

LIP 130

Topic: The World is Sick and Getting Sicker (Part III: Enterprise)

Retired Three-star Admiral Robert Burke (resume linked below) provides a primer on organizational disfunction by using tangible examples from his time in the Navy. The human immune system response is paralleled with an "Enterprise Immune Response," whereby typical risk factors within an organization can lead to unwanted responses like infection, allergy and cancer. A variety of topics including zero-defect mentality, social loafing and organizational silence are explored (see accompanying slide "immune system stages LIP").

Burke also provides a brief history of industrial age management styles. In his words, "the pace of change is increasing at an increasing rate." To combat this, organizations need to rethink their blueprint for winning. Burke suggests small, autonomous teams pushing into dark work and higher rates of iteration – including more creative thinking and learning individual skills like resiliency, risk-taking and innovation.

Timeline

0:00 – Intro

7:20 – Bob takes a stab at Enterprises

9:15 – Next slide, AWWW

13:30 – Bob meets Charlie and Meghan; Leader Development

15:45 – Bob tells some stories; smartest and hardest

26:10 – Do Americans Enjoy Coming to Work?

27:30 – "The pace of change is increasing at an increasing rate"

28:25 – Employee productivity and engagement stats (noted below)

31:00 – More good stories from the gang

37:55 – Human immune response; Some good examples

43:45 – Developing risk factors for Enterprises; More on Outlook

50:10 – Immune System Response > Applies to Enterprises

52:10 – The Slide > Meat on the bone

101:15 – Some examples of the Navy's enterprise immune response

117:40 – The collision examples

126:25 – Kodak's fall and the good news story

130:00 – What's making us sick

139:10 – How do you treat individual symptoms?

141:00 – How the game has changed and how to succeed

145:45 – Summary thoughts; I'll stop there; Action and awareness; 17 years under water

Notables

Martin Blazer: [Martin J. Blaser | Rutgers University Microbiome Program](#)

Admiral Robert Burke: [Admiral Robert Burke > United States Navy > Search](#)

Simon Sinek: [Simon Sinek – The Optimism Company](#)

Jane Eyre: [Jane Eyre | Summary, Characters, Analysis, & Facts | Britannica](#)

Epigenetic Findings on Environment and RNA: [What is Epigenetics? | CDC](#)

Beethoven: [Ludwig van Beethoven | Biography, Music, & Facts | Britannica](#)

How AA works: [Why Alcoholics Anonymous Works \(thecut.com\)](#)

Stockdale Paradox: [Stockdale Paradox: Why confronting reality is vital to success - Big Think](#)

Social Loafing/Riggleman's Rope Pull: [Social loafing - Wikipedia](#)

Zero defect mentality: [Zero-defects mentality - Wikipedia](#)

Four Horseman of Divorce: [The Four Horsemen of Divorce based on Gottman | The Nxt Chapter](#)

Six Sigma: [Six Sigma - Overview, Principles, and Methodology \(corporatefinanceinstitute.com\)](#)

DOD: [U.S. Department of Defense](#)

F18 Super Hornets: [fa-18-super-hornet \(boeing.com\)](#)

USS Fitzgerald: [Timeline: USS Fitzgerald Collision - USNI News](#)

USS McCain: [USS John McCain Back to Operations Almost 3 Years After Fatal Collision - USNI News](#)

Kodak: [Reasons Why Kodak Failed? | Kodak Failure Case Study \(startuptalky.com\)](#)

Fredrick Taylor Scientific Management: [Frederick Taylor's Principles of Scientific Management Theory | NanoGlobals](#)

Max Weber: [MAX WEBER'S THEORY OF BUREAUCRATIC MANAGEMENT - Harappa](#)

Henry Ford Industrial Manufacturing: [Henry Ford - Biography, Inventions & Assembly Line - HISTORY](#)

Carrier strike group: [Carrier strike group - Wikipedia](#)

Autonomous Automobile AI: [Artificial Intelligence In Cars: 13 Types of Automotive AI | Built In](#)

Stats (unreferenced)

Do you think you're productive?

Workers 87% Yes

CEOs thought 12%

66% of full-time employees don't think they have work life balance

60% blame their bosses for work/life imbalance due to workplace inflexibility on policies or incompetence of bosses/colleagues

33% of full time employees work weekends and holidays

40% of workday spent multitasking

Average employee 56 apps and websites switching 300 times a day

1 to 2% of population can truly multitask

41% burnout

45% too many meetings

96% miss meetings due to tight schedule

91% daydream in meetings

62% of average work month spent in meetings (JB's alone counted for about 1.3%)