Timestamps for Audio/Video Grams

0:47 - 1:18

"That work led me to see that everyone recognizes the necessity of collaboration and loves the idea of collaboration, but are really bad at actually collaborating. And often ignore like the significant. I'd say overhead that collaborating brings. And so that led me to co-found a consultancy called Converge, which was focused on basically bringing together stakeholders from the public, private, and social sectors together to address systemic issues."

2:44 - 3:04

But when we would invoice a client, we would, the project team would put the money in the middle of the table and then we'd have a conversation about who should get what based on what we did. And that had the benefit, both of being more fair in terms of the people that add the most value, got the most pay, but it also turned out to just be really good team hygiene.

5:28.7 - 5:51.7
So pushing decisions to the edges, pushing trust to the edges. And then also, positive psychology. And there's obviously a big body of work that, you know, telling somebody thank you for the work they've done and really getting them recognized. Is a huge boost to their intrinsic motivation. And we know that intrinsic motivation is like vastly more, more powerful than extrinsic.

6:03.3 - 6:13.9
And we've seen, the user feedback, I always say it's like people might forget how many give they got or who they allocated to, but they always know exactly how many notes they got and who they got them from.

9:03.6 - 9:35.4
the notes and compensation really work together. I feel like if it wasn't for the. It becomes more of a fluffy toy, right? And you're like, oh yeah, give kudos. Say thanks to people. But like you're, you'll do that once, but it's not something you're gonna really prioritize and make time for when you have, this limited number of give that you're sharing with people and you're making tough choices. There's never enough give to, to really thank everybody, but that forced prioritization adds stakes to it, that, that make.

13:47.0 - 14:09.4
Okay, great. Done. And anyone can pick it up, that, that makes sense for a lot of things. And obviously for a lot of things it doesn't, for more subjective, creative work, like bounties are terrible. Coordinape is great. I think for that kind of work that's ongoing and creative and subjective, where, you're really getting that feedback from your team about the value that you're adding.

16:14 - 16:25
The real power of web three is the sovereignty that it increases and saying, no you're responsible for, the results of the DAO you're responsible for what you get paid and what other peoples get paid.

19:08.4 - 19:33.7
Government or education or healthcare or criminal justice, like whatever it is, you look at it and you're like, that is just what a mess. And the idea that we could actually create new systems that have different flow throughs of value and different ways to allocate value. It is idealistic but I think that's the kind of story that, that can really speak to people and bring them.

22:57.8 - 23:15.5
We're also like products, trying to get users and trying to figure out, how we can become self-sustaining. And everybody's doing that. I think, again, to back to the throw a better party, I do think there's a, there's at least a value in a real, the new winning is is the squad wealth kind of idea.

24:26.6 - 24:45.4
I've seen in my work in the sustainability world, you rarely see companies coming together to try and solve things that don't have a sort of, PR angle. PR angle, or some sort of roi. Ultimately they're. We have to win, we have to show continual growth and, we have to win.

29:39.3 - 29:57.2
It's not, we're all gonna get rich, like we're all going to make this thing. And that gets into, again, like the mindset of being self sovereign and recognizing. We're building web three and we can actually make it, reflect the system that we want to participate in. We can create systems that better reflect our values. But it's hard, we have to, we have to be the ones to that show up to do it.

30.14.1 - 30.32.3
And I think we have to realize that there are no, governments or Paris Accords, or philanthropists that are gonna come save us. Like we are going to have to figure out how we, deal with a lot of these global wicked problems that are going to, going to only intensify.