
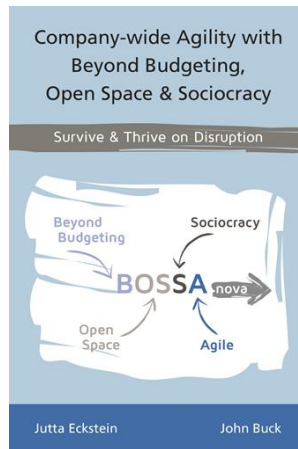


Company-wide Agility with Beyond Budgeting, Open Space & Sociocracy

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Individuals and interactions over processes and tools
Working software over comprehensive documentation
Customer collaboration over contract negotiation
Responding to change over following a plan



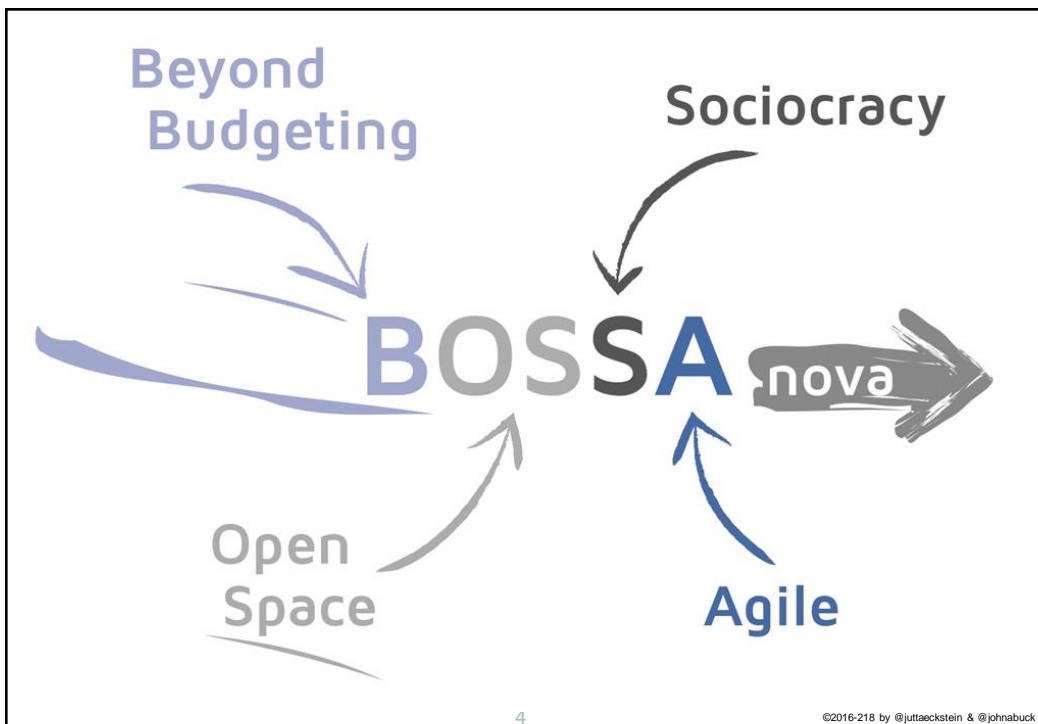
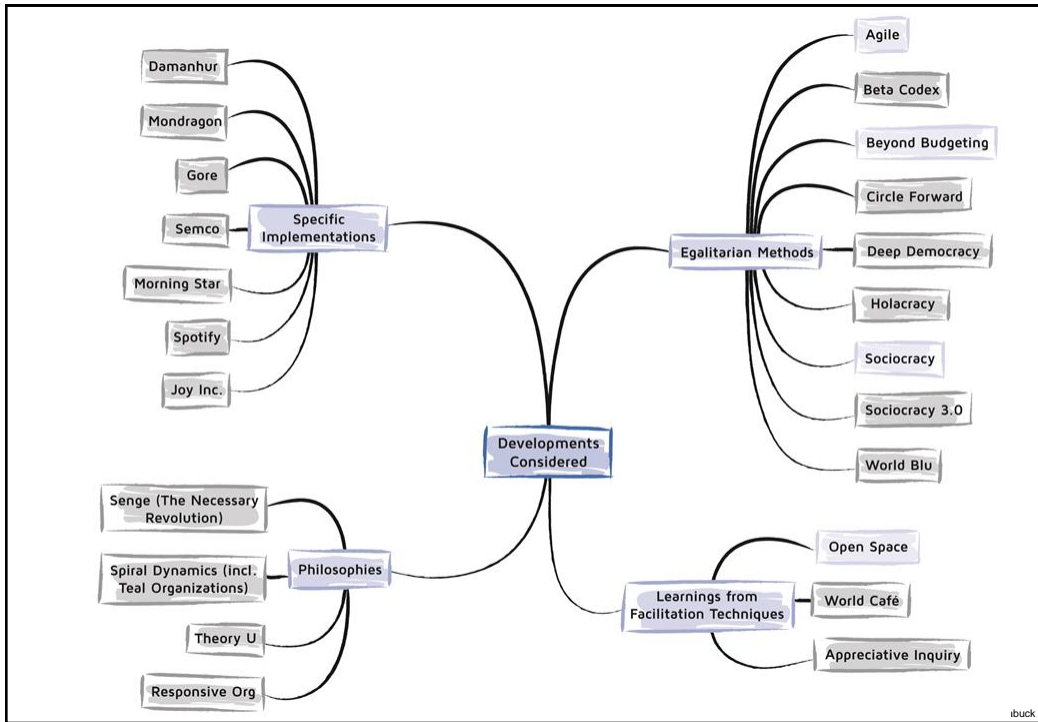
Values for Company-wide Agility?

