

Building Blocks of Next Generation Organisations

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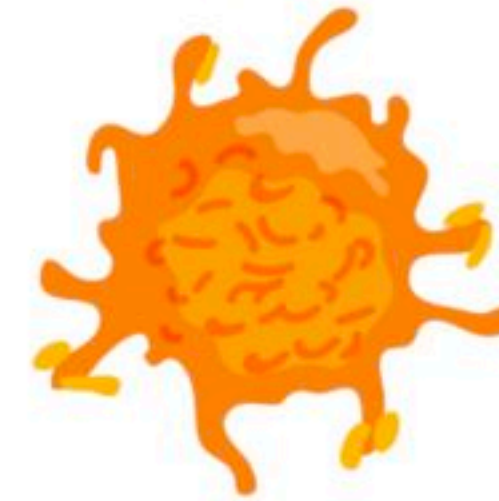
Enterprise Agile Coach



Immune system cells



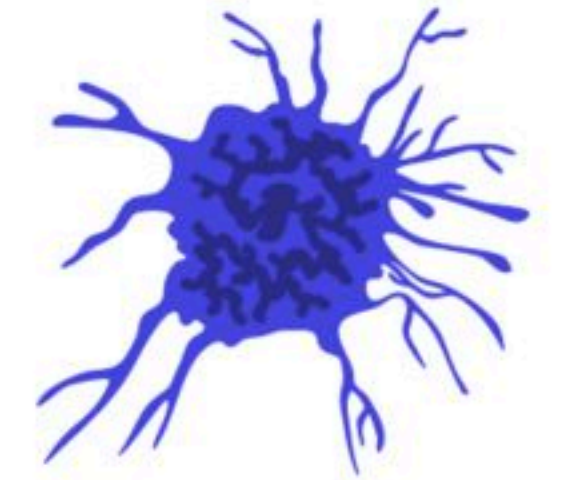
Monocyte



Macrophage



Mast cell

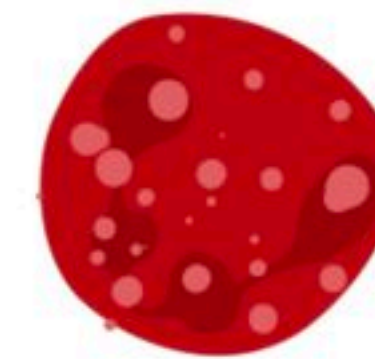


Dendritic cell

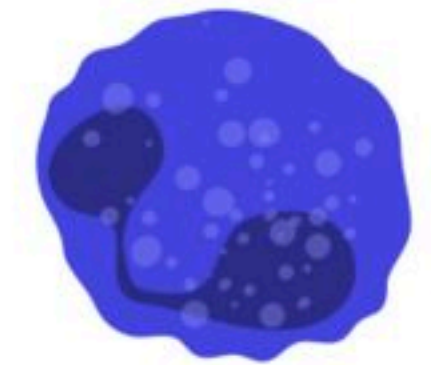
What does Immune System do?



Natural killer cell



Neutrophil



Eosinophil



Basophil



T cell



B cell

Source: Getty Images

The Agile Law of Accelerations

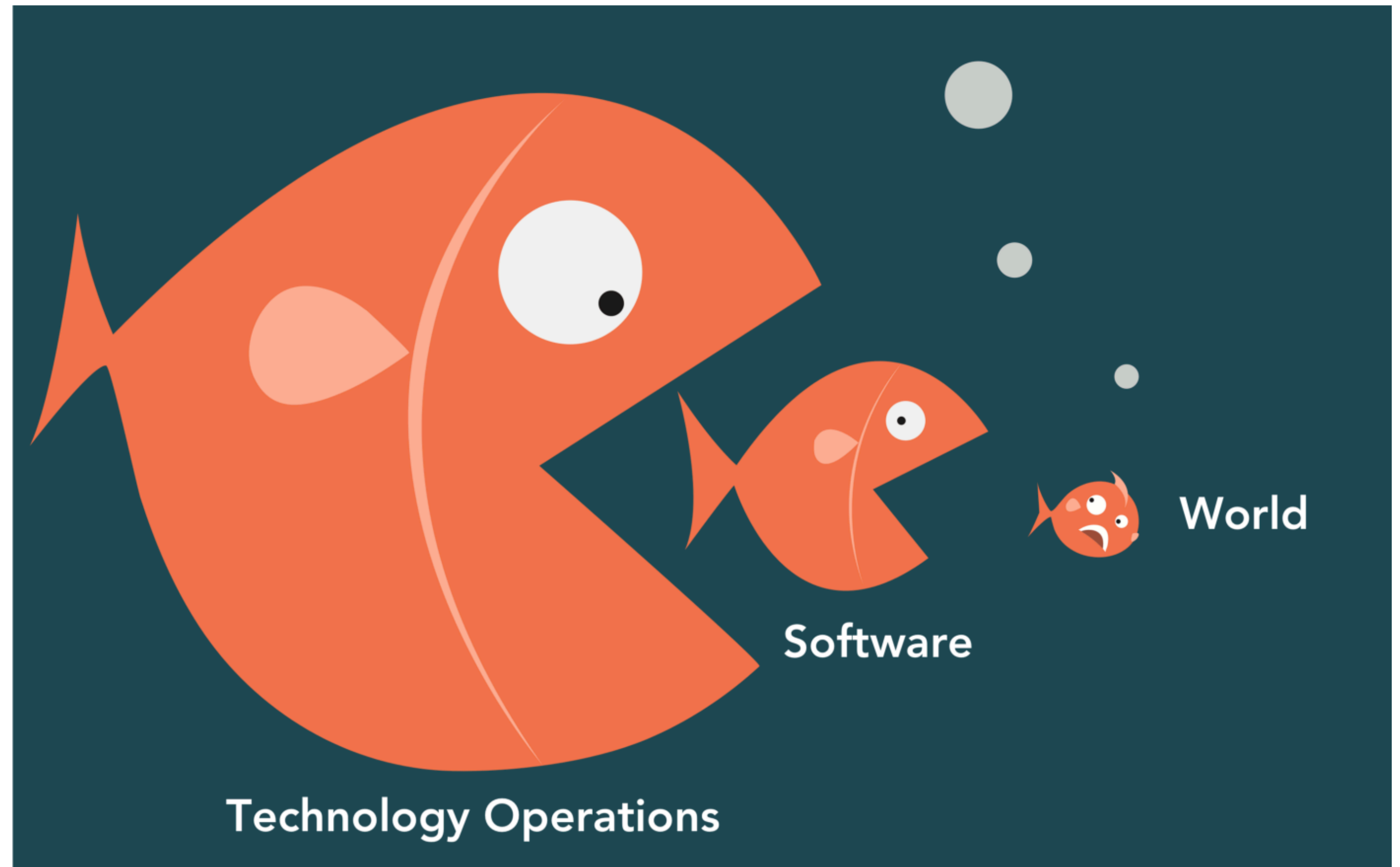
The Market: Globalisation

Mother Nature: Climate, Pollution, Pandemics

Technology: Exponential Growth

Source of Inspiration: Moore's Law

Technology Eating the World



Fortune 500 facts

**Fortune 500 firms
1955 v. 2016**

**Only 12% remain, thanks to
the creative destruction that
fuels economic prosperity**

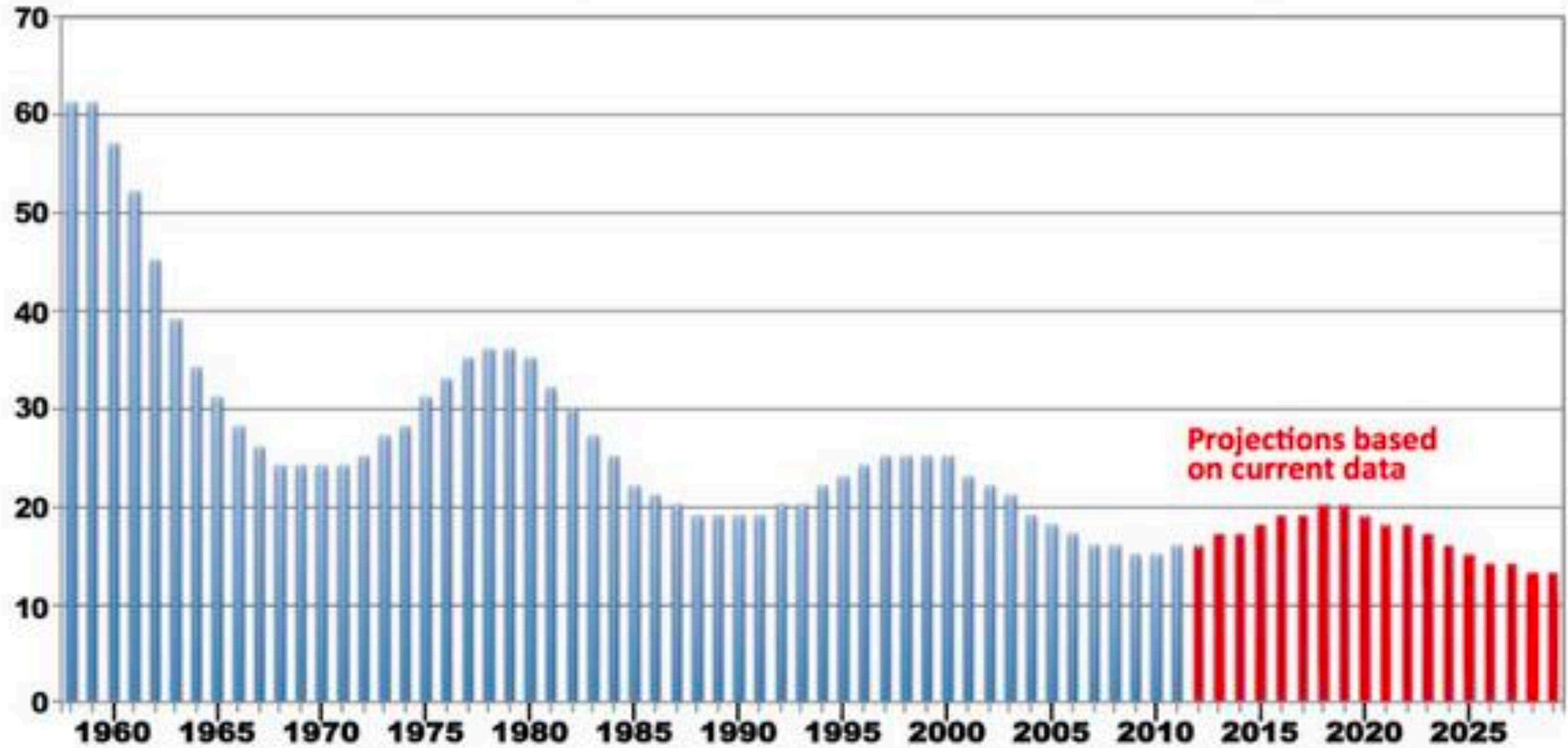
Source; Gary, Humanocracy



Pic Credits: [Unsplash](#)



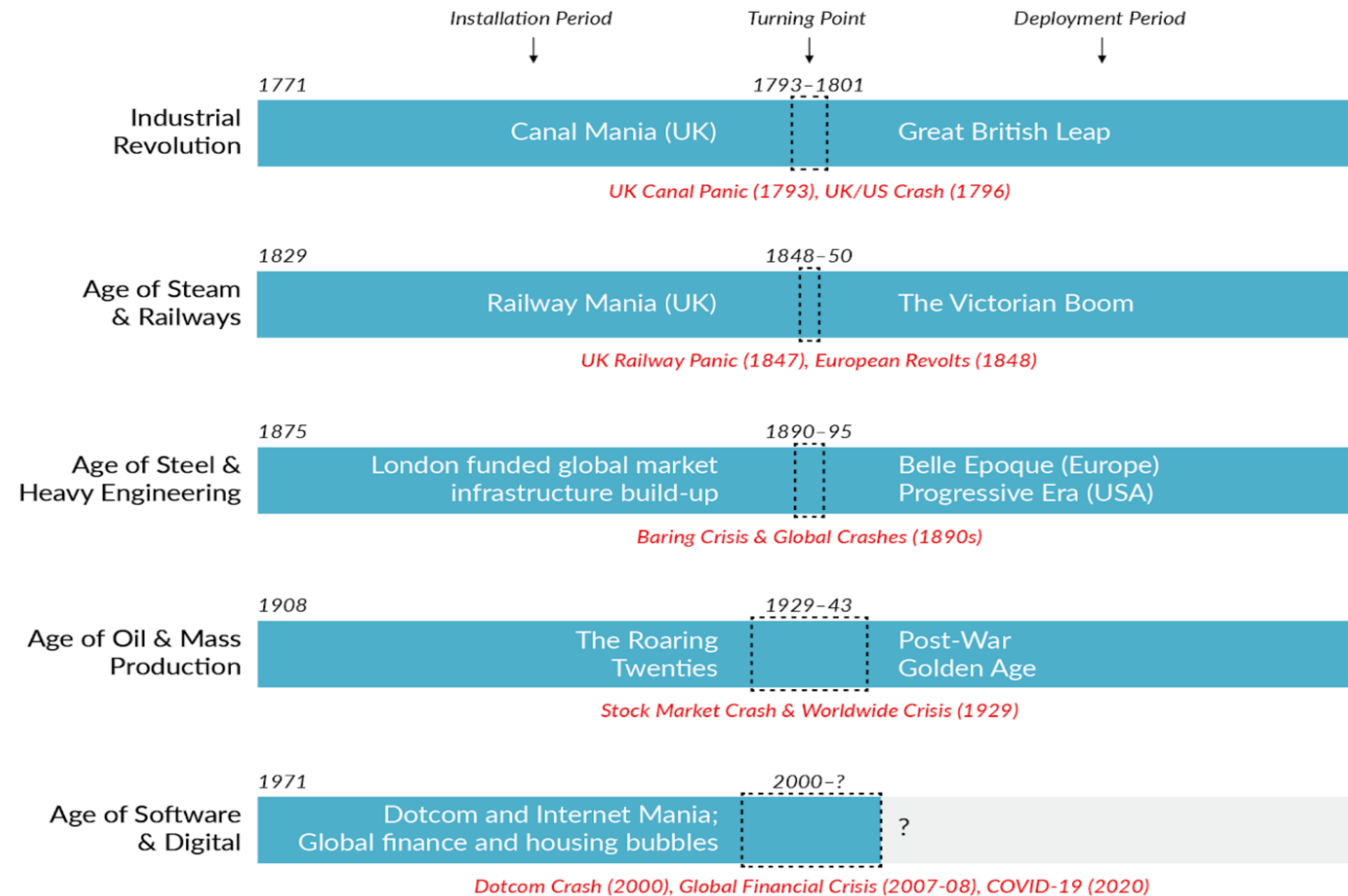
Average company lifespan on S&P 500 Index (in years)



