Humentum presents
the OPEX365 ZINE

November 2020

An Illustrated Learning Compendium

Start Here
MAKING ROOM FOR INNOVATION

REASSEMBLING OUR WORLD OF WORK
This is an illustrated “zine,” short for magazine. It tells the story of the first of three OpEx365 retreats that were held in November 2020. The retreat was titled, “Making Room for Innovation: Reassembling Our World of Work.”

During the retreat, practitioners came together to understand the challenges facing the global development community and co-created innovative solutions. The visual below was created during the opening session of the retreat.
2020 has seen the convergence of several disruptive trends.

These include an increase in virtual work and re-examinations of systemic power structures with an eye towards equity - which has accelerated the change. No matter what the future holds, the way that we work will never be the same.
COME JOIN US!
THIS IS JUST THE BEGINNING OF OUR JOURNEY!

UPCOMING RETREATS: MARCH 16-17; JUNE 15-16, 2021

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During the retreat, participants identified three phases of change, six pressing questions, and five key takeaways.
With the COVID-19 pandemic and more, this is one way of looking at the disruptions of 2020:

**Phase 1:** Panic and Adrenaline

**Phase 2:** Fatigue and Decreased Productivity

**Phase 3:** Redesign and Reassemble
"We are in an age of experimentation."

Chris Pirie, OPEX365 Participant
“Solutions will not last unless the problem has been loved and explored...all the pain.” Libby Spader, OpEx365 participant

“If I had an hour to solve a problem and my life depended on the solution, I would spend the first 55 minutes determining the proper question to ask.” Albert Einstein

“It is a human condition to try to fix problems rather than allowing ourselves to sit in and truly understand what the problem is. Truly understanding what the problem is will lead us to come up with more effective solutions.” Issa Osorio, OpEx365 participant
1. Who is not here, who should be?

2. How do we adapt to continue to serve effectively as organizations in a changing world?

3. How do we share power as we create structures for now AND adapt to an uncertain future?

4. What is one thing to keep from before COVID time, and one new thing to adopt?

5. Are we trying to change too much too fast?

6. How does this all end? (Will it all come to an end?)
1. **Change is coming.** We either meet it kicking and screaming, or we lean in and have agency in our future.

2. The power is in **falling in love with the problem**, not the solution. We need to get comfortable living and working in spaces of tension.

3. This is an opportunity to **use this crisis to cooperate, collaborate, and experiment** with other organizations.

4. We need to continue to **connect big, disruptive ideas** with real operational challenges. Many of the root problems we face are systemic and complex.

5. We are not alone. And we are **stronger together**.
JOIN US!
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AS WE FALL IN LOVE WITH THE PROBLEM

AND ADDRESS CHALLENGES AT THE INDIVIDUAL, ORGANIZATIONAL & SECTOR-WIDE LEVELS

UPCOMING RETREATS
MARCH 16-17, 2021 • JUNE 15-16, 2021
WHAT ARE WE REACTING TO NOW?

NEAR-TERM REACTIVE CHANGES

SOCIETY
How can we change our thinking about work, equity, power?

POLICY
What policies need to change?

INDUSTRY
How can we learn from each other?

ORGANIZATION
What changes in culture need to be made?

GROUP
Is my team equipped to collaborate in new ways?

INDIVIDUAL
Am I resilient enough to adapt?

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WHAT ARE WE PLANNING FOR IN THE FUTURE?

LONG-TERM STRATEGIC CHANGES

SOCIETY
HOW CAN WE REIMAGINE OUR SECTOR AND THE INGO'S ROLE WITHIN IT?

POLICY
WHAT STRATEGIES NEED TO CHANGE?

INDUSTRY
HOW CAN WE "GO FURTHER TOGETHER, NOT FAST ALONE?"

ORGANIZATION
WHAT SHIFTS IN INCENTIVE STRUCTURES NEED TO HAPPEN?

GROUP
AM I CREATING SPACES TO CONSIDER WHAT IS POSSIBLE AND NECESSARY?

INDIVIDUAL
AM I EQUIPPED AS A LEADER TO HELP OTHERS ADAPT?
Join us as we... CONNECT BIG IDEAS TO PRACTICAL OPERATIONS

REASSEMBLING OUR WORLD OF WORK

CULTURE

UNITY

ORG STRUCTURE

BUSINESS MODELS

ACCOUNTABILITY & GOVERNANCE

LOCATIONS

MECHANICS OF WORK

REMOTE WORK

INFRASTRUCTURE

TRAVEL

COMPLIANCE

PURPOSE AND MISSION

INGO ROLE IN SECTOR

GROWTH MENTALITY

PEOPLE

COMPENSATION MODELS

RECRUITMENT

STAFF WELLNESS

VIRTUAL ONBOARDING

TEAM MANAGEMENT

VIRTUAL LEARNING

RELATIONSHIPS

DONORS

PARTNERSHIPS

EQUITY AND POWER

LOCALIZATION

DEI

PSEAH

#OPEX365
During the retreat, participants discussed the things we need to stop doing in order to make room for innovation.

The ideas included: blaming people, avoiding conflict, neglecting self care, making assumptions, ignoring the overwhelm staff feel, and expecting the same levels of productivity from staff.
So, what next?

Over the next year, Humentum will continue to lead the community in asking good questions, challenging the status quo, and finding practical solutions, as we actively reassemble our world of work.

Join the next OpEx365 retreats on March 16-17 or June 15-16, 2021.
THANK YOU!

VISUALS BY KATHERINE HAUGH
PHOTOS: YOUXVENTURES

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