Leading smart people
CHARLOTTE ROSSMEISL

STUDIES SAY THAT HAVING TOO MANY SMART PEOPLE IN A GROUP LOWERS PRODUCTIVITY.

SO I SEEDED THIS PROJECT TEAM WITH AN IDIOT TO BOOST PERFORMANCE.

MY STRATEGY OF NOT PAYING ATTENTION IN SCHOOL IS FINALLY PAYING OFF.
Charlotte Rossmeisl

MSc Chemical Engineering
Sr Research Scientist
Project manager
Team Leader
Department manager
Chief Commercial Officer

17 yrs

"Stuff falling out of the closet, old pizza turning green, dust bunnies blowing around...my room isn't messy, mom, it's interactive!"
THE NEXT 2 HOURS

- INSPIRATION
- ADVICE
- FUN
1. Assume that people are smart
1. Assume that people are smart

“It doesn’t make sense to hire smart people and then tell them what to do; we hire smart people so they can tell us what to do.”
- Steve Jobs
1. Assume that people are smart

10-page treatise on clothing

DRESS APPROPRIATE
Leading smart people

1. ASSUME THAT PEOPLE ARE SMART
2. SECURE FREEDOM OF OPERATION
2. Secure freedom of operation

https://www.ted.com/talks/yves_morieux_how_too_many_rules_at_work_keep_you_from_getting_things_done?language=da
2. Secure freedom of operation
2. Secure freedom of operation

The road to hell is paved with good intentions.

~ Samuel Johnson
2. Secure freedom of operation
Leading smart people

1. ASSUME THAT PEOPLE ARE SMART
2. SECURE FREEDOM OF OPERATION
3. TAKE RESPONSIBILITY FOR THE WORK ENVIRONMENT
3. Take responsibility for the work environment

You may be in love with your work

BUT

your work will not love you back
I am a master of multitasking
3. Take responsibility for the work environment

3. Take responsibility for the work environment

Organisational structure

- Maximum 150 pers in a functional area
- 10-15 pers in a team
- Ensure as few interfaces as possible for each department
- Make changes that can last for more than 6 six months
3. Take responsibility for the work environment
Exercise
Leading smart people

1. ASSUME THAT PEOPLE ARE SMART
2. SECURE FREEDOM OF OPERATION
3. TAKE RESPONSIBILITY FOR THE WORK ENVIRONMENT
4. SEE AND DEVELOP THE STARS
4. See and develop the stars

Set your own team

- Find the talents in your team and put them into play
- Develop the talents into stars
- Enjoy helping the talents grow
Exercise
Leading smart people

1. Assume that people are smart
2. Secure freedom of operation
3. Take responsibility for the work environment
4. See and develop the stars
5. Start with the why
5. Start with the why

https://www.youtube.com/watch?v=IPYeCltXpxw
THANK YOU