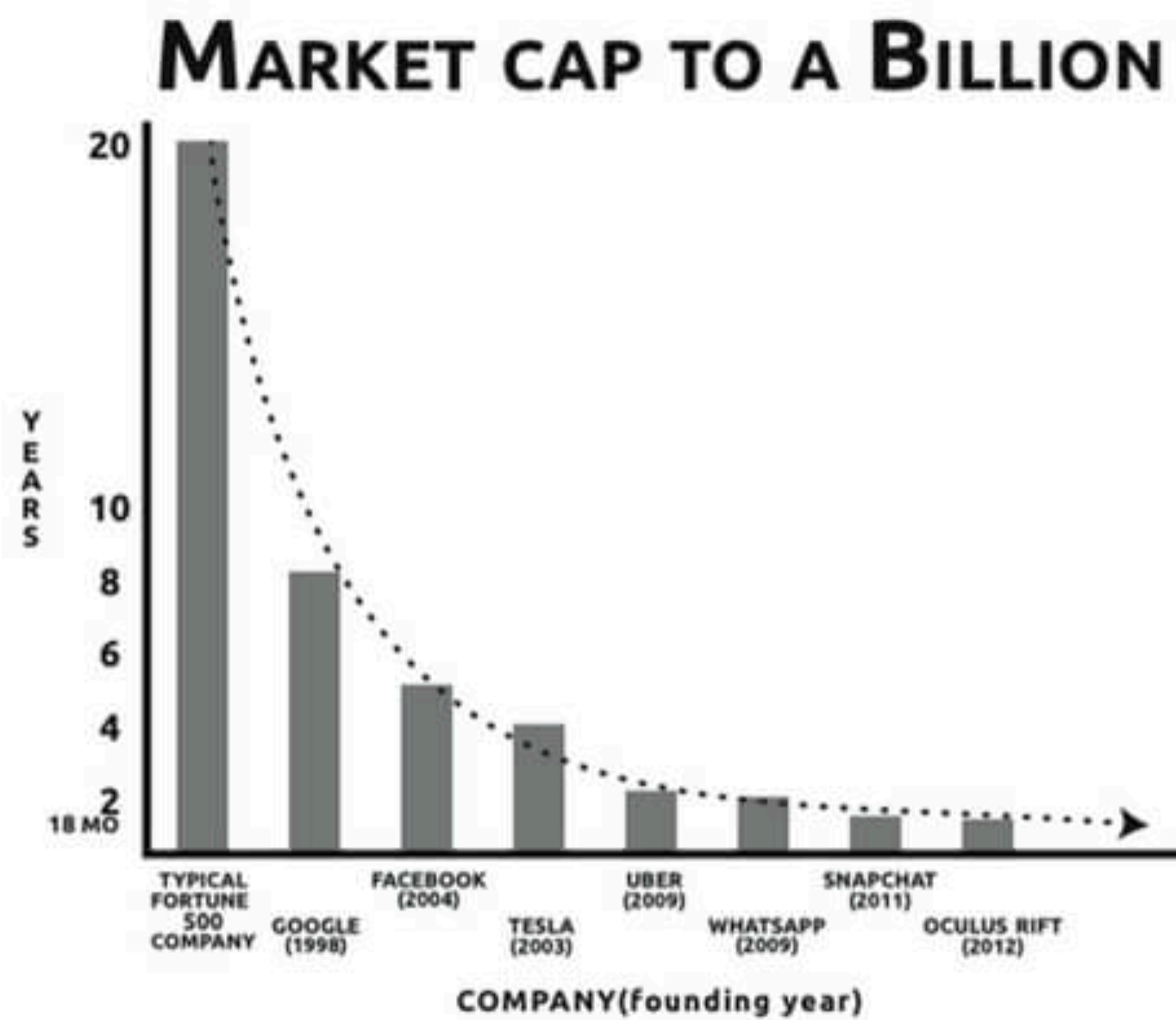
Year (each data point represents a rolling 7-year average of average lifespan)

DATA: INNOSIGHT/Richard N. Foster/Standard & Poor's

Triggers to the Tipping Point

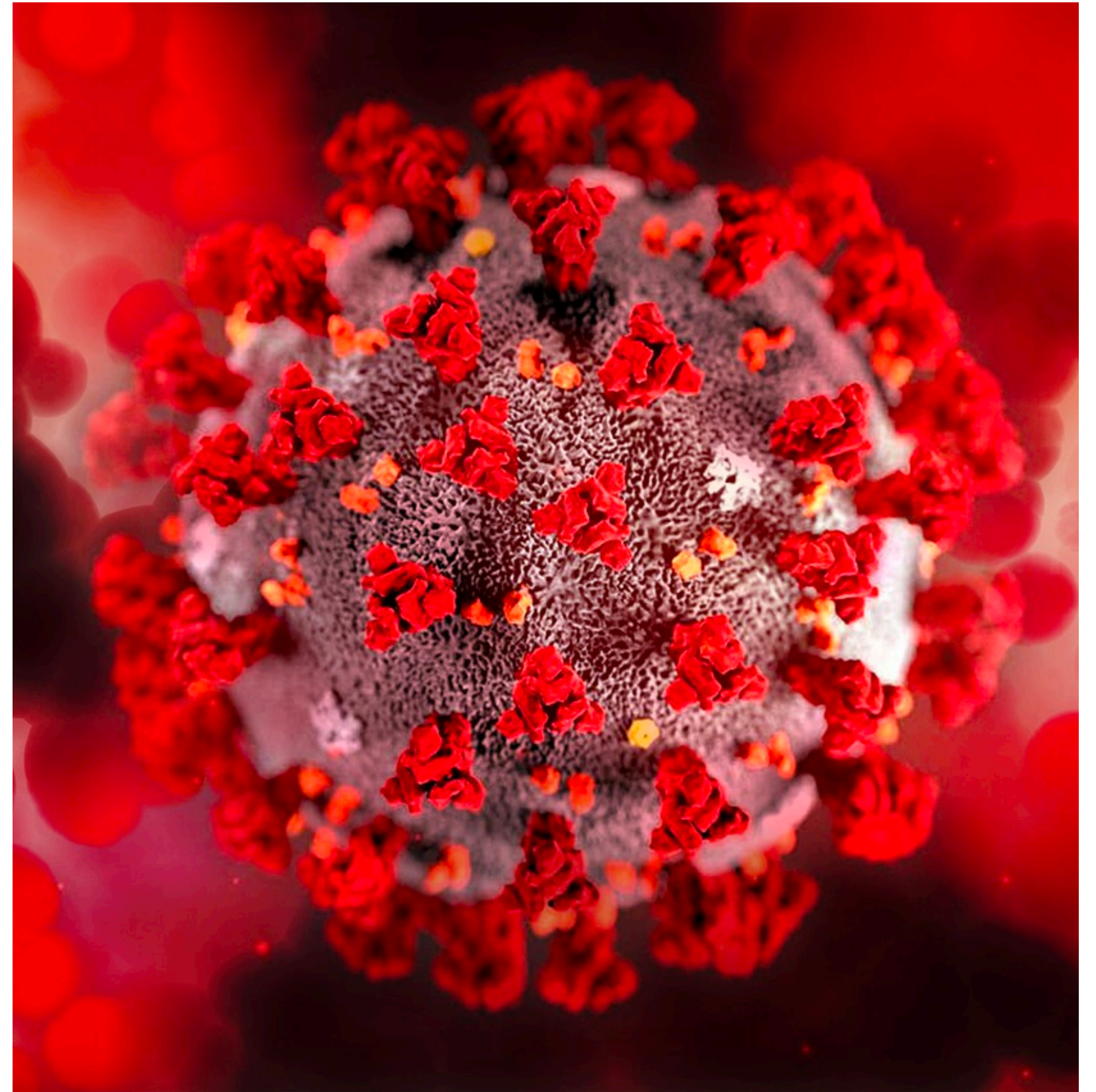


ExO Market Cap improvement Clip slide



	Age (years)	2011 valuation	2014 valuation	Increase
Haier	30	\$19 billion	\$60 billion	3x
Valve	18	\$1.5 billion	\$4.5 billion	3x
Google	17	\$150 billion	\$400 billion	2.5x
Uber	7	\$2 billion	\$17 billion	8.5x
Airbnb	6	\$2 billion	\$10 billion	5x
Github	6	\$500 million (est.)	\$7 billion	14x
Waze	6	\$25 million	\$1 billion (in 2013)	50x
Quirky	5	\$50 million	\$2 billion	40x
Snapchat	3	0	\$10 billion	10,000x +

Who is the Catalyst?



Pic Credits: [Pixabay](#)

And That Would Mean Change...

Scarcity

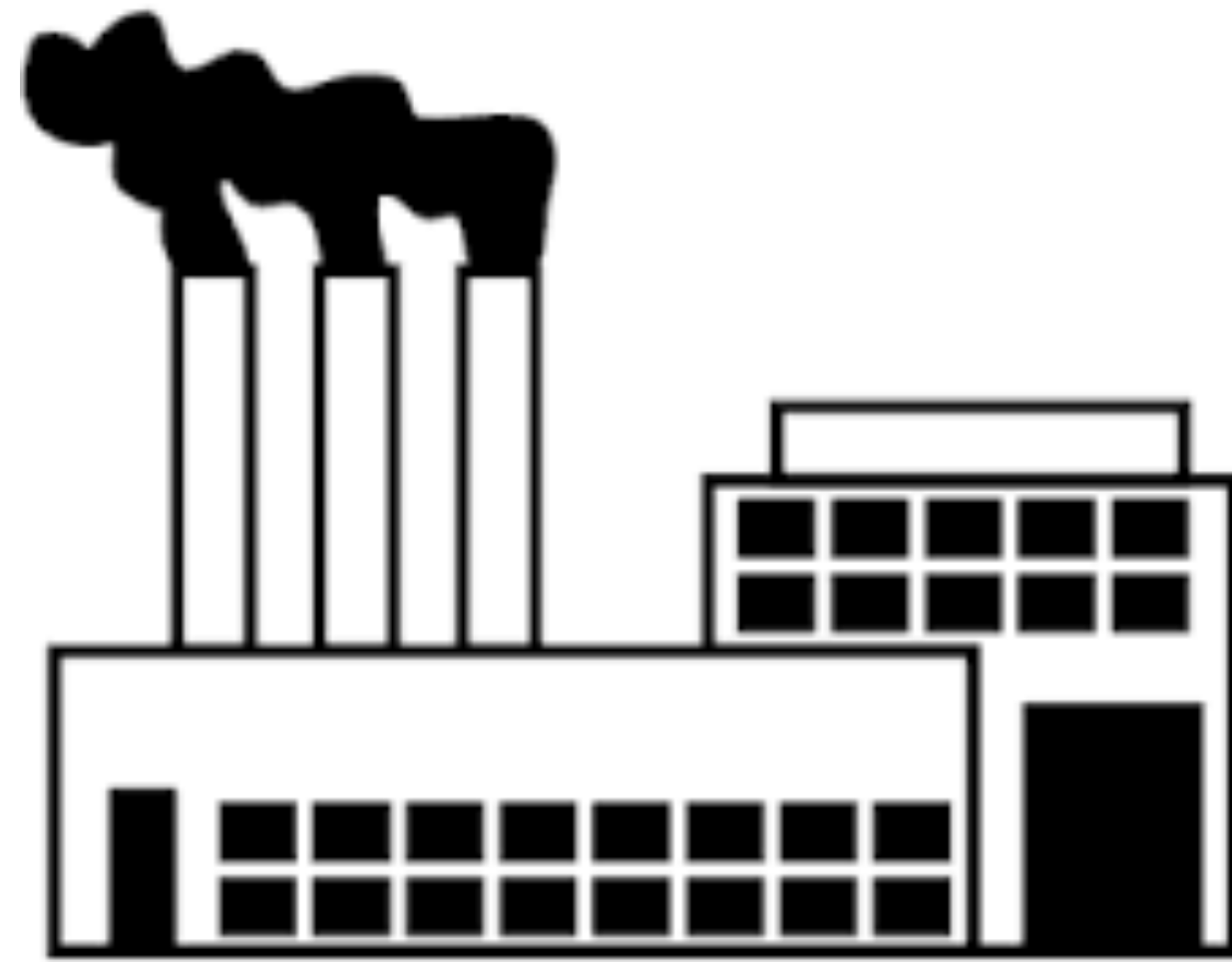
Abundance

Age of Oil and Mass Production		Age of Software and Digital
Long term investment planning horizons	VS	Short term investment planning horizons
Short term profit		Mission and Impact
Efficiency		Innovation and opportunity
Specialism of labor		Cross functional teams
Process control		Self organization and decentralization
Management is king		Rise of the creator

What does this mean for Organisations?