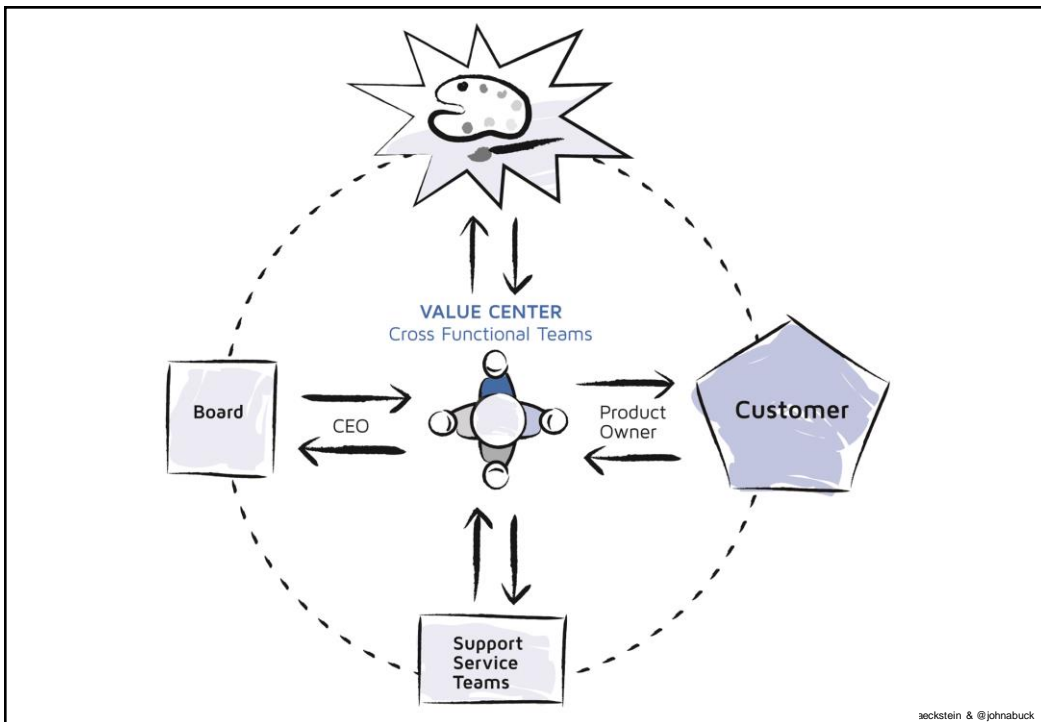
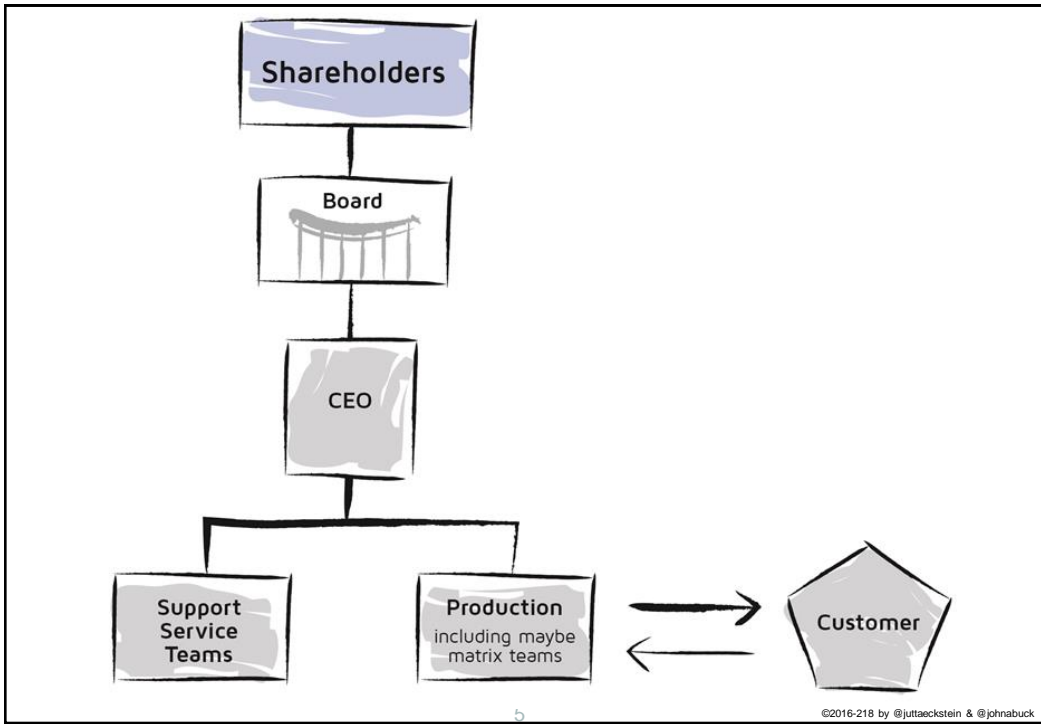


