

Responsive organisations and organisational learning

a case for samarbeid

Prof. Dr. Lutz Maicher
lutz.maicher@htwk-leipzig.de | <https://samarbeid.org>

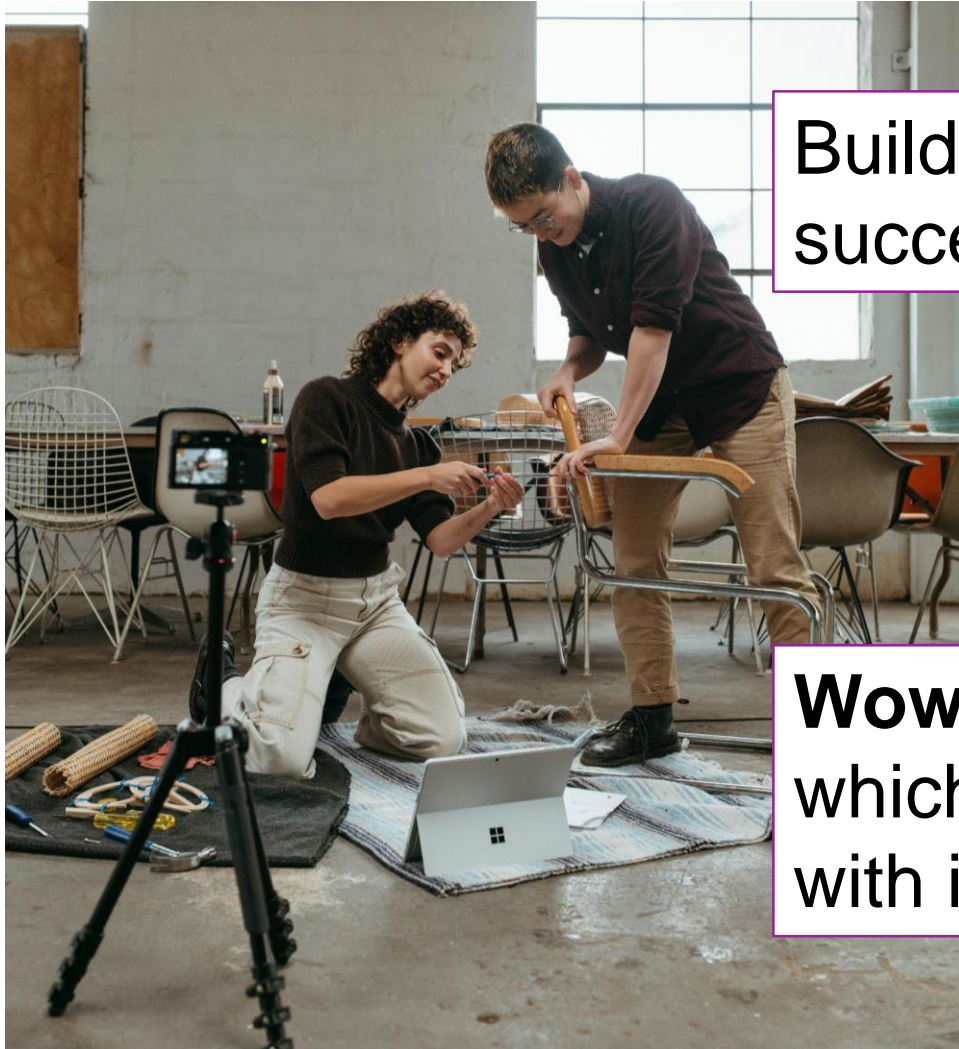
What is the purpose of your organisations?



Photo by Surface at Unsplash

Supporting people to build
successful and innovative organisations.

What is your own challenge?



Building your own
successful and innovative organisation.

*That was my
wow-moment!*

Wow! Building an organisation
which helps to build organisations
with innovative businesses models.

Photo by Surface at Unsplash

*We have to re-think
about how we should
build organisations.*



Everyone and everything is **connected**.

The **tension** between **organizations optimized for predictability** and the **unpredictable world** they inhabit has reached a breaking point.

A responsive organisation is a ...



How about this: an responsive organisation?

