



DOM PRICE | ATLASSIAN | @DOMPRICE

Atlassian Values

They guide what we do, why we create, and who we hire.

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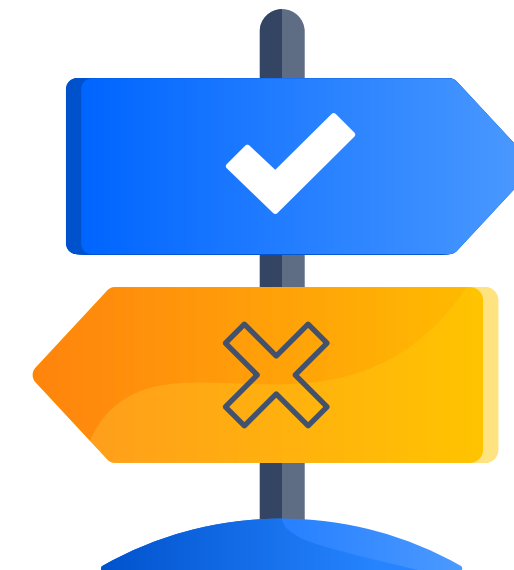
**Open company,
no bullshit**



**Play,
as a team**



**Build with heart
& balance**



**Be the change
you seek**



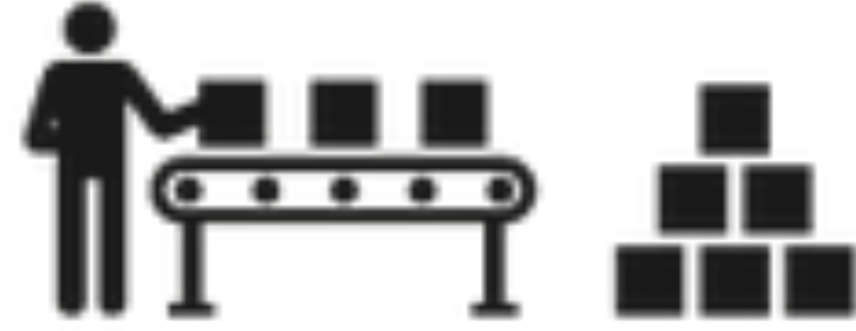