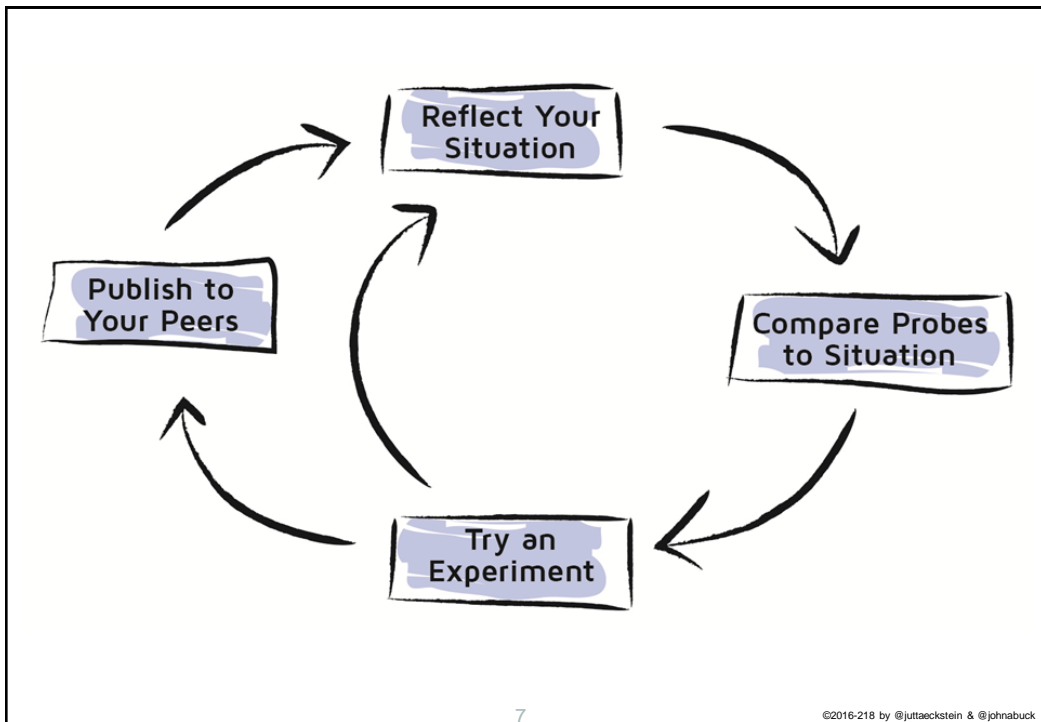
Self-Organization
Transparency
Constant Customer Focus
Continuous Learning

