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| The Infinite Game by Simon Sinek  Shannon Weber 2020/08/21  <https://www.youtube.com/watch?v=5BrpWXC5ua8> and <https://www.youtube.com/watch?v=KbYzF6Zy5tY> | |
| Understanding the game that we are playing in life, work, society etc.  How does this apply to organizations?  Why is important for a leader to have an infinite mindset?  Leadership    Performance management  How can we effectively grow/develop people in our organization?  What is a just cause? | In a Finite Game you have   * Known players, fixed rules, agreed-upon objective * Winners and losers   v.s. An Infinite Game  - known and unknown players  - rules are changeable  - objective is to keep the game in play  - game perpetuates and players come in and out  Problems exist when you have a finite player v.s. an infinite player.  Finite mindset – finite players play to beat the people around them. This culture persists with our view of external competition and also internally; performance measurement and rewards for a quarter or a year. This creates a decline of trust, cooperation and innovation.  People ensure the longevity of an organization.  When you listen to companies, they don’t know the game that they are in.  When a company wants to be #1:   * In what? Market share? Number of employees?   Companies with a finite mindset worry about the competitors that they know but who ends up taking them out is the businesses that they don’t know.  i.e. MySpace felt that they were threatened by Friendster. They had no idea about Facebook.  Example of Simon speaking at Microsoft employee conference v.s. Apple. At Microsoft, the conference was focused on how to beat Apple (finite mindset). At Apple, the conference was focused on how to improve educational technologies and help educators improve outcomes (infinite).  Leadership is a skill that we can all develop. We all have the capacity. We have to want to be one – it’s a lifestyle and an infinite mindset.  It’s not about being in charge, it’s about taking care of those in our charge. It’s like being a parent.  Finite-minded leaders fix things with structure and process. This doesn’t fix people. They are focused on the bottom line which does not  Leaders should offer loyalty and trust first. Not the other way around.  We have performance systems that reward numbers, sales, outputs   * These can reward high-performance over trust, often creating internal competitiveness   When we reward people on these metrics then we promote people who have learned to perform at the expense of others and promote often toxic people then we erode trust.   * Steady, * Fast is often because of ego, investors * As individuals having a growth and development mindset as well as a drive for a greater purpose or just cause. * A cause that we will be willing to sacrifice for. * It is something bigger than us. * Will bring fulfillment * Necessary to play in the infinite game. |
| Summary  An organization should play with an infinite mindset to be effective. There shouldn’t be winners or losers and being focused on beating the competition or being #1 in some ill-defined metric will cause organizations to focus on the wrong things. Internally, performance systems reward competition that breeds a toxic culture of winning at the expense of other team mates. Then we promote these seemingly “high-performers” to a leadership role and they have learned that rewarding this zero-sum behaviour is the way to succeed in the company.  Rather, having an infinite mindset allows people to pursue a just cause, develop self-leadership, empathy and create a high-trust environment where we can grow. The loyalty and motivation that comes from leadership and culture of an infinite mindset will translate to a more effective, creative and sustainable organization. | |