Responsive Organizations are built to **learn** and **respond rapidly** through the **open flow of information**; encouraging **experimentation** and **learning** on rapid cycles; and organizing as a **network** of employees, customers, and partners motivated by **shared purpose**.

learning organisation

adaptive organisation

information flows

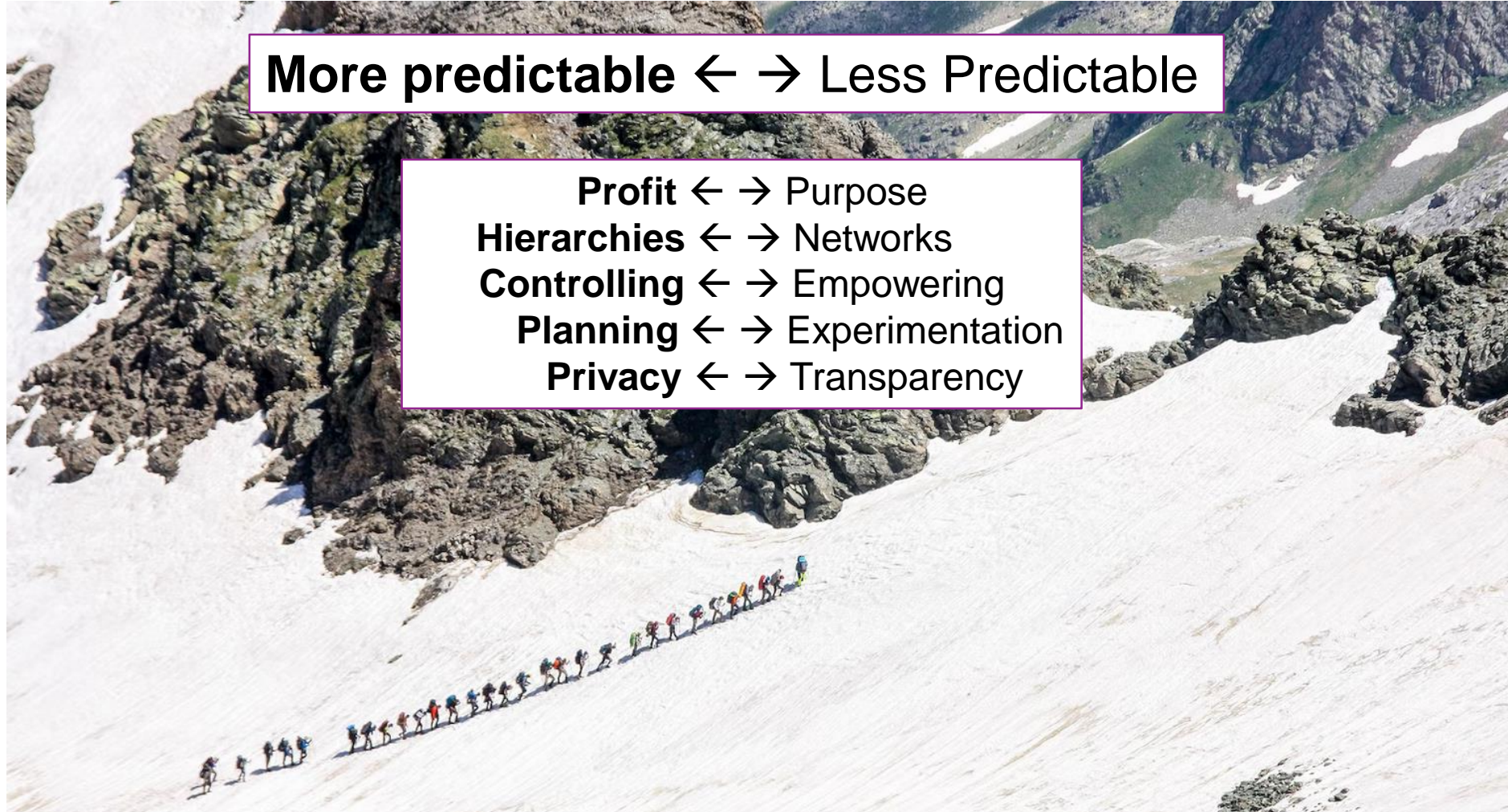
