

Humanity 4.0

Overview

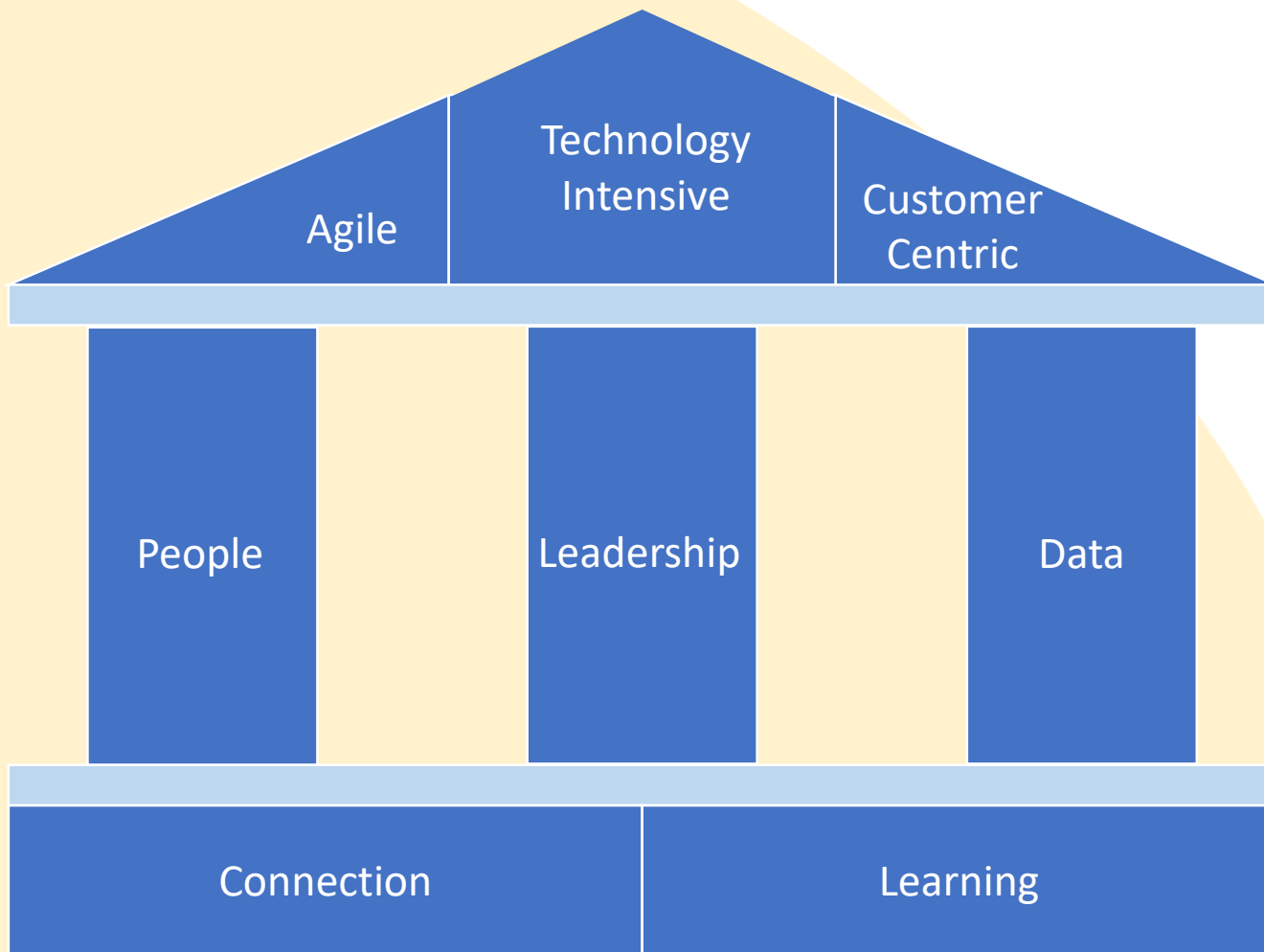


While technology often dominates the Industry 4.0 agenda it is people that make the biggest difference. Many things might be a technical possibility, but it is always a human choice to evaluate, select, install and purposefully use technology. Great people attract, adapt and accelerate the benefits of technology. Poor people resist and repel it.

Hence, let us be very aware of the benefits of paying full attention to the humanity of Industry 4.0 by embracing its human mirror –

Humanity 4.0

H4.0



A common framework for Industry 4.0 highlights that it requires businesses to be:

- Agile
- Technology Intensive
- Customer Centric.