How Do We Navigate To This New Way of Working



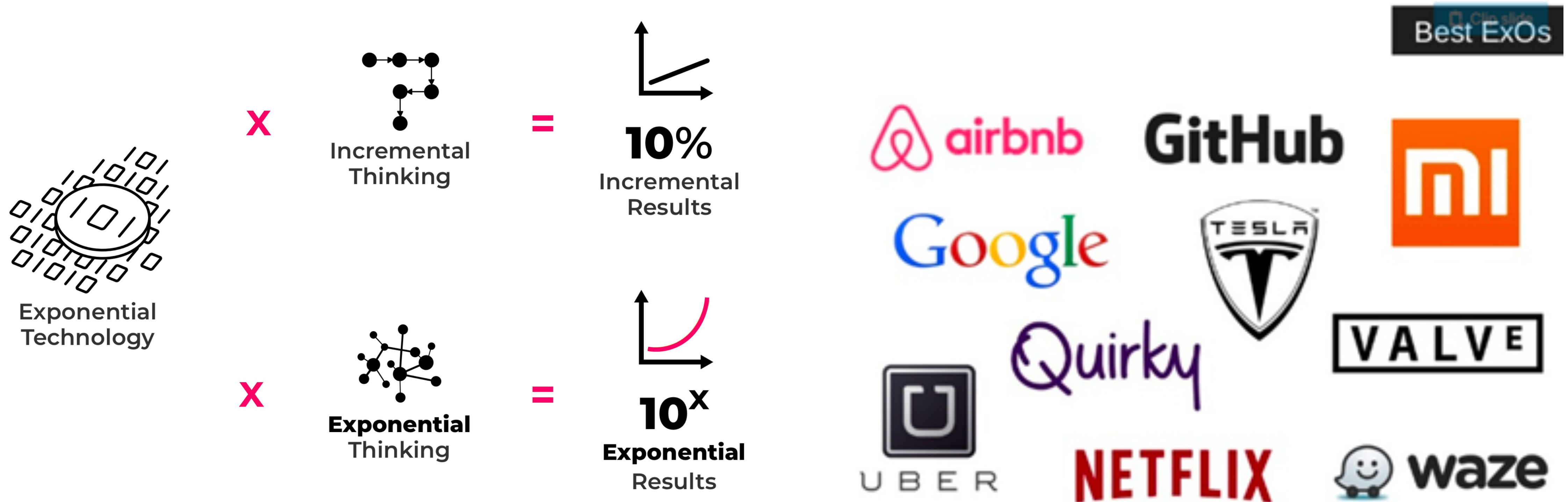
Big is beautiful



Small is flexible

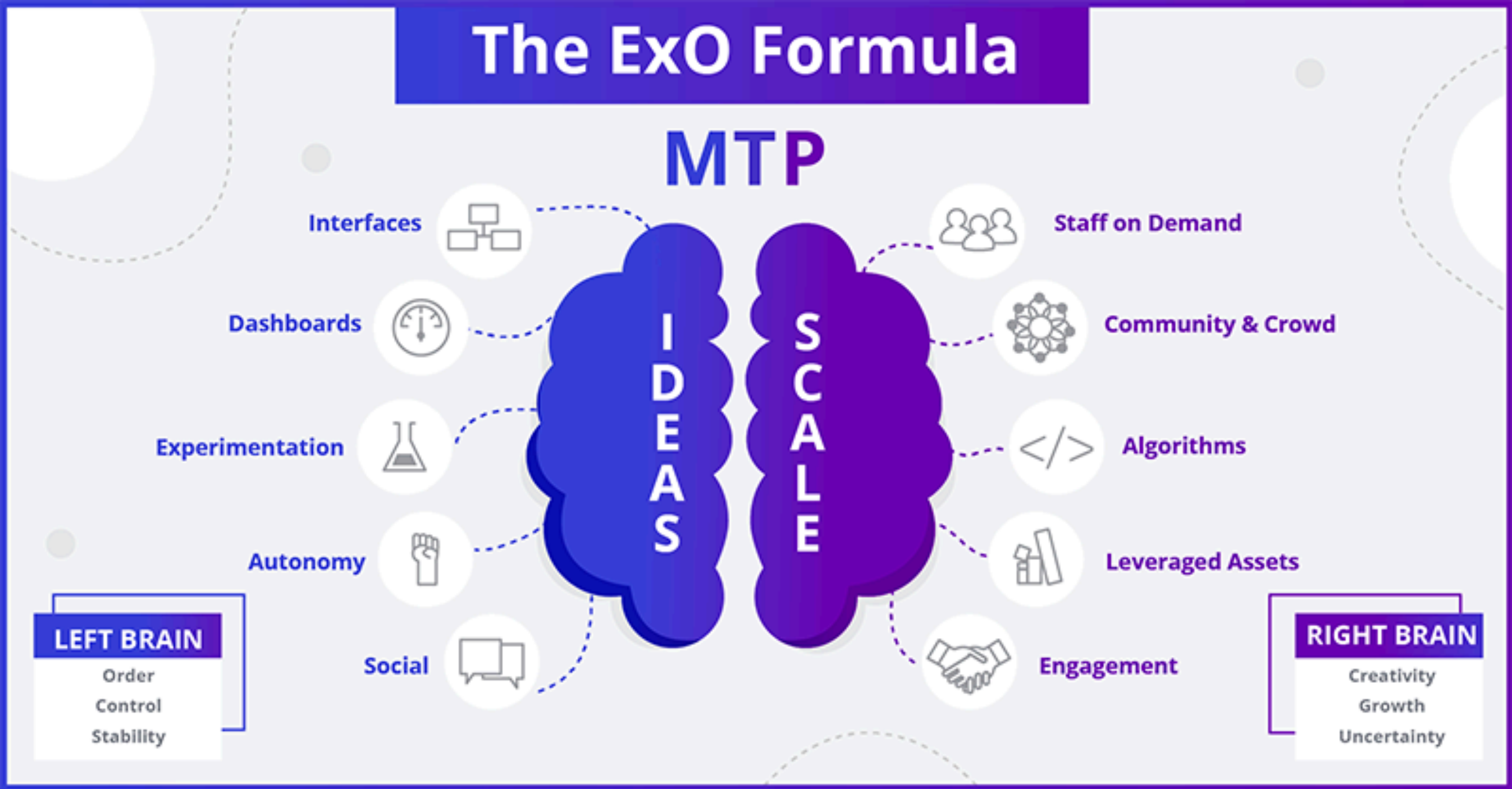
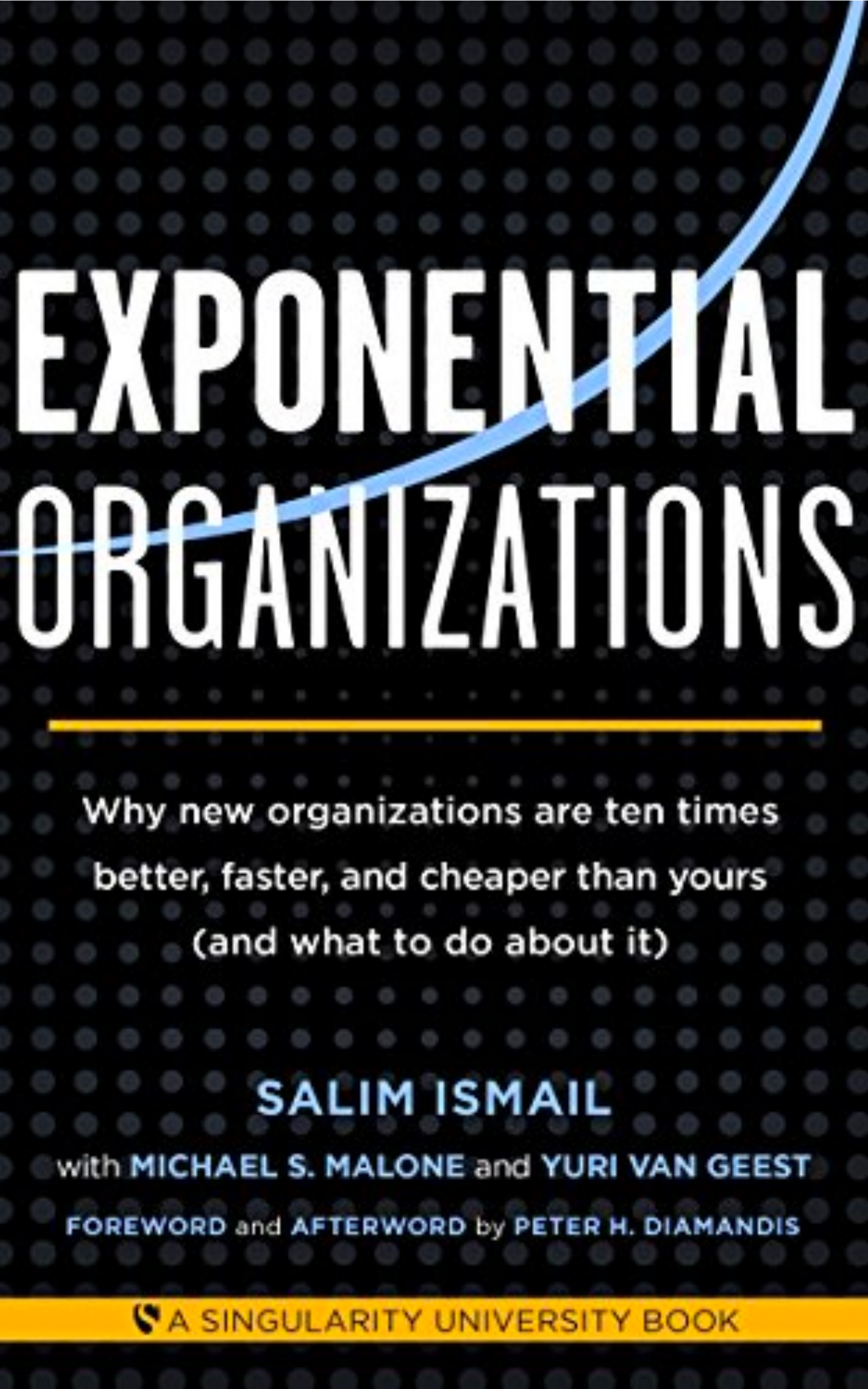
**How do we change things up
& prevent these attacks?**