agile organisation

network organisation

value-driven organisation

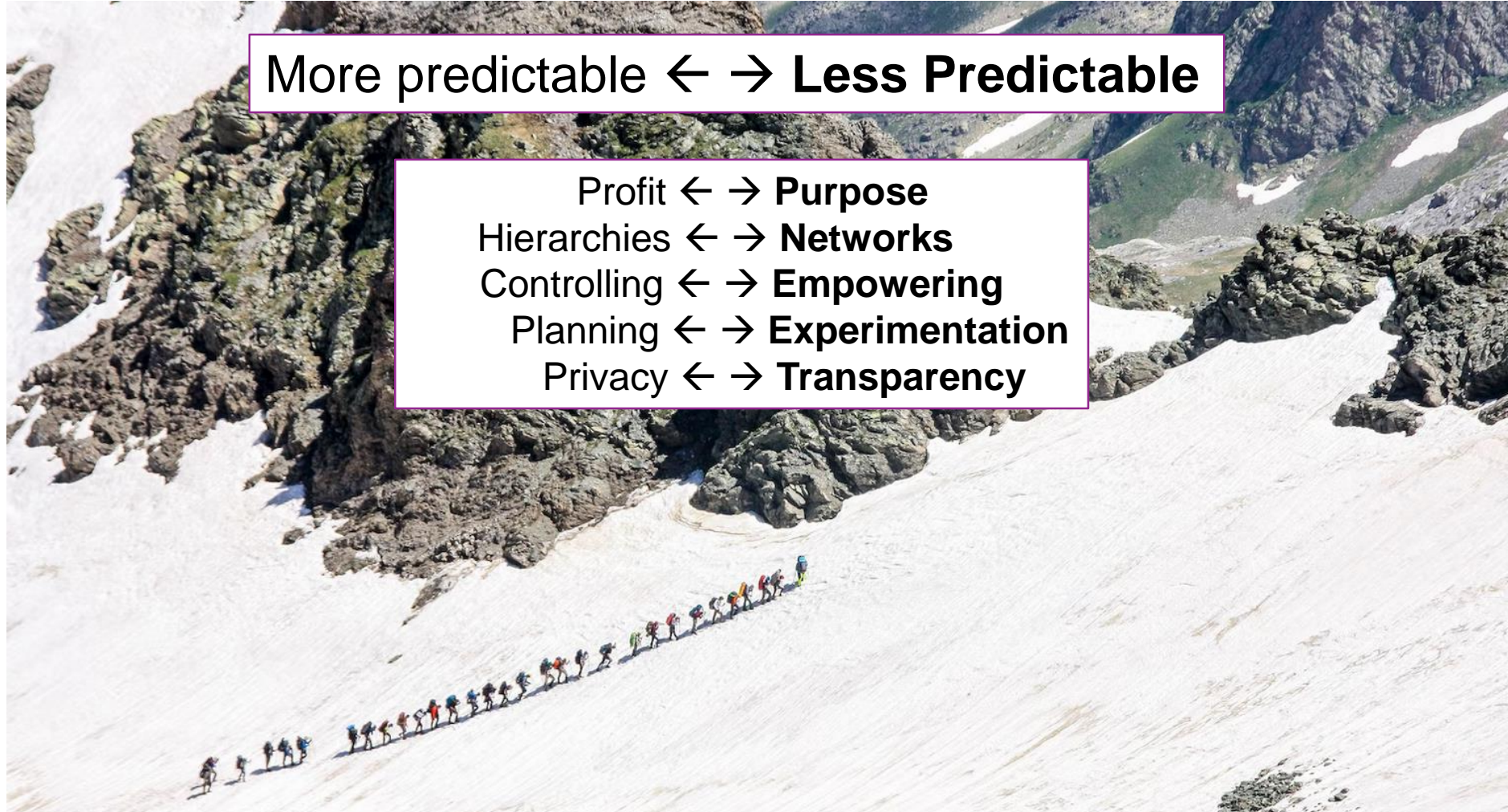
Responsive Manifesto

Where we come from ...



Responsive Manifesto

... where have to go.



Profit \leftrightarrow Purpose

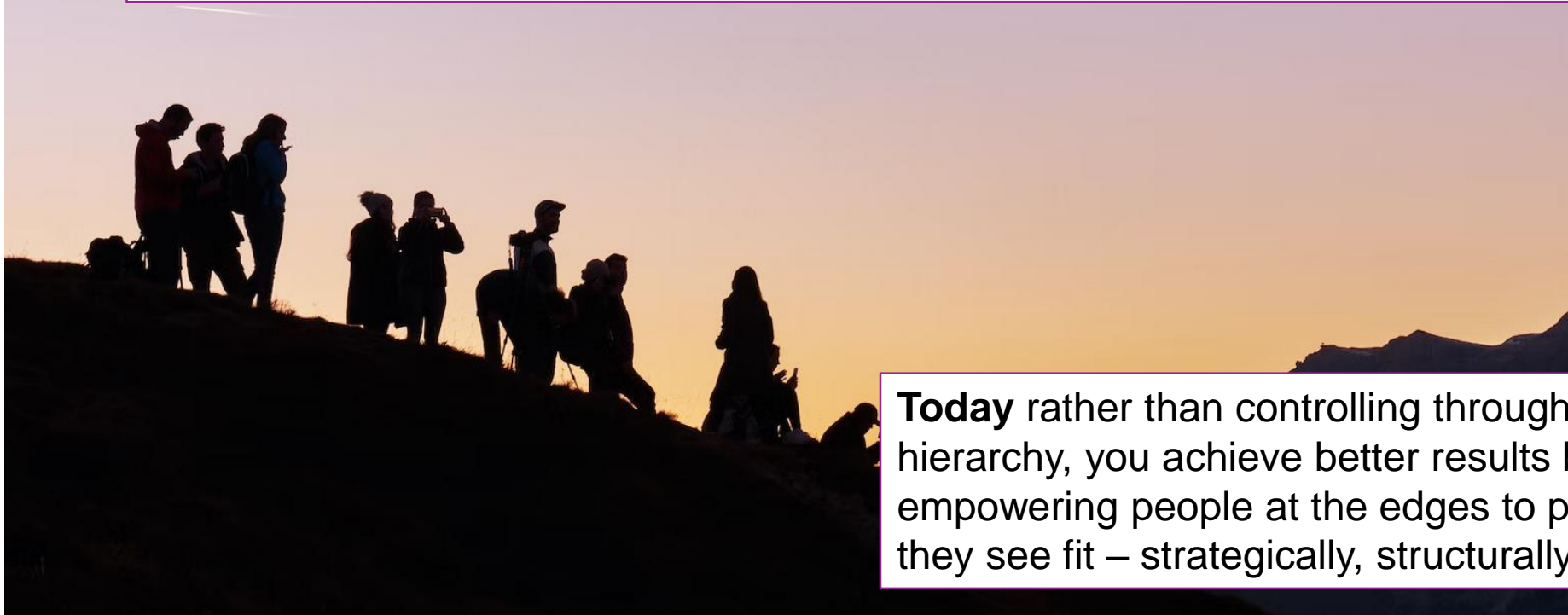
In the past, the goal for many organizations was creating economic value for shareholders or owners.



