



**HOW TO  
ESCAPE**

**THE CULT OF  
EXPERTISE**

LETA KEANE (THEY/SHE)

INTRODUCTION



LAND

ACKNOWLEDGEMENT





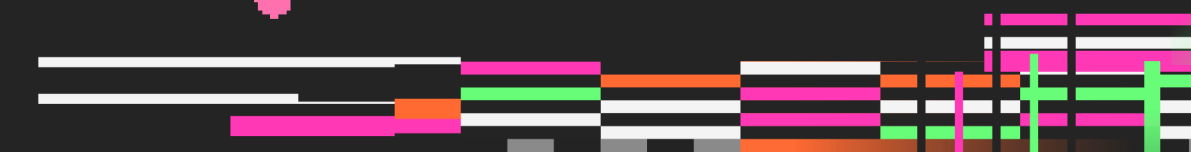
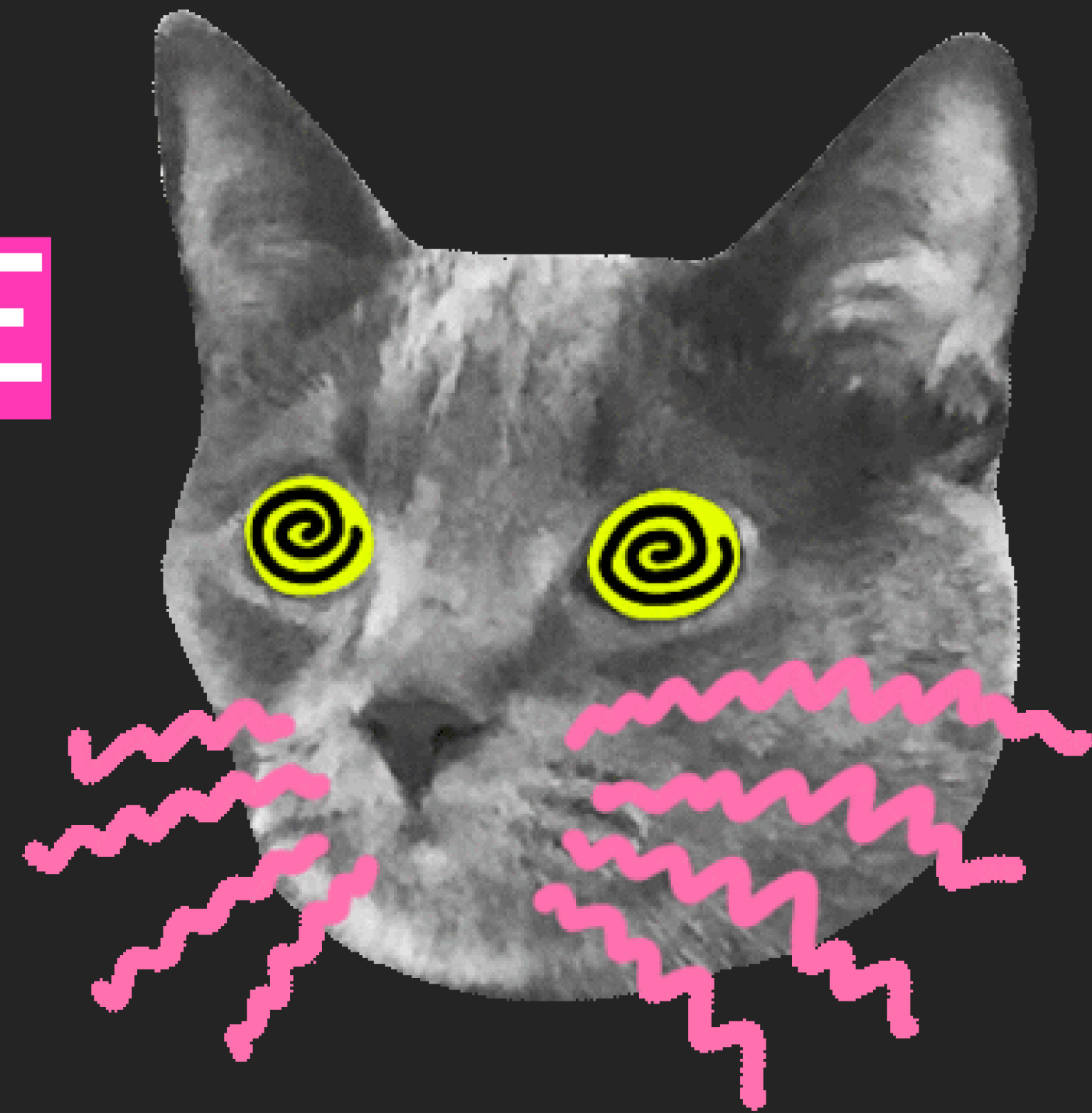
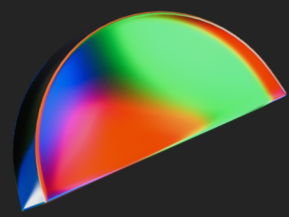
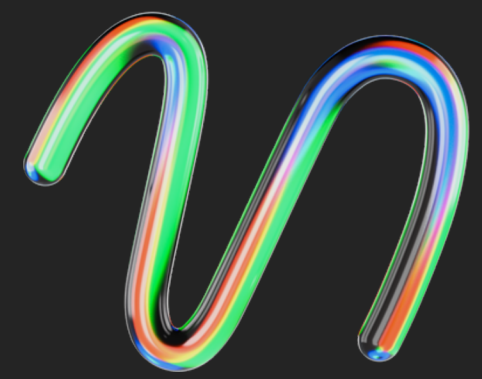
THIS IS A


