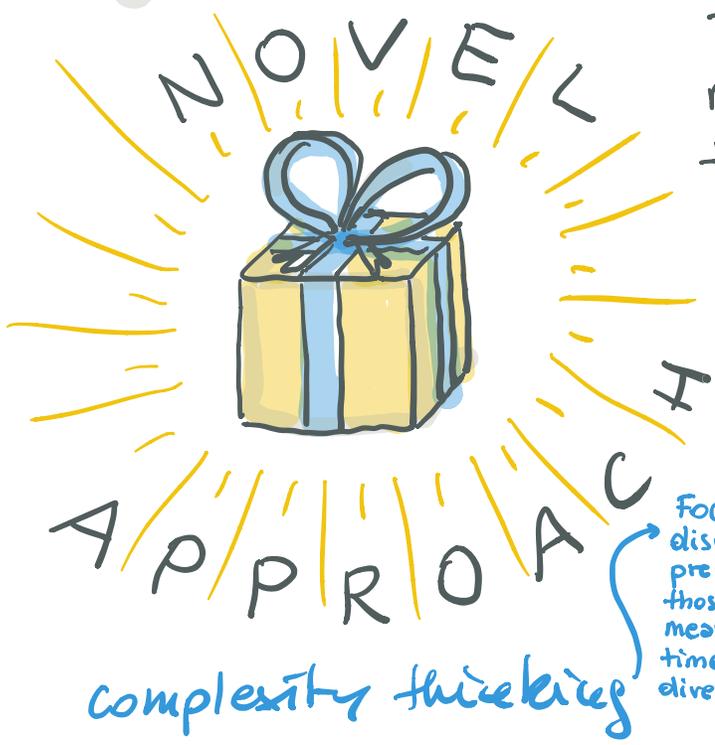


# ORGANIC agility in a

to increase organizational resilience, leveraging complexity thinking...

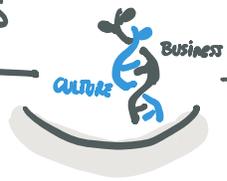


Focuses on natural dispositions in the present; leverages those to improve while measuring near real-time on multiple & diverse feedback loops



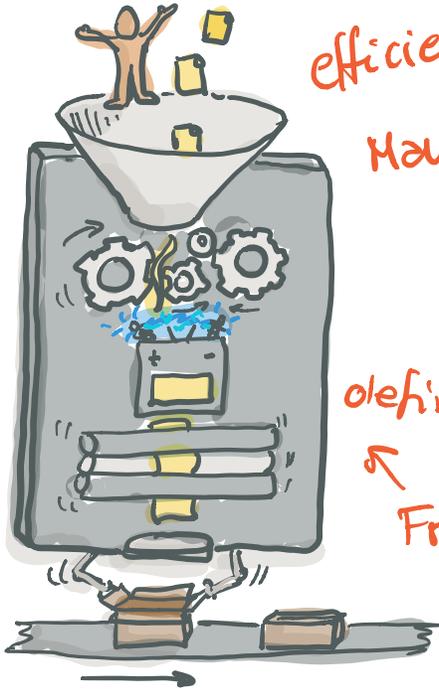
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# Shifting the metaphor...