Today people are looking for organizations that have a purpose broader than just making money. A clear and visionary purpose brings together stunning talent, committed shareholders, partners, and communities.

Controlling \leftrightarrow Empowering


In the past, a limited number of people held the power. Control was forced through centralized, top down decision-making.



Today rather than controlling through process and hierarchy, you achieve better results by inspiring and empowering people at the edges to pursue the work as they see fit – strategically, structurally, and tactically.

Planning \leftrightarrow Experimentation

In the past, organizations competed by optimizing productivity, efficiency and predictability with long term planning.

A photograph showing the silhouettes of a group of hikers standing on a mountain ridge. The hikers are positioned on the left side of the frame, looking towards the right. The background is a bright, hazy sunset or sunrise sky, with the sun low on the horizon. The hikers are wearing backpacks and some are holding cameras or binoculars. The overall mood is contemplative and adventurous.

Today plans start losing value the moment they're finished. Responsive organizations still need a long term vision, but make progress through experimentation and iteration.

Hierarchies \leftrightarrow Networks

In the past, command and control style of leadership was terrifically successful during the industrial era.



Today technology and connectivity has increased our ability to self-organize, collaborating more easily across internal and external organizational boundaries.

Privacy \leftrightarrow Transparency

In the past, information was the currency of power: hard to come by and hard to spread.

Today the potential benefits of trusting people who share the organization's purpose to act on information as they see fit often outweighs the potential risks of open information being used in counter-productive way.

What do we need to build successful organisation?



CULTURE

A **common commitment** on and **common understading** of the **principles** of responsive organisations.

TEAM

Real people working on real tasks.

How our successful team will look like?

An successful team combines three roles.

who masters a task or a process in detail.

OWNER

CREATOR

who constantly has new ideas, whether they be realized or not.

BROKER

who knows many people who know something.



What do we need to build successful organisation?



CULTURE

A **common commitment** on and **common understanding** of the **principles** of responsive organisations.

TEAM



of
Creators,
Brokers and
Owners .

INFRASTRUCTURE

A system for communication, collaboration and sharing information in a responsive organisation.

Samarbeid – our approach for an appropriate infrastructure for responsive organisations

We designed and build an information system with the responsive manifesto in mind!



- Collaboration on tasks and processes
- Team communication
- Flexible and adaptive for a learning organisation
- storing all data in one networked organisational memory
- Empowers teams with little IT-skills
- Open Source for full sovereignty on all processes and data

