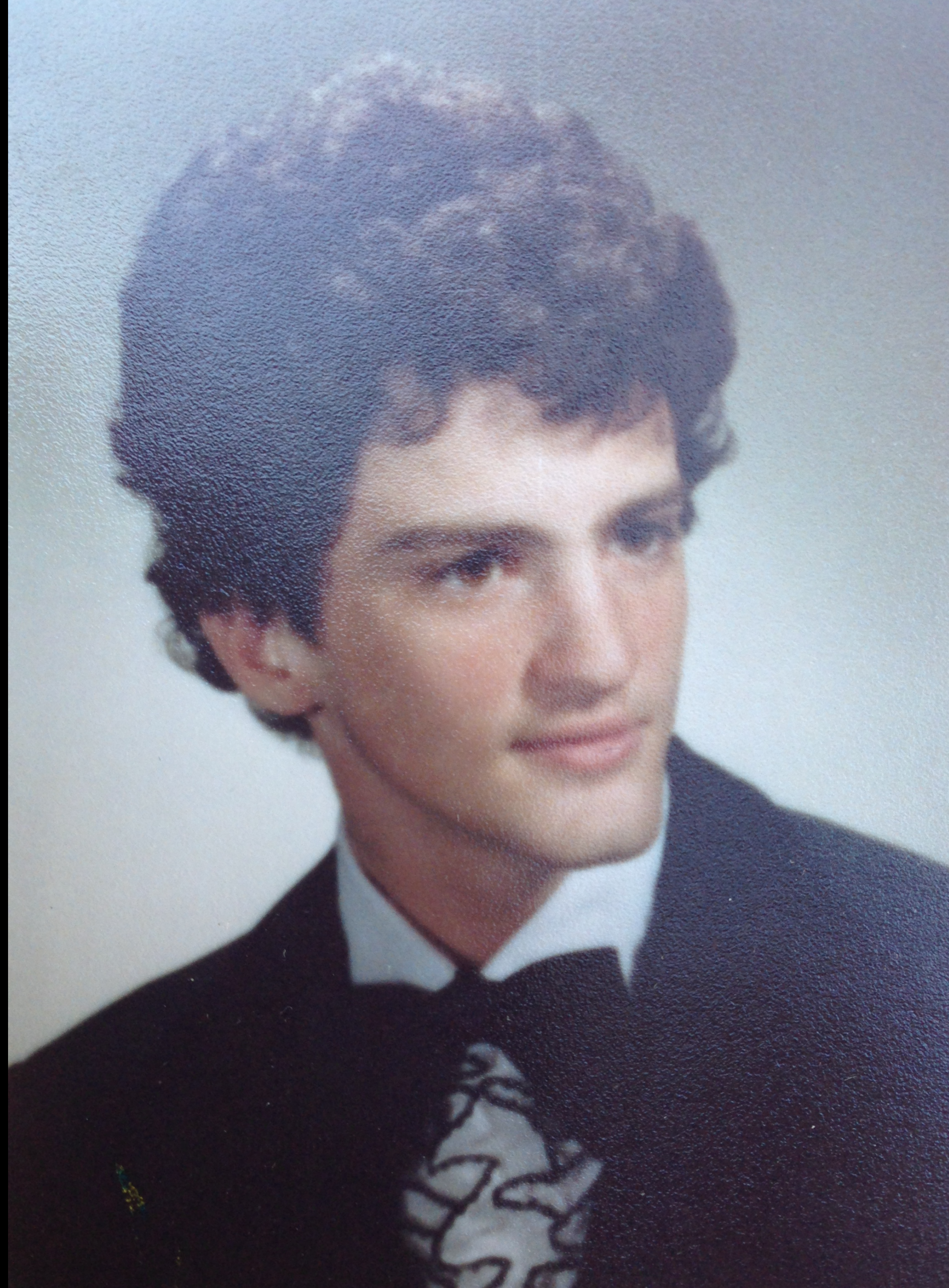


Better for you. Better for your company.

workingoutloud.com
@johnstepper



A large, cylindrical concrete silo stands prominently in a grassy field. The silo is divided into several vertical sections by dark, recessed lines. It has a weathered appearance with some staining and small openings near the base. The words "WELCOME TO CONCRETE" are painted in large, bold, orange-red capital letters across the middle of the silo. The top of the silo features a dark metal railing. In the background, there are green trees on the left and right, and distant mountains under a blue sky with scattered white clouds.