The Game is Changing



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Exponential Thinking



Source: SALIM ISMAIL- Singularity University

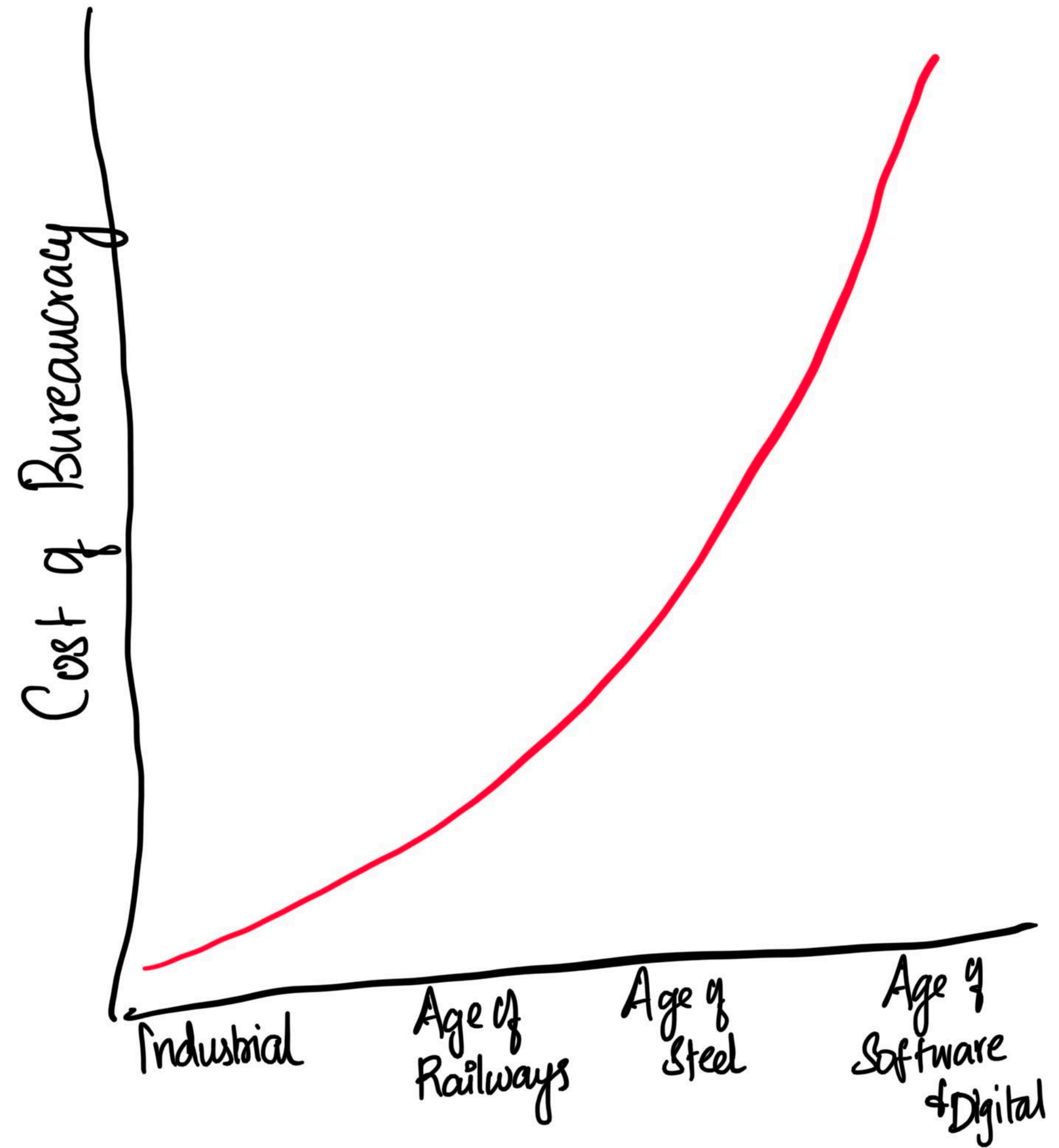


The Magic is Zero Bureaucracy

RESILIENT ORGANIZATIONS.
ZERO BUREAUCRACY.



Cost of Bureaucracy

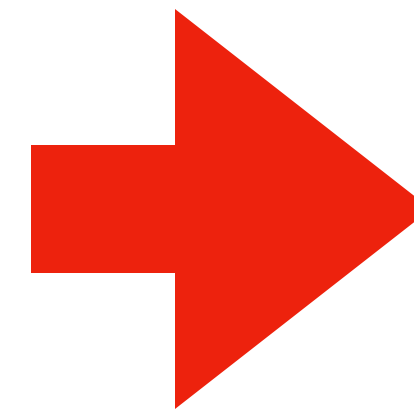
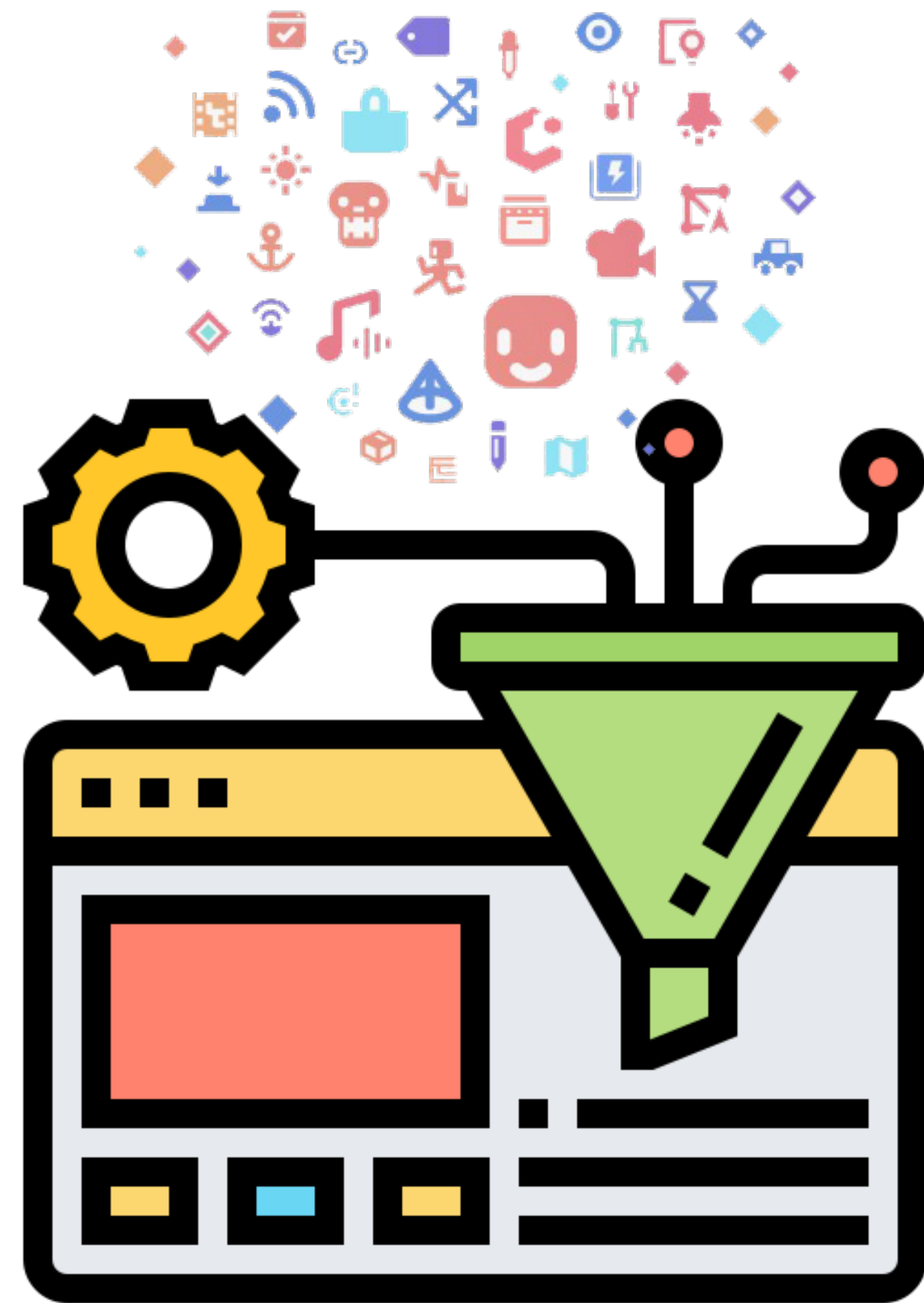


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Building Blocks of Next-Generation Organisations



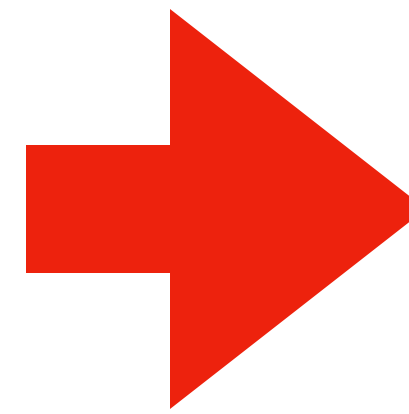
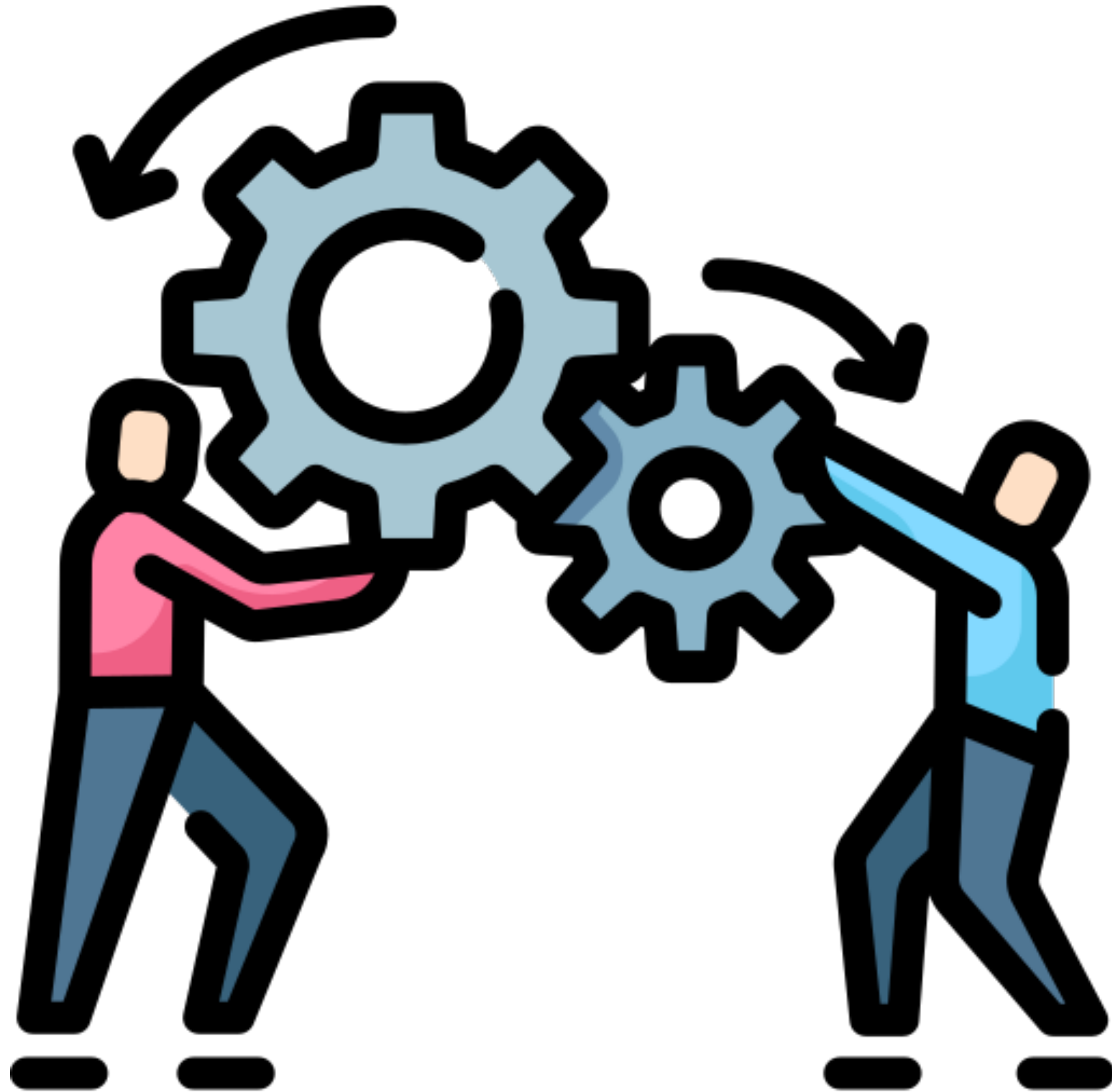
FEATURE FACTORY