Try  **samarbeid**

<https://try.samarbeid.org>

Login: lutz@samarbeid.org | samarbeid

Samarbeid – our approach for Experimentation over planning

The screenshot shows the 'samarbeid' web application interface. The top navigation bar is blue with the 'samarbeid' logo on the left, and tabs for 'AUFGABEN' (selected), 'DOSSIERS', and a search bar 'Suchen'. On the right of the header are icons for notifications (21), a user profile (1), settings, and a user avatar. The main content area is divided into three sections. On the left, a sidebar titled 'AUFGABEN' shows a list of tasks, with the first one being 'Your first task in samarbeid' (#158, Aktiv). The main area displays the details of this task, which is marked as 'Aktiv'. It includes a title 'Your first task in samarbeid', a 'Description' field, and an 'Attachement' field with a 'HINZUFÜGEN' button. Below these fields are tabs for 'DISKUSSION' (0), 'HISTORIE' (4), and 'ALLE' (4). The 'DISKUSSION' tab is active, showing a comment input field with the placeholder 'Schreib einen Kommentar' and a 'KOMMENTIEREN' button. A note below the input field states: 'Alle Teilnehmenden der Aufgabe und direkt erwähnten Nutzer:innen und Gruppen werden über deinen Kommentar benachrichtigt. Für Erwähnungen im Text: @Nutzer:in, @Gruppe, %Prozess, #Aufgabe, *Dossier. Markiere um zu formatieren.' On the right side of the task details, there is a sidebar with a list of roles and their assigned users. The roles are 'Verantwortlich' (Daniel Schwab, daniel@samarbeid.org), 'Teilnehmend', 'Fälligkeitsdatum', 'Zurückstellen bis', and 'Sichtbar für Alle'. Each role has an 'ÄNDERN' button next to it. The 'Sichtbar für Alle' section has a toggle switch for 'Meine Merklste'.

In samarbeid you can always start with a simple task

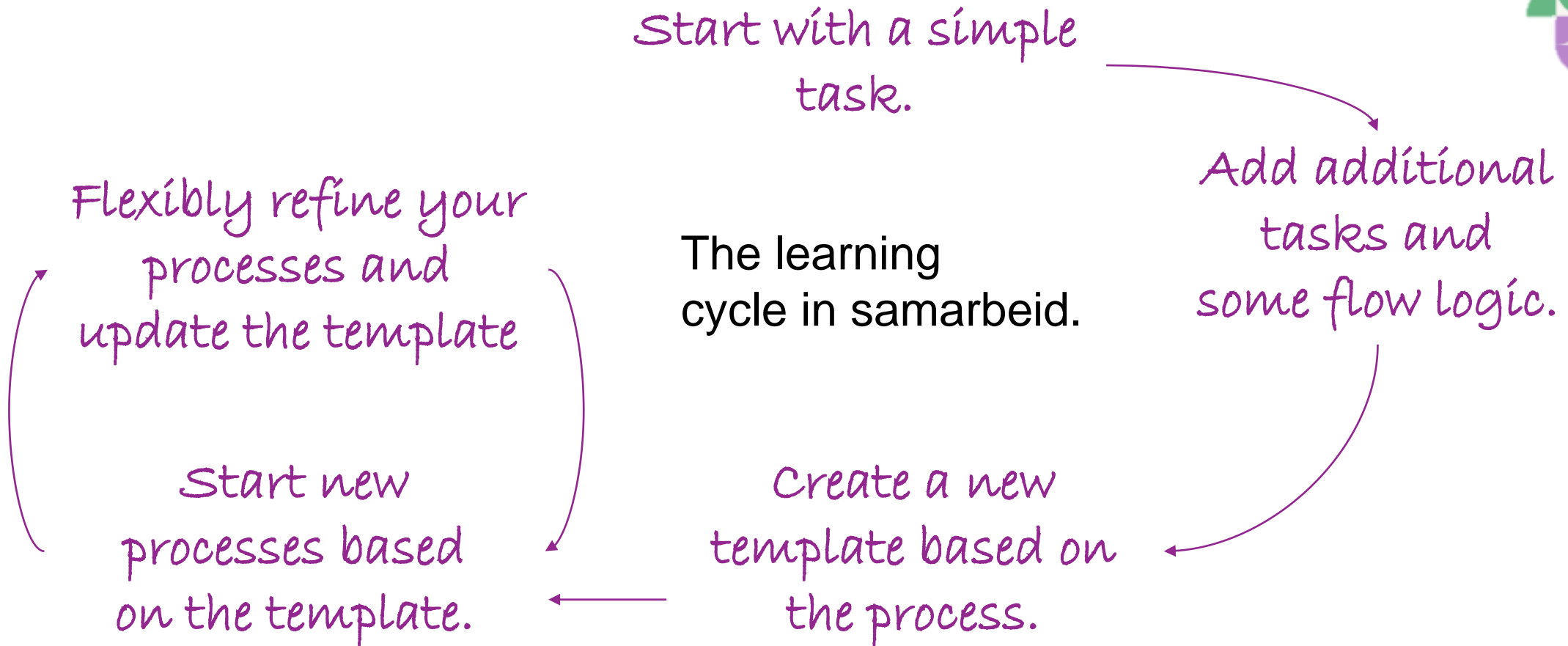
+ add necessary (data) structure for the task.

