



The No Limits Workplace
Aligning Work with the Human Spirit
Yielding Enduring Prosperity and Individual Reward

What's a No Limits Workplace?

First a general answer.

What if you could put workplace structures and practices in place that would cause all employees to consistently operate from their “higher nature” (as opposed to a “what’s in it for me” mode)? By “higher nature” at work we mean... highly motivated to learn, develop skills and abilities, ask much of themselves, seek to be challenged, support others, and to contribute each day in as significant a way as possible. If that were the case, your people would be well-positioned to put forth the performance characteristics required by today’s fast-changing, more complex, and competitive business environment. And you would also have very engaged and satisfied employees. A huge enterprise-employee win-win.

That’s the No Limits Workplace.

So, is that possible? Well, perfection, sure isn’t. But there’s no doubt that we can come much closer to that ideal state than most think. And importantly, continue to move in that positive direction indefinitely. The question is... How do we do that?... The No Limits Workplace exists to answer that question and provide systematic client-specific implementation approaches that can fit any organization.

Let’s expand that explanation into two parts.

Part 1 - The “current model” is limiting

It begins with the realization that most of our workplaces are built of numerous structures, practices, and preconceptions of how work should work that greatly limit individual and collective potential. The output of those limitations being limited reward and success for the enterprise and for employees. Collectively, these much less than ideal structures, practices, and preconceptions form a paradigm of work that most see as “work life as it has to be”.

Organizations have been able to succeed with these traditional structures, practices, and preconceptions because limited potential was enough in yesterday’s simpler and less competitive business environment. But when the world around us is changing rapidly, nothing leads to failure like sticking with past success. And yesterday’s limited approaches are no match for today’s increasingly complex, fast-changing, and more competitive business environment and knowledge and idea economy.

Part 2 - A “no limits model” is possible

A No Limits Workplace is one built of structures, practices, and ideas about how work should work that promote and support what’s best in people. We might say they encourage employees to operate from their higher nature. Here’s the deal. *These behaviors then link directly to the performance characteristics required for success in today’s increasingly complex, faster changing, and more competitive business environment and knowledge and idea economy.*



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As we say... Aligning work with the human spirit to yield enduring prosperity and individual reward.

So that opens up for more good questions such as;

- What's different about today's environment that necessitates these new approaches?
- What are these structures, practices, and ideas?
- How do they bring out the best in people and maximize potential?
- Does that really enhance enterprise success?
- What are the performance characteristics that are a fit with today's business environment?
- How does this impact operations and other current business activities?
- How are these things implemented, can they be implemented into any organization?
- How are HR policies and programs tied into this?
- Are the recommendations similar to continuous improvement methodologies?
- And others

These are great questions that we exist to answer in word and action. The six tenets, the HR section, and other information on our site address these and other questions in a comprehensive and organized way. Please give them a look and/or contact us. We'd be very pleased to discuss these things in terms of your specific situation. And more pleased to help you actualize the full potential of your organization.