LOVE STORY

about learning

THE CULT

OF EXPERTISE





THE CULT

HIERARCHICAL

EXCLUSIVE

SEDUCTIVE





THE CULT

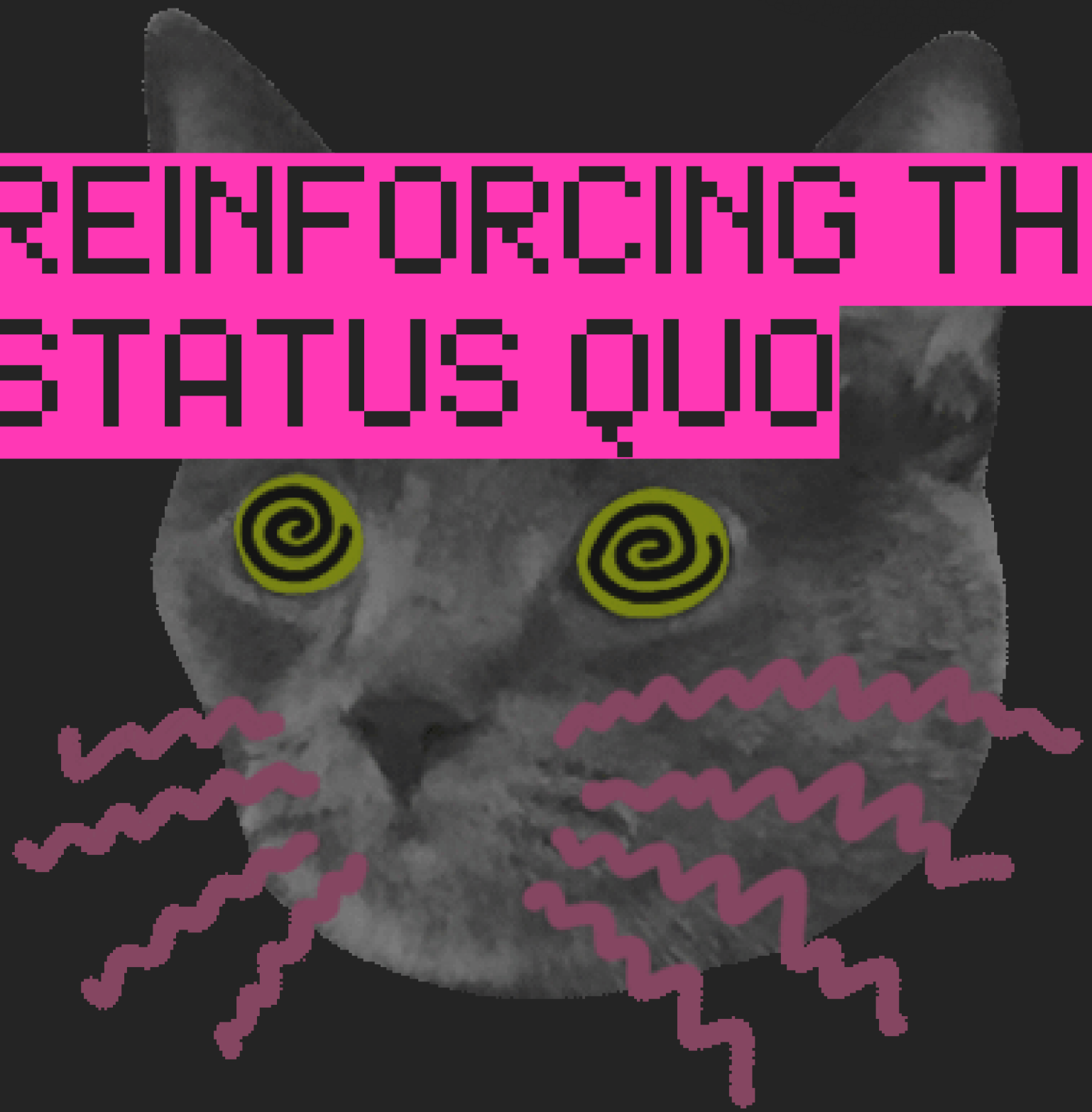
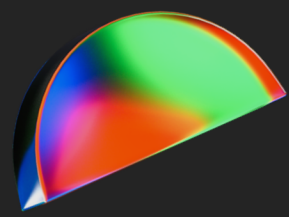
HIERARCHICAL

