

# **Timeless Teams**

**GOAT**





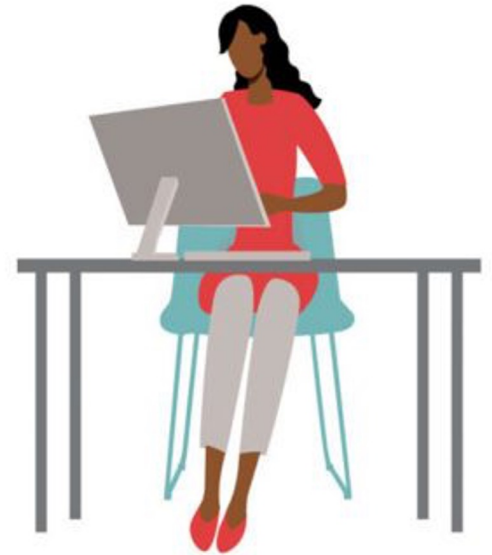
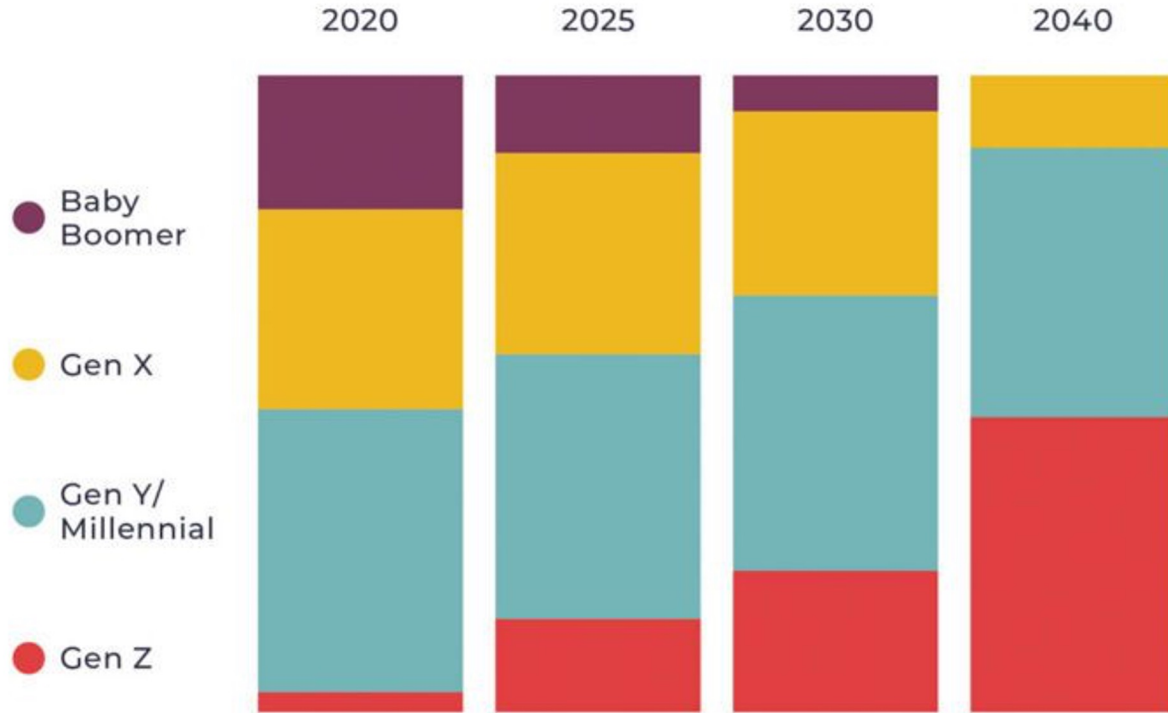