Three key enablers to support these outcomes are:

- People and Skills
- Leadership and Strategy
- Data Management

Underpinning this demands:

- Connection; between businesses, between people, between machines and between all combinations of these
- Learning; across supply chains and value chains, at individual and team level, and by machines.

Reference

BCG and Aachen University – The factory of the Future

<https://www.bcg.com/publications/2016/learning-manufacturing-operations-factory-of-future.aspx>

Industry 4.0

Humanity 4.0 operates at 4 levels.

Industry Level

Business is owned by people. People supply business and people buy from business. Finally, people work in business and make business work. Business is people creating value for other people; people in the industry/supply chain, people within the business, and people within the communities in which the business and its supply chain operate.

Company Level

No amount of technology investment will counter what consistent research tells us; that only 1 in 4 employees are fully engaged. However, let's not forget this is an average and understand that in the best businesses the figure is considerably higher. The reality is that the only way to maximise the use of technology is through engaged people.

Team Level

When we engage people 'as a whole', i.e. their body, mind, heart and spirit, we create a sense of well-being that supports collaboration and an energy that fires performance. By understanding the dynamic of team development from this perspective, we can overcome the 'change curve' dip and Tuckman's 'Storming' stage and develop teams far more quickly and successfully.

Personal Level

Leadership isn't just for those with the title of leader or manager. Leaders are born. We are all born and therefore we are all leaders. Nearly every one of us leads some part of our life. However, some are more practiced than others and intentionally learning to hone our leadership skills benefits everyone around us.

Learning to intentionally bring out our human best at each of the 4 levels is the bedrock of creating new levels of value.

Humanity 4.0 – the foundation of a successful Industry 4.0

Business is people creating value for other people. It buys, it brands and it sells - value.

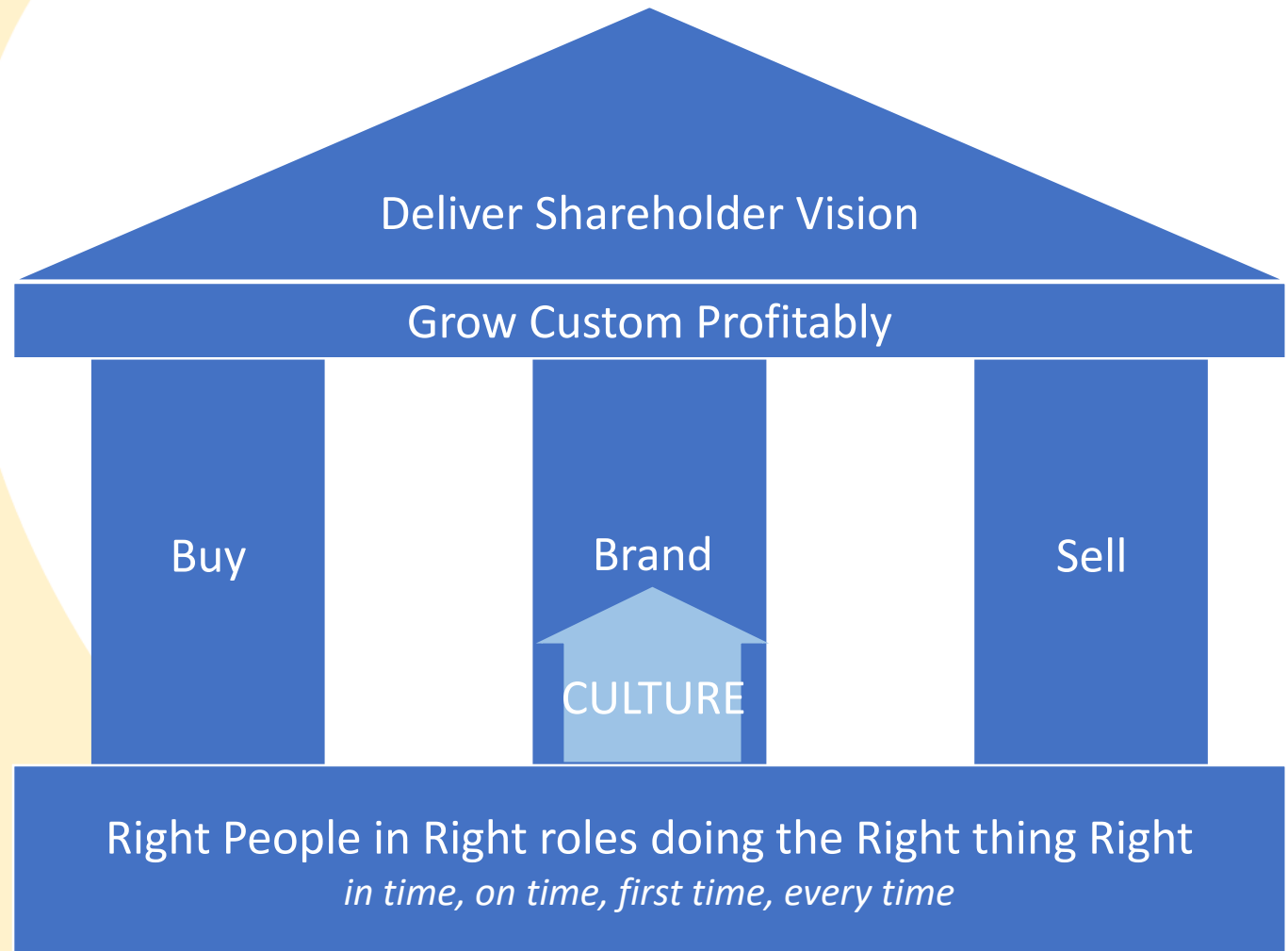
The customer's perception of the value you create and the experience they receive through the buying and ownership cycle determines your brand. Since both the value and experience are created by your people then your brand is your people; it reflects your culture.