**Don't #@!%
the customer**

A robot won't take you're job



INDUSTRY 1.0

Mechanization, steam power, weaving loom



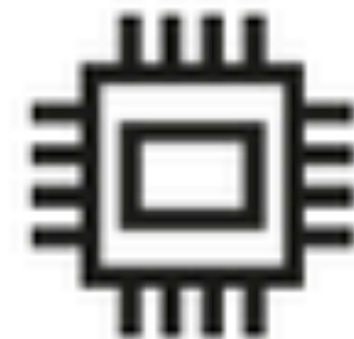
INDUSTRY 2.0

Mass production, assembly line, electrical energy



INDUSTRY 3.0

Automation, computers and electronics

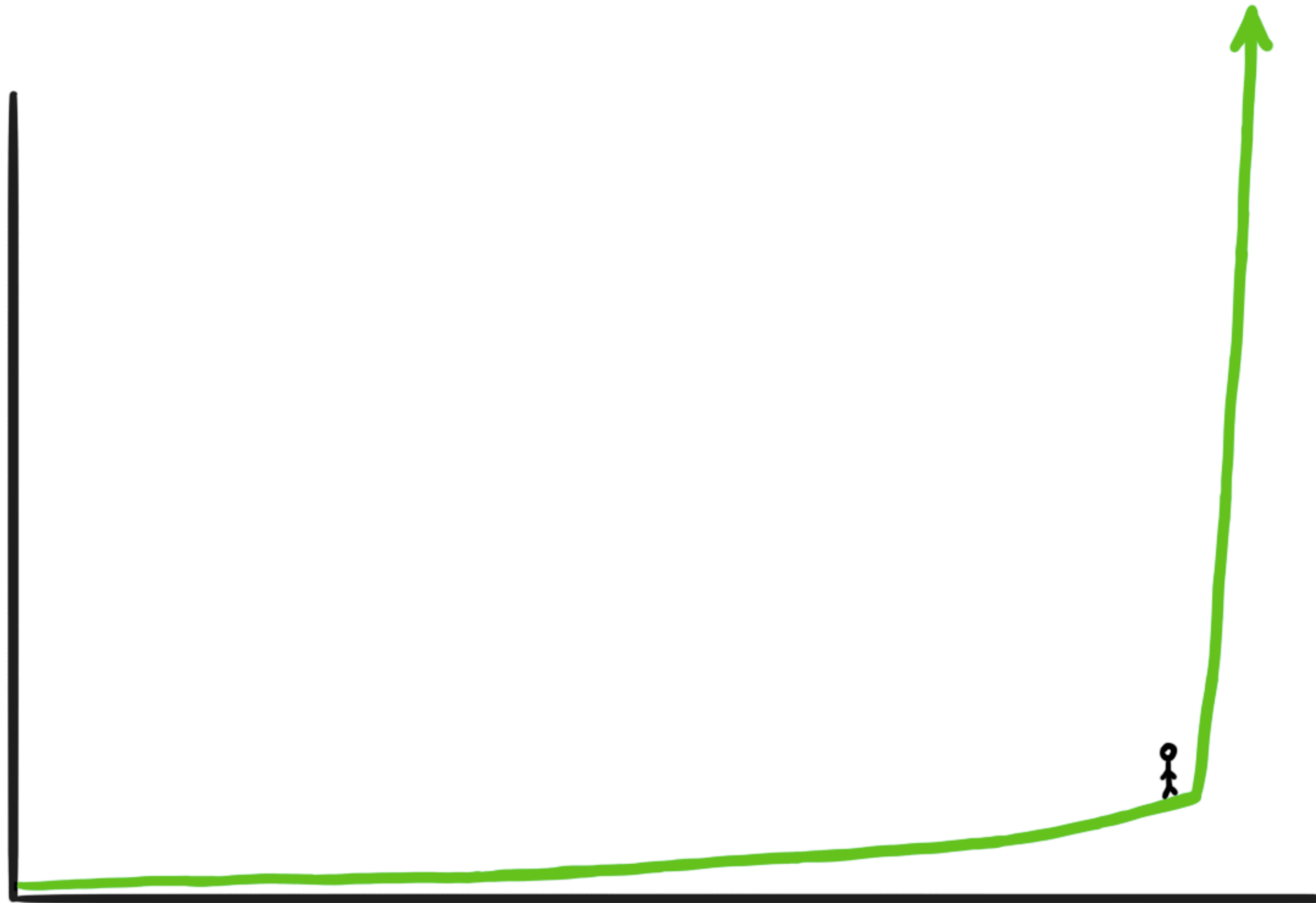


INDUSTRY 4.0

Cyber Physical Systems, internet of things, networks



