AN ORGANIZATION WHERE BOTH THE PEOPLE AND THE ORGANIZATION THRIVE

FOCUSED ON VALUE
People’s efforts are directed toward creating value for the organization, its members, customers, and other stakeholders.

PRODUCTIVE
The organization is efficient in identifying, developing and delivering the necessary products and services necessary to achieve its purpose.

ADAPTIVE
People are able to effectively identify and respond to organizational needs and changing contexts (both short term and long-term).

RESILIENT
The organization and its members are able to withstand adversity and uncertainty, if needed.
TEN PRINCIPLES FOR EVOLVING TEAMS AND ORGANIZATIONS

1. Invest in Learning
2. Enable Autonomy
3. Focus on Value
4. Run Experiments
5. Collaborate on Dependencies
6. Build Shared Mental Models
7. Intentionally Develop Culture
8. Clarify Purpose
9. Develop Strategy
10. Sense & Respond
ORIENTATION

Ensure that everyone understands who the organization or team is serving, why and to what end, so that everyone is able to focus and unite their efforts on achieving that purpose.

Develop a strategy to guide value creation, so that everyone shares a common direction, and strategy is adapted as necessary to achieve the purpose.
Focus your daily work on value delivery, so that the stuff that needs doing to achieve your purpose is done.

Identify, prioritize and respond to impediments and opportunities, so that you can adapt or pivot as necessary and improve where you can.

Run experiments to address complex challenges, so that you learn how to move closer to where you want to be.
Free individuals and teams up to create value as autonomously as possible, so that you can deliver value fast and avoid unnecessary dependencies.

Co-create and evolve a coherent system to deal with all dependencies, so that you deliver value fast when dependencies cannot be avoided.
Support everyone in developing their competence and skill, so that their contribution remains valuable and the organization can evolve.

Collaborate on fostering a cooperative culture where everyone can achieve their fuller potential, so that you build and maintain an engaging and productive work environment.

Invest in building shared mental models, so that everyone can engage in meaningful dialogue about what’s happening and what needs to be done.
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