Ultimately, great people create great businesses, while poor people destroy them.

Businesses that succeed are those which are best at answering 4 critical questions.

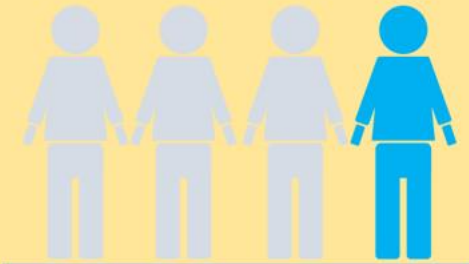
Why would anyone:

- Invest in us?
- Buy from us?
- Sell to us?
- Work for us?



This high-performance, 4-cylinder car accelerates from 0 to 60 in under 4 seconds. Alas if it was only firing on one cylinder, I am guessing it might 4 take days. Hence it is always a good idea to ensure all 4 cylinders are working.

Now that might seem obvious but according to Gallup most businesses run on only one-cylinder since only 1 in 4 people are said to be engaged at work.



Humanity 1 in 4.0

If you wish you can explore what others are doing in Engagement...

<https://www.forbes.com/sites/danabrownlee/2019/09/04/how-the-best-companies-to-work-for-engage-employees-and-retain-top-talent/#23a1d82c1eca>

Discover how you can boost engagement here

<https://sway.office.com/cpFH6Gs1JuYgOvRA>

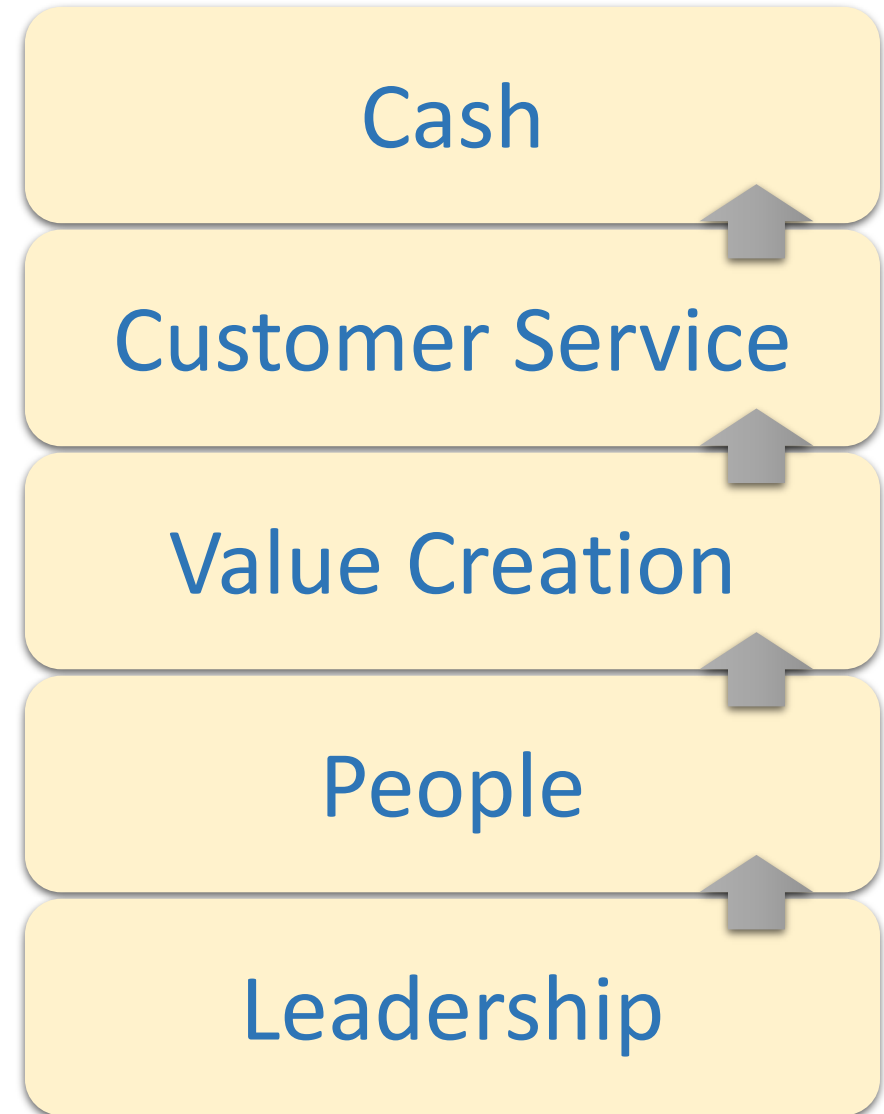


The Business Excellence Map

inspired by:

'Businesses survive by generating cash, they sustain by investing profits to keep up with the changing world and they thrive and promote growth by creating more value and a better experience for customers than anyone else. But most important of all, none of this is possible unless you inspire your people with a meaningful purpose, a compelling vision and a passionate commitment to helping them be the best that they can be.'

