



**HACKERLY**  
hacking human horizon

# PEER-NANO-LEARNING ROADMAP

**Reinventing Management & Leadership Development, at Scale**

We are on a mission to inspire 10M leaders by 2030 to change how the world works.



# Peer-Nano-Learning Pathways



Learning Agility

7  
modules

Innovation & Creative  
Problem Solving

7  
modules

Remote Collaboration

8  
modules

Diversity & Inclusion

9  
modules

Delegation Hacks

4  
modules

Psychological Safety

8  
modules

Meeting Effectiveness

8  
modules

Personal Productivity

8  
modules

Decision Making Hacks

6  
modules

Self-Motivation  
Superpowers

7  
modules

Change Team & Culture

5  
modules

Refresh Team  
Alignment to Inspire

5  
modules

Creative Team Hacks

6  
modules

Modern Performance  
Management

9  
modules

Driving Lean  
Transformation

7  
modules

Leadership Styles

4  
modules

Facilitating Groups &  
Meetings

5  
modules

# Large & Ever-Growing list of Topics & Tested Tools



## Learning Agility

- ✓ Deliberative Experimentation Mindset
- ✓ The Power of Reflection & Retrospective
- ✓ 5-Hour Rule for Learning
- ✓ Team Operating System
- ✓ Strengths-Based Leadership
- ✓ Bet on Your Strengths
- ✓ Pre-Mortem

## Meeting Effectiveness

- ✓ Meeting Process Design
- ✓ Iterative Meeting Cadence
- ✓ Diverse Rounds: Last to Speak
- ✓ Plan & Ship
- ✓ Check-In Rounds
- ✓ 1:1 Meetings
- ✓ Strange 1:1's
- ✓ How to Retrospect

## Remote Collaboration

- ✓ Ground Rules
- ✓ Virtual Meetings Made More Personal
- ✓ Communication Protocol
- ✓ Building Remote Team
- ✓ Keys to Remote Meetings
- ✓ Archetypes of Remote Teams
- ✓ Remote Problem Solving & Brainstorming
- ✓ Remote Reflection

## Decision Making Hacks

- ✓ Team Decision Making
- ✓ The Advice Process & Small Group Decisions
- ✓ Pre-Mortem
- ✓ Decision Trunk
- ✓ Adaptive Planning
- ✓ North Starts Checklist & Double Pareto

## Delegation Hacks

- ✓ Delegation Pitfalls
- ✓ Delegate with GRUPA
- ✓ Tasks to Delegate
- ✓ Delegation Game

## Change Team & Culture

- ✓ Team Operating System
- ✓ Faster Decisions to Innovate
- ✓ Consent
- ✓ Lean Change Design
- ✓ Changing Culture

# Large & Ever-Growing list of Topics & Tested Tools



## Creative Team Hacks

- ✓ Eliminate Meetings & Emails
- ✓ Iterative Meeting Cadence
- ✓ Rounds
- ✓ Action Meeting
- ✓ Open & Shared Workflow
- ✓ Limit Work in Progress

## Innovation & Creative Problem Solving

- ✓ Lean Start-up Way
- ✓ Design Thinking
- ✓ Ideation Techniques
- ✓ Prototyping & MVP
- ✓ Customer Empathy
- ✓ Experiment Picker & Cards
- ✓ Run an Innovation Design Sprint

## Driving Lean Transformation

- ✓ Lean Change Design
- ✓ Minimal Viable Change & Habits
- ✓ Run a Change Design Session
- ✓ Checklists for Change
- ✓ Change Resistance Reasons
- ✓ Culture Design Canvas
- ✓ Changing Culture

## Diversity & Inclusion

- ✓ Diversity & Inclusion Hacks
- ✓ Diverse Rounds
- ✓ Check-In Rounds for Inclusive Leadership
- ✓ Strengths-Based Leadership
- ✓ Bet on Your Strengths
- ✓ Unconscious Bias
- ✓ Women in Leadership
- ✓ Become Introvert Friendly
- ✓ Leading Different Generations

## Facilitating Groups & Meetings

- ✓ Meeting Process Design
- ✓ Facilitation Techniques
- ✓ Keep Meetings on Track
- ✓ Save Tense Meetings
- ✓ Dudes Ruining Meetings

# Large & Ever-Growing list of Topics & Tested Tools



## Psychological Safety Hacks

- ✓ Team Dynamics
- ✓ Personal Manuals
- ✓ Psychological Safety
- ✓ Diverse Rounds: Last to Speak
- ✓ Check-In Rounds
- ✓ 1:1 Meetings
- ✓ Strange 1:1's
- ✓ FeedForward & How

## Refresh Team Alignment to Inspire

- ✓ Self-Organize: Team Charter
- ✓ Articulate Purpose, Inspire Others
- ✓ Agile Strategies & Values
- ✓ Decision Rights
- ✓ Adaptive Planning

## Personal Productivity

- ✓ Blocking Distractions
- ✓ Eliminate Meetings & Emails
- ✓ Prioritization
- ✓ How to Say No
- ✓ Chunk & Time-Box
- ✓ Hacking Stress
- ✓ Sleep Well
- ✓ Brain SuperPowers

## Modern Performance Management

- ✓ Performance Coaching
- ✓ Feedback Traps
- ✓ Feedback Systems
- ✓ FeedForward & How
- ✓ Ritual Feedback
- ✓ The Power of Recognition
- ✓ 1:1 Meetings
- ✓ Skip 1:1 Sessions
- ✓ Strange 1:1's

## Self-Motivation Superpowers

- ✓ Articulate Purpose, Inspire Others
- ✓ Strengths-Based Leadership
- ✓ Bet on Your Strengths
- ✓ MBTI & Values
- ✓ Job-Crafting
- ✓ North Star Questions
- ✓ Servant Leadership

## Leadership Styles

- ✓ Pick the Right Leadership Style
- ✓ Directing & Mentoring
- ✓ Coaching
- ✓ Delegating



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