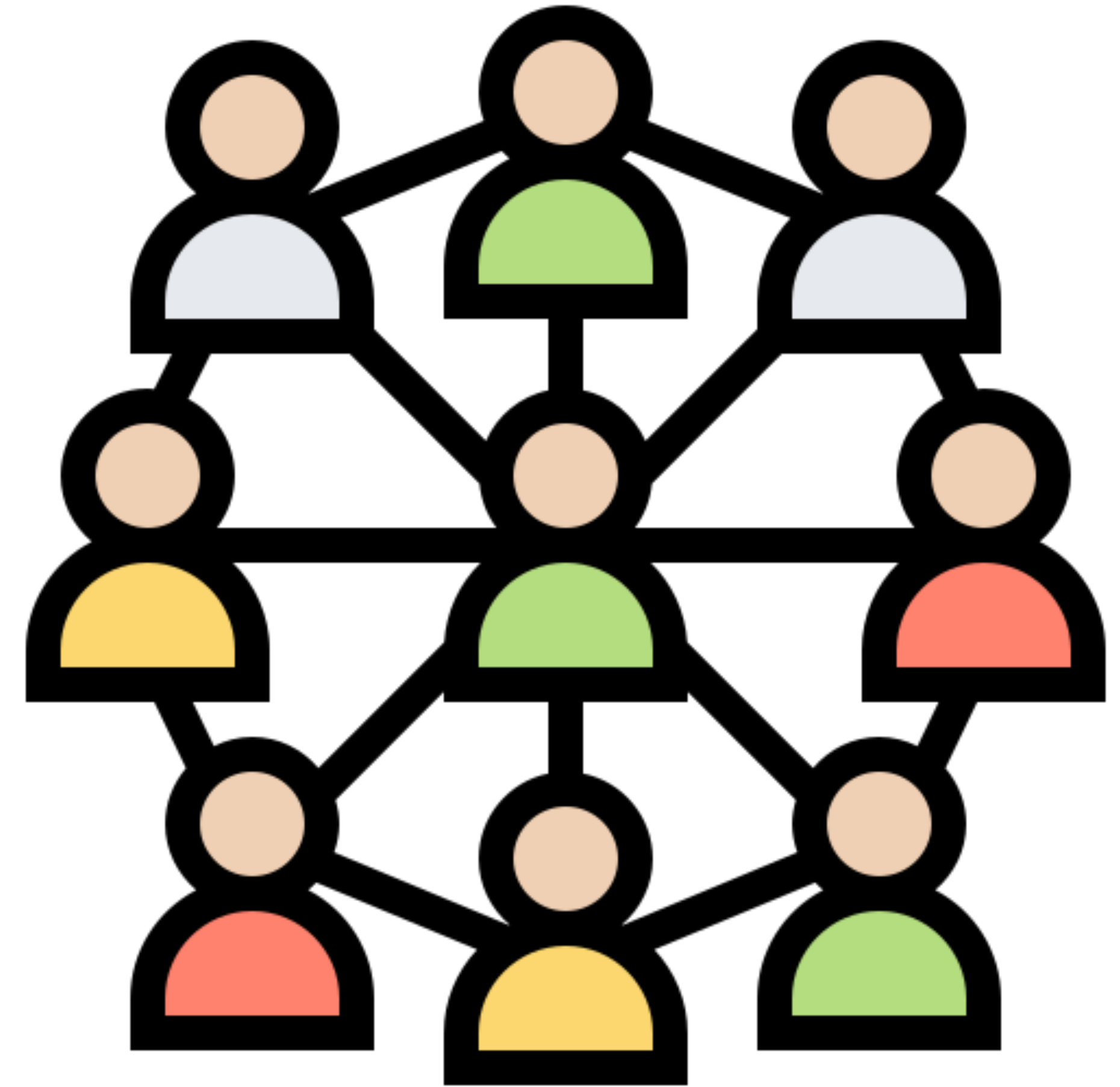
ZERO DISTANCE TO CUSTOMERS



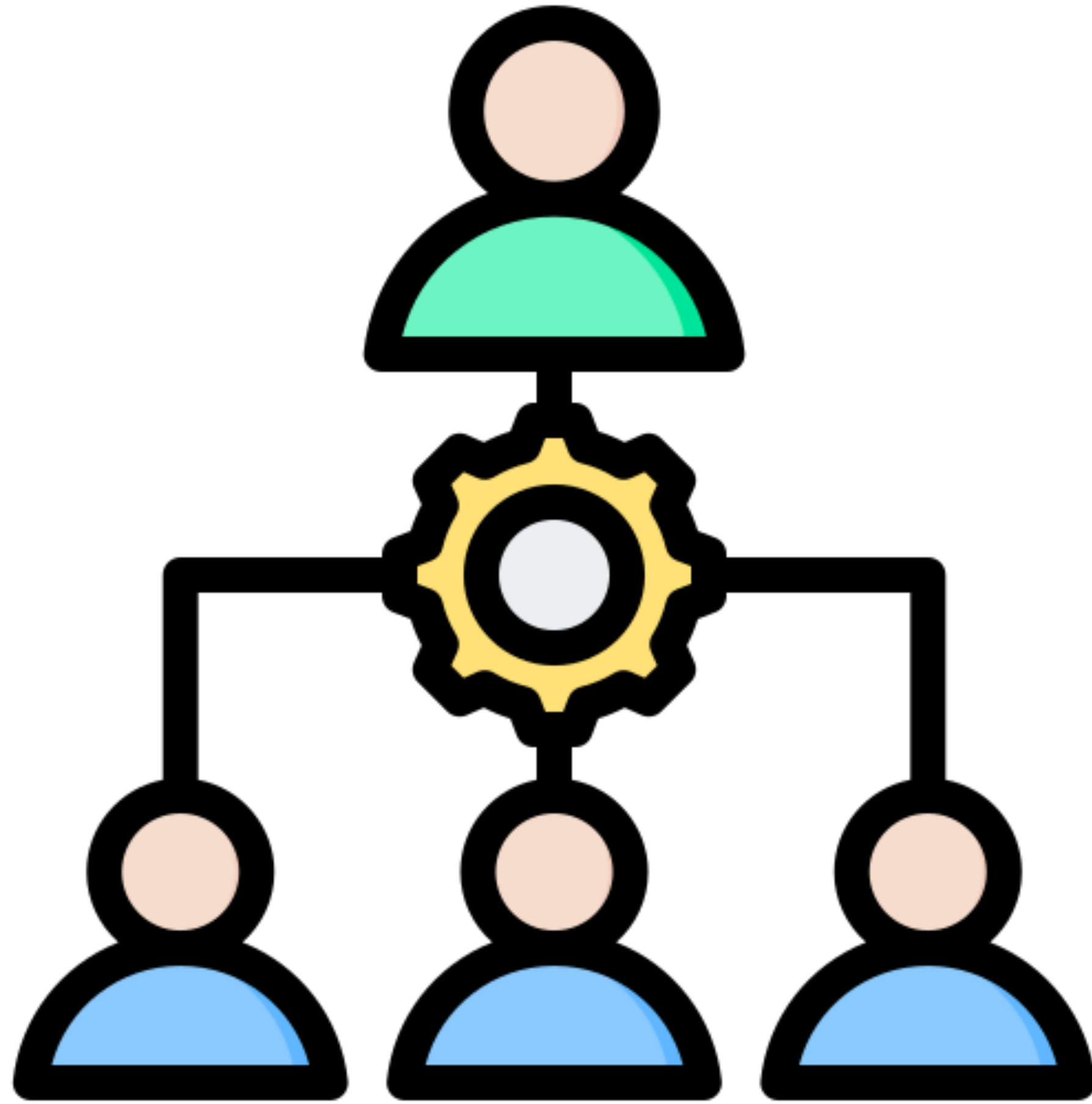
CO-WORKERS



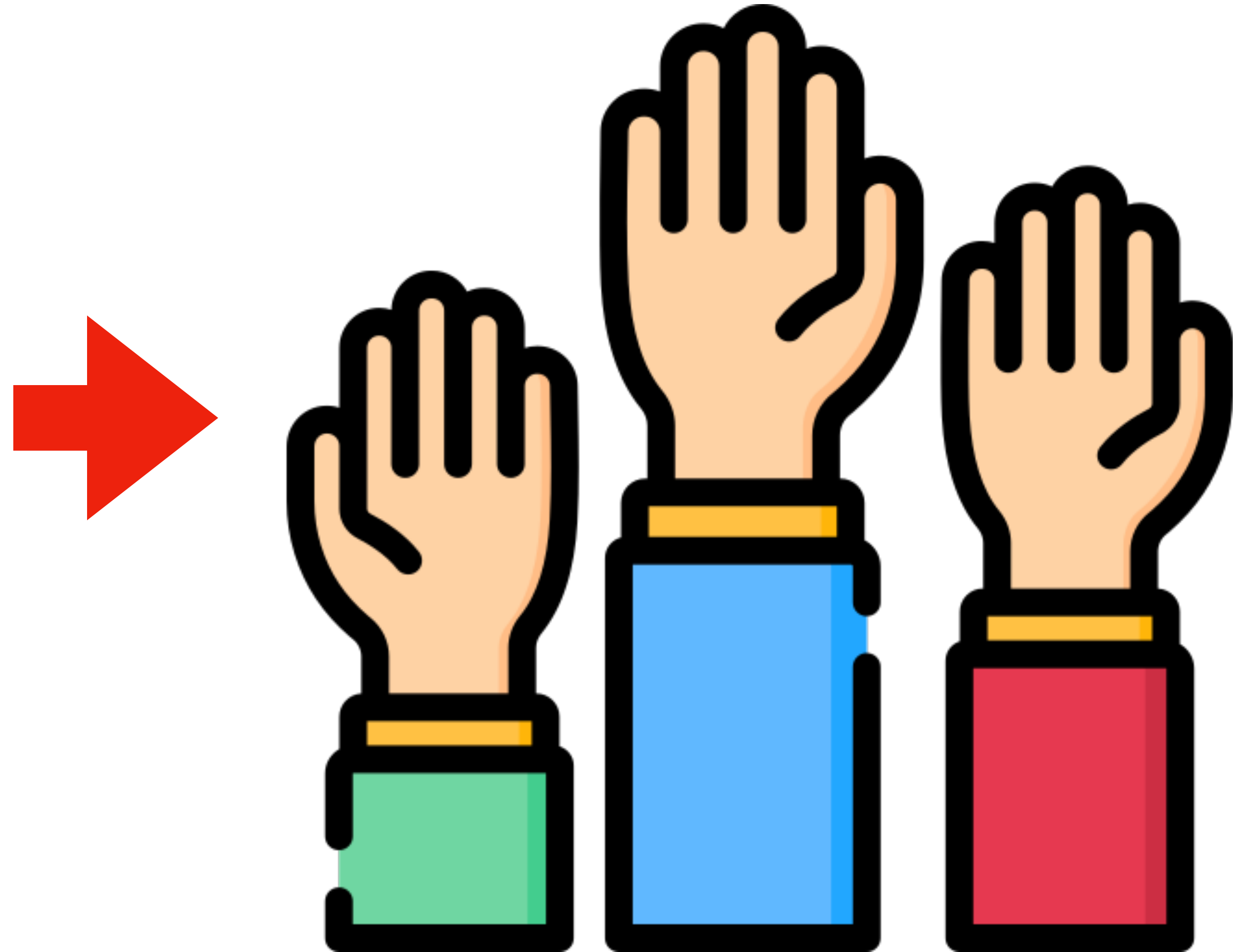
COMMUNITY



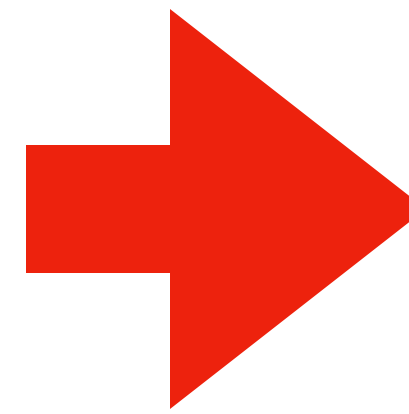
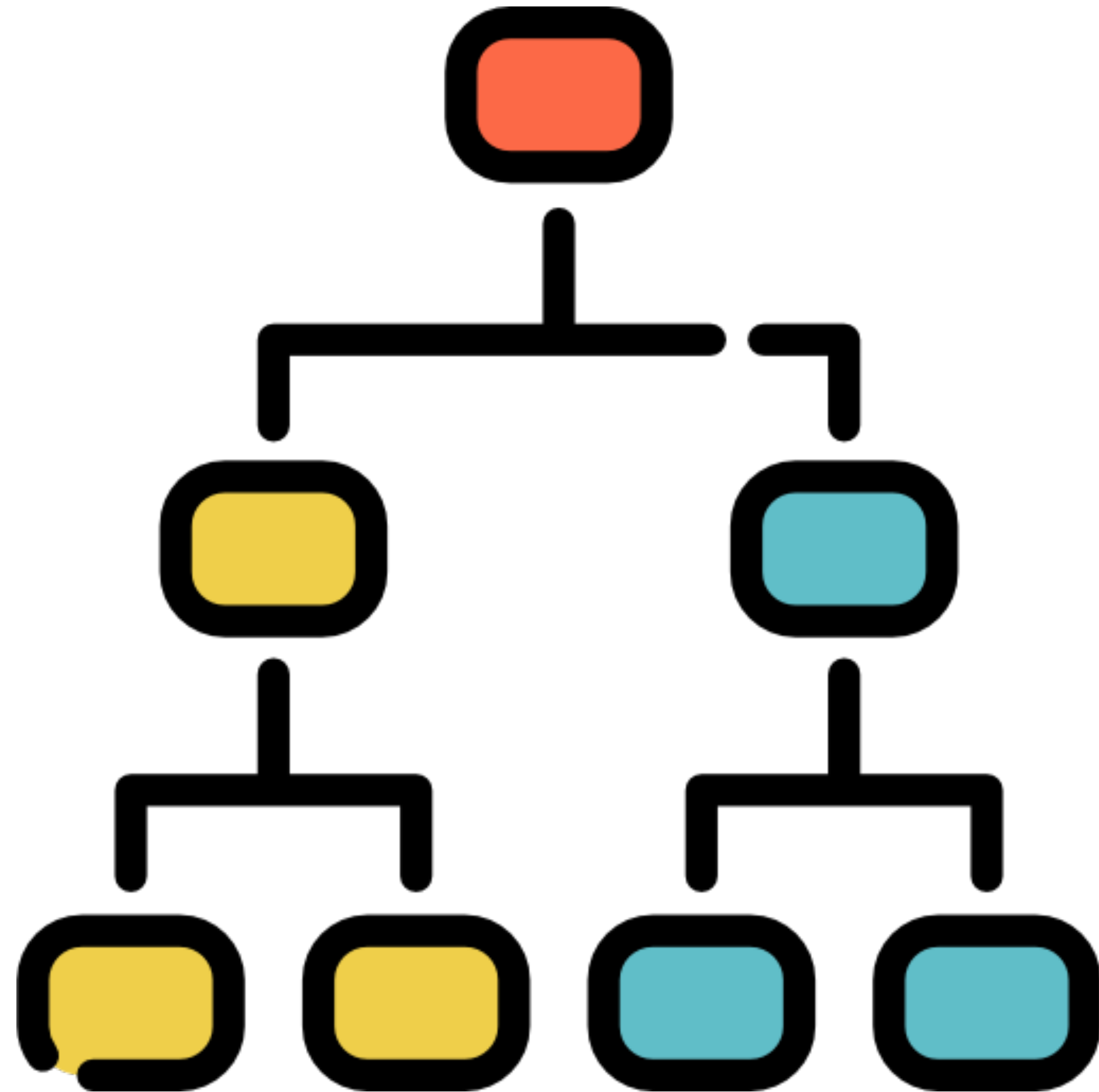
TOP-DOWN CO-ORDINATION



