



The Jersey Shore Association for Human Resources is a SHRM affiliated chapter



Candid and posed images/pictures may be taken during the session and shown at this and other JSAHR Chapter meetings. By entering the meeting, you are consenting to such use. If you object to the use of your image, do not enter the meeting and please contact Christine Higgins @ 732-701-7155"



## The Workforce of the Future *What If We Fire the Boss?*

Ever imagine that you could be your own boss? That you are treated like an adult? That you are allowed to fully utilize your intelligence and expertise at work? That you can decide how to best accomplish work for which you are responsible? That work is actually enjoyable?

If you are a Theory Y manager, if you have read Daniel Pink's "Drive" and believe in self-determination, if you have heard about Zappos' organizational re-structuring initiative, if you care about employee engagement, you don't want to miss this talk!

**Doug Kirkpatrick**, formerly financial controller of Morning Star and now organizational change consultant, will speak about how self-organization can drive innovation and create high performance teams. Doug will share the lessons learned from Morning Star's journey into organizational self-management as it grew from zero at its inception in 1990 to becoming the world's largest tomato processor. This presentation will describe the disruptive experiences shaping the world of work, and how organizations can push beyond the industrial age models of management to develop the agile and resilient systems of the future. Self-management provides an organizational model that links mission-critical processes to individual stewardship without the need for a boss.

Prepare yourself for this thought-provoking presentation by:

- Reading this HRB article by Gary Hamel: "First Let's Fire All the Managers" - [http://www.philosophie-management.com/docs/2012\\_First\\_semester/Hamel\\_HBR\\_Nov\\_2011.pdf](http://www.philosophie-management.com/docs/2012_First_semester/Hamel_HBR_Nov_2011.pdf)
- Listening to Doug Kirkpatrick's TEDx talk: "Beyond Empowerment" - <http://tedxtalks.ted.com/video/Beyond-empowerment-are-we-ready;TEDxChico>

**Learning Objectives:** During this seminar, participants will

- Learn how to create a highly scalable enterprise without human bosses
- Learn how to drive organizational agility and innovation through self-management
- Learn how organizational self-management can create strategic business advantage

### About the Speaker:

Doug Kirkpatrick is an organizational change consultant, TEDx and keynote speaker, executive coach, writer and educator. He is engaged with the Morning Star Self-Management Institute, Great Work Cultures, Work Revolution, and other vibrant organizations and leaders to co-create the future of management. Doug is the author of *Beyond Empowerment: The Age of Self-Managed Organization*. He is currently on the Board of Directors with the Association for Talent Development (ATD, formerly ASTD), the world's largest talent development professional association.

**Date: Thursday, January 14, 2016**  
7:45 a.m Networking and Breakfast  
9:00 – 10:00 a.m. Program  
**Jumping Brook Country Club**  
210 Jumping Brook Road, Neptune N.J.  
([www.jumpingbrookcc.com](http://www.jumpingbrookcc.com))

**R.S.V.P. by 4:00 p.m. on Friday, January 8, 2016**  
online at <http://jsahr.shrm.org/events>  
or email at [jsahr.shrm@gmail.com](mailto:jsahr.shrm@gmail.com)  
or call JSAHR at 732-701-7155  
**Registration Fees (includes breakfast)**  
\$30 for JSAHR members  
\$40 for non-members  
\$25 for In-Transition and JSAHR guests  
\$10 for students with valid ID  
\$10 additional fee for walk-ins  
**"No shows" will be billed**

**Special Notice**  
*This program is pending SHRM and HRCI recertification credit.*

*JSAHR is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP.*

*This meeting is sponsored by:*

