

I Nearly Didn't Build This

What Minecraft, Nap Vans, and WFH Blagging Tell Us About the **Future of Work**



I nearly didn't build this.

- ✗ The framework.
- ✗ The programme.
- ✗ The tools.

Why?

Because for a moment – a real, brain thumping moment...
I thought, maybe work is too far gone.



The *Moment* it Hit

Recently, I was chatting with two young people aged 21 and 23 years about how they 'work from home.'

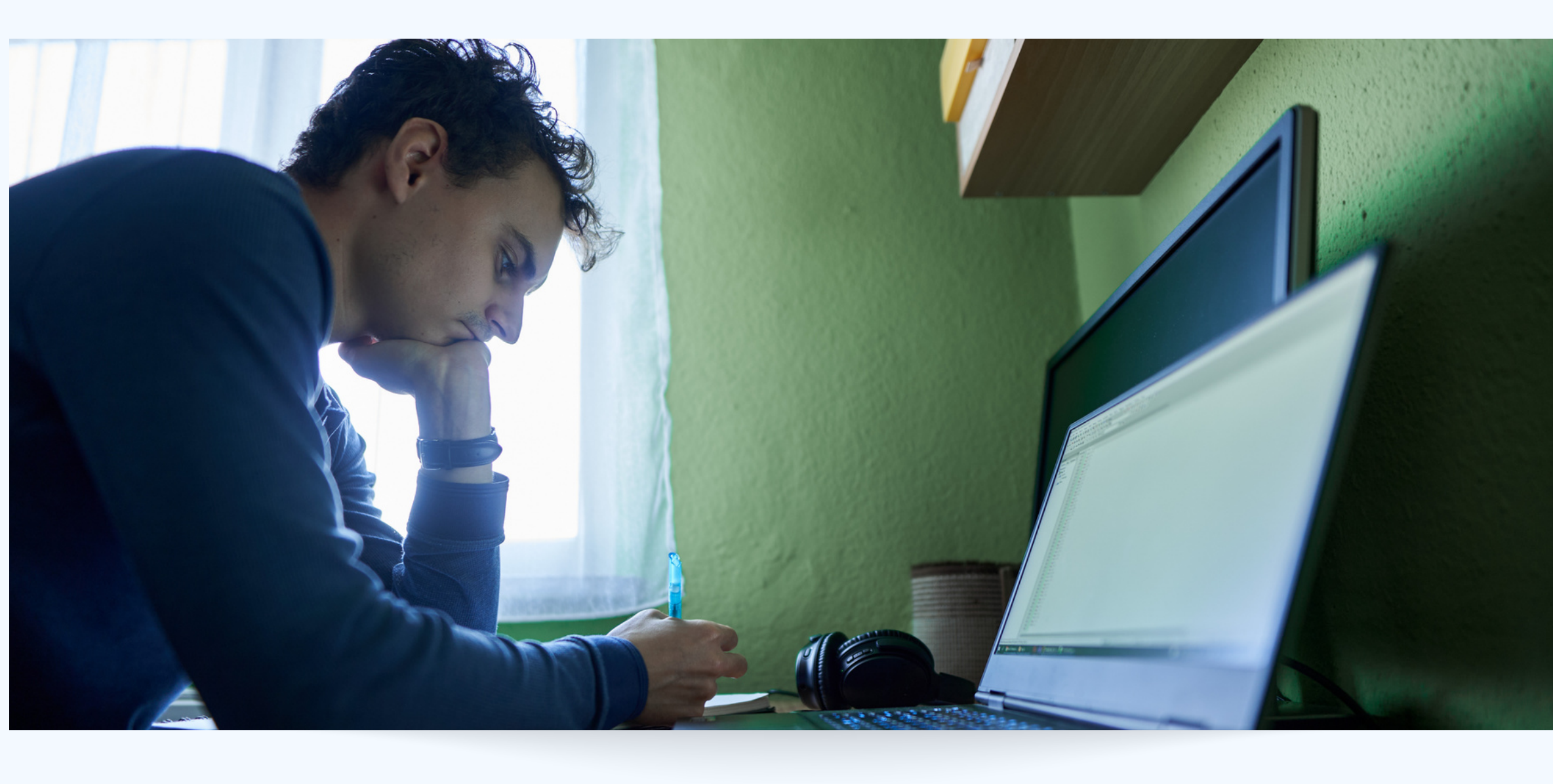
One's already employed in a major car manufacturing plant, working in an agile team environment. You'd think that would mean structure and momentum – daily stand-ups, sprint cycles, all the usual frameworks. But the reality was really suprising? He didn't even bother showing up to most of the stand-ups. "What's the point?" he said.

The other is a student with sessional time to study. Different worlds, similar story.

Both of them, without hesitation, described working from home as something you "blag."

One laughed about playing Minecraft instead of working.

The other described it as just being normal – no one really checks, and no one seems to care.



They weren't ashamed. They weren't rebellious.
It was just... how things are.

And I didn't challenge them.

I just listened – and quietly felt the weight of it as my *Heart Sank.*

Then a few days later, I heard an engineer call into a radio show describing how he naps in the back of his work van in a hammock slung up, while his co-worker isn't around. His tone? Cheerful. Unapologetic.

And I thought again... what's the point of trying to fix this?



But here's what I've come to believe:

These aren't stories about laziness.

They're stories about disconnection.

When you're not part of something meaningful, when no one's setting the rhythm, when your voice feels ignored and your efforts go unnoticed... you switch off. You slide. You disengage.

And if the culture says "that's fine" – why wouldn't you?

This isn't a people problem.
It's a leadership problem.

- ✗ A rhythm problem.
- ✗ A culture problem.

And it's fixable.

That's why I did *Build it.*

The PEOPLE Principles® Framework wasn't created to prop up outdated systems.
It was built to reshape how we work – from the ground up.

- ✗ Not with another meeting.
- ✗ Not with more policy.
- ✓ **But with rhythm, clarity, and purpose that actually lands with real people – in real businesses.**

Because disengagement isn't solved by telling people to care more.
It's solved by creating environments where people want to show up fully.



The **Coffee Huddle® exists for that exact *Reason.***

Not as a fluffy 'chat' tool.

But as a repeatable system that builds trust, surfaces insight, and reconnects people to purpose.

It turns silence into energy. Slackness into momentum.

It's a small move – but it creates serious impact.



The Diagnostic exists to shine a *Light.*

To show you exactly where the disconnects are hiding.

To give you the data, the patterns, and the path forward.

So you stop firefighting and start leading again – with clarity.

And the full **PEOPLE Principles™ Programme?**

It's for SME leaders who know they can't carry on with this alone anymore.

Who are tired of trying to motivate a team that feels flat, scattered, or stuck.

And who want a future-fit, human-first way of leading – that still delivers results.

Because Here's What I know *Now*

The future of work isn't broken.
It's just waiting for better leadership.
For brave conversations.
For people like you, who still believe it's possible to build something better.

If that's you,

The **PEOPLE Principles® Diagnostic** takes you beneath the symptoms to see what's actually happening across your business, and what needs attention first.

START WITH THE DIAGNOSTIC →