VOLUNTARY CO-ORDINATION



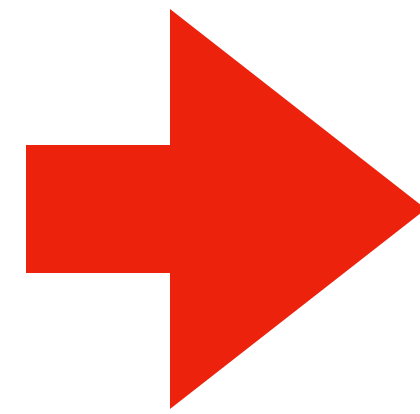
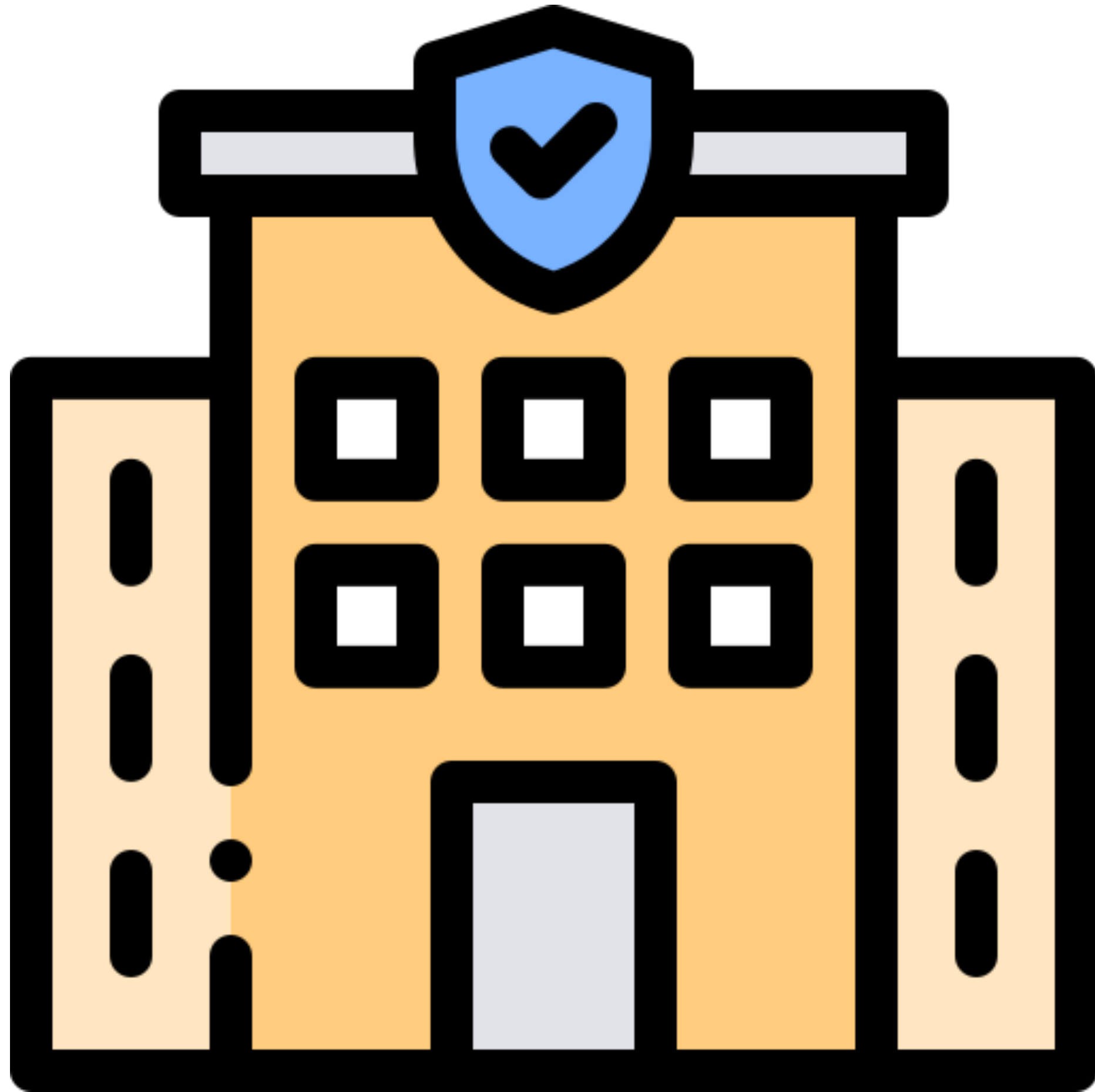
HIERARCHY



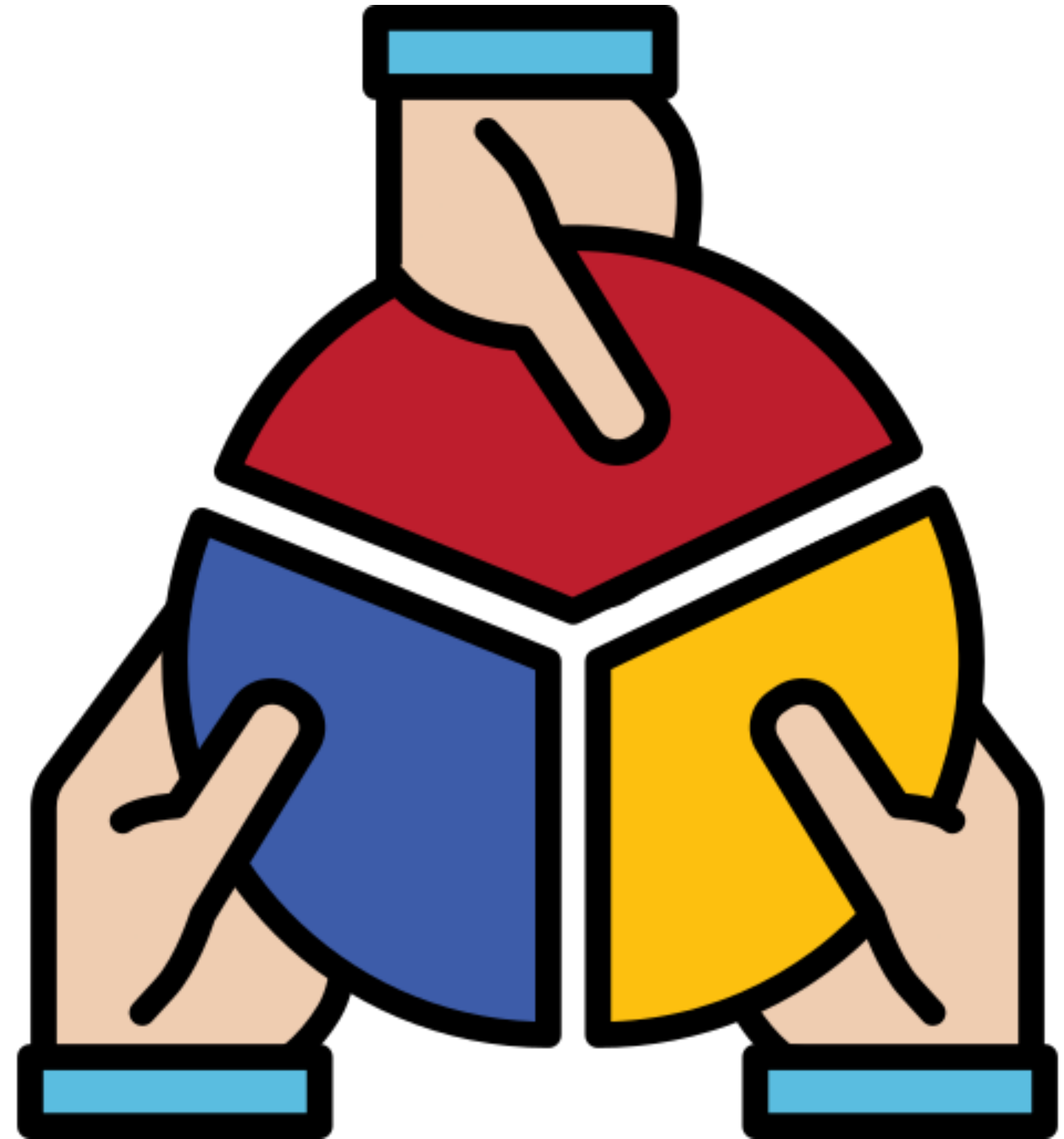
ACCOUNTABILITY



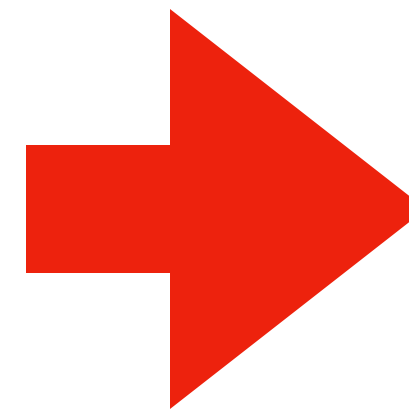
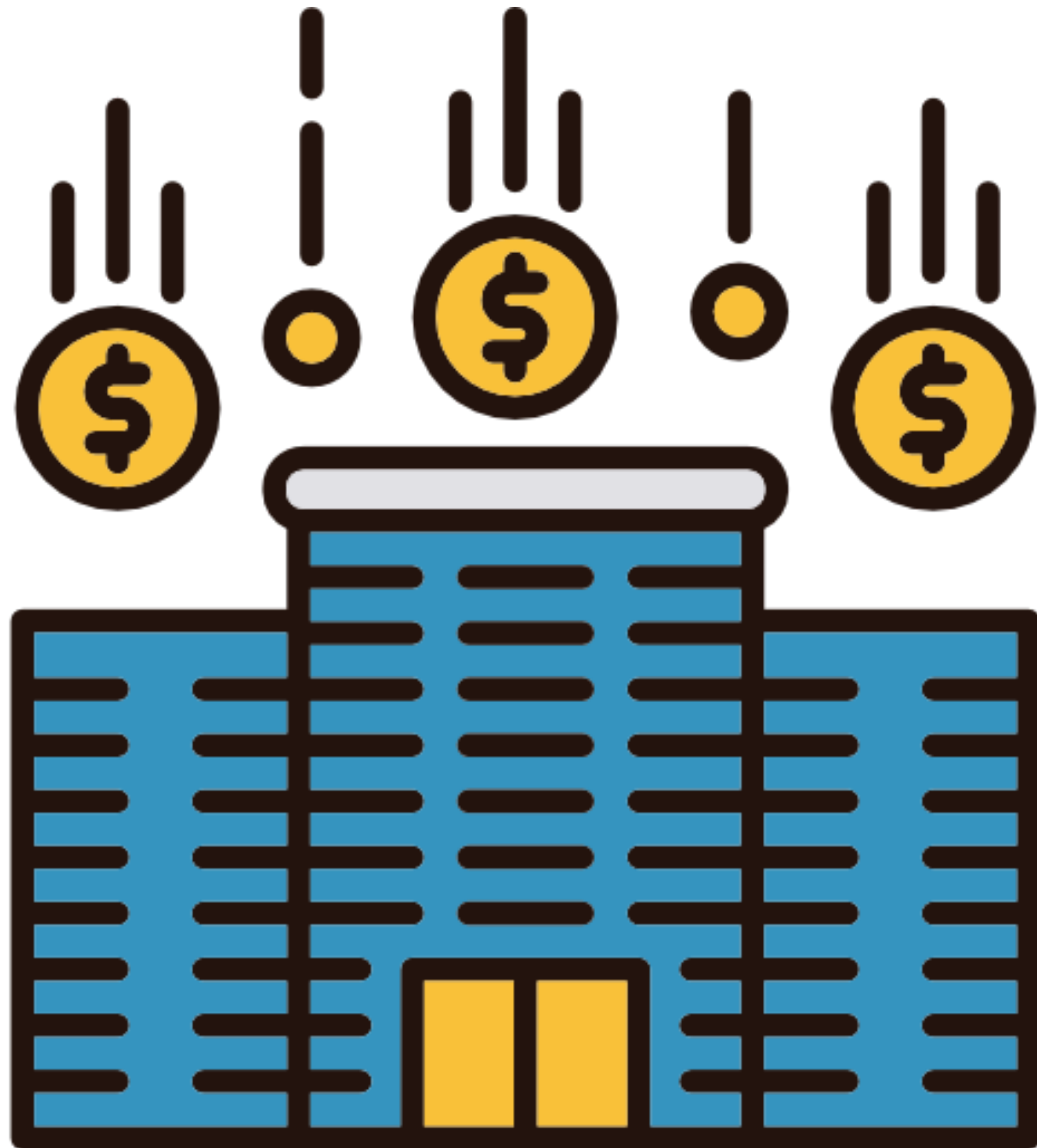
UNIT PERFORMANCE



