

# working out LOUD!

@ Bosch

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

## 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.

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“

71% say:  
 „I work more efficient now through fast and valuable feedback from peers (personal networks, BC Users, circles)“

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

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

## What is 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

### WOL Circle Program

GUIDED PROGRAM including detailed instructions



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PEER SUPPORT within a closed circle

12 weeks for 2h/week



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Meeting



1h/week

+

Homework



at least 1h/week

The program takes in total approx. 24 hours for each participant

### Five Elements

- ▶ Relationships
- ▶ Visible Work
- ▶ Generosity
- ▶ A Growth Mindset
- ▶ Purposeful Discovery



SELF-DEFINED goal, pace and prioritization

### Facts

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

### Small Steps

