

THE 5 RE-HUMANIZING PRINCIPLES

Imagine a group of sailors shipwrecked on an island after a violent storm. Without any resources or assistance, they need to find a way to survive.

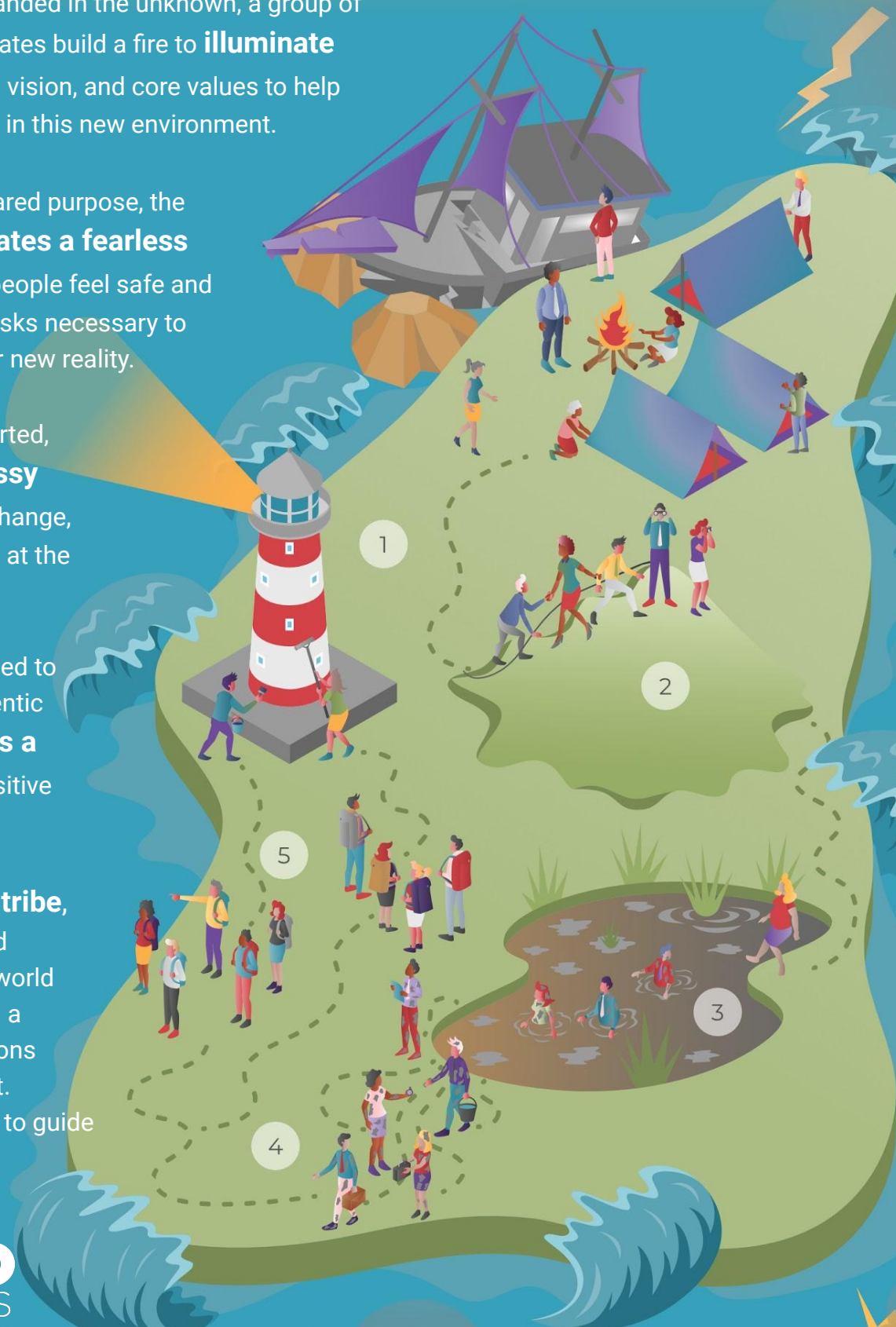
1 Finding themselves stranded in the unknown, a group of forward-thinking shipmates build a fire to **illuminate and clarify purpose**, vision, and core values to help them survive and thrive in this new environment.

2 Once aligned with a shared purpose, the group intentionally **creates a fearless environment** where people feel safe and supported to take the risks necessary to grow and evolve in their new reality.

3 Feeling safe and supported, they **wade in the messy middle** to adapt and change, knowing growth comes at the edge of discomfort.

4 Each individual is enabled to become their full, authentic selves and **show up as a leader** and make a positive impact around them.

5 The group **finds their tribe**, building connection and community in the new world they've helped create — a place where new solutions and opportunities await. They build a lighthouse to guide others to safety in the VUCA seas.



*Businesses have long operated like ships at sea. Like a CEO, the captain is responsible for everything that happens on the ship. To keep the ship afloat (or the business running), a small handful of officers (the executive leadership team) oversee key functional areas like navigation, cargo, or propulsion, and a group of sailors (employees) handle the day-to-day tasks. Like our ever-changing world, the seas are **Volatile, Uncertain, Complex, and Ambiguous (VUCA)**, which means that some days, sailing is smooth, but many days, the crew are tossed about the ship as they work against the awesome power of nature.*

Imagine that one day, the VUCA sea caused a shipwreck, and the survivors landed on an island. Most of them knew little aside from life at sea, so their solution for survival was reverting to the familiar shipboard chain of command. Operating within this "tried-and-true" framework (i.e., an old paradigm) was all they knew, so they clung tightly to it, hoping it would keep them orderly and safe until help arrived.

While some of the crew were happy to follow the old system, others knew that being stranded on an island was not anything like life onboard a ship. While the old-paradigm shipmates looked to the officers to figure out what to do next, this group of diverse, forward-thinking sailors knew they needed to shift their paradigm in order to survive—and even thrive—in their new surroundings. They sprung into action, **aligning on a shared purpose and vision**, despite the unknowns and challenges of this new environment.

Most of the crew, even the old-paradigm shipmates, could find common ground under this shared purpose, so the group began working together in **a fearless environment** where they felt free to speak up, take risks, and discover new ways to work towards survival and rescue.

Moving towards their shared goal required embracing discomfort; they had to **wade in the messy middle** of a wicked swamp in order to find fresh water. On the far side of the swamp, they self-organized into groups focused on a variety of necessary tasks. They weren't posturing—everyone showed up authentically human, spoke their mind, and collaborated on identifying what needed to happen and how they each fit into the bigger picture. They were all **showing up as leaders**.

Because of what the group had accomplished together, they **found their tribe** among the survivors who also imagined new ways of doing things. They didn't always agree on how they'd achieve their vision, but they appreciated one another's input and supported each other.

When the members of the tribe discussed what to do next, one said, "We can't just wait for someone to accidentally sail past this island. We need to use our skills to help people see us, and prevent other ships from crashing." The tribe planned to build a lighthouse, and one person wrote down the steps the group was taking to serve as a guide in case the tribe ever had to do work like this again.

Much like the shipwrecked sailors needed to shift their paradigm to thrive in their new environment, the VUCA world requires organizations to let go of "business-as-usual" practices that are killing their employees and instead focus on creating collaborative, thriving, HUMAN workplaces.



Let us help you navigate the VUCA world!

<https://salveopartners.com/5-rehumanizing-principles>