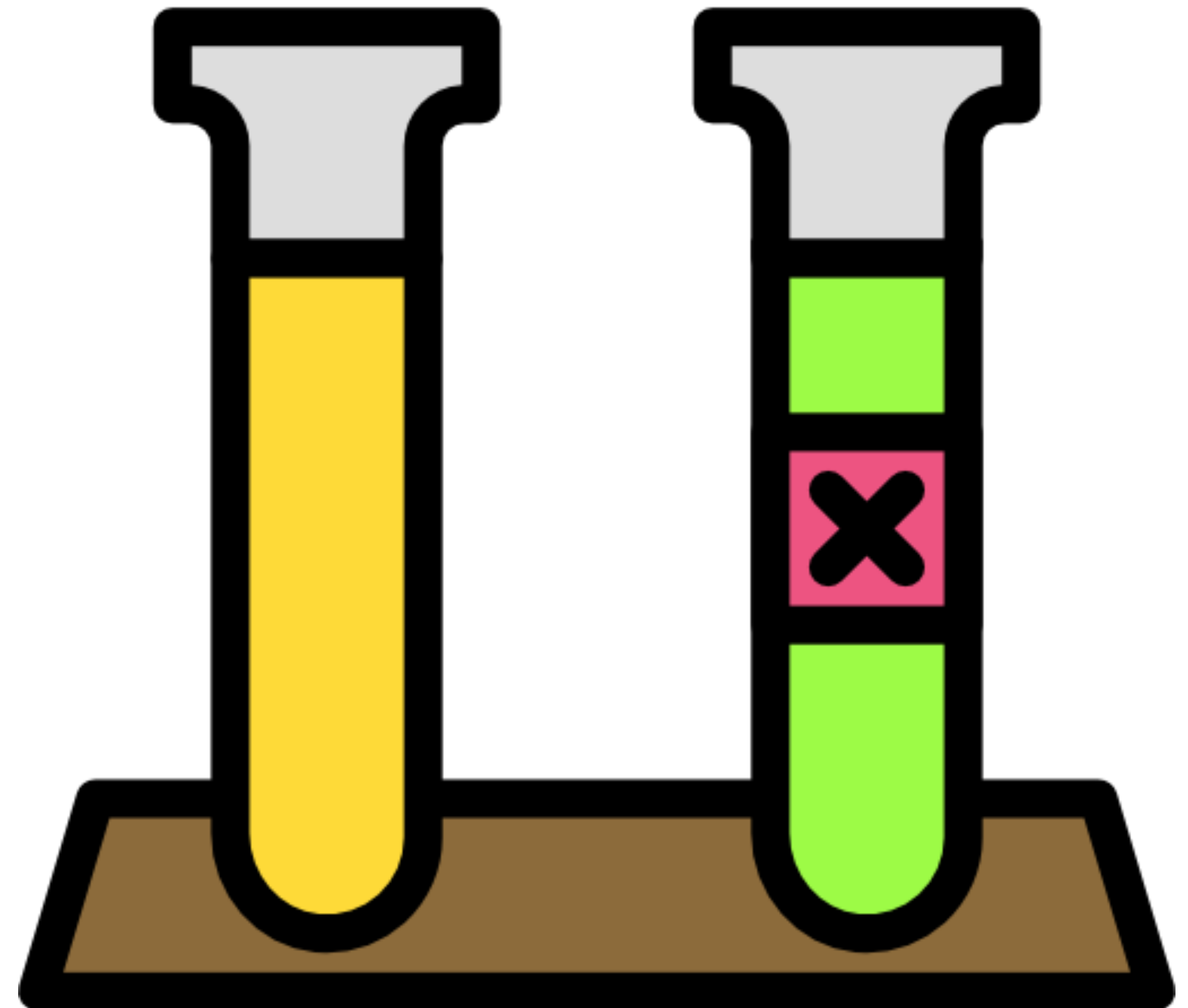
SHARED OUTCOMES



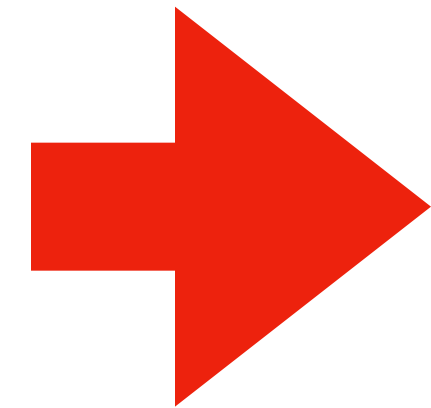
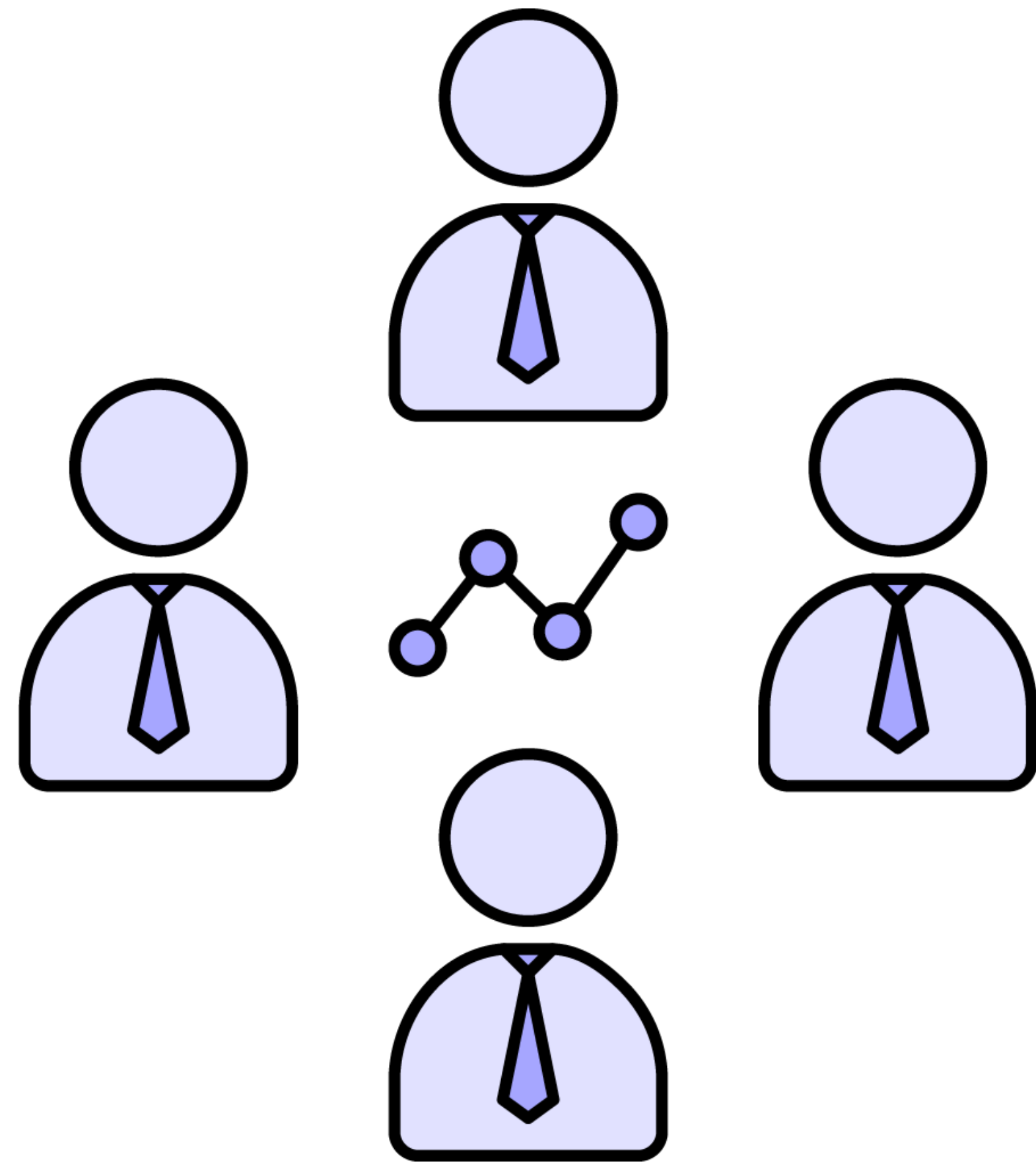
ESTABLISHMENT