**Today**

# Workforce Percentages

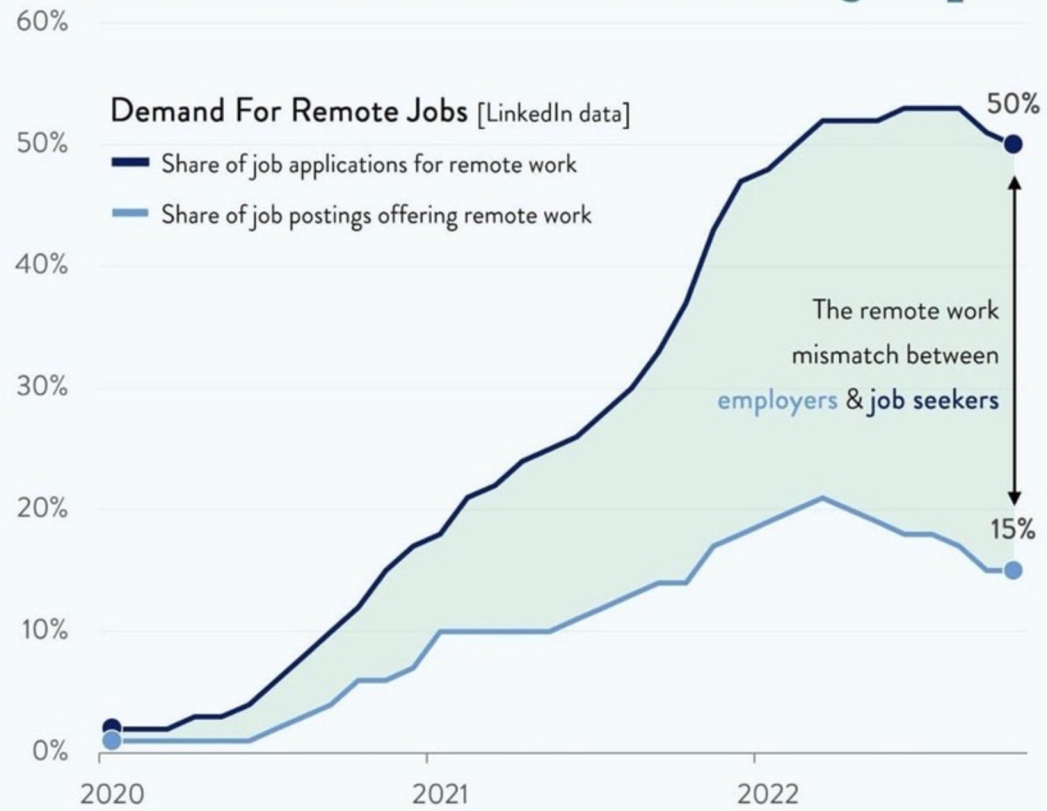


Source: U.S. Census Bureau



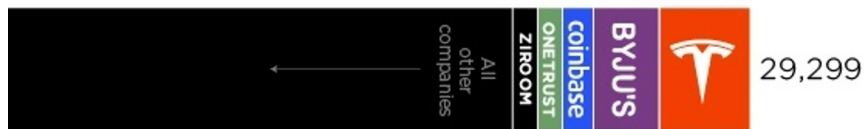
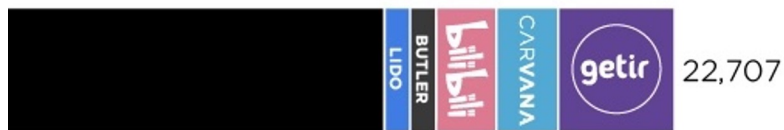


# Demand And Supply For Remote Work Jobs Are Not Lining Up



Source: LinkedIn via The Washington Post

# TRACKING TECH LAYOFFS IN 2022



In an effort to boost profitability, Tesla CEO Elon Musk indicated he would be eliminating around 10% of the company's workforce.



Twitter cut about half of its workforce in the first week of November, and many more would later resign after Elon Musk's "hardcore" ultimatum.