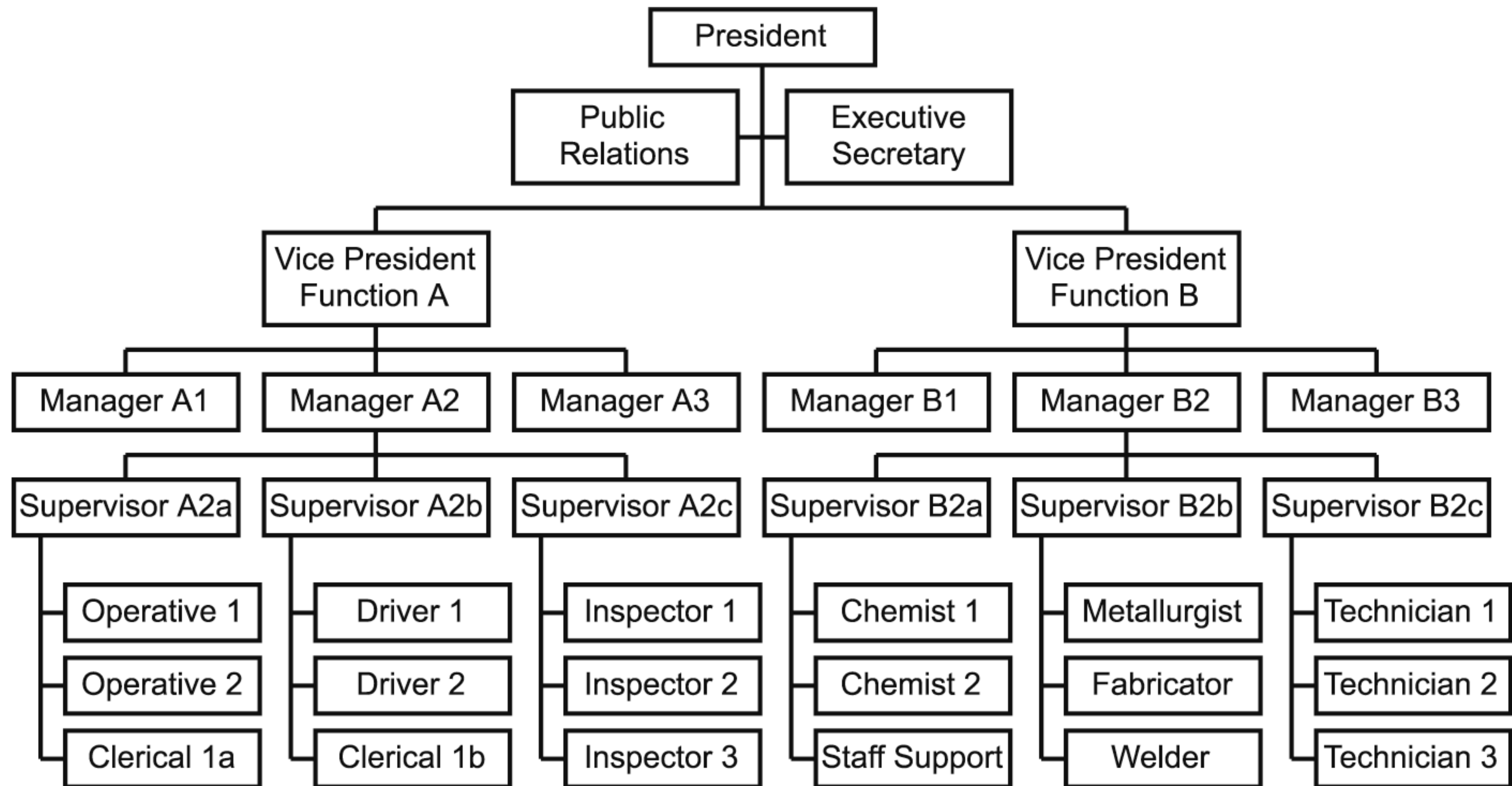
WELCOME
TO
CONCRETE



“If HP knew
what HP knows,
we would be 3x as
profitable.”

- Lew Platt, former HP CEO

30 years later...





How do you shift
from ideas to practice?



WORKING OUT LOUD





“Perhaps the
most fundamental
digital workplace skill.”

- Dion Hinchcliffe,
Author & Chief Strategy Officer



Daria Szplit

@la_DarJa

Following



Since I joined [#WOL](#) I feel like I am on fire! It's incredibly energizing to meet like-minded people, who not only want, but ARE the [#change](#)! Thank you so much for fueling the fire [@Tom_Taste](#) & [@lindhorstchr](#) [#audiwall](#) [#Inspiration](#) 🔥



Sara-Lena Eisermann

@SaraEisermann

Following



Thanks to [@johnstepper](#) for bringing so much [#WOL](#) into people's lives. It is such a powerful movement of [#collaboration](#) [#support](#) [#sharing](#) [#caring](#). I love my [#WOL](#) circle - happy to be with you [@kingkarsten](#) [@sabinepretenho](#) [@MaBuckmann](#) [@SRau20](#)



Magnus Rode

@MagnusRode

Following



I am definitely happy to be part of a movement that changes something & generates generosity in people & networks. Thank You, [#WOL](#) Community



Sebastian Hollmann

@bastihollmann

Following



Today, I was really touched by what one of our [@Continental](#) colleagues shared on our Enterprise Social Network about [#WorkingOutLoud](#) [#WOL](#):

"WOL is teaching you how to become a BETTER you"

Elements of Working Out Loud

5

Relationships

Generosity

Visible work

Purposeful discovery

A growth mindset

In 2010, I thought I had the answer...