Mark Radcliffe
1981



Great leaders build great people, build great value, build great businesses

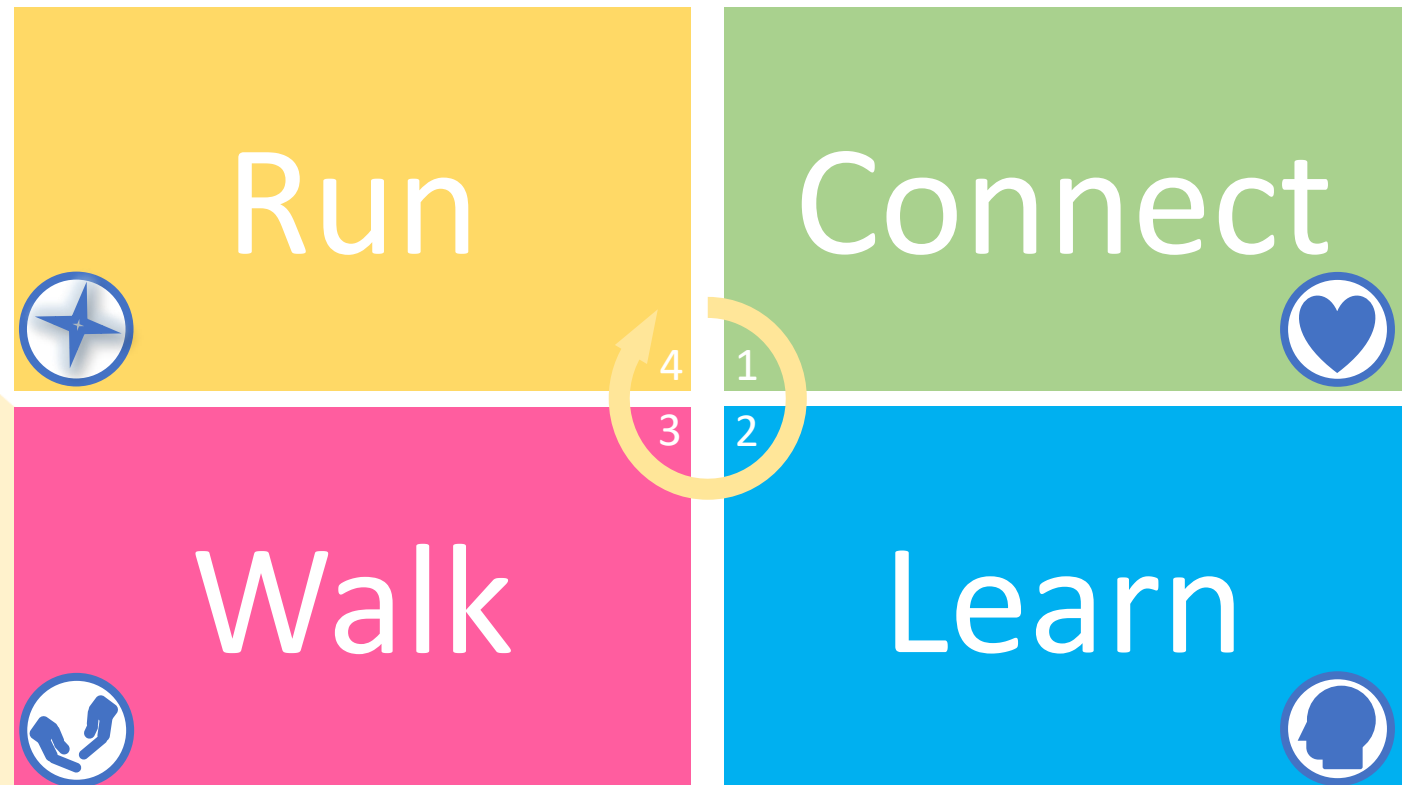


The Essence of High-Performance Teams

inspired by:

'First get to know the people - play darts with them at tea-break and football at lunch-time. Then tomorrow get everybody together and talk through the challenge to get everyone's input. When everyone is ready, we can try out the ideas in practice. Then once we have all learned to walk, we can challenge ourselves to run as fast as we can.'

Dave Josey
1981



The 5 Mindsets of Performance Teaming



When developing brilliant teamwork, 5 key mindsets come into play:

- *Inclusivity* as the key to nurturing the formation of teams and maintaining harmony. With an intentional 'inclusive' mindset, teams avoid the energy sapping 'storming' stage and accelerate forward to the 'performing' stage.
- A *Growth* mindset is brilliant for developing the belief that 'you can do it' – maybe not yet, but with deliberate practice almost anything can be achieved.
- When it comes to getting things done, nothing beats an *Accountability* mindset. Doing the right thing right; first time, in time and on time – every time!
- When a team is working well, a *Possibility* mindset helps propel performance to the next level. Its mixture of vision and positive encouragement breathes hope deep into our souls and energises us to be our very best.
- Finally, a *Winning* mindset helps us get, and stay, in the lead by ensuring that all the other four mindsets are brought into play to the right level at the right time.

Collectively, these 5 mindsets of brilliant teams form the '**Performance Teaming Flywheel**'.



Explore more here:

