style
BUSINESS - NO	Casual clothing or shoes, short or tight fitting, excessive perfume or makeup, wrinkled clothing, excessively high heels, logos/writing	Casual clothing or shoes, tight fitting, baggy, excessive cologne or after shave, wrinkled clothing, unpolished shoes, logos/writing



**DRESS
APPROPRIATE**

Leading smart people

1. ASSUME THAT
PEOPLE ARE SMART
2. **SECURE FREEDOM OF
OPERATION**

2. Secure freedom of operation

https://www.ted.com/talks/yves_morieux_how_too_many_rules_at_work_keep_you_from_getting_things_done?language=da

2. Secure freedom of operation




That
Mistake
Shall Never
Happen
Again!

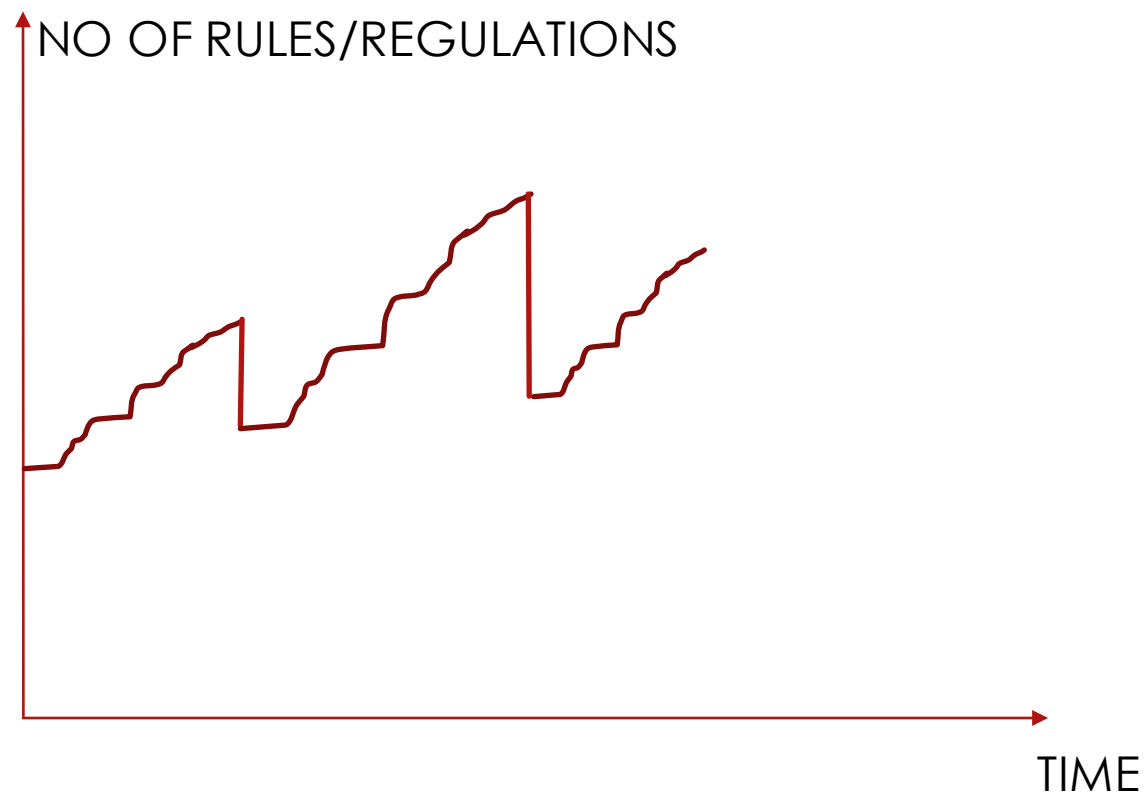
2. Secure freedom of operation



The road to hell is paved with good intentions.

~ Samuel Johnson

2. Secure freedom of operation



Leading smart people

1. ASSUME THAT
PEOPLE ARE SMART
2. SECURE FREEDOM
OF OPERATION
3. **TAKE RESPONSIBILITY
FOR THE WORK
ENVIRONMENT**

3. Take responsibility for the work environment



You may be in love
with your work

BUT

your work will not
love you back





I am a master of multitasking

1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24

Exercise

Dave Crenshaw

3. Take responsibility for the work environment

- ▶ <https://bigthink.com/videos/daniel-levitin-on-multitasking-and-brain-evolution>



