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Today's purpose is listening to all and each one of you

Although, given the circumstances...



Please, allow me sharing some thoughts

Fitting on Markus' shoes

- First, it is impossible...even if I would try, no matter how hard.
- Second, it is absurd for me to pretend it: Therefore, I would do my best, with your help.
- I owe everything @ CERN (and some other things) to: Markus, Thierry, Mar and Sergio.

Let's go...a bit of pants down



Personality type: ENTP
(consistent after 75 tests in different websites)

A bit of pants down

- What do I like most from any individual? Commitment, team loyalty and being forward looking.
- What I dislike most about any individual? *Lame excuses, incompetence on purpose and idiots (*)*
- What am I really bad at? Interpreting feelings, “having a monthly talk” and telling anyone what to do.
- I am a maniac about...font types (please don't use Arial and/or Times New Roman).

(*) An idiot is a person causing an intentional damage to others without even obtaining a personal benefit.

What is IdeaSquare for me?

- People over Things.
- The embodiment of what each of you and all, as a team, would like it to become.
- A team that constantly struggles for reinventing itself.

“People over Things”

- That means ANYTHING.
- IdeaSquare without anyone of you is plainly and simply an empty useless space.
- I will fight relentlessly to attain the best possible contractual conditions for each one of you.
- It won't be happening tomorrow, because we need to get the money for doing so.
- And we must do it together.

“The embodiment of what each of you and all as a team would like it to become”

- Propose and take the lead.
- Don't expect to be proposed and/or acting systematically (by default) only as a team player.
- Everything fits...and if it doesn't, we make it fit.
- I don't read minds and/or interpret people feelings: talk to me in direct terms anytime.
- Support each other: If you don't have time for it...find the time.

A team that constantly struggles for reinventing itself

- If we claim we are unique, we must struggle to be so.
- It means that when undertaking new paths 99.99 % of the time we will not know what we are doing.
- If we become a “me too”, we better shut off the light.

How do I see our short-midterm future?

With rational optimism (*)

(*) Rational optimism: Accepting the reality of a situation while remaining confident that we can make things better.

How the IdeaSquare I dream about looks like?

- The space with the best possible working conditions for each one.
- A global reference for truly novel thinking pathways and ideas.
- A place where people want to come and develop, and we have the money to make it possible.

Thanks, and Questions