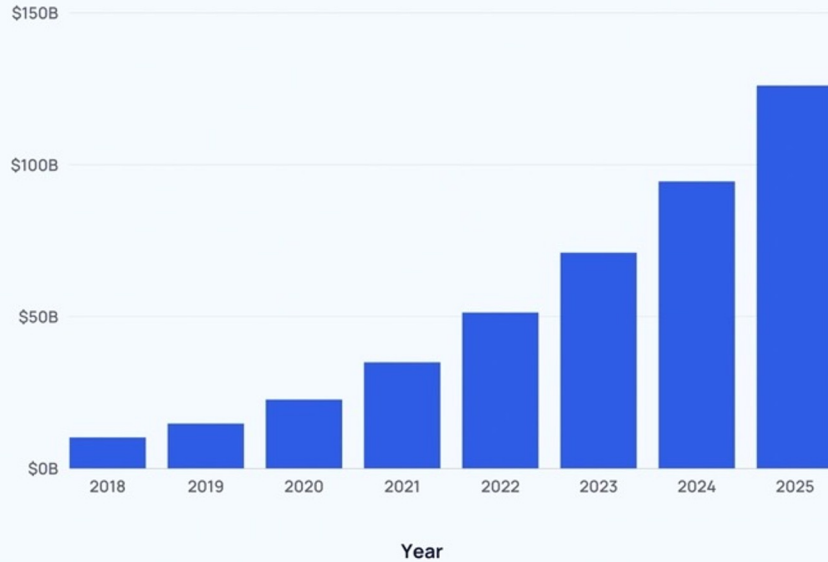
"Regarding Twitter's reduction in force, unfortunately there is no choice when the company is losing over \$4M/day."

"I've decided to reduce the size of our team by about 13% and let more than 11,000 of our talented employees go. We are also [...] extending our hiring freeze through Q1."