Human Progress

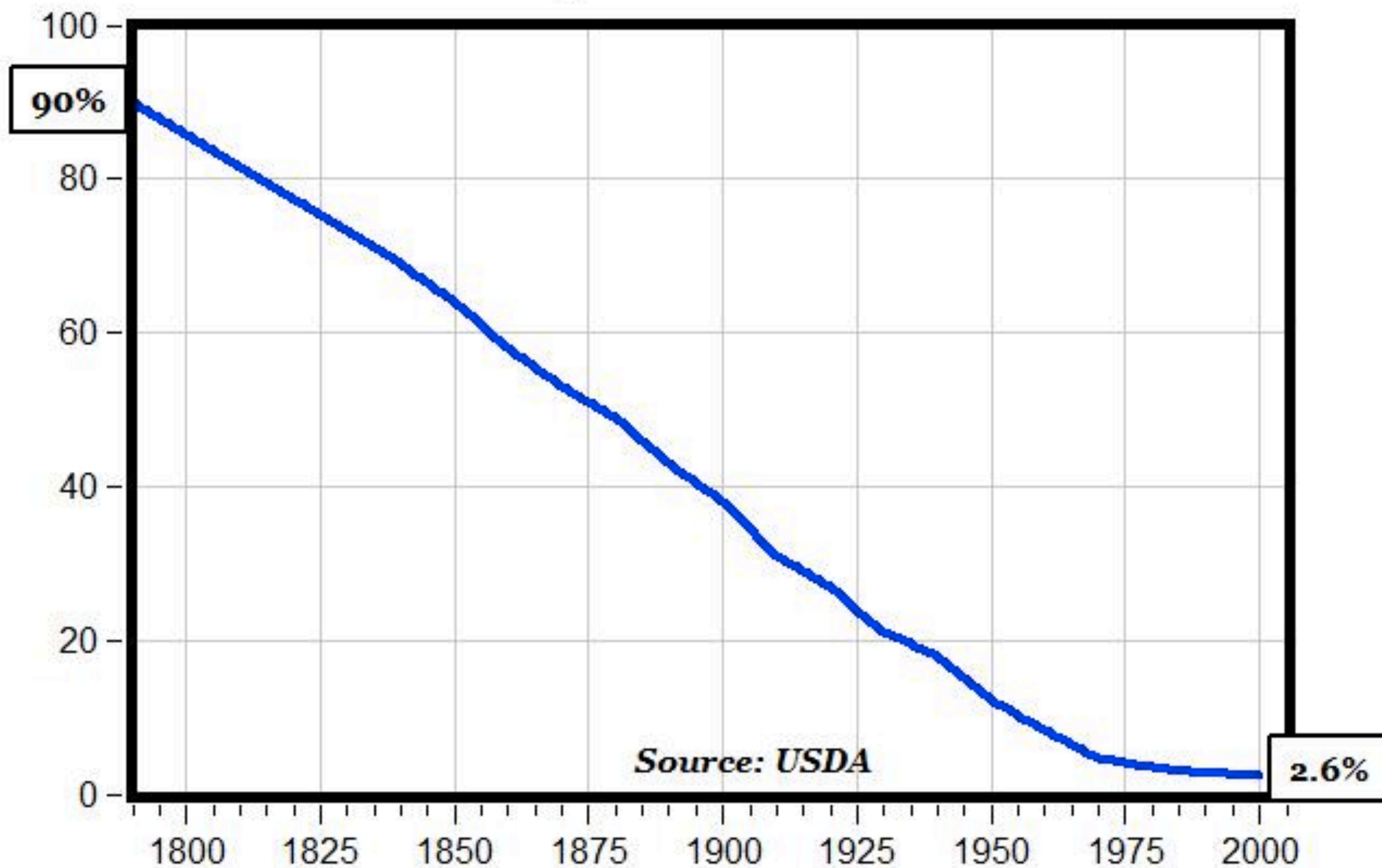


Time





Farm Jobs, % of Total U.S. Jobs 1790 to 2000



:-(

**80% worried
that AI will
increase
unemployment**

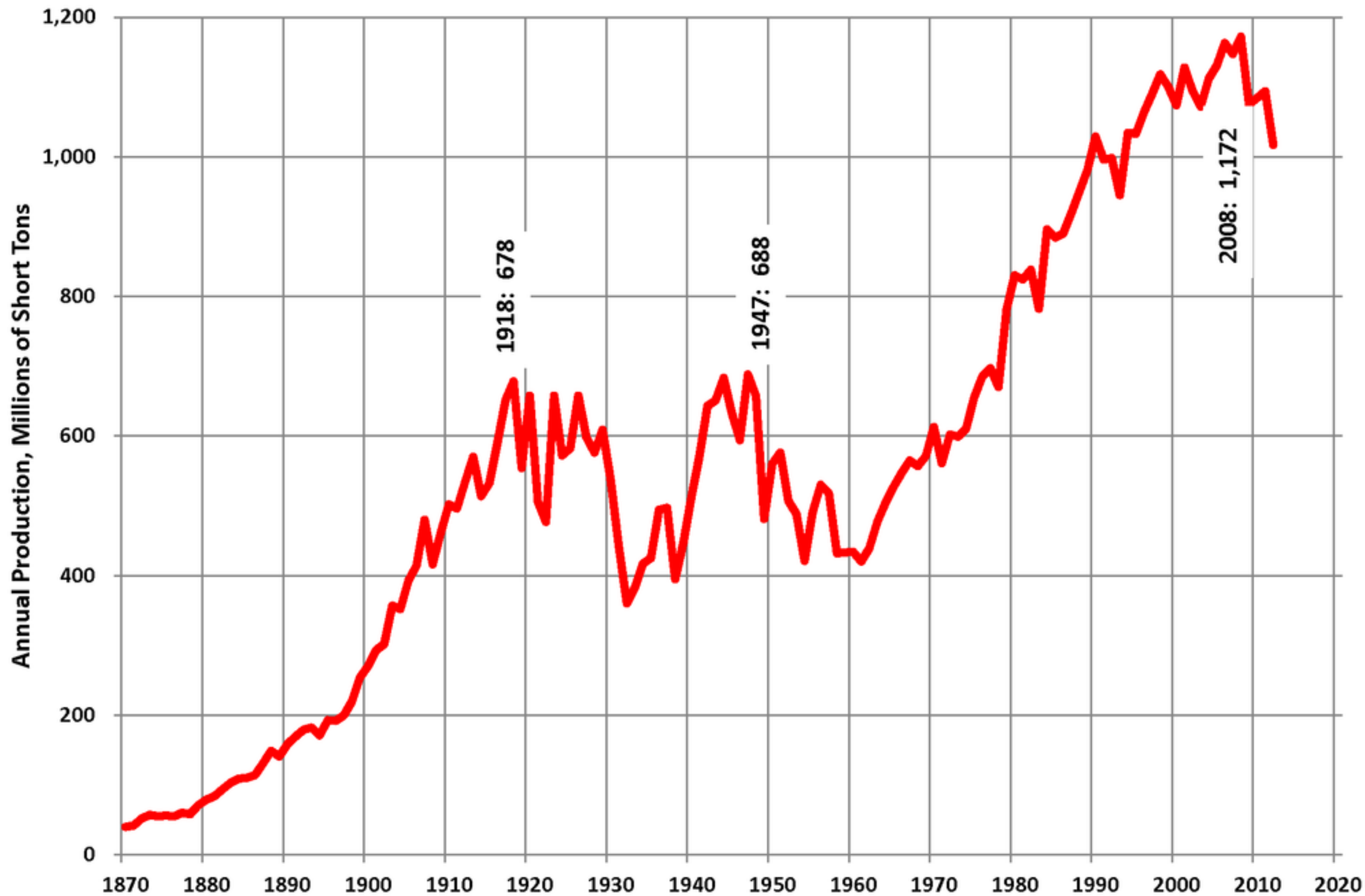
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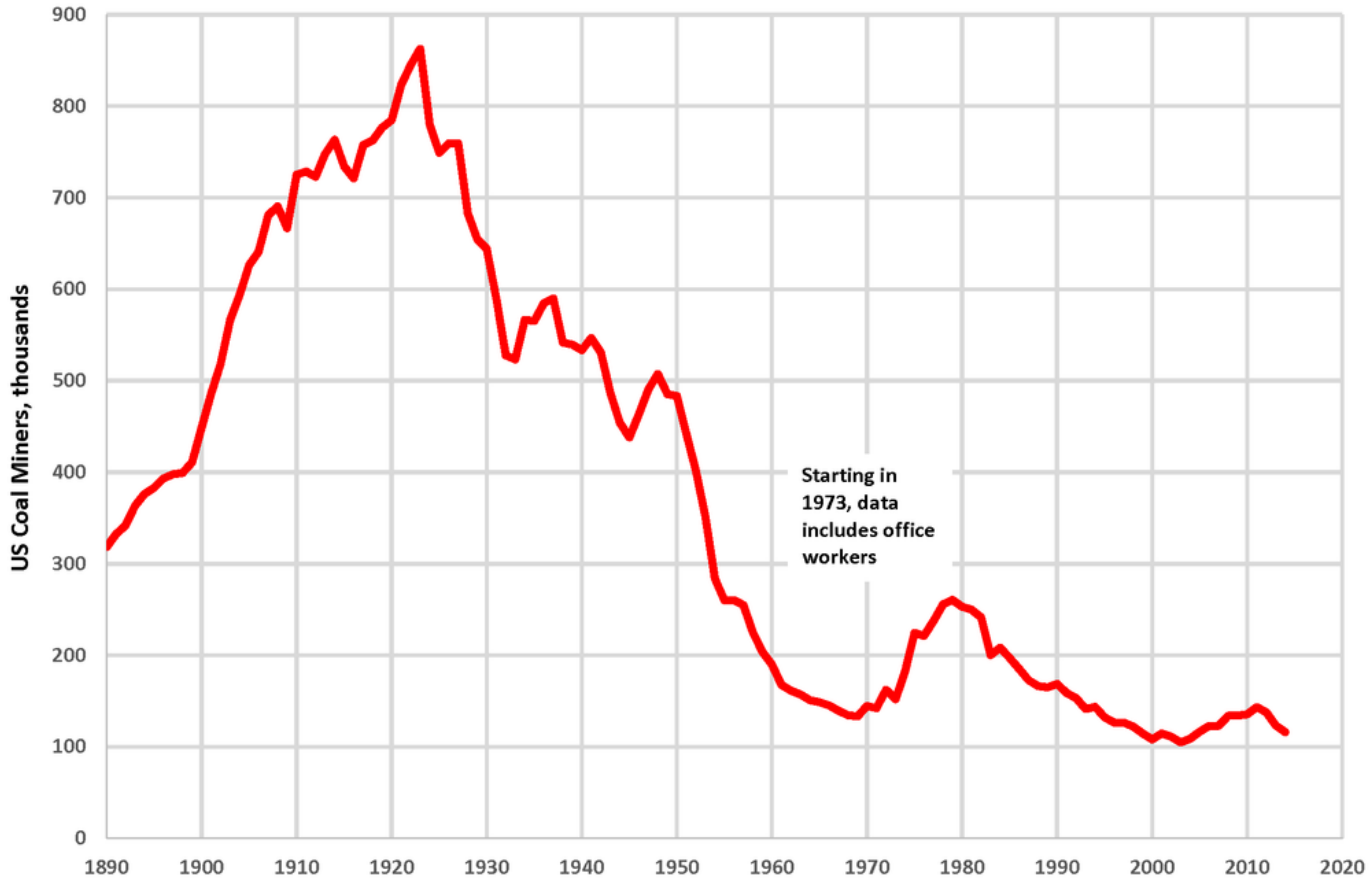
**80% worried
that AI will
increase
unemployment**

:-)