M E C H A N I C

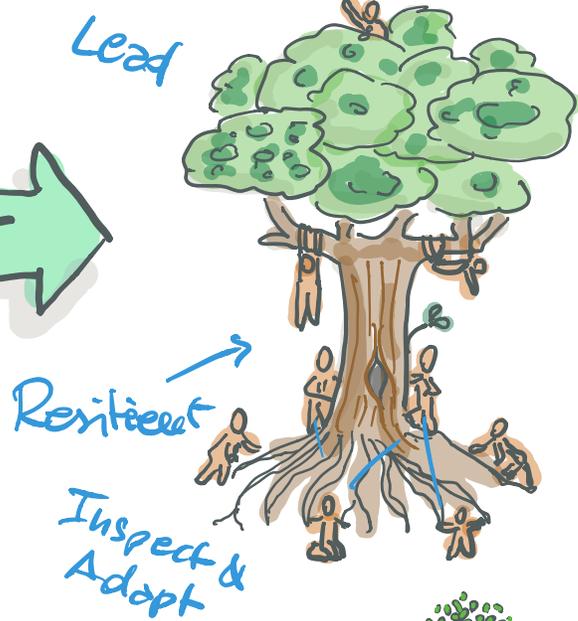


efficiency  
Managed

define, plan  
do  
Fragile



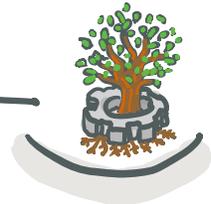
effectiveness



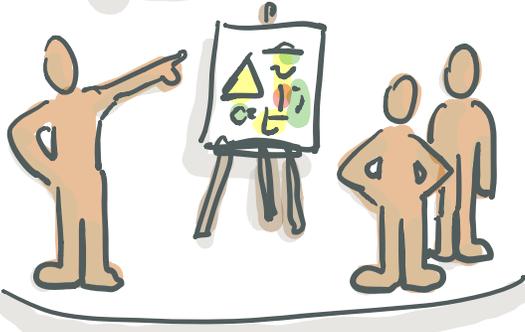
O R G A N I C

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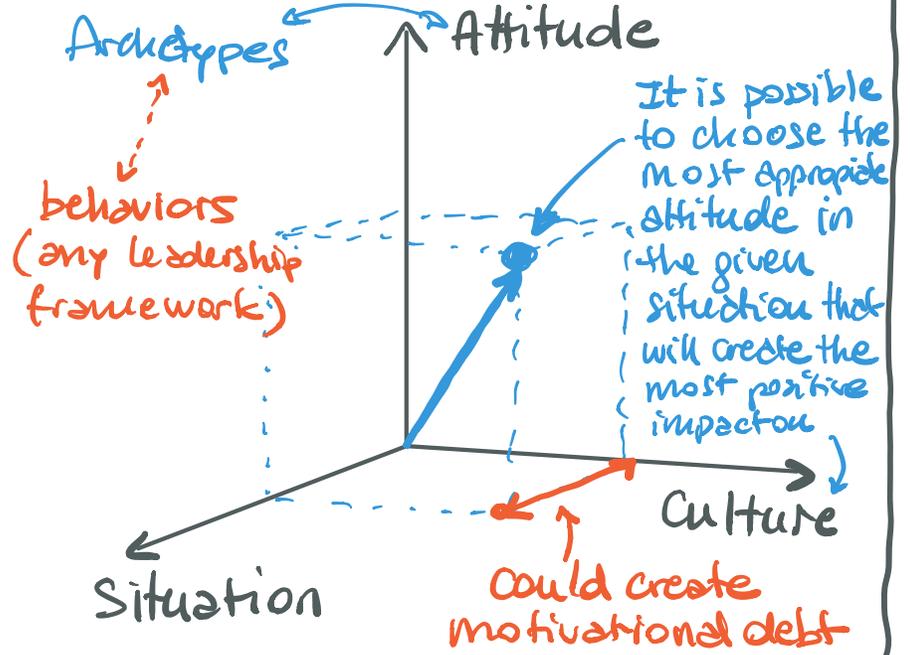
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# ORGANIC Leadership...