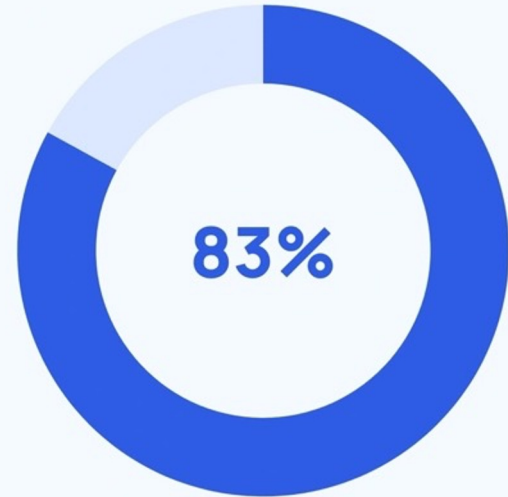
- Mark Zuckerberg



## Global artificial intelligence software market revenue

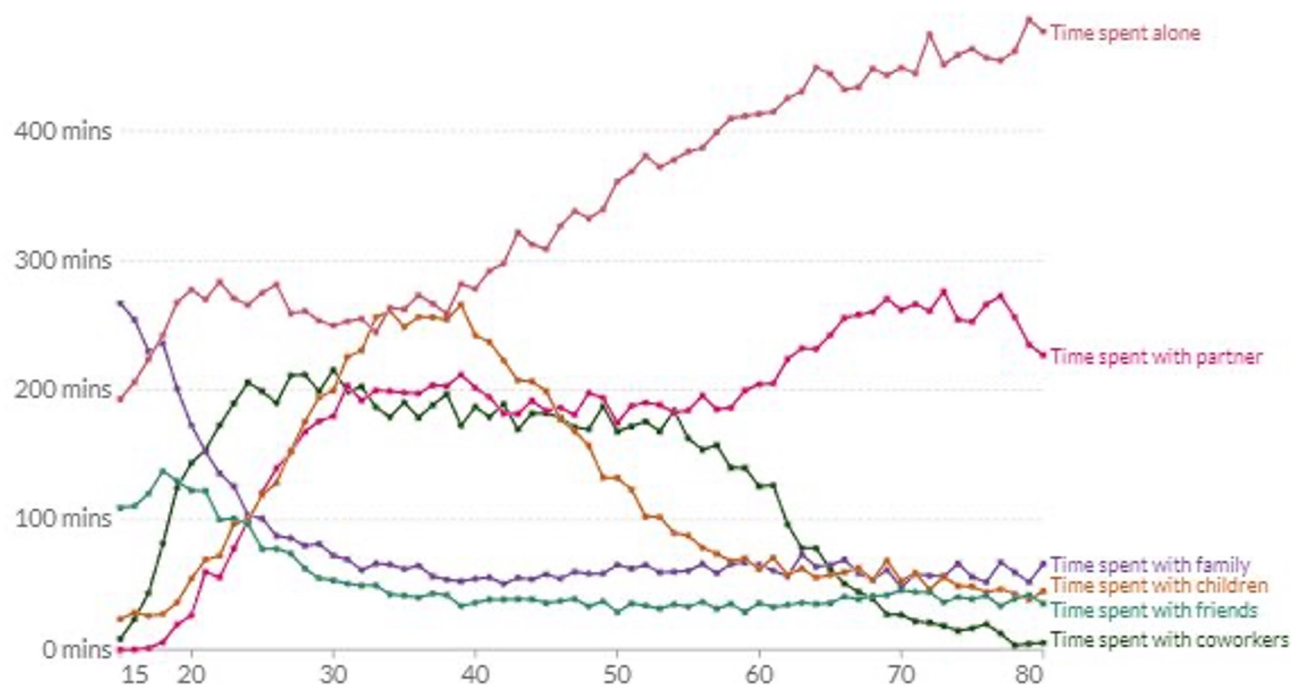


**83% of companies claim that using AI in their business strategies is a top priority**



## Who Americans spend their time with, by age

Average time spent with others is measured in minutes per day, and recorded by the age of the respondent. This is based on averages from surveys spanning 2009 to 2019.



Source: American Time Use Survey (2009-2019) and Lindberg (2017)

Note: Relationships used to categorize people are not exhaustive. Additionally, time spent with multiple people can be counted more than once (e.g. attending a party with friends and spouse counts for both "friends" and "partner")

CC BY

**Nuclear power**

# US scientists confirm 'major breakthrough' in nuclear fusion

**Successful experiment could pave way for abundant clean energy in future, but major hurdles remain**



▶ 'Major scientific breakthrough': US recreates fusion - video

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**Ian Sample** *Science editor*

🐦 @iansample

Tue 13 Dec 2022 11.59 EST

***All generalizations are false, including this one.***

***- Mark Twain***

# 6 Traits of Timeless Teams

**Committed**







# Aligned



michaelmazourek



Kelsea Hotvet



Nick Lorang



amberlyaustad



Morgan Larson



carlyribstein



Allison Chamberlain



Mela



emily



John Meyer



Tess Wentworth



Maddie



lemonly



Ashton Dockendorf



Brett's iPhone





## *SYNCHRONOUS-FIRST*

- > Default to meetings
- > Time zone coordination is crucial
- > Focused on real-time collaboration
- > Encourages an always-on culture
- > Fleeting conversations
- > Exclusive

