

EP 039 The Backstage Is for Everyone with Theresa Oberstraß & Lena Müller https://qundg.de

(Un) Professionalism

Professionalism is the set of signals that sort a room by rank: the stage, the spotlight, the backstage, the company name on the badge. Unprofessionalism takes those signals away and keeps the care, right down to where people leave their luggage when they arrive.

Unprofessional Advice

Blur the lines between a participant, a speaker and a contributor, so knowledge stops being pushed only one way.

"The backstage is the community area. Like for everyone."

Wisdom Nugget

A stage lifts one person so the back row can see. It also sorts the room into those who speak and those who listen, and gives the first group a backstage. Once we remove the stage, the audience turns into a conversation partner at eye level.

"But do you need a boss?"

Wisdom Nugget

We learn whether mistakes are safe by watching what happens to the first one, ours or a colleague's. The reactions following a mistake define whether we will hide mistakes in the future or learn from them and find solutions. Teams learn how to deal with mistakes before reading about it in the value statements.

Try It Out

At the next event you attend or run, take the company name off the badge, starting with your own. Notice whom you walk up to first, and whether the conversation changes once you find out where they work.


UNPROFESSIONALISM