**Technology
created more
jobs in last
144 years**







1920

**860,000
employees
at 700 tons/
employee**

2010

**90,000
employees
at 8600 tons/
employee**



930E-AT

06H202

KOMATSU

202

KOMATSU

NO UNAUTHORIZED
PARKING WITHIN
50 METRES

202

930E-AT

06H200

KOMATSU

200

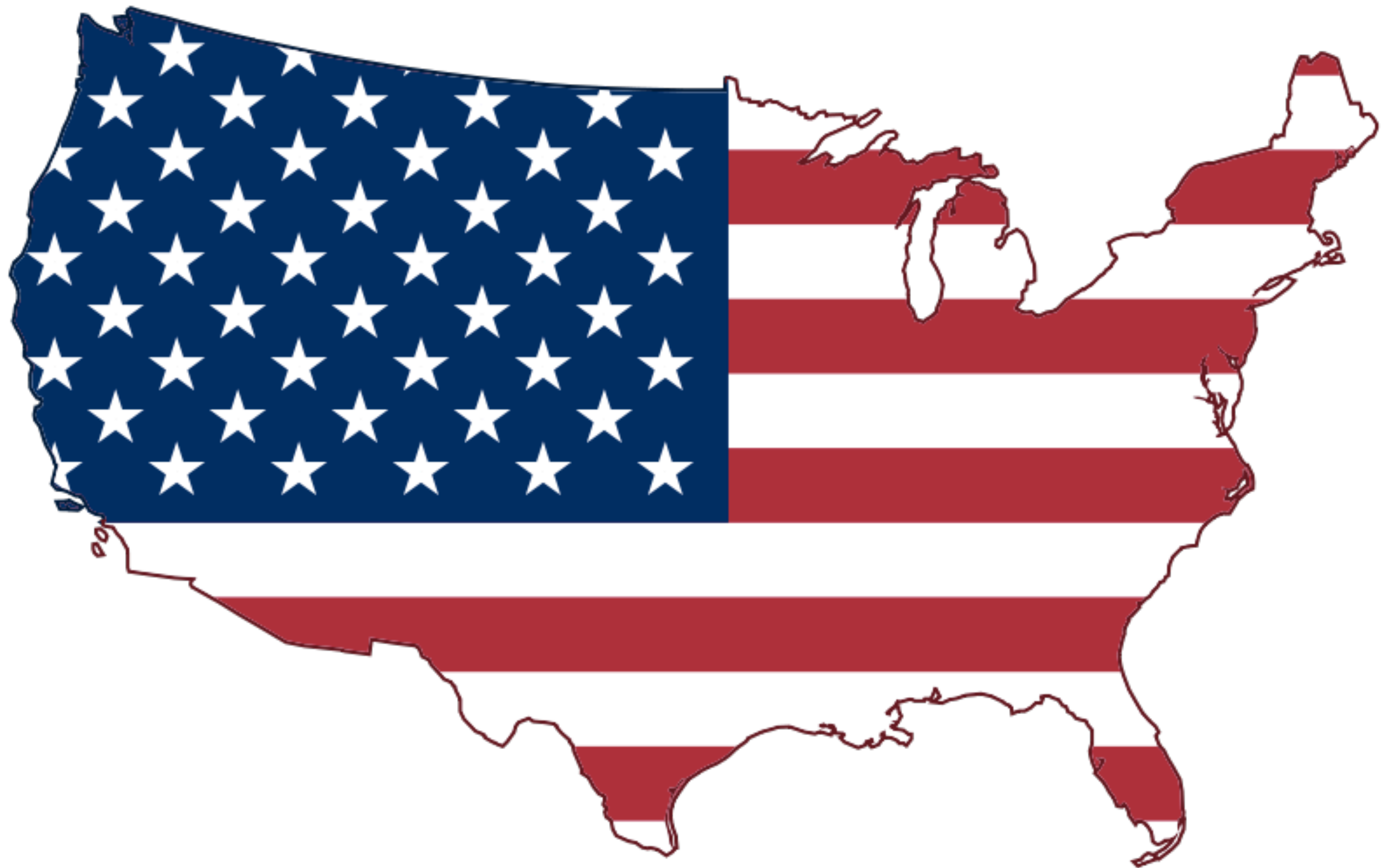


There are fewer women in top roles than there are men called John, Peter or David

CEOs and chairs of ASX 200 companies



Source: Conrad Liveris



How America wins



Employment

Women have lower unemployment than men



Qualifications

40% of MBA graduates are females



CEO's

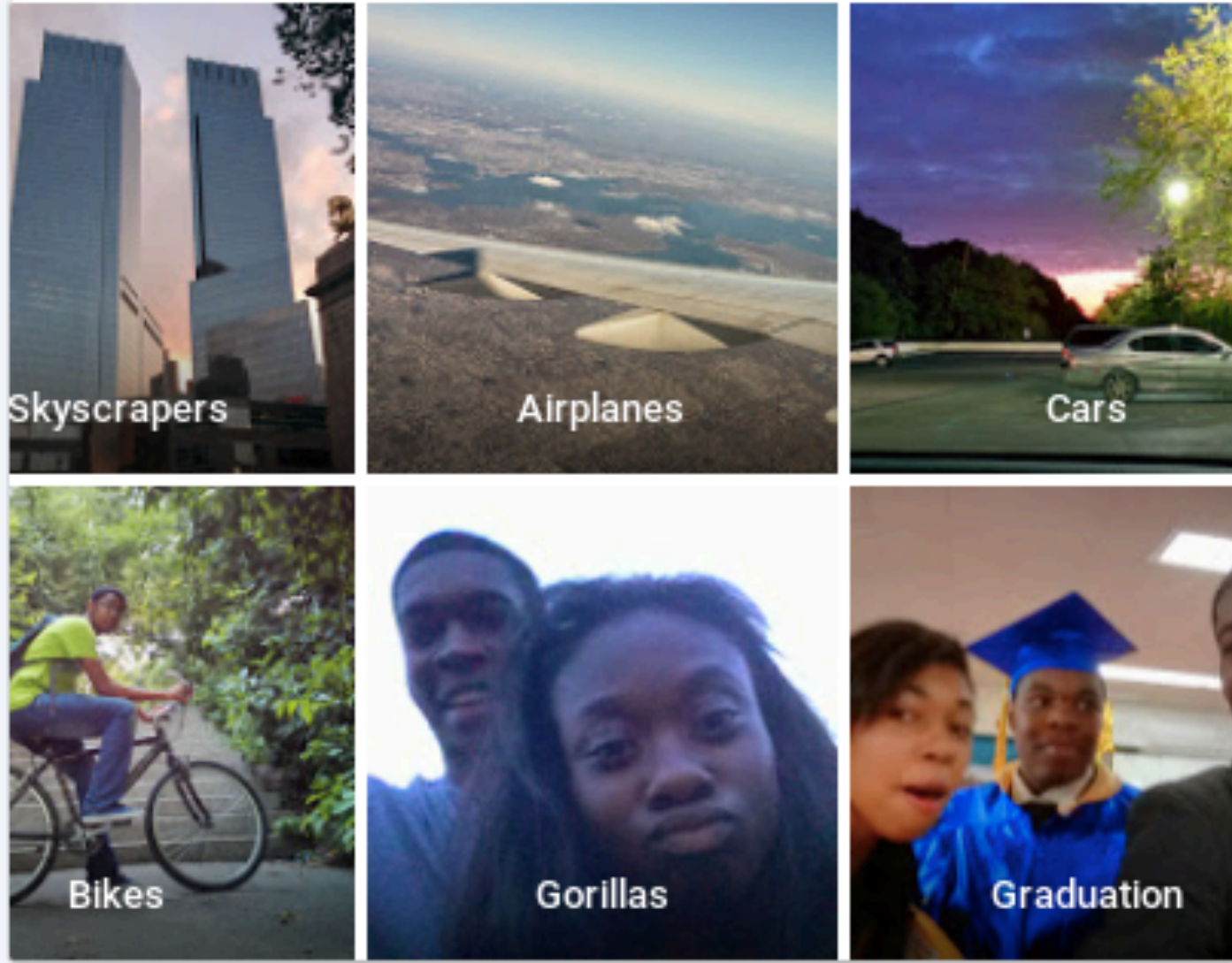
Currently at all time high for female CEO's

5%



jackyalciné @jackyalcine · 28 Jun 2015

Google Photos, y'all fucked up. My friend's not a gorilla.