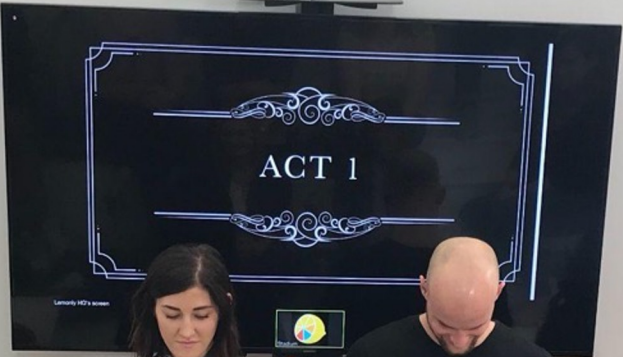
VS

## *ASYNCHRONOUS-FIRST*

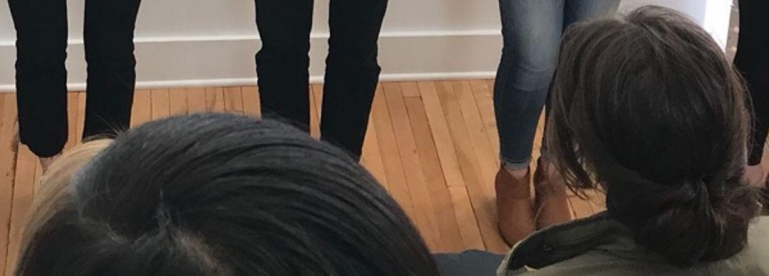
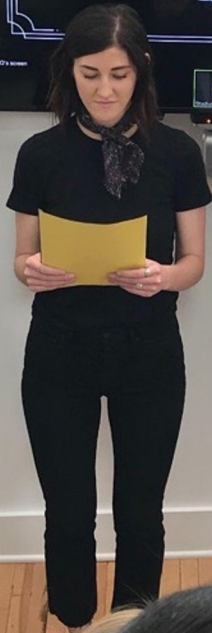
- > Default to writing
- > Time zones are not important
- > Focused on deep work
- > Encourages mindful disconnection
- > Permanent documentation
- > Inclusive

**Innovative**





ACT 1



Trusting





*Care*

*Celebrate*

*Challenge*

*Commit*

**Wins**

*Share highlights, successes, and accomplishments. Let's celebrate!*

**Questions**

*What's unclear? What do you want to know? Everything is fair game.*

**What do I need help on?**

*Are there roadblocks in your way? How can your manager help you?*

**Life, the Universe, & Everything**

*How are you doing? How's life outside work?*

**Things You Should Know**

*Team updates, concerns, or other topics to touch base on.*

**Rock Talk**

*Share progress on your goals. (We call these "rocks.")*

**Action Items**

*New to-dos from this meeting for you and your manager.*

Competitive





John Stiegelmeier

@HolyNutmeg

...

Jackrabbit's,  
Thanks for the support. Love ya.



# Copy of Content + Sales Weekly Metrics (aka scorecard) ☆ 📁 ☁

File Edit View Insert Format Data Tools Extensions Help Last edit was made on December 9, 2020 by John Meyer

