

Bureau Report

Kevin Tammearu – Digital Officer

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Dear delegates and liberal friends,

I would once more like to thank you for your contribution in making the congress in Tallinn a success. So ... Thank you!

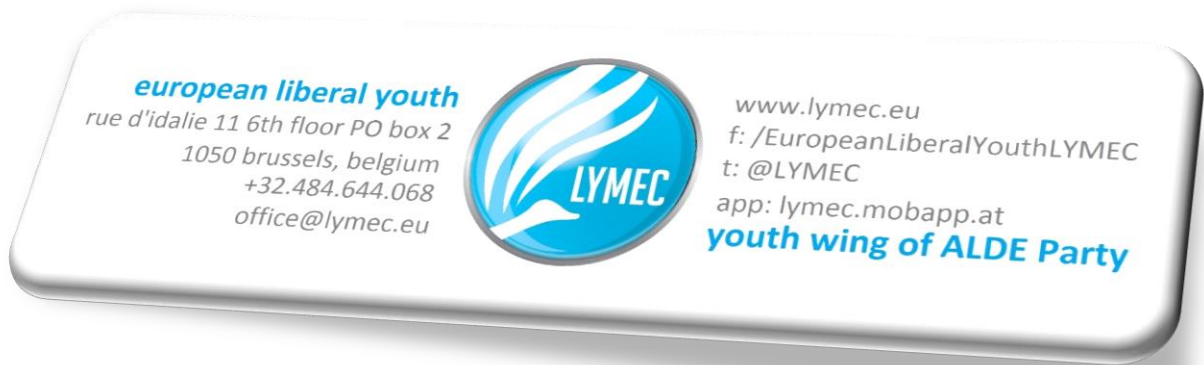
Now that we have that out of the way, let's focus on what the period after the congress had to offer. If you don't have much spare time on your hands, then the next sentence will give you the overview:

Preparing the LYMEC hackathon (that's a thing) on youth unemployment; numerous public engagements; snail pacing with plans to turn LYMEC into a hip & trendy space where people drive positive change.

LYMEC Hackathon

I've been preparing the concept and game plan for organising a hackathon on youth unemployment for LYMEC. This will now take place in June, in Andorra.

For those, that have used up their unlimited supply of Google for the day, a hackathon is in a way like a workshop... kind of. It is originally from the tech scene, where strangers from different disciplines (software developers, business developers,



marketers etc.) come together to create new solutions to problems they've defined and validated ... and validated ... and validated. The core really is about thinking different. And that's something I strive to push people in LYMEC to do. It's breaking mental barriers and imagining how things should be done instead of how they are done right now. It's neglecting legacy systems and creating new value.

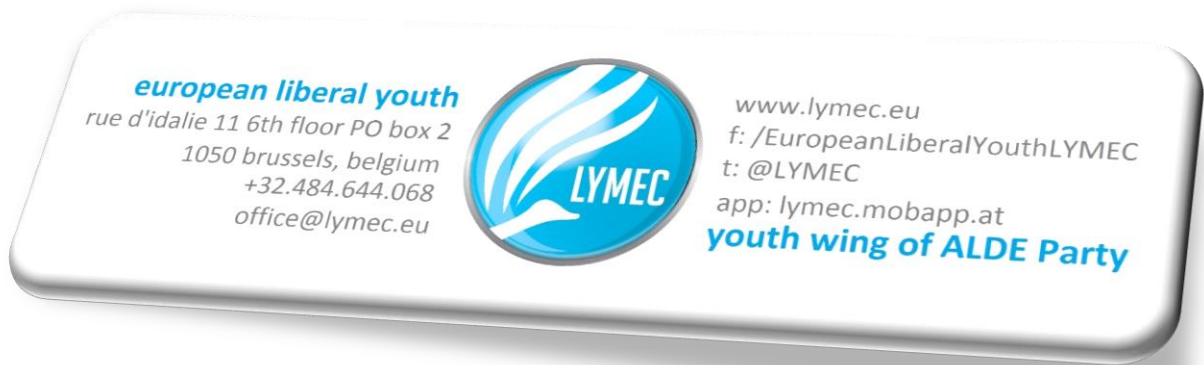
It's an experience that's difficult to put into words, as we all go through it in different ways. My hopes really are, that those who take part in the upcoming hackathon will be interested in organising events like that in their own organisations. And from there to cascade this effect to liberal thinkers all over Europe.

Innovation, culture and people

The LYMEC hackathon is just one practical and visible part on a longer road of how the Bureau wants to improve LYMEC and help our member organisations.

I've been struggling to find ways how to bring forward a culture of innovation in our organisation. Particularly because deeply embedded cultures cannot be replaced by simple upgrades or guidelines. It is a commonly held view that behavioural change follows mental shifts and therefore organisations often seek to change mind-sets by communicating values and putting them on walls in big letters.

Neuroscience however suggest the opposite, that people act their way into believing, that behaviour comes first and mind-sets will follow. In other words, if we change behaviour, mind-sets will follow.



This doesn't mean we need to be comprehensive and change everything that's not perfect. This means we need to focus on a critical few behaviours, a small number of behaviours that will have great impact if put into practice by a significant number of people.

Which is why I stated during Tallinn Congress, that innovating an organisation does not happen through the work of a single person. It needs commitment on a wider level. It's something we also achieve through authentic informal leaders. These are people who influence behaviour through showing by doing. There are various types of these informal leaders like early adopters, networkers etc. and it depends quite strongly on the nature of an organisation.

At this stage, I'm scouting for two things: critical behaviours that can have great impact; and authentic informal leaders who want to be exemplar in some areas of our organisation and seek to improve the dynamics by which we operate.

You can always refer yourself or someone you think is that kind of person in LYMEC. This is a long journey we've taken. Having a Digital Officer is a sign of an organisation putting priority on going through this journey. But the journey itself needs wholesome commitment from the entire organisation.

So as always, I'm hoping for your support and ideas on how to go forward and hope to see you in Stockholm or somewhere else in Europe.

Attended events:

Bureau meeting in Tallinn; European Democracy Youth Summit in Vienna; ALDE Congress in Warsaw; Bureau Meeting in Warsaw; ALDE Winter Academy in Brussels; Commission Strategic Dialogue meeting on European Pillar on Social



Rights in Brussels; Bureau Meeting in Athens; The New Europeans seminar in Athens; ELF & Fores seminar on Sharing Economy & Employment in Stockholm; Ralf Dahrendorf Roundtable on the Radical Generation in Poznan.

Best wishes,

Kevin Tammearu
LYMEC Digital Officer
Kevin@lymec.eu