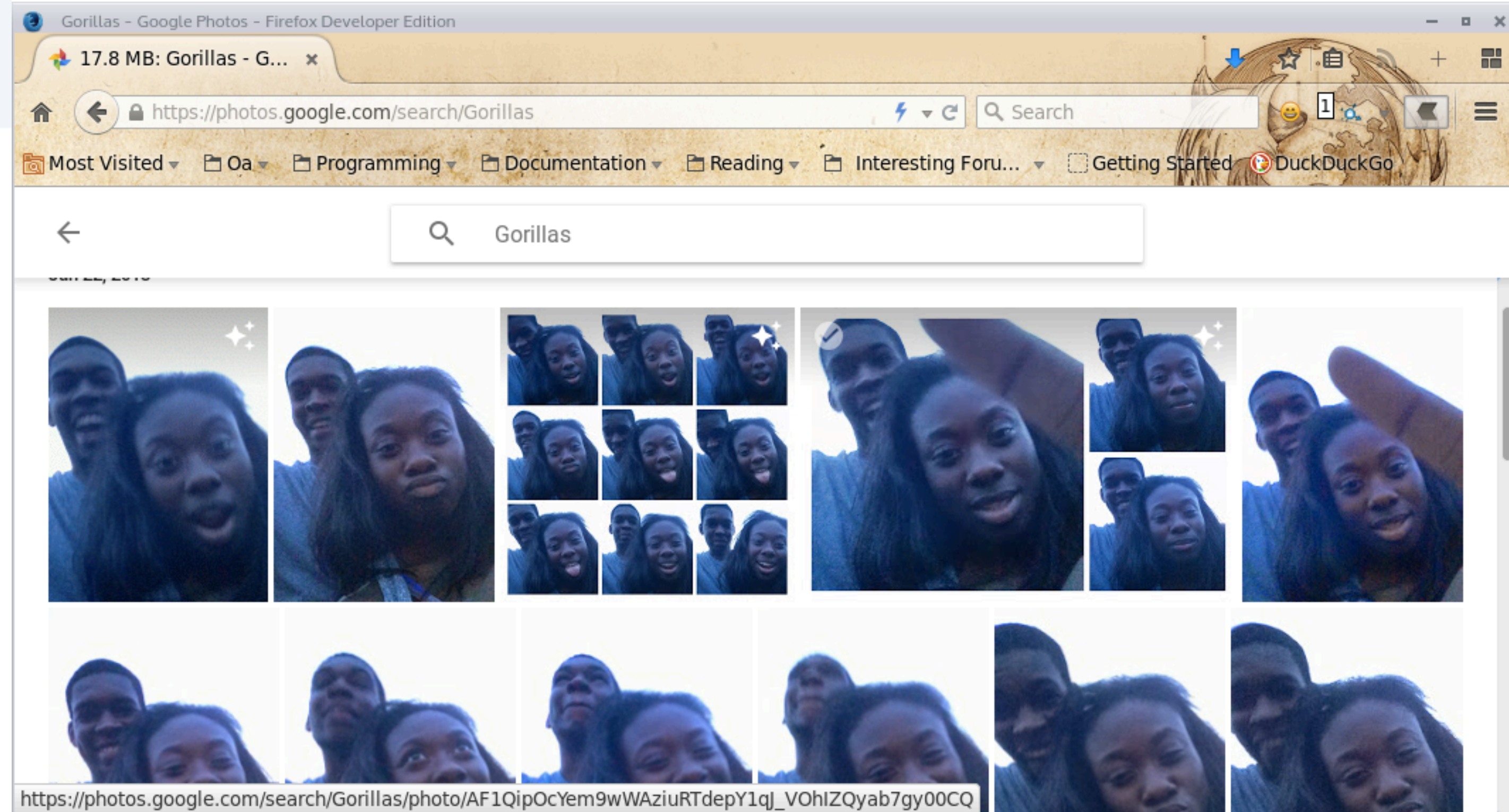
239 3.4K 2.3K



jackyalciné @jackyalcine · 28 Jun 2015

Fuck, the only thing under this tag is my friend and I being tagged as a gorilla. What the fuck? -__

9 23 50



https://photos.google.com/search/Gorillas/photo/AF1QipOcYem9wWAZiuRTdepY1qj_VOhiZQyab7gy00CQ





It's all ~~fucked~~ messed up.



ME

STEP ONE

**We need to
be prepared
for mass
displacement**

STEP ONE

**We need to
be prepared
for mass
displacement**

STEP TWO

**Cognitive
diversity is
key**



**Who needs
to do what?**

Dysfunction is the gap
between what you know,
and what you apply.

Random theory

78%

of people don't trust team mates

59%

**say it's poor
communication**

