SELF-SET SALARIES AND HOW IT TRANSFORMED ME AS A LEADER

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#AgileBizConf19
Who we are

- Passionate about people and unleashing their potential (especially in big Corporates)
- Teal Enthusiasts (see Reinventing Organizations from Frederic Laloux)
- Radically self-organized

[Link to our LIVElive]
Radically self-organized means...

- No org chart
- No line manager
- No hierarchy
- Full transparency
- Self-Set salaries

This doesn’t mean no structure or no processes!
Our Salary Process

- Everyone sets his/her salary themselves for 1 year (no range or limitations)
- Following the ‘Advice Process’ I am getting input from everyone else what they think I should earn (one CHF-figure)
- I have my own idea in mind
- Speed Dating with explanations for the figures

I decide on my salary and communicate it
How does it feel like for me?

- Control Freak <> Letting go and trust
- Even if you say you don’t care – everyone cares about their salary! (maybe not the absolute value, but relative to others)
- Too much discussion about wall colors
- Freedom and autonomy are stressful and a lot of pressure
- Self-worth is one of the toughest things
“The world as we have created it is a process of our thinking. It cannot be changed without changing our thinking.”

Albert Einstein

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