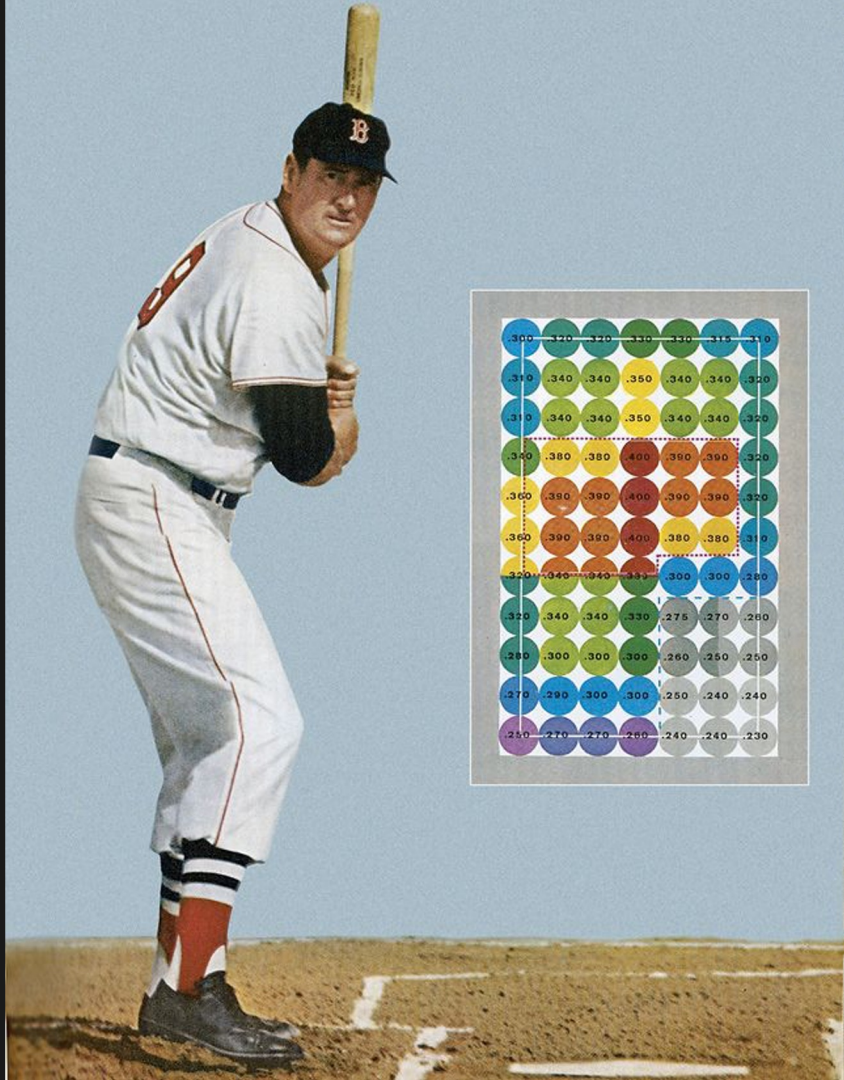


🖨️ 🔍 100%

	A	B	C	D	E	F	G	H	I
1	12/1-12/6	# of Pulled MQLs	12	15			Dec MQLs	60	15
2		# of SQLs	8	9			Dec SQLs	40	9
3		Pageviews	4,000				Dec SQLs from Ads	10	
4		Social Posts	10				Dec Pageviews	20,000	0
5		Ad Spend	\$480				Dec Social Posts	50	0
6		MQLs from Lead-Gen Ads	40				Dec Ad Spend	\$2,400	\$0.00
7		\$/Email on Lead-Gen Ads	\$3				Dec MQLs from Lead-Gen Ads	200	0
8		Meetings	8	10	Merrell, Singer, Malware Bytes, SE2, FBN, Flora, Target, APHL, Edelman, Sanford		Dec Blog Posts	2	
9		New Deals Won	1	0			Dec \$/Email Average	\$3	\$0.00
10		New Revenue	\$8,100	\$0			Dec Meetings	40	16
11	Notes	Don't include Monday, Nov 30					Dec New Deals Won	4	1
12							Dec New Revenue	\$40,500	\$28,025
13									
14	12/7-12/13	# of Pulled MQLs	12						
15		# of SQLs	8						
16		Pageviews	4,000						
17		Social Posts	10						
18		Ad Spend	\$480						
19		MQLs from Lead-Gen Ads	40						
20		\$/Email on Lead-Gen Ads	\$3						
21		Meetings	8	6	Evolution Mining, S'well, TF, Sanford, Flora, FBN,				
22		New Deals Won	1	1	Flora				
23		New Work Booked	\$8,100	\$28,025					
24	Notes								
25									
26									
27	12/14-12/20	# of MQLs	12						
28		# of SQLs	8						
29		Pageviews	4,000						
30		Social Posts	10						
31		Ad Spend	\$480						

# Focused





# 's Personal Growth Plan

## Implementation:

This document will be a joint venture by both the employee and his or her manager. It will be adopted January 2020, and will be reviewed and updated on a yearly basis at a minimum. Managers and employees may choose to use this document at the end of trimester reviews as well.

### Things we already know:

<b>Strengths Finder</b> My top strengths: <i>Bold the one that you relate the most to!</i>	<ol style="list-style-type: none"> <li>Context</li> <li>Empathy</li> <li>Intellection</li> <li>Input</li> <li>Consistency</li> </ol>
<b>Enneagram</b> My numbers: <i>Bold the one that you relate the most to!</i>	<b>6, 1, 5</b>
<b>Hopes:</b> <i>(retreat 2017)</i>	<ul style="list-style-type: none"> <li>explore , travel, see the world</li> <li>vital to Lemonly, long-term home</li> </ul>
<b>Fears:</b> <i>(retreat 2017)</i>	<ul style="list-style-type: none"> <li>falling behind, not pushing myself</li> <li>being a working mom</li> </ul>
<b>My Pillars:</b> <i>(retreat 2019)</i>	<ul style="list-style-type: none"> <li>Quality</li> <li>Loyalty</li> <li>Capable</li> </ul>