29%

**say it's lack of
accountability**

EFFICIENCY

Create **process** & standardization

Written **centrally** & mandated

Eliminate variability

Engineered for **predictability**

Focus and measure **outputs**

Command & control

Centralized decision-making

Large **monolith** teams

Hierarchy

Strong **functions & departments**

EFFECTIVENESS

Provide plays & **guardrails**

Crowdsourced & shared **laterally**

Embrace variability where valuable

Freedom for rhythm & cadence

Focus on **outcomes**

Empowerment

Decision-making at the **coalface**

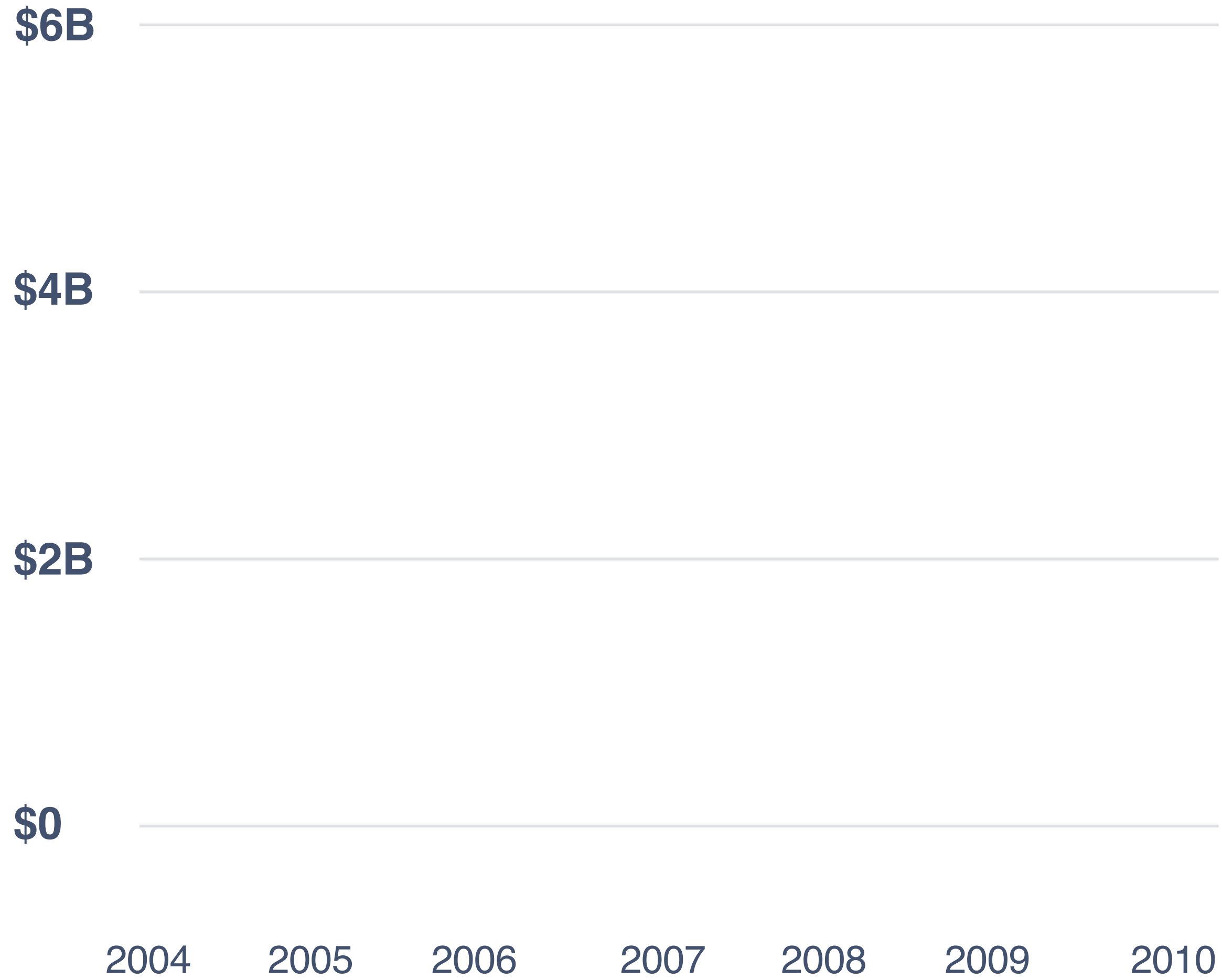
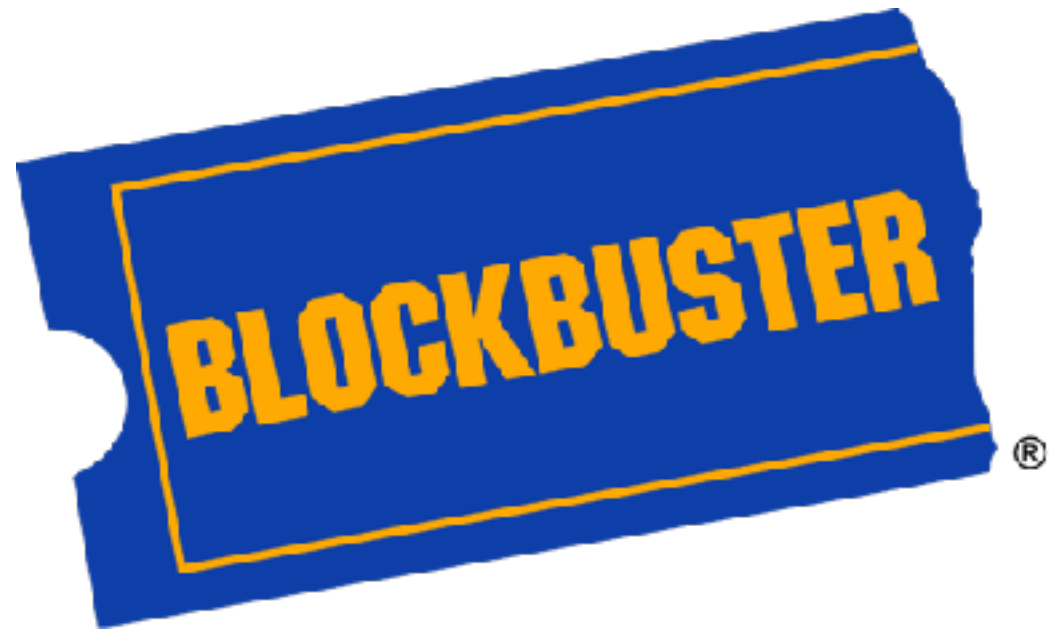
Small, **nimble** teams with high agility