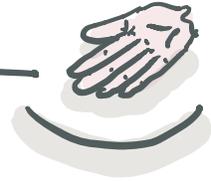


Organization  
Capability

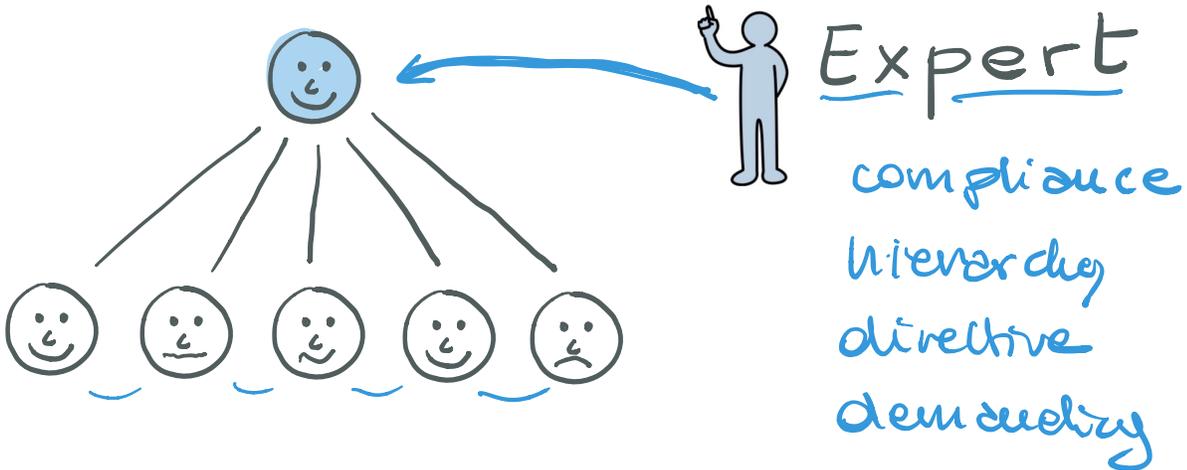


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# Organization Archetypes



high control → low autonomy

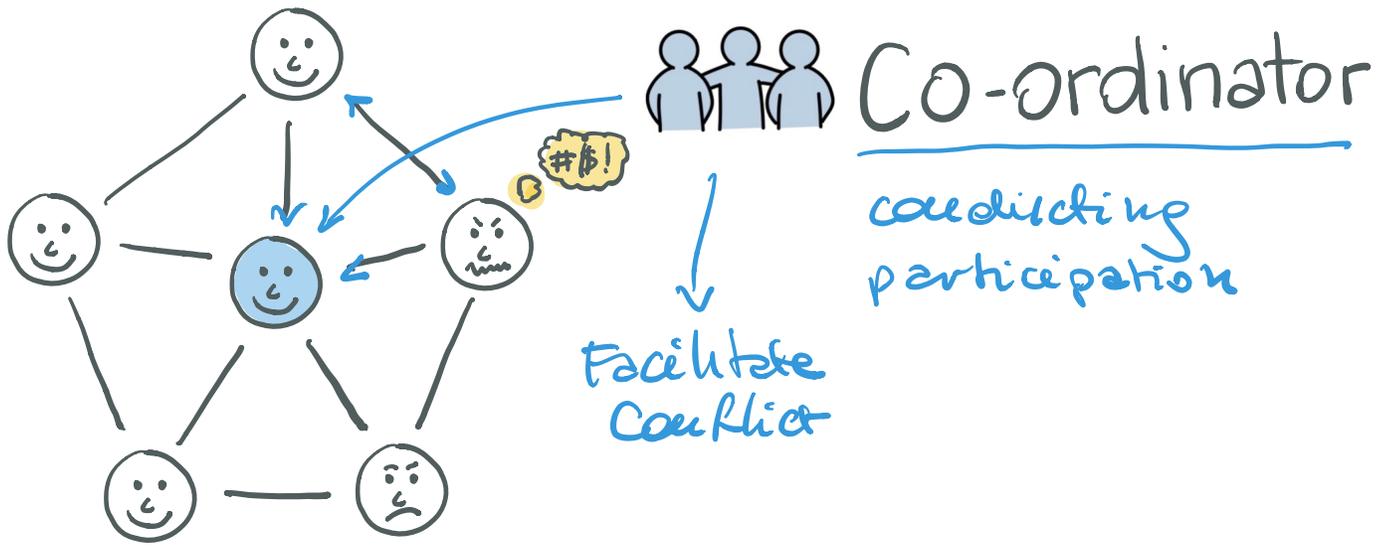
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# Organization Archetypes