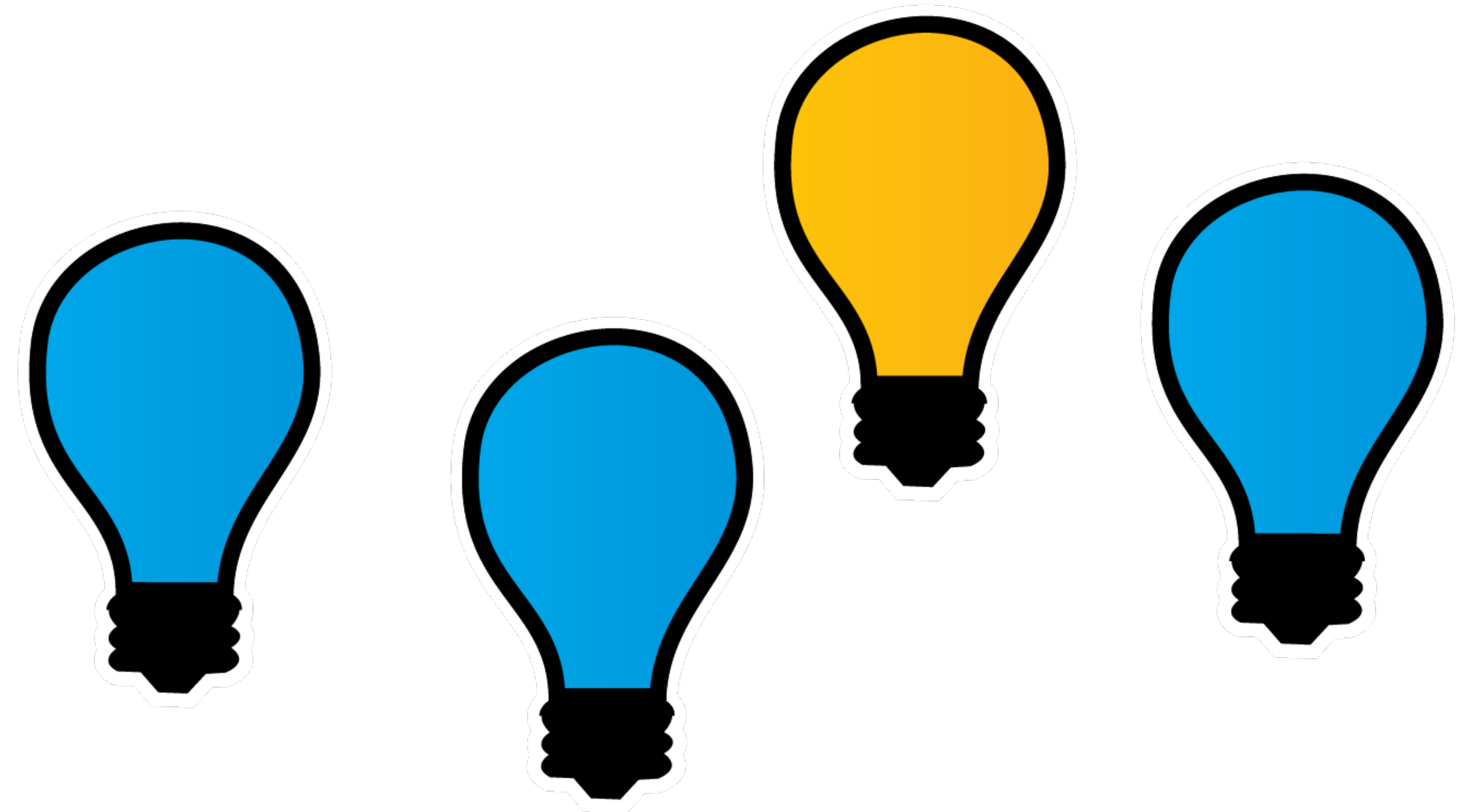
EXPERIMENTATION



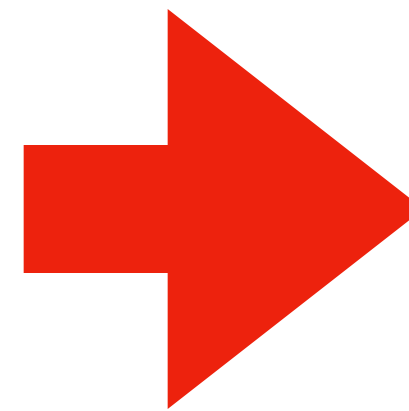
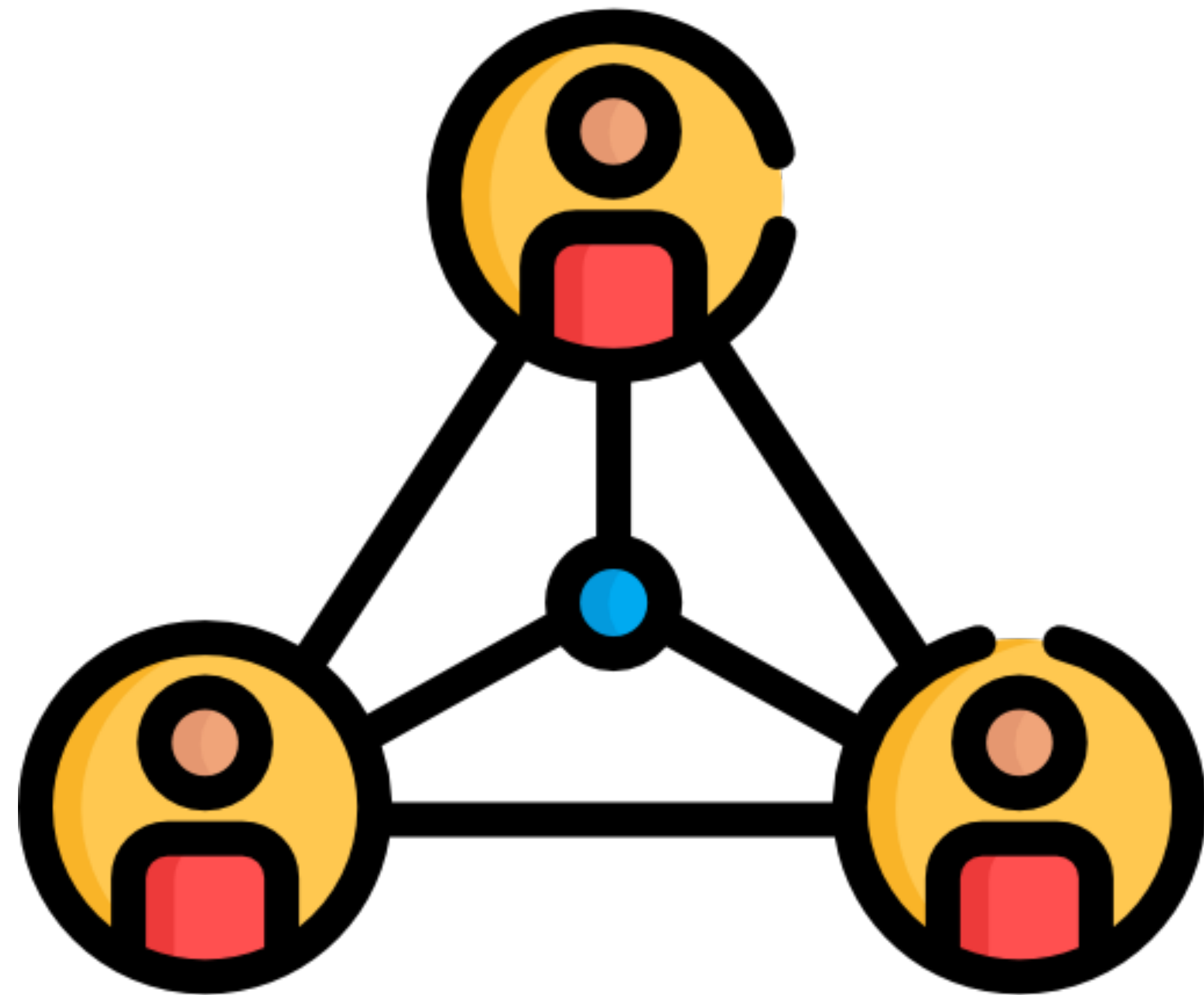
CENTRALISED INNOVATION



DISTRIBUTED INNOVATION



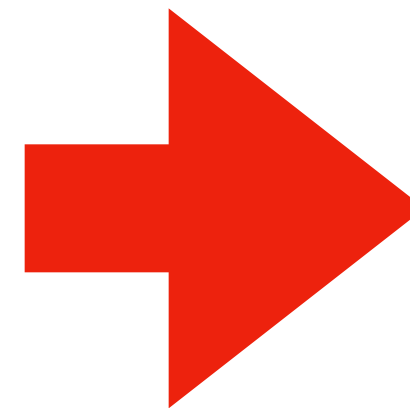
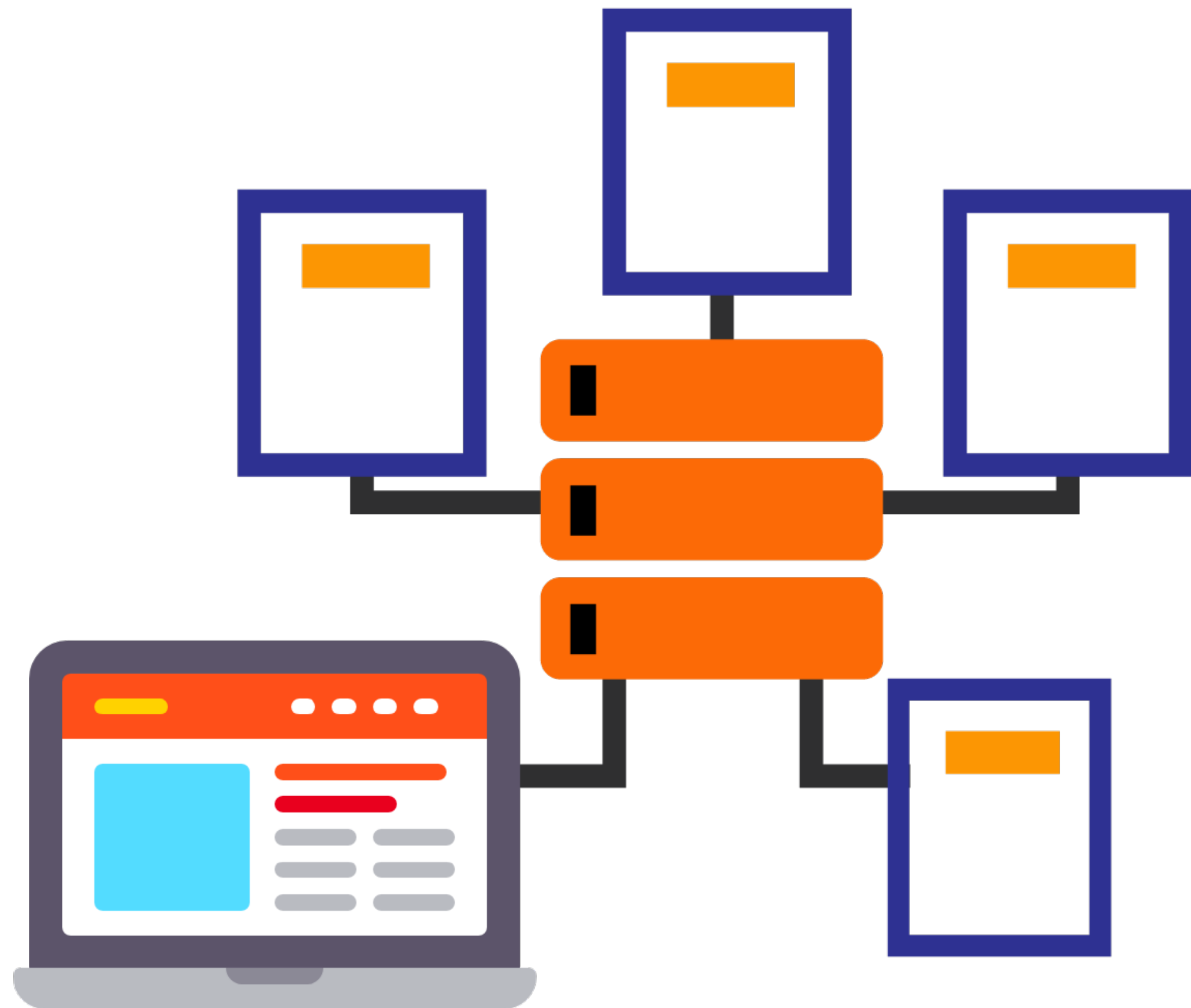
CLOSED DEPARTMENT



OPEN ADAPTIVE SYSTEM



PRACTICES DRIVEN



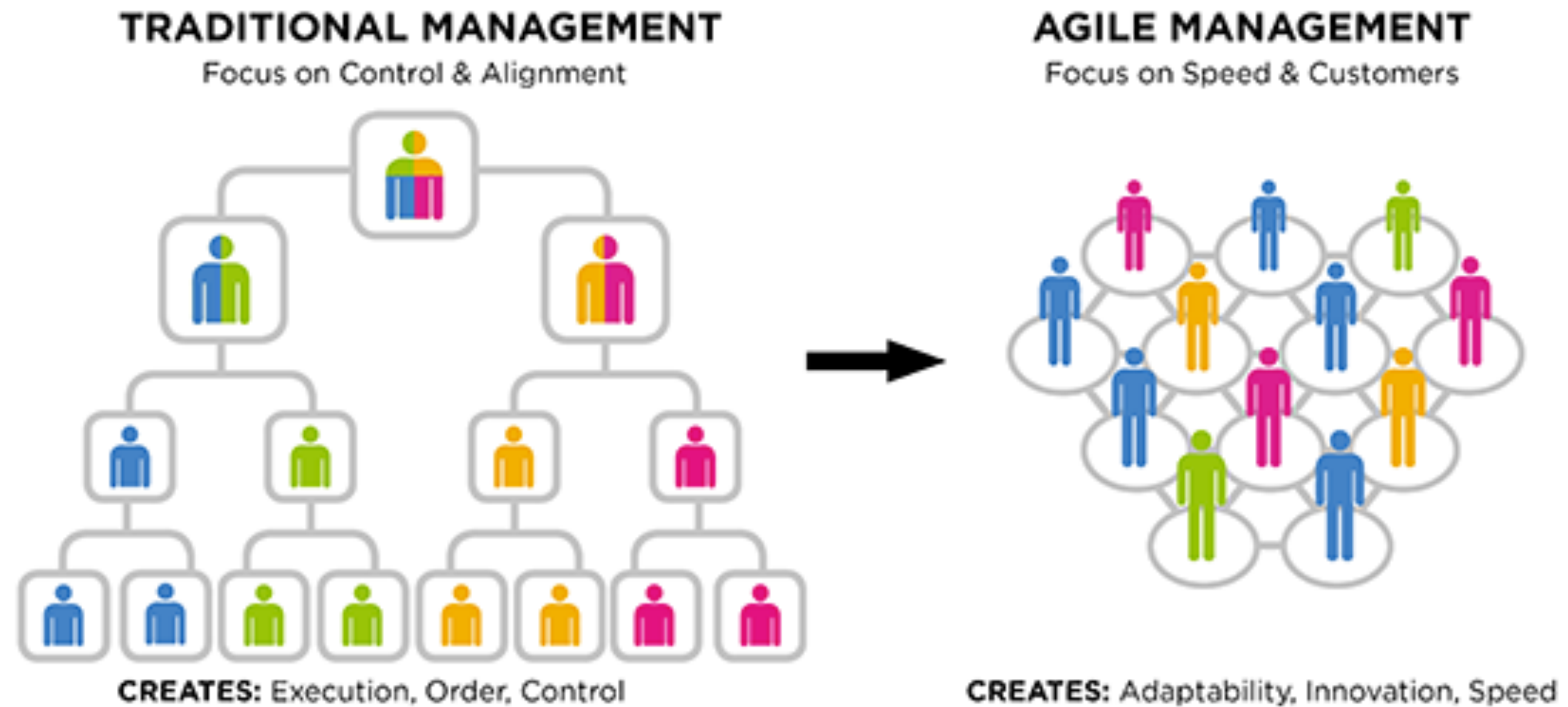
PRINCIPLES DRIVEN



BATTLING CRISIS BY
HUMANIZING
LEADERSHIP



Rethinking Leadership



http://www.ideas4.it/en/digital-supply-chain/grafico_2/

Formulae- 5 M

MOTIVATION

Rallying colleagues to the challenge of busting bureaucracy

MODELS

Leveraging the experience of organisations that have profitably challenged the bureaucratic status quo

MINDSET

Escaping the industrial age thinking that frustrates progress

MOBILIZATION

Activating a pro-change coalition to hack outmoded management systems and processes

MIGRATION

Embedding the principles of Ex—Exponential Organisations



tryScrum



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Pic Credits: [Pixabay](#)