<https://sway.office.com/6kwp8yZtG8rFig6A>



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Leadership isn't just for those with the title of leader or manager. Intentionally learning to hone our leadership skills benefits everyone around us.

Great self-leadership emerges when you:

- Love, know and trust yourself
- Create a personal vision
- Believe in yourself to achieve that vision.

We all demonstrate self-leadership skills in our daily lives; getting to work, buying a car, moving house and nurturing a family, for example. However, most of us do not intentionally cultivate our leadership skills and so, compared to what we are fully able to achieve, we unwittingly fail to unleash our full potential.

Leadership helps propel us forward; individually and collectively, as a community and a species. It helps nurture and release the best that we can be and, in doing so, allows us to achieve great feats.

By bringing out our best and helping us make powerful choices, leadership helps all of us make the best of what we have. We can be more focused, more productive and most importantly, more fulfilled. Leadership isn't just doing stuff; it is doing stuff well and having that sense of achievement fill our lives with greater purpose, clarity and intentional joy!

Contribution

Business



Team

Work

You can explore
Performance Leadership here

<https://sway.office.com/McGdFz2Y5kO6yPI1?ref=Link>



Enjoy our free H4.0 course here

<https://pmsystems.thinkific.com/courses/humanity4pointzero>

Great leadership believes in:

- Your business/project
- Your team
- Your work
- The contribution you make (and receive)



Performance Management Systems



The Performance Learning Company

www.pmsystems.co.uk