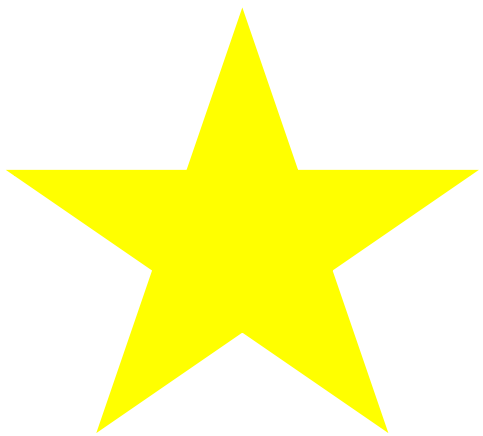
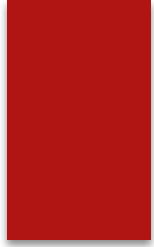
3. Take responsibility for the work environment

Organisational structure

- ▶ Maximum 150 pers in a functional area
- ▶ 10-15 pers in a team
- ▶ Ensure as few interfaces as possible for each department
- ▶ Make changes that can last for more than 6 six months

3. Take responsibility for the work environment





Exercise

Leading smart people

1. ASSUME THAT
PEOPLE ARE SMART
2. SECURE FREEDOM
OF OPERATION
3. TAKE RESPONSIBILITY
FOR THE WORK
ENVIRONMENT
4. **SEE AND DEVELOP
THE STARS**

4. See and develop the stars

~~Set your own team~~

- ▶ Find the talents in your team and put them into play
- ▶ Develop the talents into stars
- ▶ Enjoy helping the talents grow



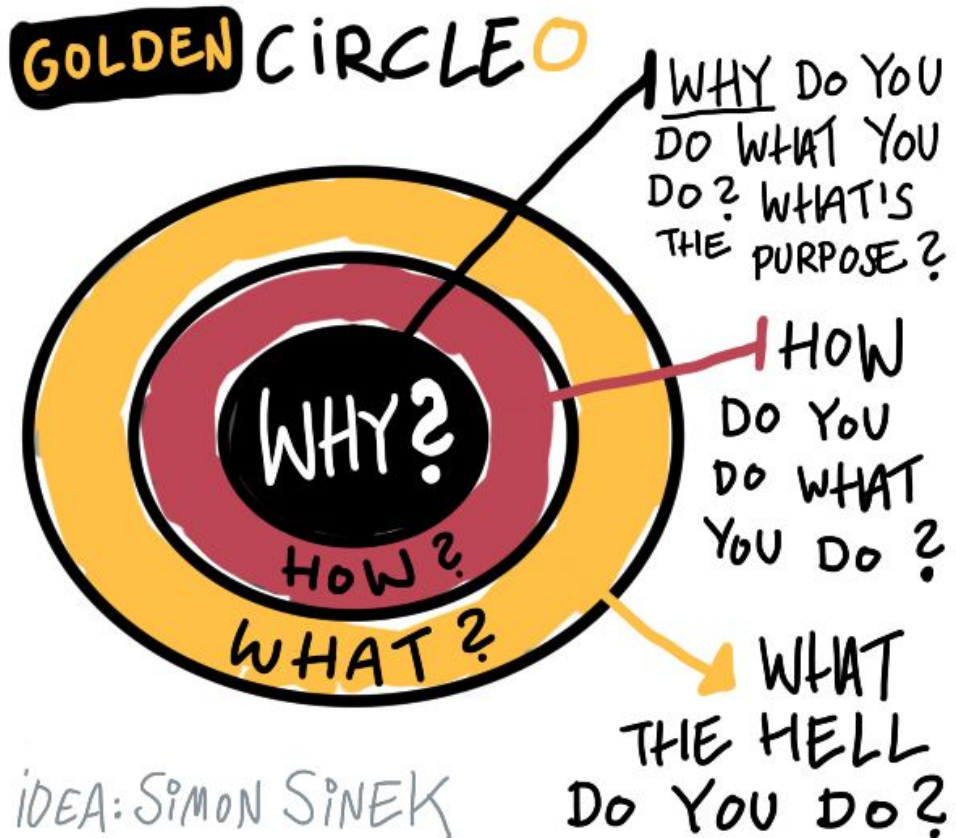


Exercise

Leading smart people

1. ASSUME THAT
PEOPLE ARE SMART
2. SECURE FREEDOM
OF OPERATION
3. TAKE RESPONSIBILITY
FOR THE WORK
ENVIRONMENT
4. SEE AND DEVELOP
THE STARS
5. **START WITH THE WHY**

5. Start with the why



<https://www.youtube.com/watch?v=IPYeClfXpxw>

THANK YOU

