

Why

Because it is not possible to develop ownership and entrepreneurship when everywhere you look you are reminded that you are less important than others.

What

Remove all visible markers of status such as big offices, allocated parking spaces, bigger cars, the elevator going directly from the parking garage to the top floor, fancy carpets in senior management offices, summoning people instantly into your office when you need them etc.

How

This really is not a standalone action! The execution is quite simple, just remove the status markers, but only do this if you are willing to also change people's behavior. It makes no sense to remove the markers and to continue acting in a way that demonstrates differences in status. The opposite is also true: if you want to reduce status difference within your team or company but you retain status markers, then you will send a very confusing message that will not work.

When

When you notice that status difference is preventing people from expressing themselves or being open, inquisitive or creative.

Skills and necessary training

Humbleness, self-insight and self-criticism.

Possible workshop exercise

Have a discussion about the status markers within your company and the possible effects they can have. Would you like to get rid of them? All of them? Which ones? Why, why not?

Critical success factors

Don't take this process lightly. Together with your management team reflect carefully about whether you are ready to remove status markers and whether you are willing to adapt your behavior accordingly. If not then don't make any changes yet as this will send a confusing and frustrating message.