working out LOUD! @ Bosch

BOSCH Invented for life

„Networking is not a talent – it can be learned by everyone!"

98% say: „The method helps us to develop into a "highly connected company in the digital age" through effective and purposeful networks"

94% say: „The topic / method was valuable for my work"

78% say: „I develop new opportunities and ideas due to early and content related feedback"

94% say: „We reach a higher visibility of experts and expertise because of tagging and maintained profiles"

The WOL Value Proposition

For you

▶ Structured and systematic set up of a network to solve diverse problems and work together on your tasks.

▶ Valuable feedback from peers and a variety of input and ideas through making your work visible before completion. Improved competence to simplify and sharpen things.

▶ Better usage of virtual collaboration tools (increase of digital literacy).

For Bosch

▶ Become an agile, connected company because the level of networking increases and experts / expertise get accessible. This leads to faster problem solving to handle the increased complexity and volatility and therefore more innovation.

▶ Develops the corporate capability for digital collaboration: adapt, innovate and learn much faster than today ("Learning Organization").

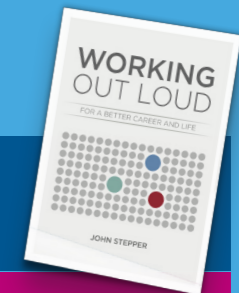▶ Encourages a more connected, collaborative, innovative, and engaged organization and company culture.

What is Working Out Loud ?

WORKING OUT LOUD

1. Working Out Loud is a **guided mastery program** for networking and virtual collaboration.

2. During the guided mastery program individuals learn together, from and with a small team **how to collaborate network-based in a visible and transparent way.**

3. The program enables individuals to work **self-organized** on diverse targets and tasks by **building** a structured and goal-orientated **network**.

4. Participants of the program **develop a new habit** by overcoming personal hurdles, and become an **active part** of the connected and networked Bosch world.

5. Working Out Loud is a **mindset** and a **way to collaborate**, which **breaks traditional patterns** and **supports a digital culture**.
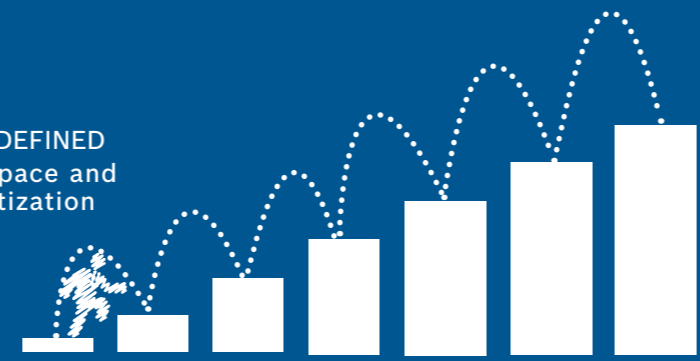
Summary Guided Mastery Program

FEEL MORE ENGAGED & INVOLVED
DISCOVER MORE POSSIBILITIES
ACHIEVE YOUR GOALS
by networking

Five Elements

▶ Relationships

▶ Visible Work

▶ Generosity

▶ A Growth Mindset

▶ Purposeful Discovery

Small Steps

SELF-DEFINED goal, pace and prioritization

WOL Circle Program

GUIDED PROGRAM including detailed instructions **&** **PEER** SUPPORT within a closed circle

12 weeks for 2h/week = Meeting **1h/week** + Homework **at least 1h/week**
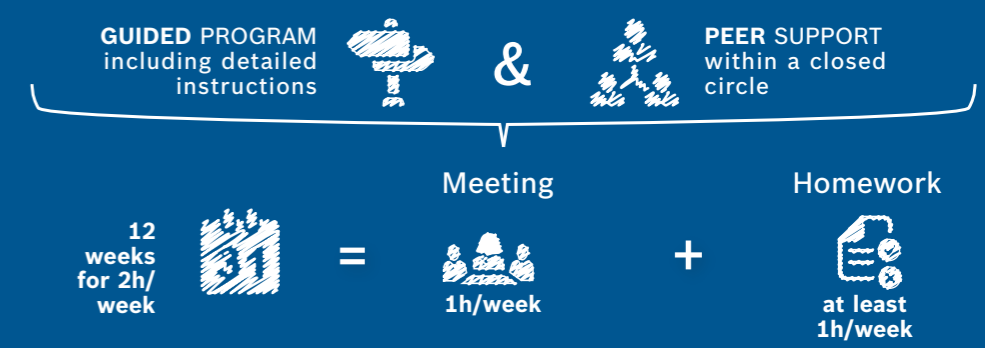
The program takes in total approx. 24 hours for each participant

1st pilot wave from 09.-12.2015 with **65** participants
2nd wave since 01.2016 with additional **177** participants from **17** countries
Feedback evaluated from **51** participants