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Samarbeid – our approach for **Experimentation** over planning



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Samarbeid – our approach for **Empowering** over controlling

The learning cycle in samarbeid.



*Samarbeid is
designed and built
to empower small
organisation with
very little IT skills.*

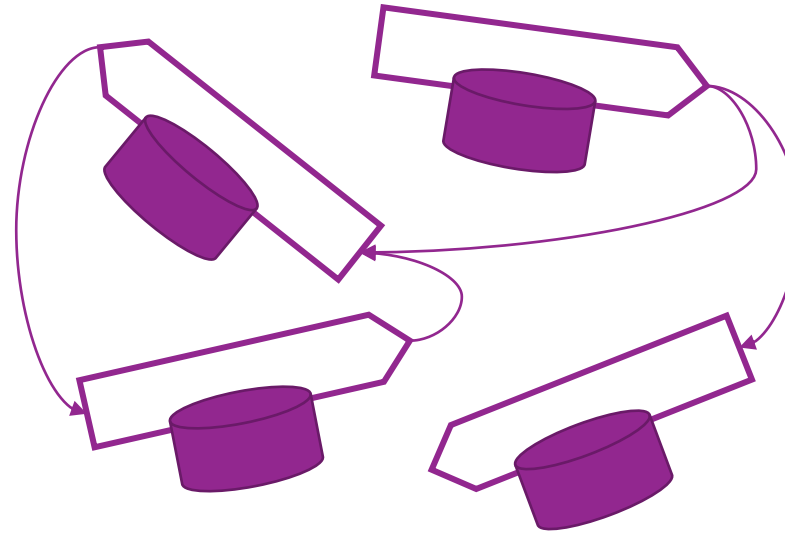
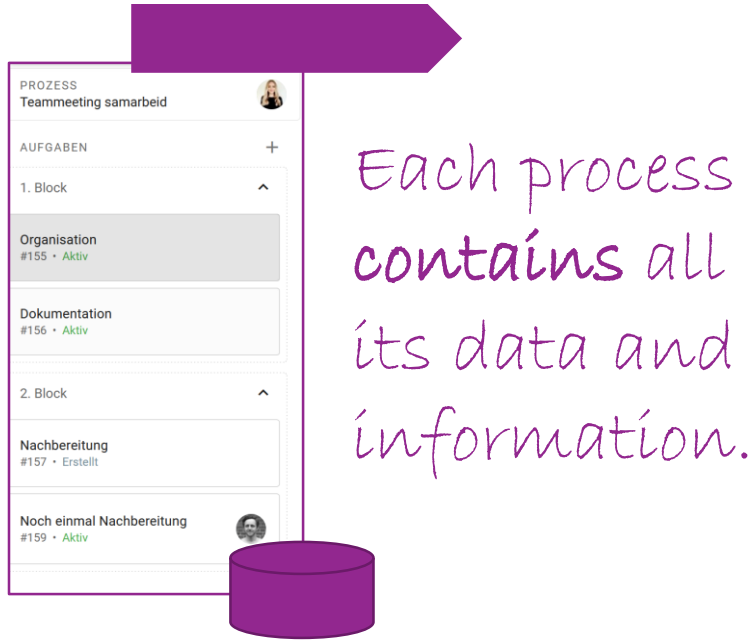


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Samarbeid – our approach for **Networks** over hierarchies



You can simply and flexibly link between all processes (and their data).

Samarbeid is the organisational memory – organised as network.

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Samarbeid – our approach for **Networks** over hierarchies

The screenshot displays the Samarbeid web application. The top navigation bar includes the 'samarbeid' logo and tabs for 'AUFGABEN' and 'DOSSIERS'. The left sidebar shows a 'PROZESS' section with 'Teammeeting samarbeid' and an 'AUFGABEN' section with a list of tasks. The main area shows a 'Teammeeting samarbeid' task with a list of messages. The right sidebar shows a table of task details.

All team communication happens directly in the tasks, close to all necessary data and is comprehensible for all team members.

Samarbeid is the organisational memory – organised as network.

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Samarbeid – our approach for **Networks** over hierarchies

Invite external partners for collaboration on processes in samarbeid.



Coupling samarbeid with internal and external third-party applications, like your calendar.

Samarbeid is the integration hub for the whole organisation.