### Things we'd like to know:

<b>I tend to...</b> Positive and negative things I know about myself and the way I work	<p>I tend to be task oriented. This means I'm great at timelines, completing projects and it makes me a very consistent designer, however, it also makes me bristle at projects that don't have clear boundaries or clear asks.</p> <p>I feel really uneasy when forced to make quick decisions. Sudden change without having time to think it through and adjust offline causes me anxiety.</p> <p>I work best in the morning and am extremely</p>
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	routine-based. I need time to organize my day/week and when I'm not given that, I start to experience high levels of stress.  I really prefer to work alone and see a task through from start to finish by myself. I think this is why I've been so successful at Lemonly as this has played into our process well.
<b>You get the best of me when...</b>	<p>I can focus on only 1 or 2 projects at a time, for long stretches of time! This is my absolute favorite but doesn't happen all that often anymore.</p> <p>I'm not rushed and have small amounts of time which I can unplug or focus on organizing or preparing.</p> <p>When my personal life's not out of control. If things are calm and steady at home, I can easily put on my work hat comfortably and give it my all.</p> <p>When I'm provided with opportunities that push me</p>
<b>You get the worst of me when...</b>	<p>I get easily frustrated when I sense others don't have the same level of investment in something that I do. I get really upset when I feel like I have to explain something to someone that they should already know.</p> <p>Frantic deadlines. The creative process is really tough and when I have to perform under extreme pressure, I tend to lash out.</p> <p>I have to switch from task to task constantly. This is something I've been really struggling with in the last year as I've taken on loads of new responsibilities.</p> <p>I have something looming that's stressing me out: a tough conversation or project deadline.</p>
<b>My biggest failure/lesson I've learned has been:</b>	Not being direct with people; makes you seem untrustworthy and that's absolutely not how I want to be seen.
<b>My biggest win, what I'm most proud</b>	

<b>of is:</b>	
<b>What's the best way to show me appreciation?</b>	Recognition of my appreciation for m
<b>Rank the following things in order of importance to you at this moment:</b> <ol style="list-style-type: none"> <li>Salary</li> <li>Benefits</li> <li>PTO</li> <li>Location/Remote Work</li> <li>Job Title/Role</li> <li>Type of work you do</li> </ol>	<ol style="list-style-type: none"> <li>Salary</li> <li>Job Title/Role</li> <li>Remote work</li> <li>Type of work</li> <li>Benefits</li> <li>PTO</li> </ol>

### The Dream Work Life

<b>Describe your ideal day at Lemonly:</b>	Starts with no one get to work ;) I real social part of my d have about an hou organize my day in working remote so down and have at uninterrupted, to k or get things done midday break whe desk, preferably ta remote). In the aft with focus, so this schedule internal r with everything by last half hour of my tomorrow. My idea human resource is
<b>Describe your day in 3 years from now:</b>	
<b>If you could have any role at Lemonly, real or fictional, what would it be?</b>	As much as leader think I could possi behind the curtain Creative Director is to my strengths; I'r




- 1. Committed**
- 2. Aligned**
- 3. Innovative**
- 4. Trusting**
- 5. Competitive**
- 6. Focused**

**antifragile**

Some things benefit from shocks; they thrive and grow when exposed to volatility, randomness, disorder, and love adventure, risk, and uncertainty. Yet, there is no word for the exact opposite of fragile.

**Let us call it antifragile.**

Antifragility is beyond resilience or robustness. The resilient resists shocks and stays the same; the antifragile gets better.



BETTER

EVERY

DAY



# JANUARY

ELEVATING LEADERS AND TEAMS

Big, hairy goals. Bold, new challenges. Through coaching and workshops, we help leaders and their teams take the steps to level up.

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THE  
**Leadmore**  
PODCAST

WITH  
JOHN T. MEYER



# QUESTIONS

A large indoor event space, possibly a convention hall or arena, with a high ceiling and exposed steel trusses. The room is dimly lit, with blue stage lighting illuminating the walls and floor. In the foreground, a large audience is seated at round tables, facing a stage. On the stage, a man in a light blue shirt and dark pants is standing and speaking, gesturing with his hands. The word "QUESTIONS" is overlaid in large, white, sans-serif font across the center of the image.

@johntmeyer







- Push your limits
- Build a community
- Be where your feet are