2/5



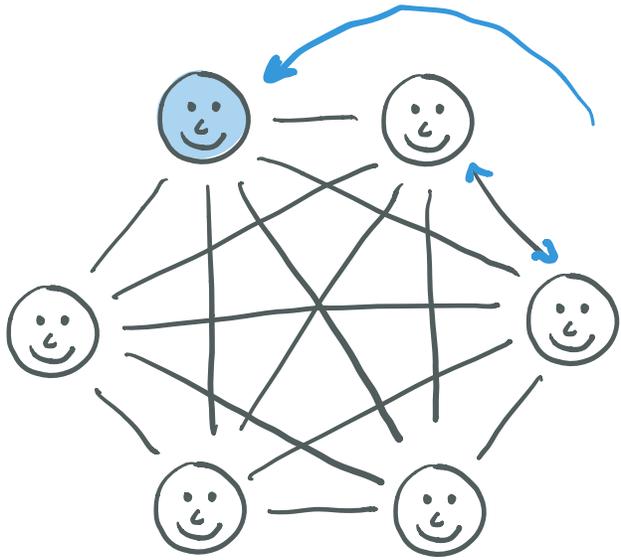
High Control → Medium Autonomy

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# Organization Archetypes



Peer

enabler

Collaborative  
Synergy

Common Decision  
Making

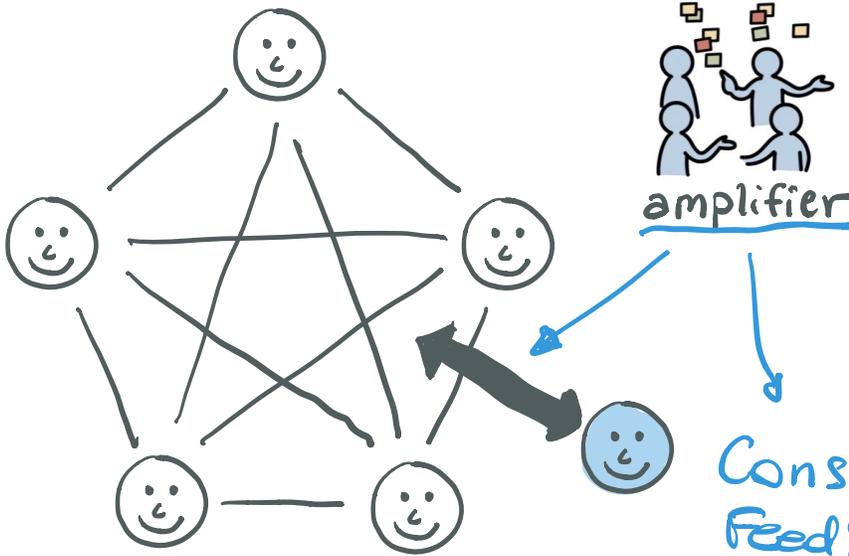
Medium Control ↔ Medium Autonomy

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# Organization Archetypes



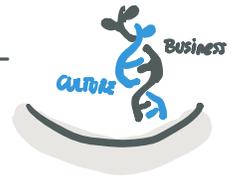
## Coach

self-organizing  
high collaboration  
continuous  
constructive improvement  
Feedback