REINFORCING THE  
STATUS QUO



EXCLUSIVE

SEDUCTIVE





**THE CULT**

**HIERARCHICAL**

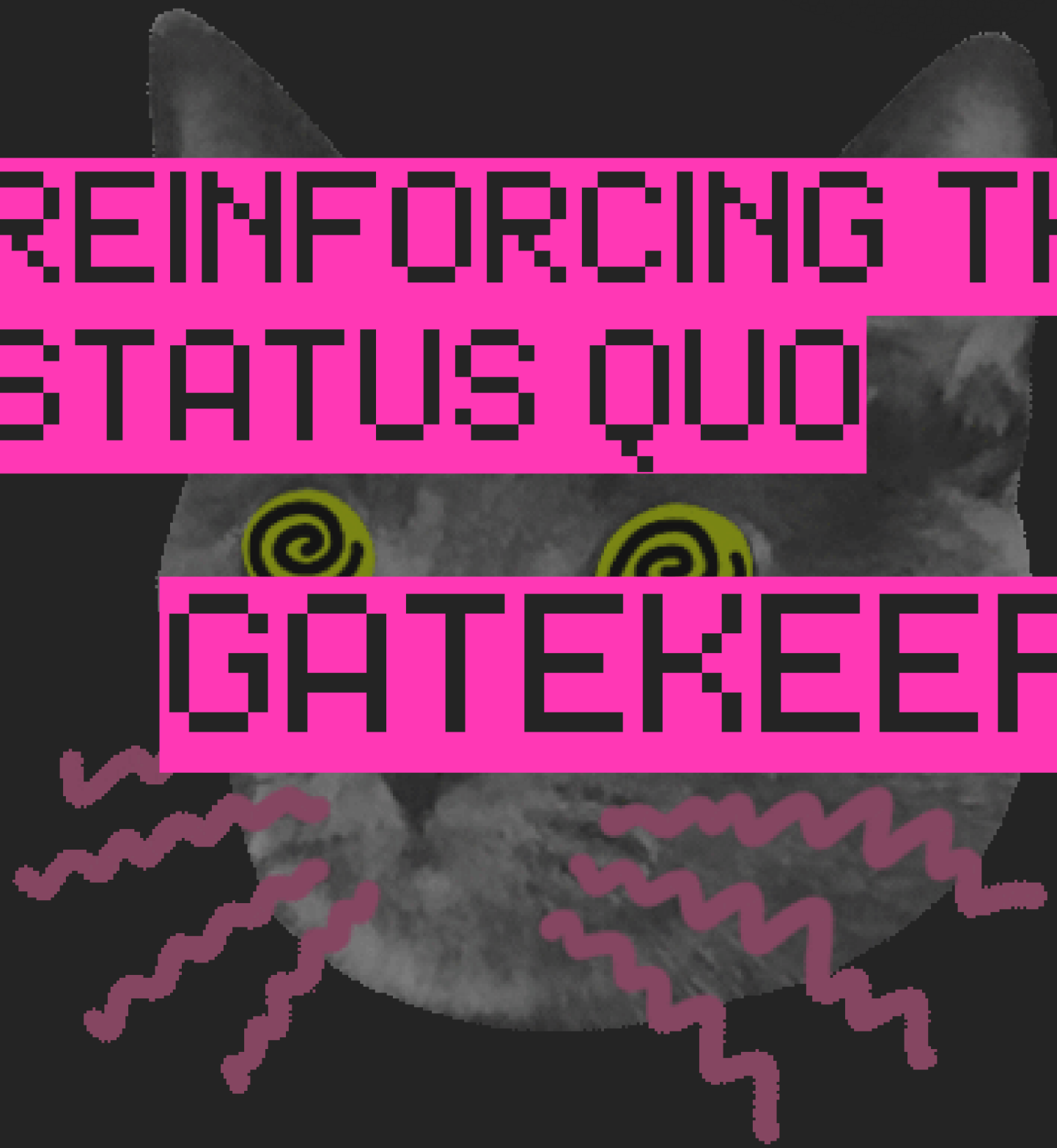
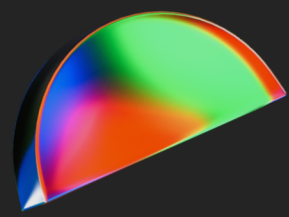
**REINFORCING THE  
STATUS QUO**