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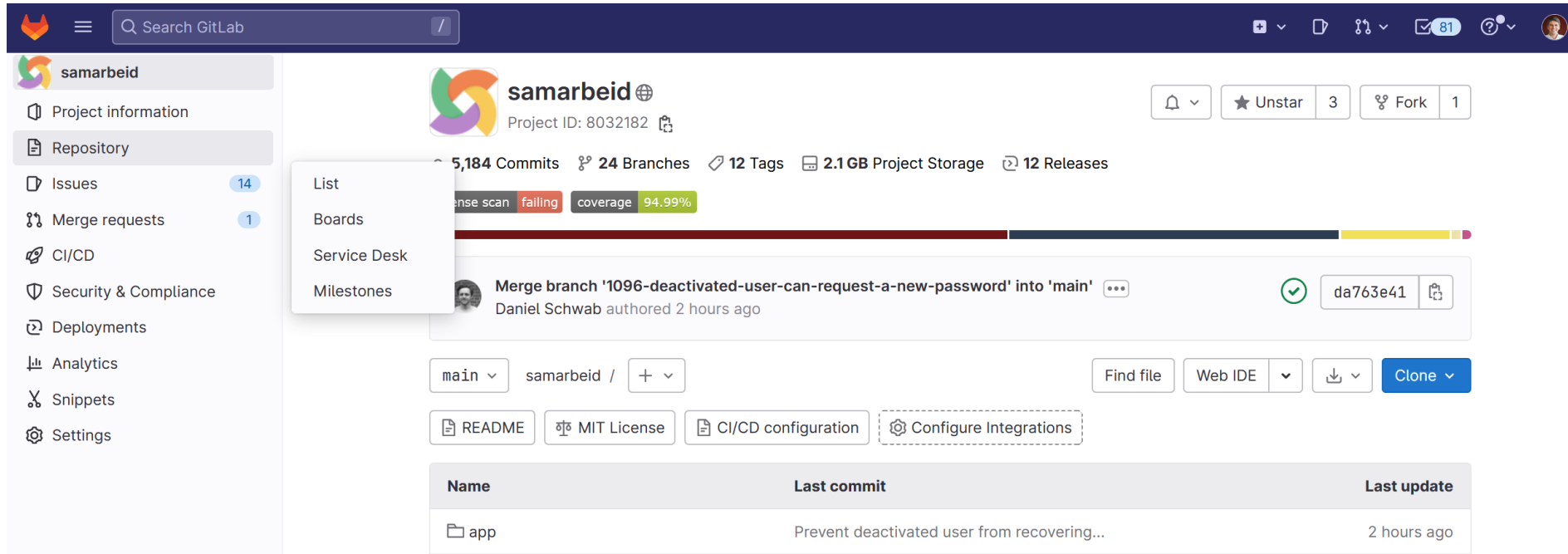
Samarbeid – our approach for Transparency over privacy

The screenshot displays the 'samarbeid' web application interface. The top navigation bar includes the 'samarbeid' logo, tabs for 'AUFGABEN' and 'DOSSIERS', a search bar, and user avatars. The left sidebar shows a 'PROZESS' section with 'Teammeeting samarbeid' and an 'AUFGABEN' section with tasks like '1. Block', 'Organisation' (highlighted with a purple cloud), 'Dokumentation', '2. Block', 'Nachbereitung', and 'Noch einmal Nachbereitung'. The main content area shows details for the 'Organisation' task, including a 'Termin' (27.10.2022, 10:00 Uhr), 'Notizen' (For these notes we know who made the last changes.), and a 'DISKUSSION' section with a 'HISTORIE' tab (highlighted with a purple cloud) showing a list of changes. The right sidebar shows user information for 'Daniel Schwab' and a list of participants, with 'Alle und Consulting Team' (highlighted with a purple cloud) visible under 'Sichtbar für'.

In samarbeid visibility can be restricted to groups.

If a user can see something, the user can work on it. Samarbeid saves all changes for traceability.

Samarbeid – our approach for Purpose over profit



Samarbeid is Open Source
under MIT license.

*All organisations can use samarbeid for free
and without any limitations – to get full
sovereignty of the own processes and data.*