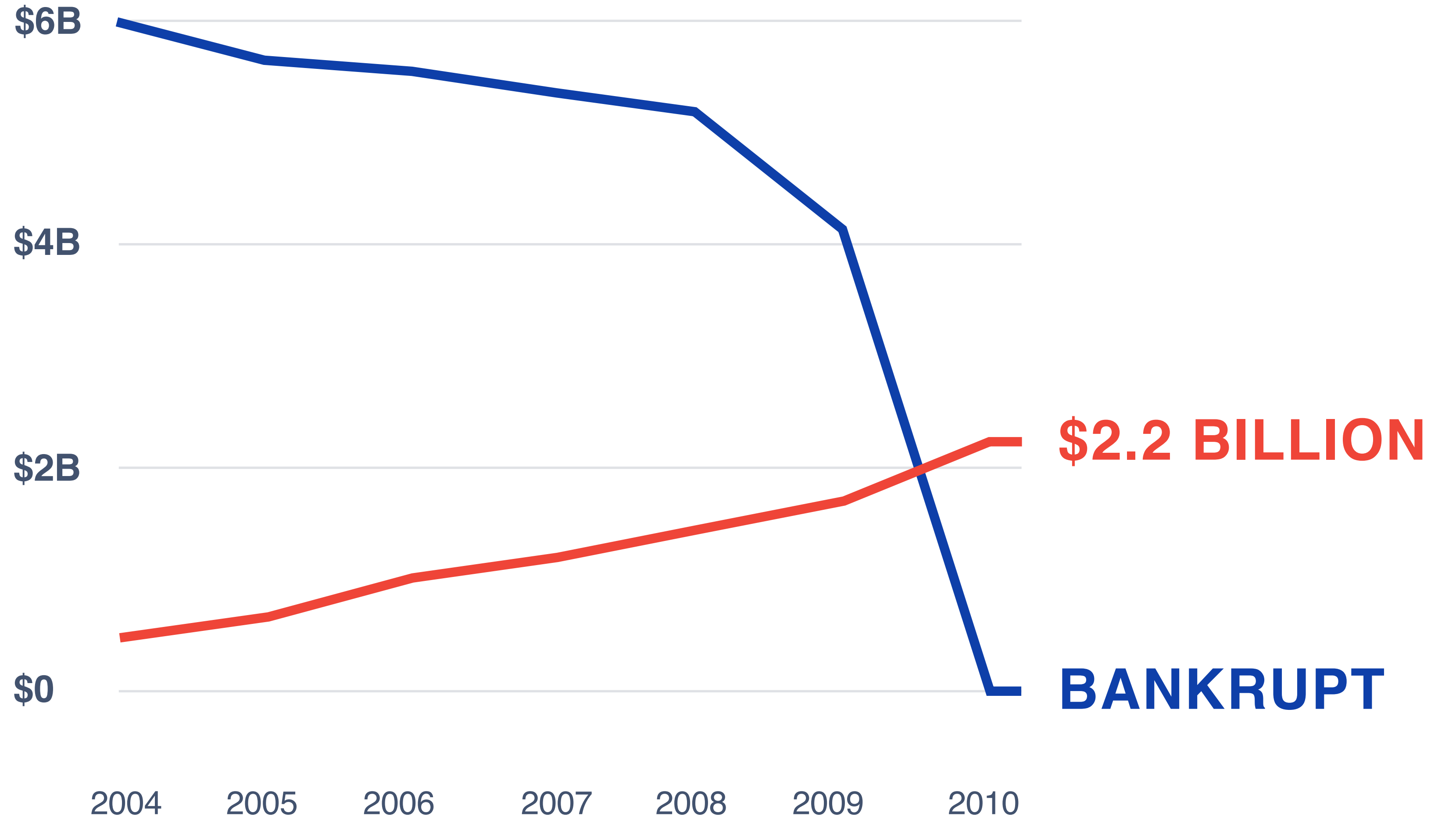
Autonomy

cross functional teams



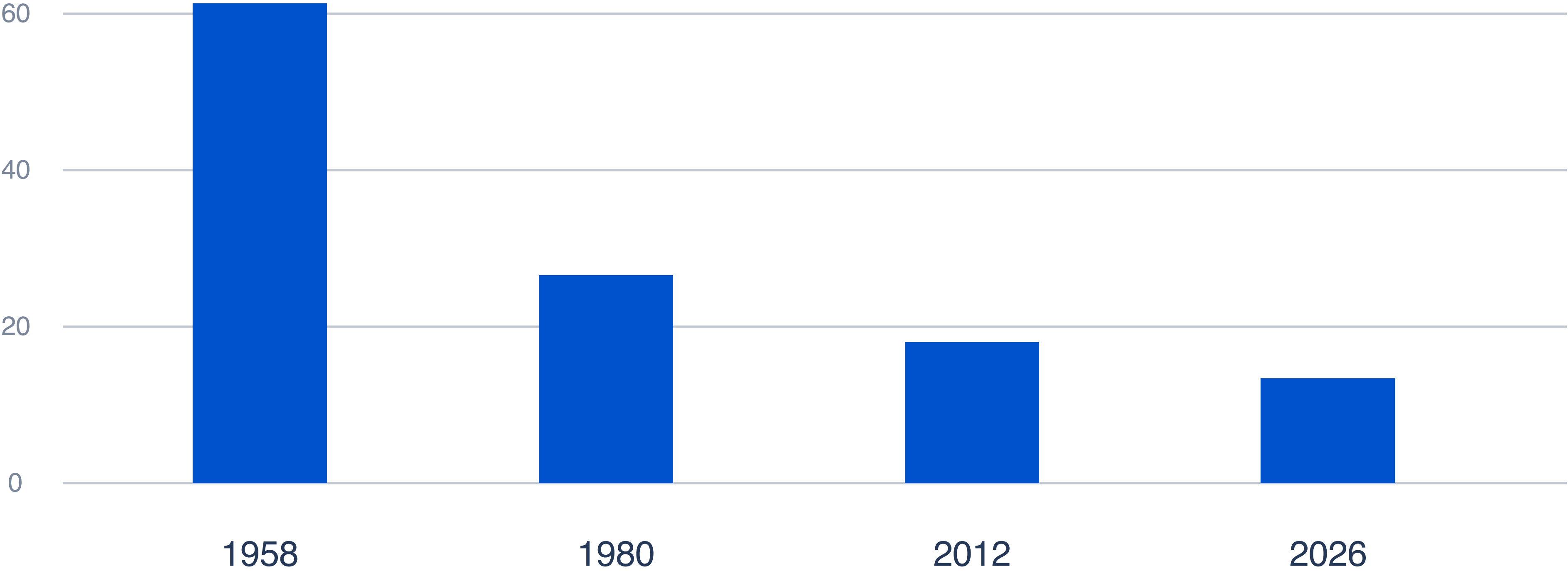






As a result...

As a result...



Great teams

Great teams

+ right tools

Great teams

right tools
+ right people

Great teams

right tools
right people
+ right practices

Great teams

**Take
action!**

Education

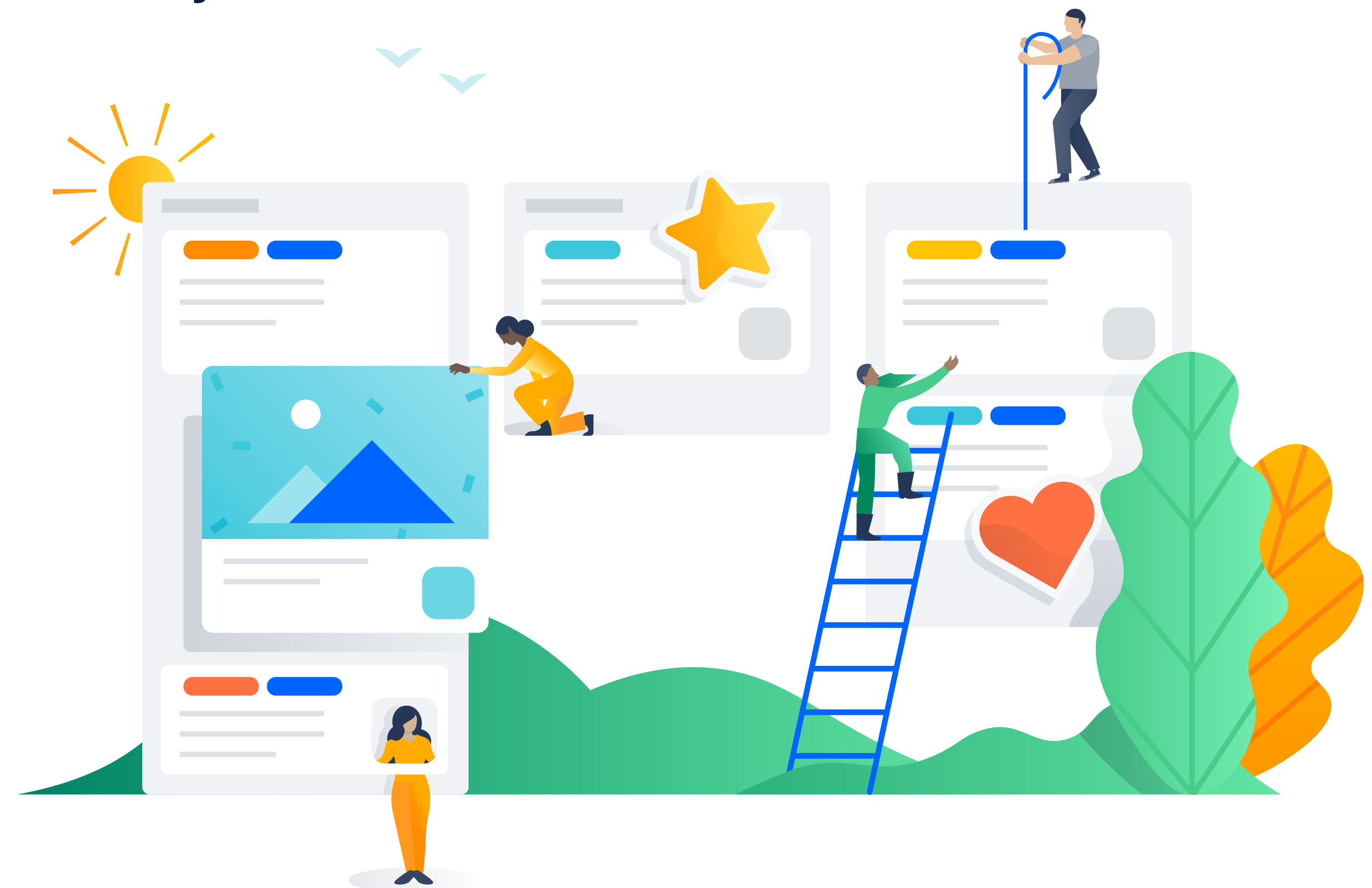
Unlearn

Levers

Education

FROM: “What do you want to be when you grow up?”

TO” “What impact do you want to have?”