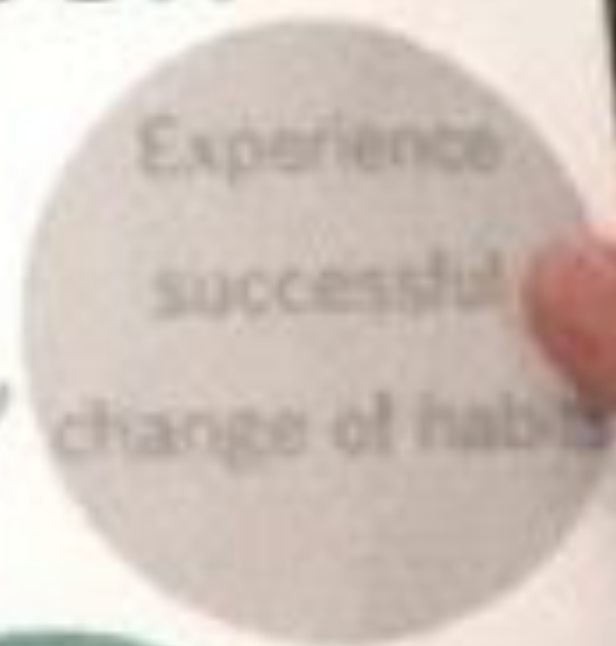
Working Out Loud **Circles**

WOL Circle 26 @ BOSCH

WORKING
OUT LOUD

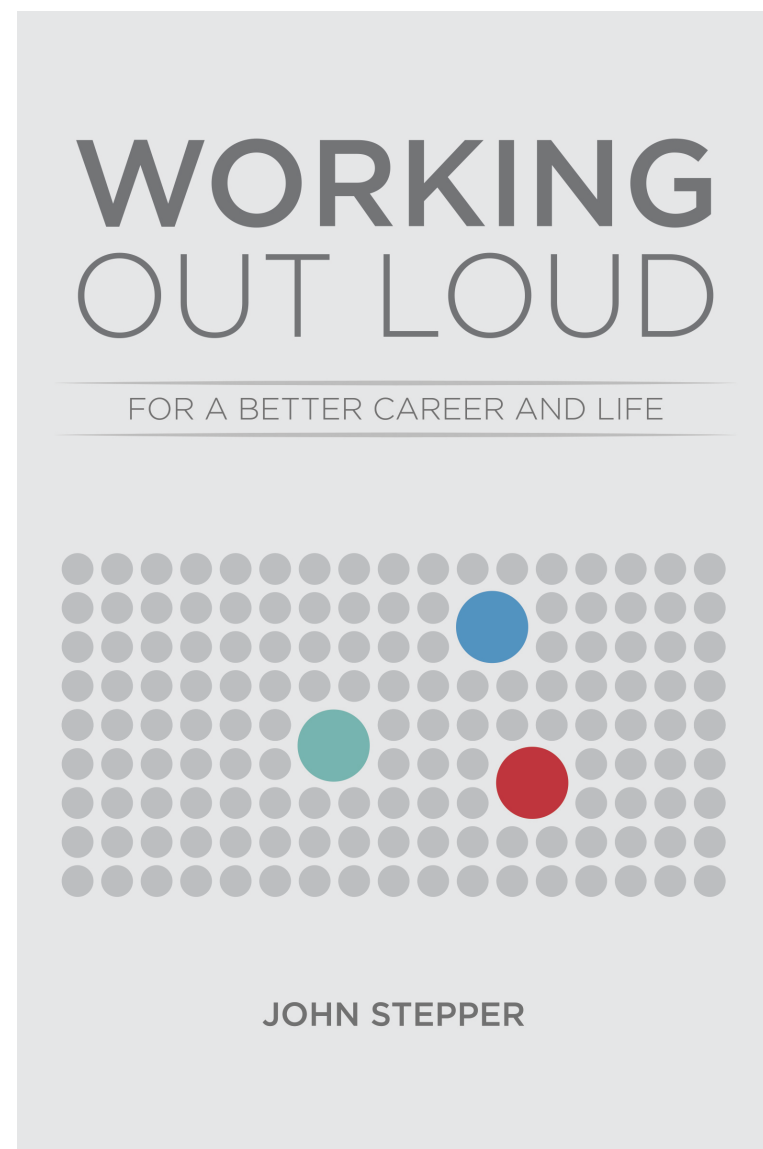


Diana



Anna





Working Out Loud Circle Guide

Version 4.5 - January 2018

Created by John Stepper

Week 3: Take three small steps