**EXCLUSIVE**

**GATEKEEPING**

**SEDUCTIVE**





# THE CULT

HIERARCHICAL

REINFORCING THE  
STATUS QUO



EXCLUSIVE

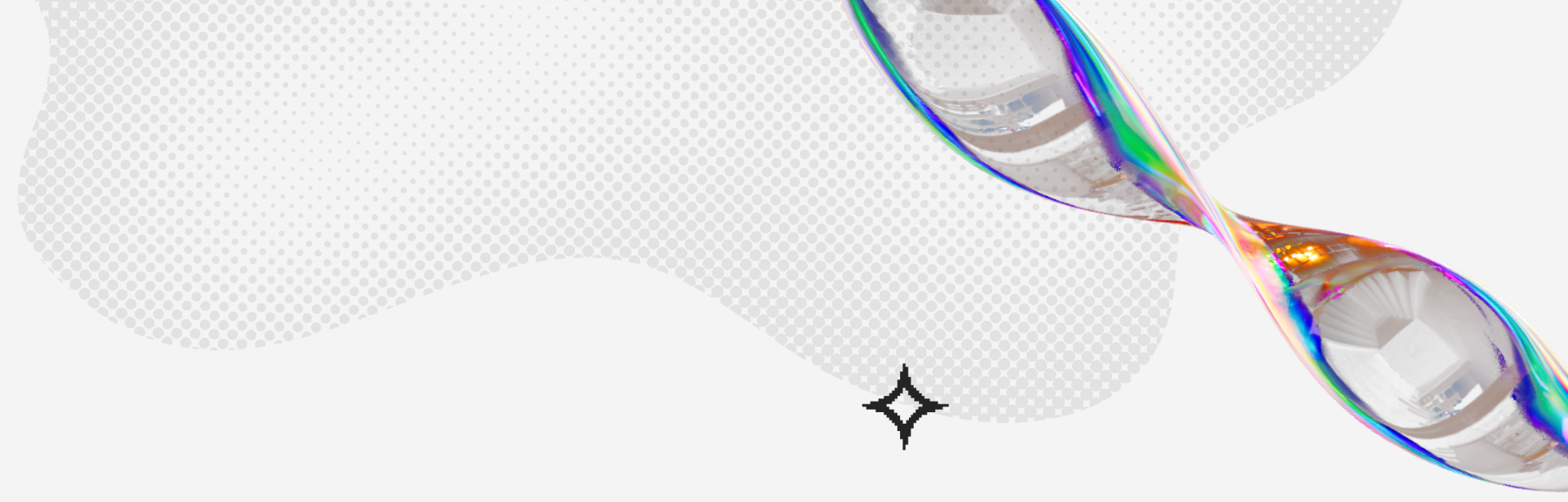
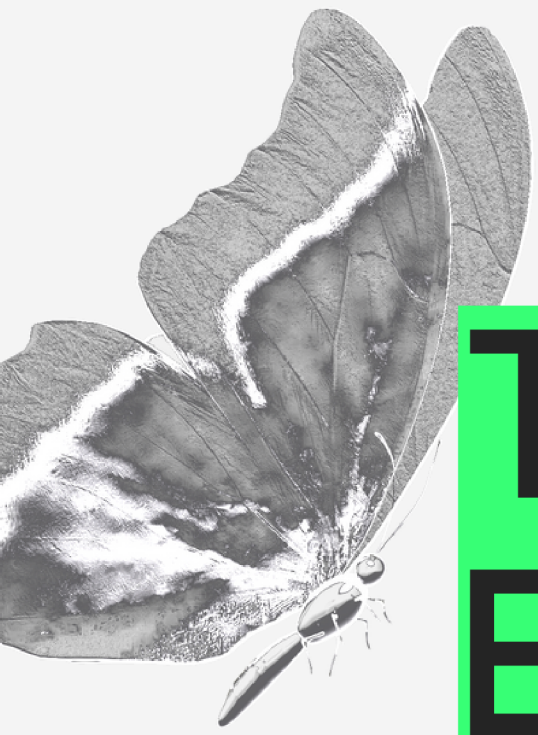
GATEKEEPING