**Take
action!**

Education

Unlearn

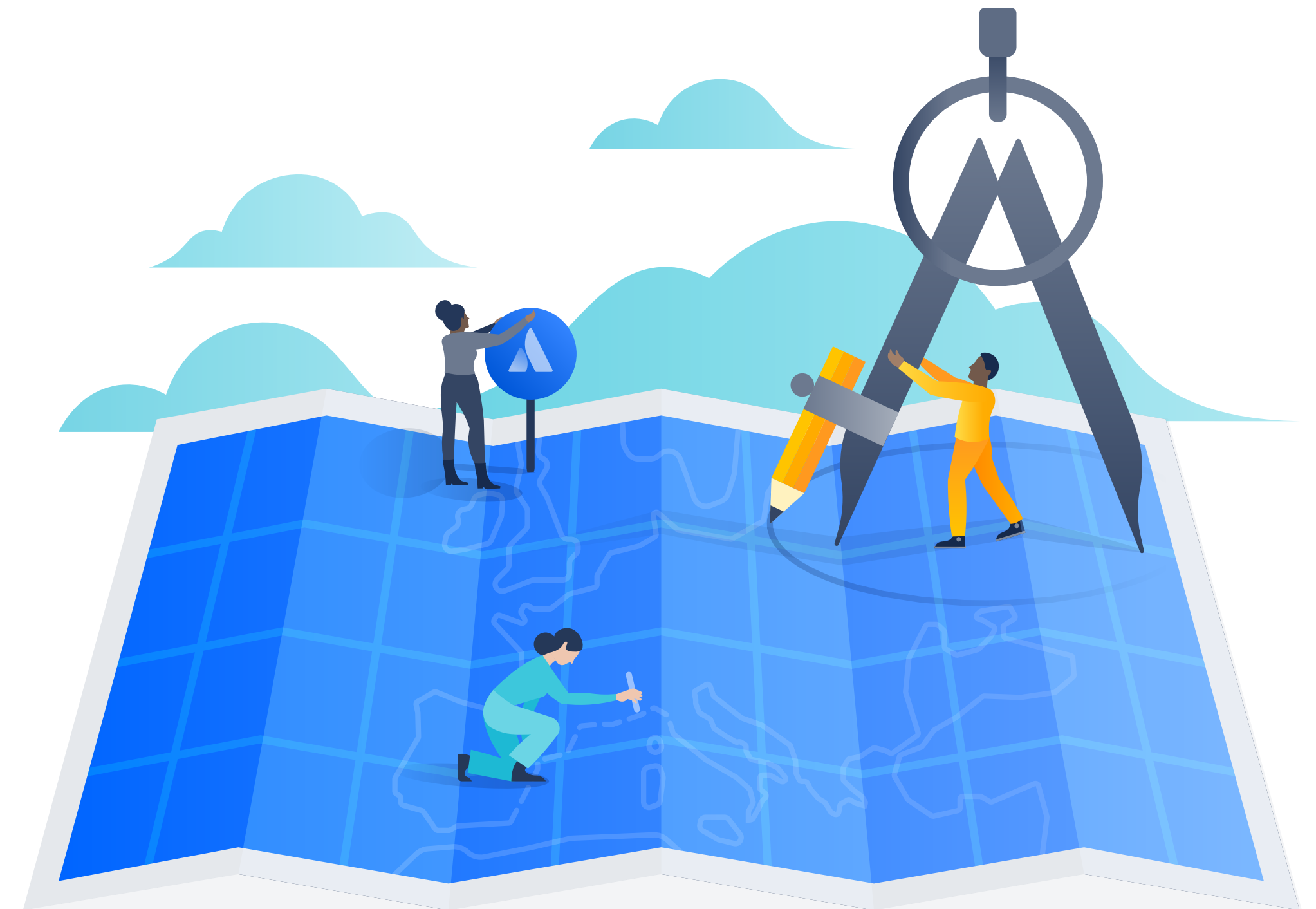
Levers

Unlearn to learn

Make work = play

www.atlassian.com/team-playbook

4 L's; Loved, Longed For, Loathed and Learned



**Take
action!**

Education

Unlearn

Levers

Levers

AI, automation, augmentation, Machine Learning,
Millennials, Gig Economy, Diversity & Inclusion,
Distributed Teams, Ageing Workforce, Creativity >
Consistency

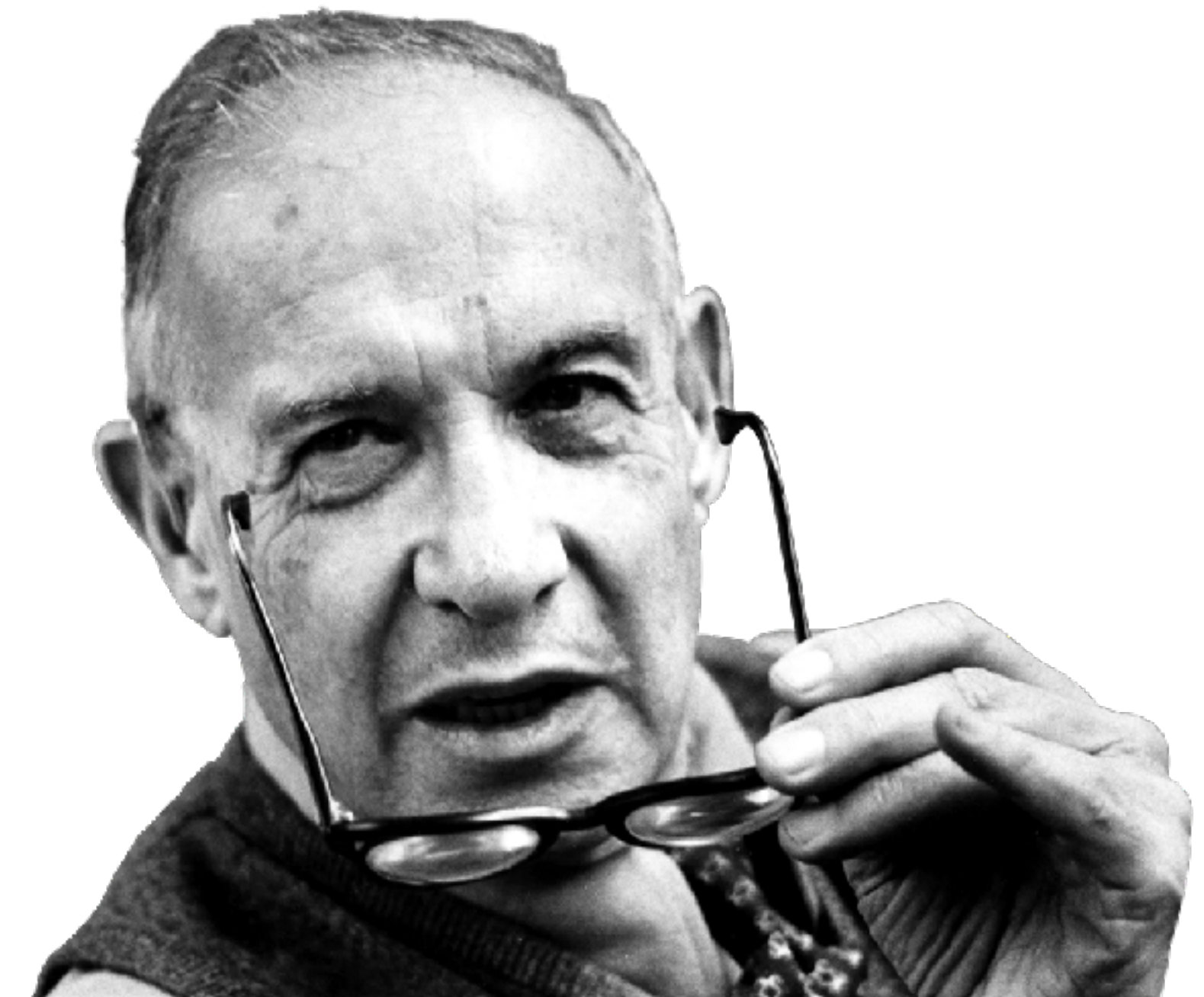
www.atlassian.com/teamwork



“

The best way to predict the future is to create it

PETER DRUCKER





Thank you!



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