

Organizational Self- Management

An Idea Whose Time Has Come

Organizational Self-Management

The Origin

- The Morning Star Project
- Colleague Principles
- Philosophical Foundations
- Technological Imperatives
- Social Imperatives
- The Meaning of Management



Characteristics of Self-Management

- No Unilateral Authority to Fire
- No Command Authority
- No “Employee Discipline”

Characteristics of Self-Management

- Everyone a Professional
- Rings of Responsibility
- No Traditional Budgets

Characteristics of Self-Management

- Work as a Game
- Natural Leadership
- Engagement through Autonomy

Characteristics of Self-Management

- Unofficial Justice System
- Truth-Seeking Behavior
- No Excuses for Failure

Characteristics of Self-Management

- The Meaning of Competition
- Going Beyond Empowerment
- Not Work-Life Balance

Characteristics of Self-Management

- Everything is Negotiable
- Accountability for Commitments
- Enterprise Constitution

Characteristics of Self-Management

- Managing Complexity through Simplicity
- Fractal Organization
- Generations Y & Z

Infrastructure of Self-Management

- Enterprise Mission
- Business Unit Mission
- Personal Commercial Mission

Infrastructure of Self-Management

- Colleague Principles
- Gaining Agreement Process
- Personal Commercial Vision

Infrastructure of Self-Management

- Colleague Letter of Understanding (CLOU)
- Process Stewardships
- Steppingstones (KPIs)

Infrastructure of Self-Management

- Recruitment & Selection
- Self-Management Competencies
- Onboarding & Adaptation

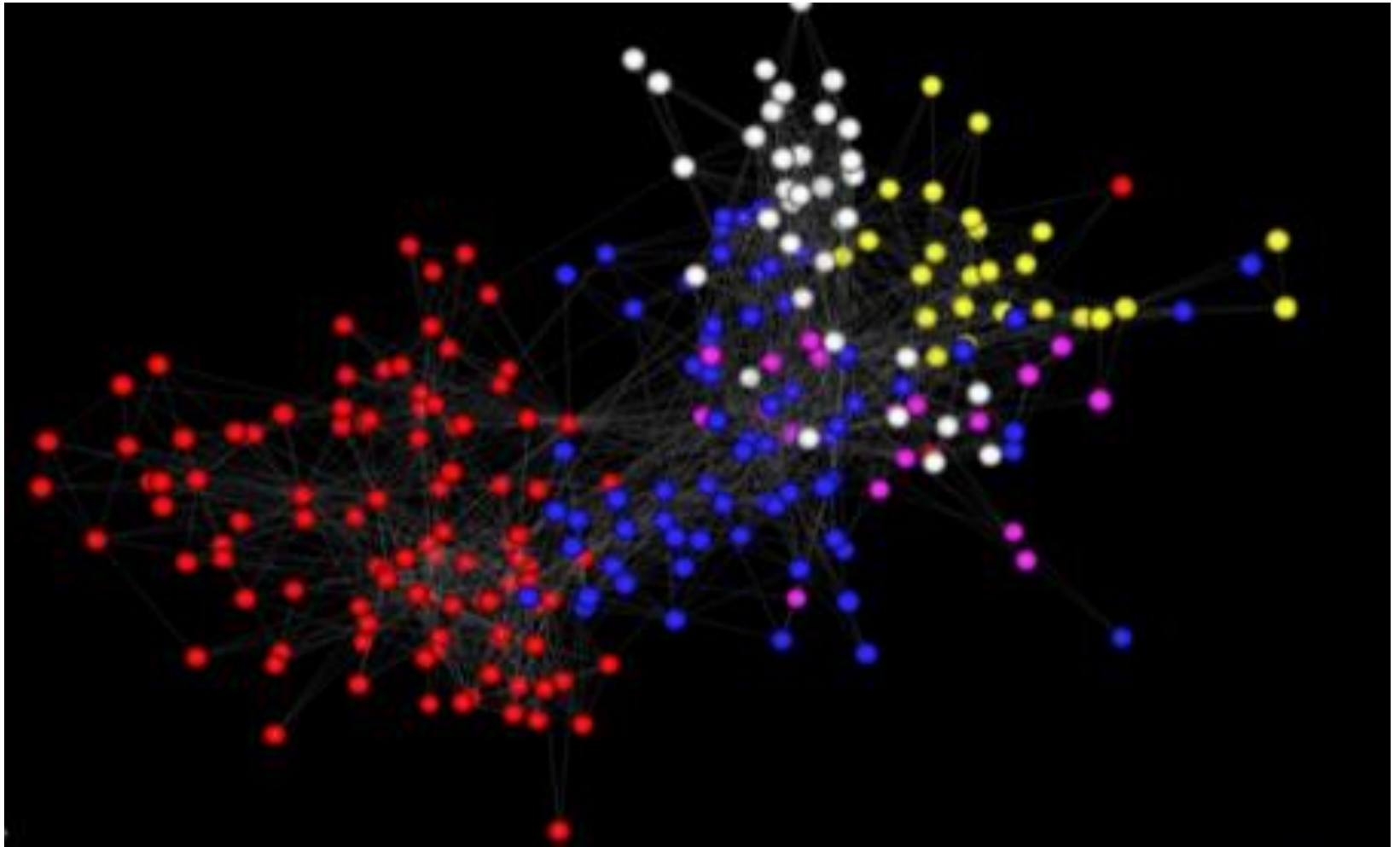
Infrastructure of Self-Management

- Self-Management Orientation
- Business Units
- Strategic Planning

Infrastructure of Self-Management

- Councils
- Professional Education (Mini-MBA)
- Compensation & 360-Degree Feedback





Infrastructure of Self-Management

- Connectors
- Dynamism & Change
- Power of the Human Network

Infrastructure of Self-Management

- Resiliency of the Human Network
- Strength of Governance
- Learning Organization

Infrastructure of Self-Management

- Optimization on Principles
- Scalability & Control
- Addressing Polarities

Challenges for Self-Management

- Skepticism
- Not Everyone Succeeds
- Decision Speed

Challenges for Self-Management

- Communication
- Language
- Culture

The Future of Organizational Self-Management

- Questions?