SEDUCTIVE

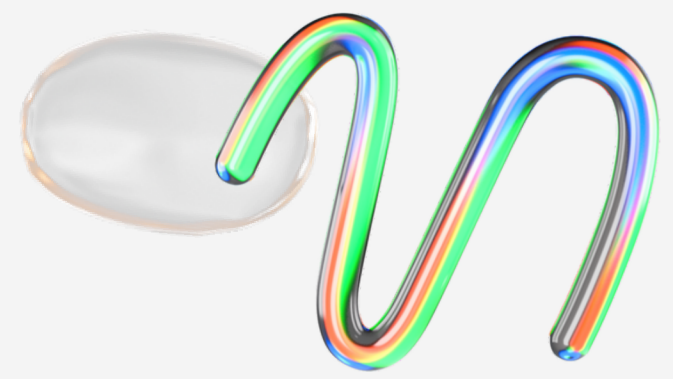
YOU ARE NOT IMMUNE



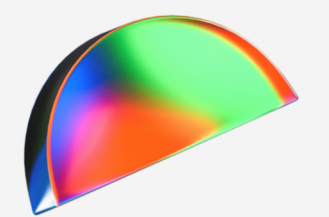
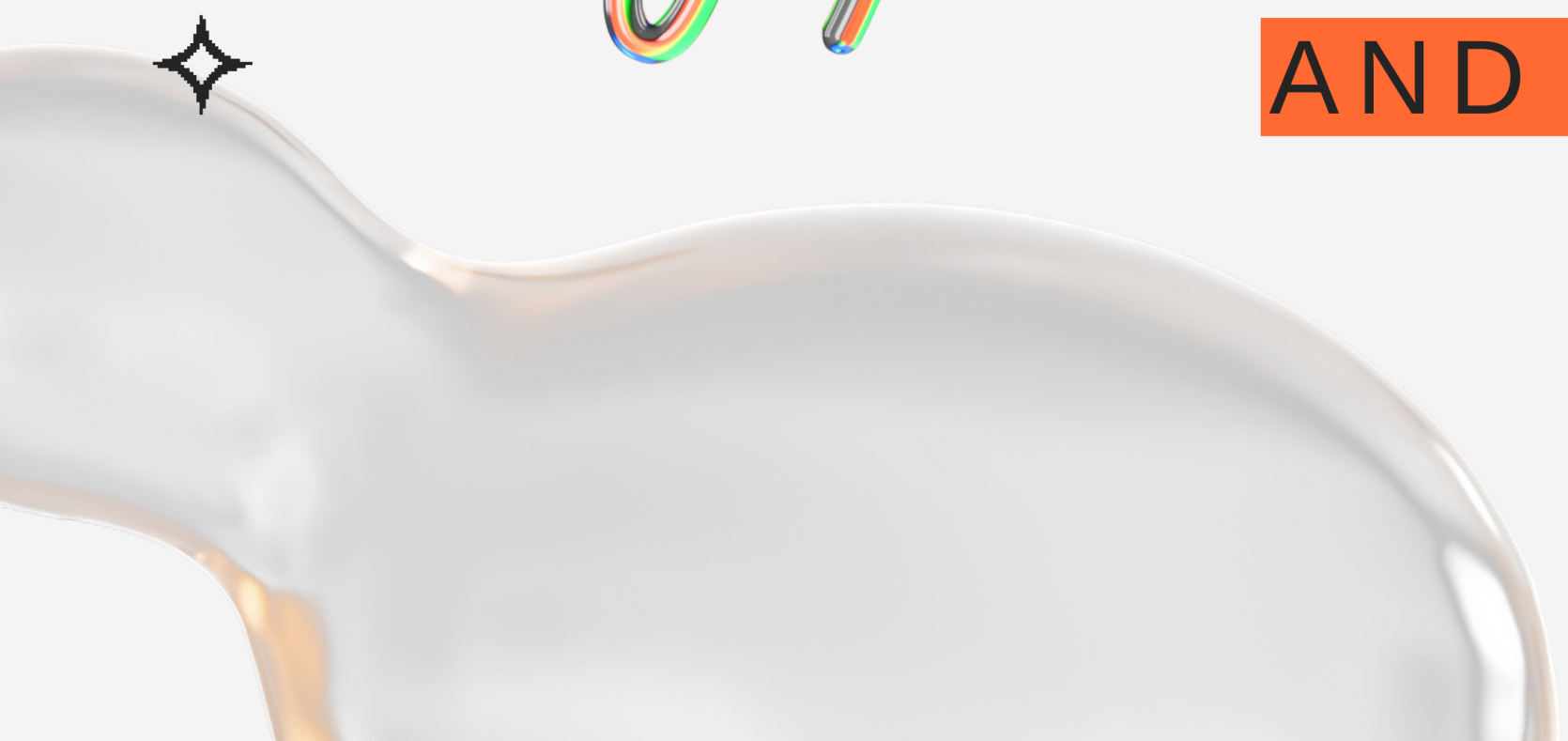




**THE CULT  
BREEDS SHAME**



**AND SHAME KILLS LEARNING**

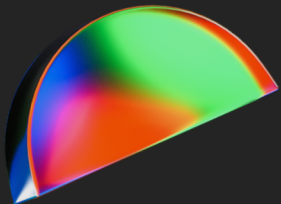


OK, SO...

