**Draft letter**

Subject**:**The way we work and the future of work

Dear …………..,

You and your colleagues can’t thrive in a work culture that uses burnout and 'being always on' as proxies for dedication and success. The real goal is to facilitate you in a way you can do your best work.

It seems that leaders who focus on self-sufficient teams that experiment, innovate, and create their own processes can run themselves. These are leaders who form teams in a fluidly way. These sorts of teams innovate both services and process to get the work done. Not in the traditional way, but in a way, they are empowered to take care of themselves, with the result delivering far more likely a sustainable performance and happiness. Continuously challenging the status quo of working habits, by asking yourself: “*Why are we doing it this way?”* Searching for better ways to get thing done. All the time.

We need constant and careful simplification. We need to create roles, rules, and processes that are inherently *agile* and *built to learn* and *change*. The idea is to be *People Positive* and *Complexity Conscious*. To be *People Positive* is to have a positive mindset towards people’s potential – being seen as a contributor rather than a cost. A *Complexity Conscious* culture encourages freedom to use individual judgement and interaction.

There is another point to create a better workplace.

We must break the habit of treating change as a rare thing. We need to accept that all organizations are complex and were built by humans. For change to happen, with all the bureaucratic systems put aside, we would need to encourage continuous participatory change amongst people. The key word is “participatory”. A behavioral change, because we need to break the current system of centralized, top-down transformation. This is the way forward for organizations.

Traditional companies that make up much of the modern world and failing us, should encourage us to break free of barriers to work in a more freedom way. People must be enabled to focus on creating magic when given the freedom to let go.

Here is the link to this interesting book *Brave New Work* which has been read and edited for you by the Global Reading Club. You can also listen to the Podcast for about 20 minutes to grab the highlights of the book.

<https://globalreadingclub.com/books/brave-new-work>

Enjoy reading and listening.

(Your name)

P.S. Attached is the Newsletter, covering the book Brave New Work