



Collaborative work

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Manage  
and operate  
through  
collective  
intelligence

## Who is it addressed to?

We support managers and HR departments in their journey towards new governance and organisation models. Strategy is co-defined with management and teams are fully involved in the implementation plan so that it fits and connects into their daily work and to ensure their buy-in.

## What is it?

Our conviction is that each organisation should define its own customised model and not copy/paste an existing one. We will support you in the definition and implementation of new leadership models based on collective intelligence principles (sociocracy, holacracy, self-empowered organisations).

Our organisations have long been used to hierarchical, top-down management and siloed accountabilities. Today's volatile and complex business environment requires agility, responsibility and cooperation from the workforce.

## WHAT THE JOURNEY LOOKS LIKE?

We can provide you with inspiration and testimonials on new governance models for example learning expeditions, conferences and roundtables. Based on concrete examples and considering your culture, we will design your target organisation and governance with you (collaborative codesign workshops). We will then accompany the organisation during the onboarding of your new leadership model, specific to your company, by deploying training and collaborative workshops and proposing operational coaching of your teams.

We offer support ranging from specific, local collaborative ways of working to wider governance transformations such as efficient meetings, decision-making processes and roles and responsibilities distribution

We are experts within the following governance models which could inspire your own transformation.

- Sociocracy: model based on circles, consent decision-making, elections without a candidate and double link.
- Holacracy: model based on circles, roles and accountabilities, tension management and 3-level governance (operational, governance and strategic).
- Self-empowered teams/organisation: models based on researches by Frederic Laloux, Isaac Getz (ex: Decathlon, Chronoflex, ...).
- Agility mindset and behaviours.

## YOUR NEED

- Improve the efficiency and engagement of your teams through leadership models which leave space for extending responsibility, facing complexity and fostering innovation.

## YOUR TAKEAWAYS

- Engaged and committed teams.
- Innovation mindset.
- Agile ways of working.
- Efficient governance processes.