HOW

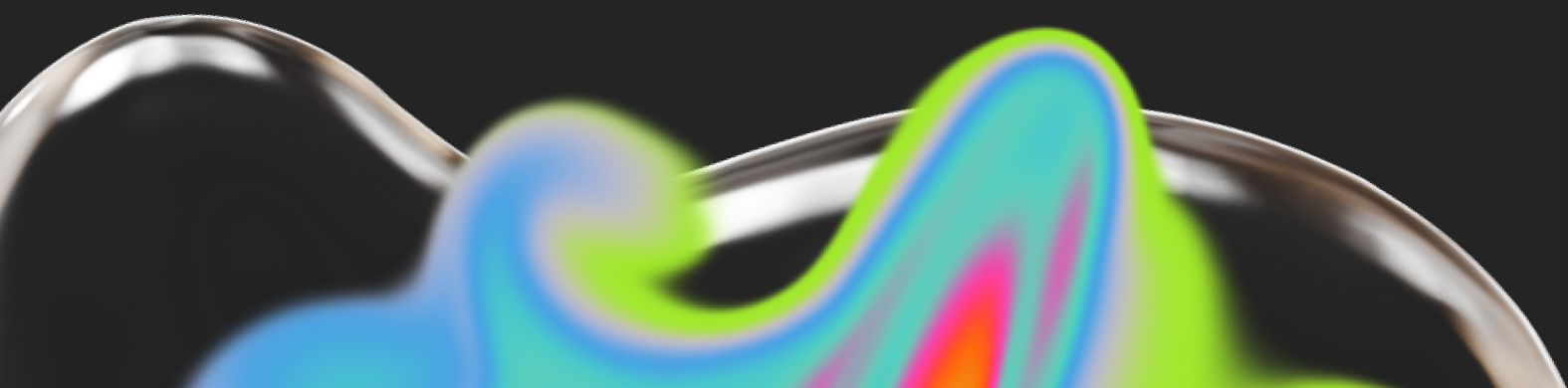
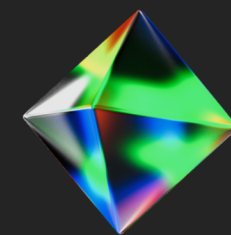
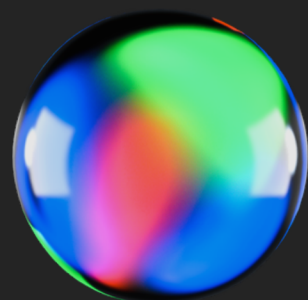
DO WE

ESCAPE?





NEVER  
\* STOP \*  
GROWING

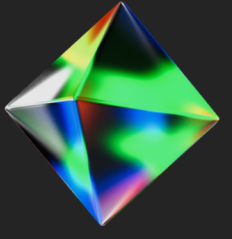


COLLABORATION



INCLUSION

SAFETY TO FAIL

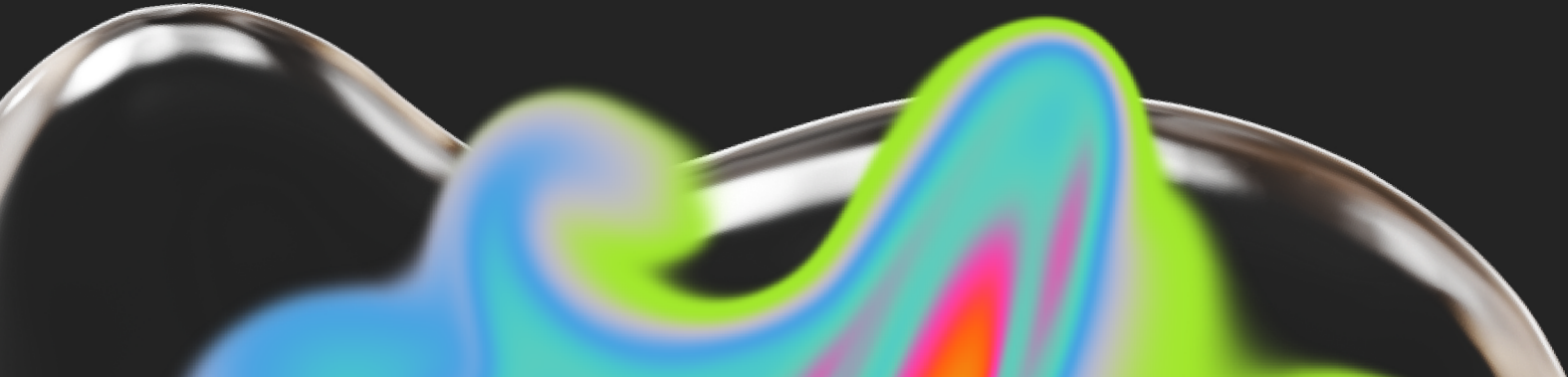


INNOVATION

GROWTH



EXCITEMENT





# WAYS TO FALL IN LOVE AGAIN

## SAFETY

You gotta feel safe in order to  
make mistakes

## PLAY

Build in low-stakes spaces to  
learn together

THE BEST QUESTIONS ARE STUPID

Reward them!



