

# Organic Intelligent Design: Self-Management & Self-Organization - How does it emerge?

Learnings from the self-organising world - what works & what doesn't!

25-Mar-2021 Business Agility Conference

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# Who we are

- Passionate about people and unleashing their potential (especially in big corporations)
- Teal Enthusiasts (not missionaries!)
- Radically self-organized

[Link to our LIVEline](#)

[www.livesciences.com/liveline](http://www.livesciences.com/liveline)



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# Radically self-organized means...

- No org chart
- No line manager
- No hierarchy
- Full transparency
- Self-Set salaries

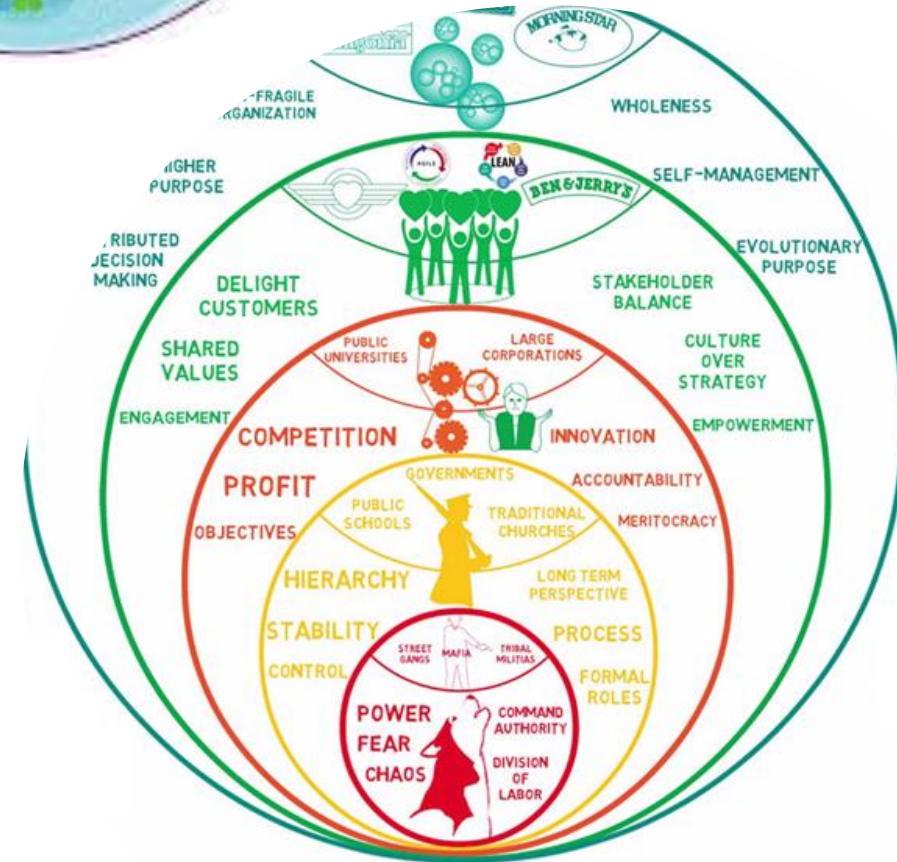
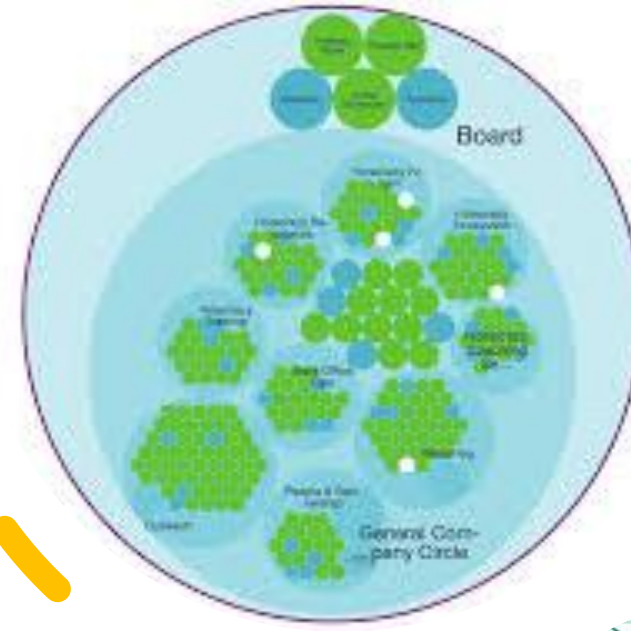


This doesn't mean no structure or no processes!

...and more importantly: it doesn't mean no leadership!

# How a Teal Organisation looks like...

- Evolutionary Purpose
- Wholeness
- Self-Organisation







*KPIs which you would measure in any traditional Company too*

*Honestly looking at workload and sharing it when needed!*

*Check-Ins*

The collage consists of several distinct sections:

- Our Agenda:** A calendar-style view for the month of April, listing dates and tasks.
- Check-in:** A 'Check-in Round' section with a 'One word check-in' grid and a 'Stress Level Paradigm' chart showing a spectrum from 'Low-level' to 'Stretched' with 'Optimum' in the middle.
- How was your week:** A large dashboard with multiple circular categories: Client Work, Account Updates, BD / Pipeline Updates, LMEforward, Partnerships, Trainings / knowledge sharing, Other / internal roles, What sucked this week, 'wash out topics' for the next few weeks, LMEventures, Financial Stability, and Growth / Recruiting. Each category contains various charts, graphs, and sticky notes.
- Sharing the load:** A section titled 'SHARING THE LOAD' with a grid of colored squares representing workload distribution.
- Upcoming Topics:** A section titled 'UPCOMING TOPICS' with a grid of colored squares and a 'Tension slot!' label pointing to a specific area.
- LPS:** A section titled 'LESSONS LEARNED | PRAISE | SUCCESS' with a grid of colored squares.
- Action Items:** A section titled 'OUR ACTION ITEMS' with a grid of colored squares and a 'Check-out' section.