<https://gitlab.com/samarbeid-org/samarbeid>

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CULTURE



TEAM



of
Creators,
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INFRASTRUCTURE

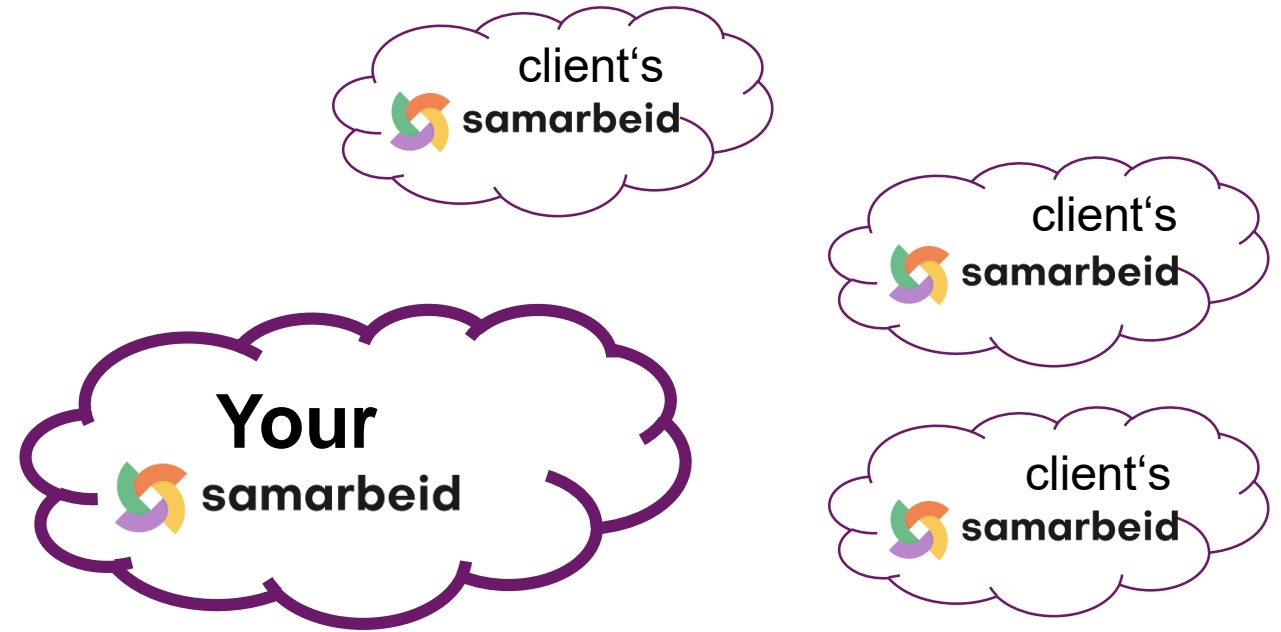
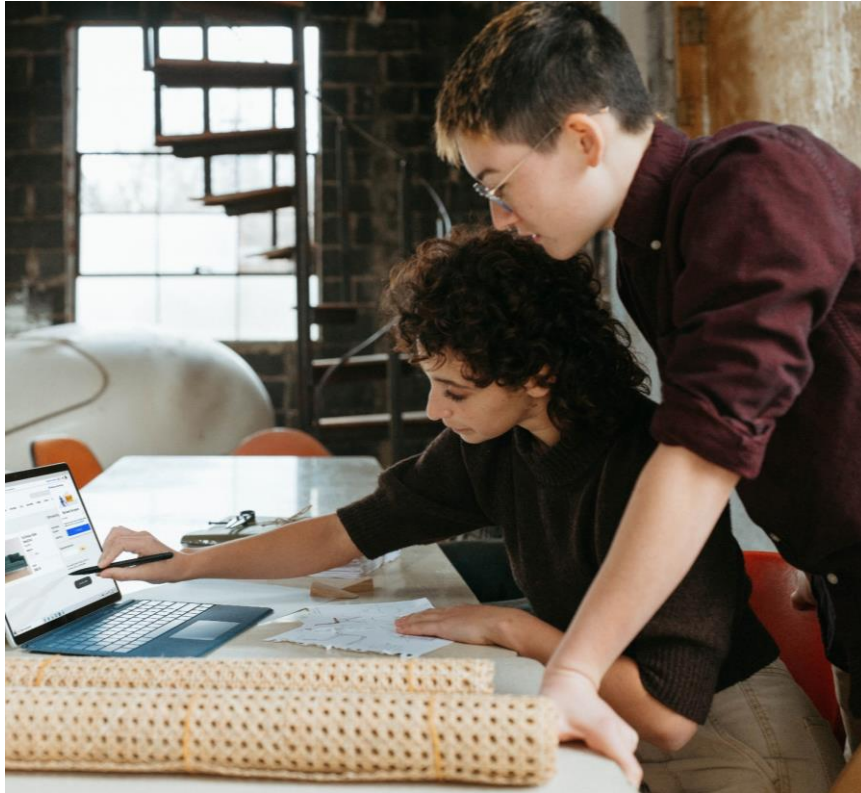


Samarbeid and the challenge of your organisation



Start managing your tasks, consulting processes and customer data with a system which helps you to become a successful responsive organisation.

Samarbeid and the purpose of your organisation



Help your customers to build their own organisations based on your own experiences of being a successful responsive organisation.

Discussion

Please drop me a note

Lutz Maicher

lutz.maicher@htwk-leipzig.de

Or follow samarbeid

https://linktr.ee/samarbeid_org

for our links to

website

linkedin

gitlab

twitter

instagram



My question to open the discussion:

„What do you expect from a collaboration system for your (coaching) organisation?“

How satisfied are you and your team today?“

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