# WAYS TO FALL IN LOVE AGAIN

## SAFETY

How does your team handle mistakes?

How is feedback delivered?

Are people seen as whole people?

Has the team learned about implicit bias, microaggressions, etc?



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WAYS TO FALL  
IN LOVE AGAIN

PLAY

Lunch & Learns

Spikes

Hackathons

Non-tech skill building



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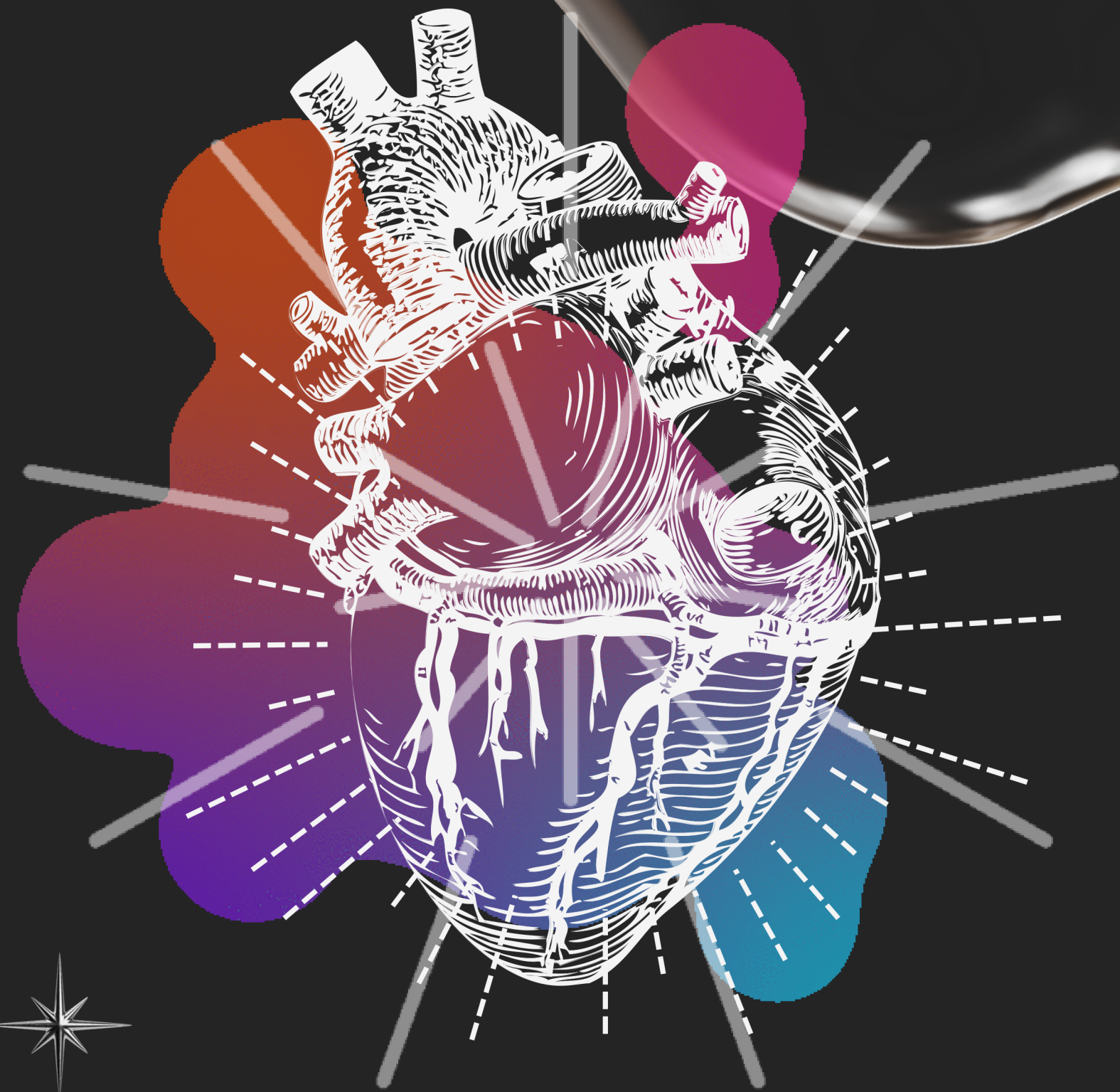


