

IMPLEMENTAGILITY™

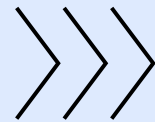
You have your strategy... And now?

Driver 8/8

The morpho-dynamic organization



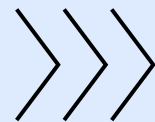
Have you ever witnessed
the wonderful ballet of
starlings flying in
coordinated patterns,
creating intricate shapes
and fluid movements in
the sky?



What does it have to do
with organizations?



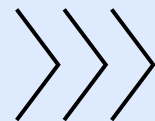
Most of our organizations today still have the skeletal structure as hundred years ago: the pyramid. Some have adopted flatter structures, holacracy and network structures



So what?



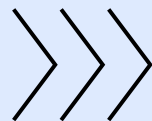
Whether traditional top-down or
holacratic structures, both take their
“way” as a dogma, which means static.
The issue is, the new world is not...static



And?



The shapes in the starlings' ballet are formed based on organic reactions to threats and other triggers. According to research, one bird (not always the same) takes the lead and influences 7 peers around, then all others reorganize fluidly

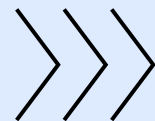


What does this mean?



It means that organizations' shape should be dynamic instead of static: **morpho-dynamic.**

In some circumstances, the structure should be flatter and closer to holacracy, in other situations more pyramidal

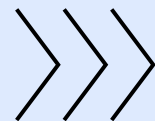


So?



The context dictates the shape.

Which context alterations shall generate
a change of shape requires a
widespread understanding of the goal,
values and strategy



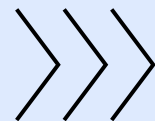
What are the foundations of
morpho-dynamic organizations ?



Learning organizations, as per Peter Senge's approach in the 5th discipline, have the potential to be **morpho-dynamic**.

They recognize that all aspects of an organization are interconnected and that changes in one area can have ripple effects throughout the system.

They move beyond linear cause-and-effect thinking to see the organization as a complex web of relationships

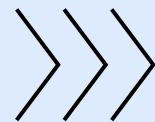


What is the main enabler of
morpho-dynamic organizations?



The main enabler of **morpho-dynamic organizations** is decision-making being pushed-down as much as possible.

This allows teams to choose their structure according to their needs



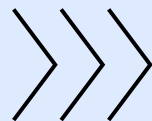
That's it?



Extreme Interim Leadership practice is one of the most effective vectors of **morpho-dynamic organizations**.

The concept is training every team member to be able to take the lead at any time. This is the way to elevate each and everyone, which will elevate the team and ultimately the organization.

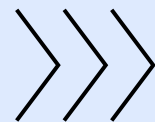
The team's shape becomes different each time, and thus the entire organization starts to become **morpho-dynamic**.



More concretely?



There are many opportunities to practice **Extreme Interim Leadership**. Voluntarily delegating the lead of a meeting, a course of action, an important assessment etc. Full ownership and responsibility remains with the leader, but that process allows huge collective learning and organizational fluidity

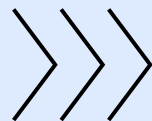


Why is the concept of **morpho-dynamic organizations** important for
Implement**agility** ?



Because implementing a strategy goes through different phases and is carried out by many internal structures, with a variety of tasks not all requiring the same organizational approach.

And... because the entire world might be changing while executing a strategy.



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Agility in Strategy Execution



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