*Connecting how our week felt like*

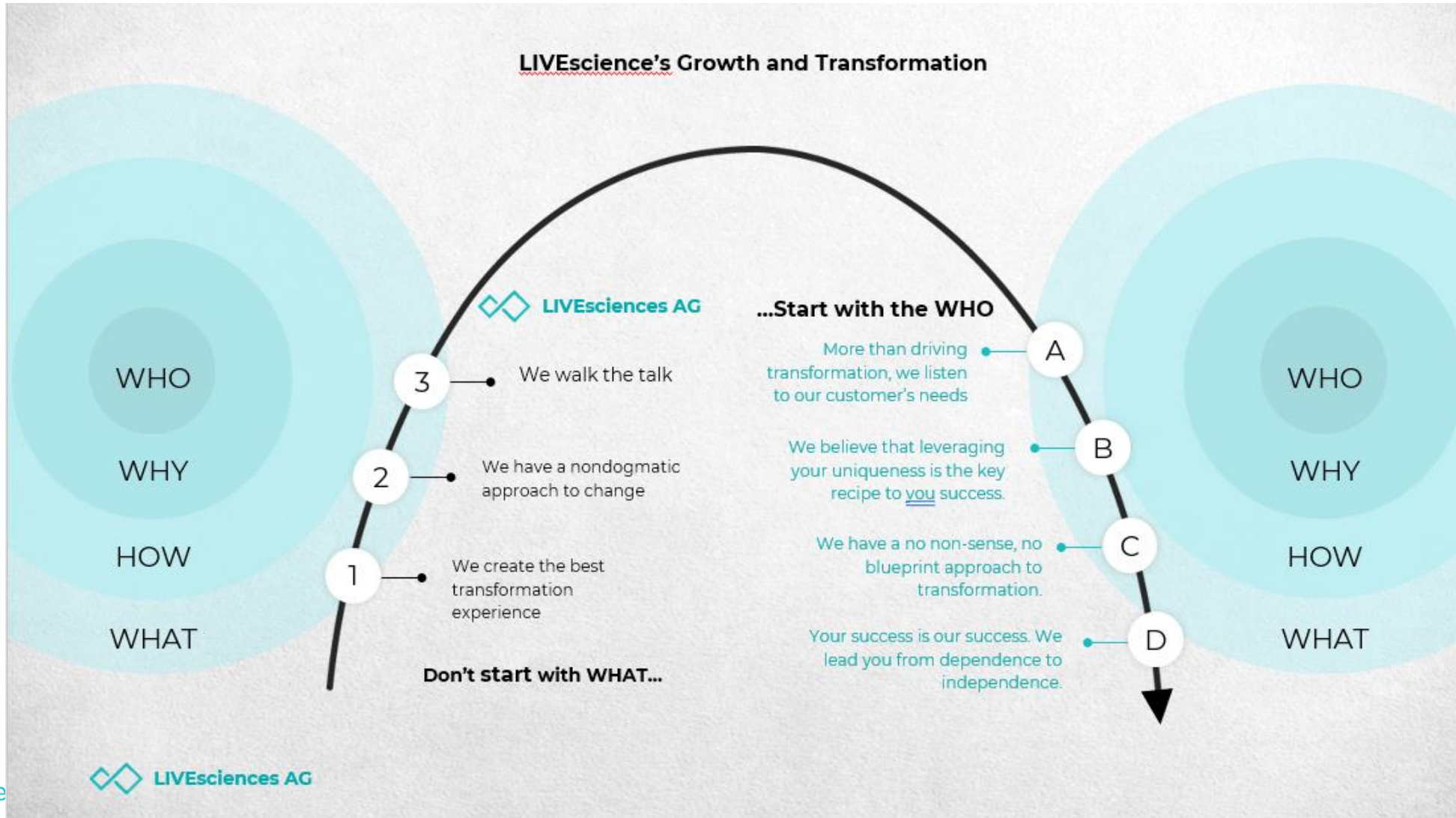
*Tension slot!*

*Living our values – every week!*

# Some Patterns We See



# What does it need to create a purpose and an identity for your organisation i fit always adopts?





# Some Questions and Answers on Key Topics of the Journey

- How can you create a structure to create a learning organisation that always adjusts to the environment itself? **Tensions and “System Update Process”**
- What does it mean for me as an owner and a leader? **Trust the team; open eyes for blindspots and focus on capability building; lead where no one else is leading (even if it’s not always my favorite topic if it’s important)**
- What does leadership need to look like in such a setup? **Decentralized, distributed leadership – mostly based on experience and energy**
- How can we make our ambitious thoughts from our Culture Book and the nice values on the wall stick? **Conversations and room for exchange**
- How can we live up to these every day without becoming dogmatic and missionary? **Doing the right thing is always the right thing – tensions will help, a conscious decision making process (either single decision making + advice or consent)**
- How can we bring together individuals needs with the needs and demands of „it“ – the organisation? **Reflection and inner work on what I need.**

***“The world as we have created it  
is a process of our thinking.  
It cannot be changed without  
changing our thinking.”***

Albert Einstein

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