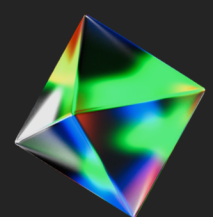
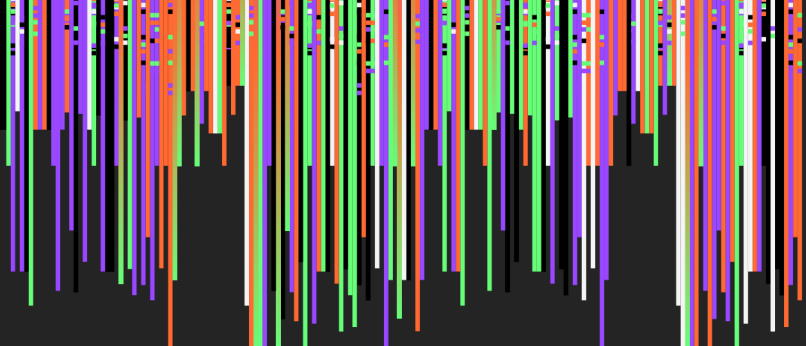
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Seriously.

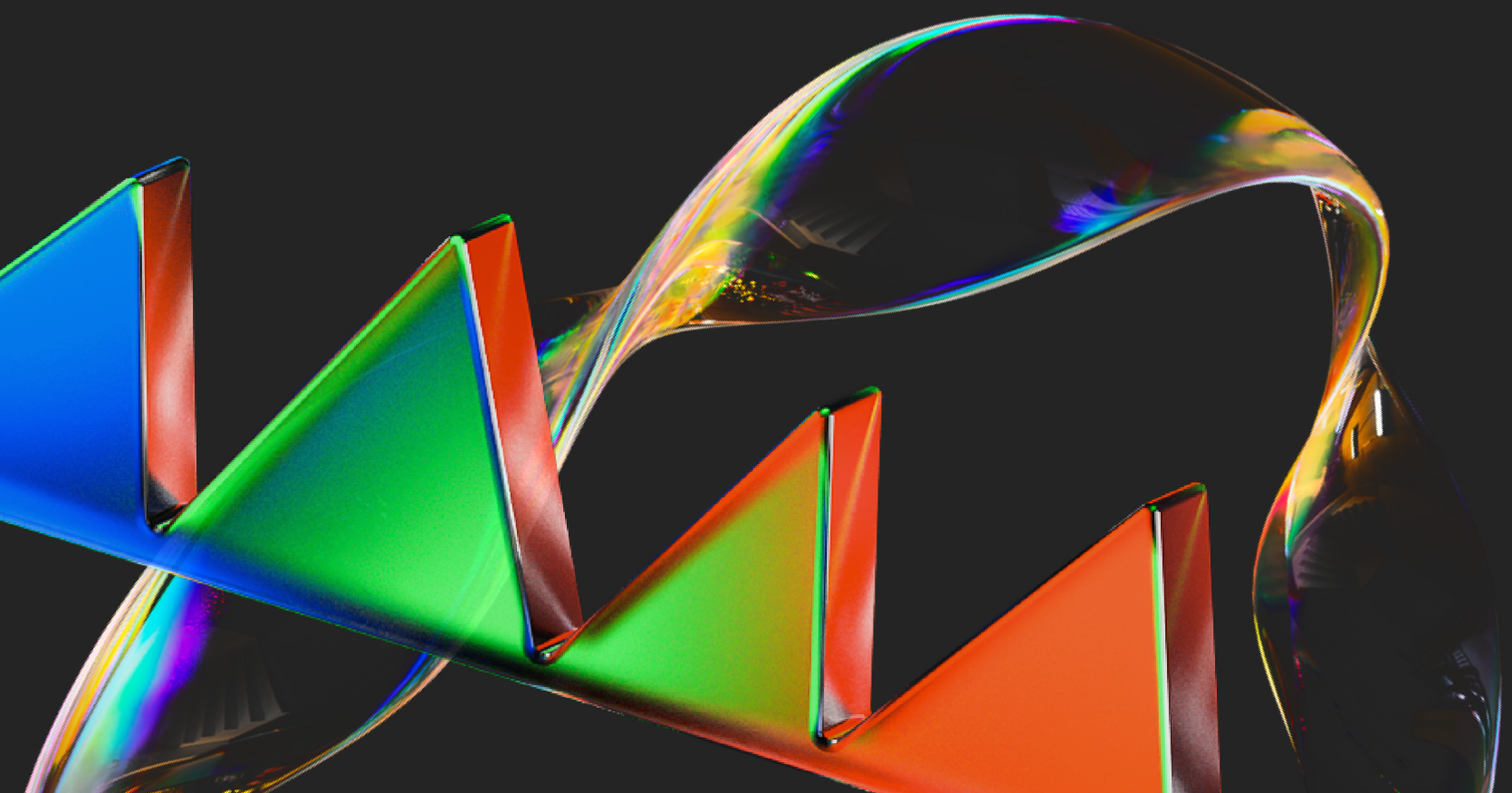


LOVE THE  
PROCESS  
MORE THAN  
YOUR EGO





**THANK YOU!**



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in/letakeane