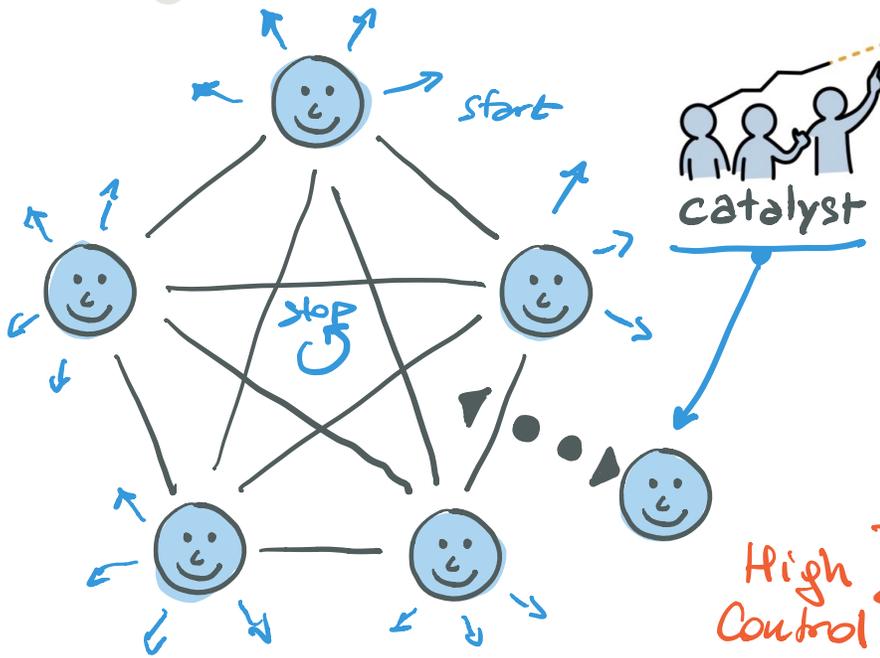
Low control → High autonomy

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# Organization Archetypes



## Strategist

Toward outside  
Aware of the  
impact on the  
world outside

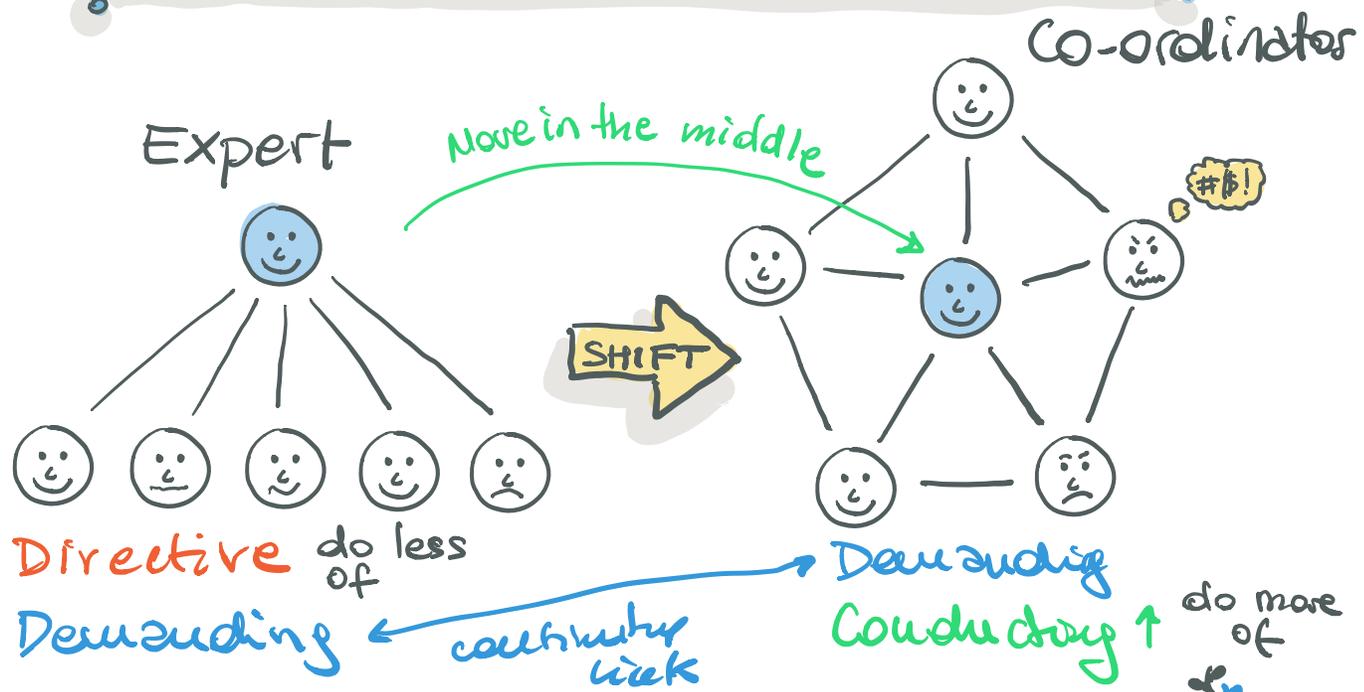
High  
Trust ↔ High  
Control ↔ Autonomy

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# Intervention Model...



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