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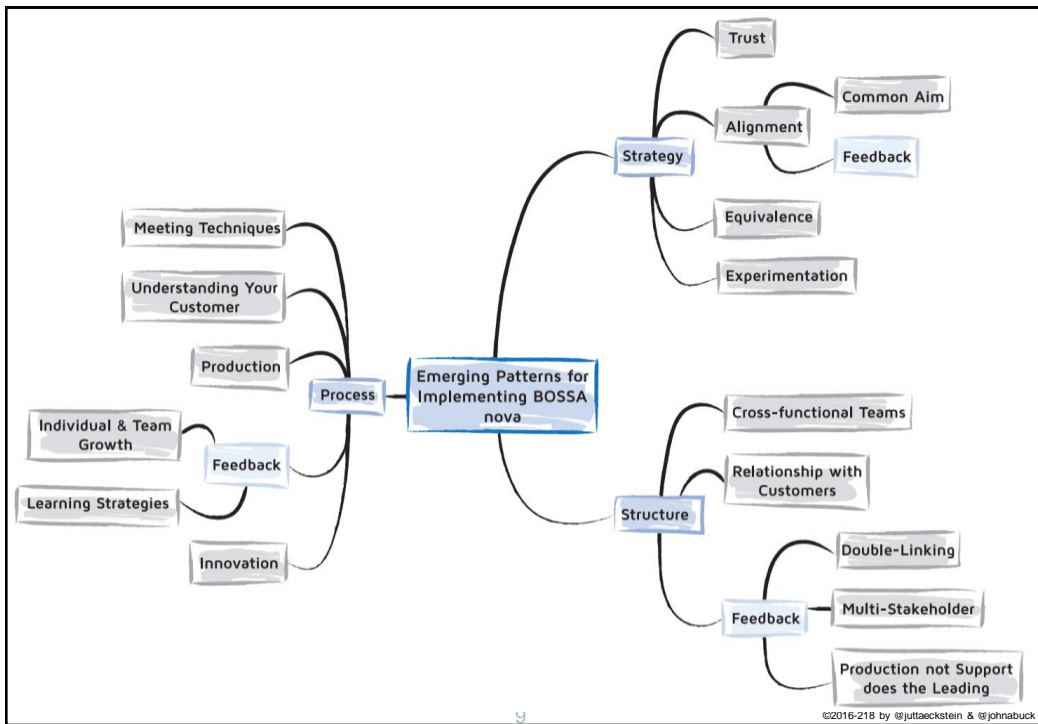







Probe: Are performance evaluations really reflecting customer focus?

- **Background:**
 - Company values are often lip service, other values often rewarded
- **Hypothesis:**
 - If customer focus is the foundation for performance evaluation, customer satisfaction improves
- **Experiment:**
 - Invite an experimental unit to write own performance evaluation criteria related to their work & reflecting customer interests



Many Thanks!

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Pictures by Katja Gloggengießer

