

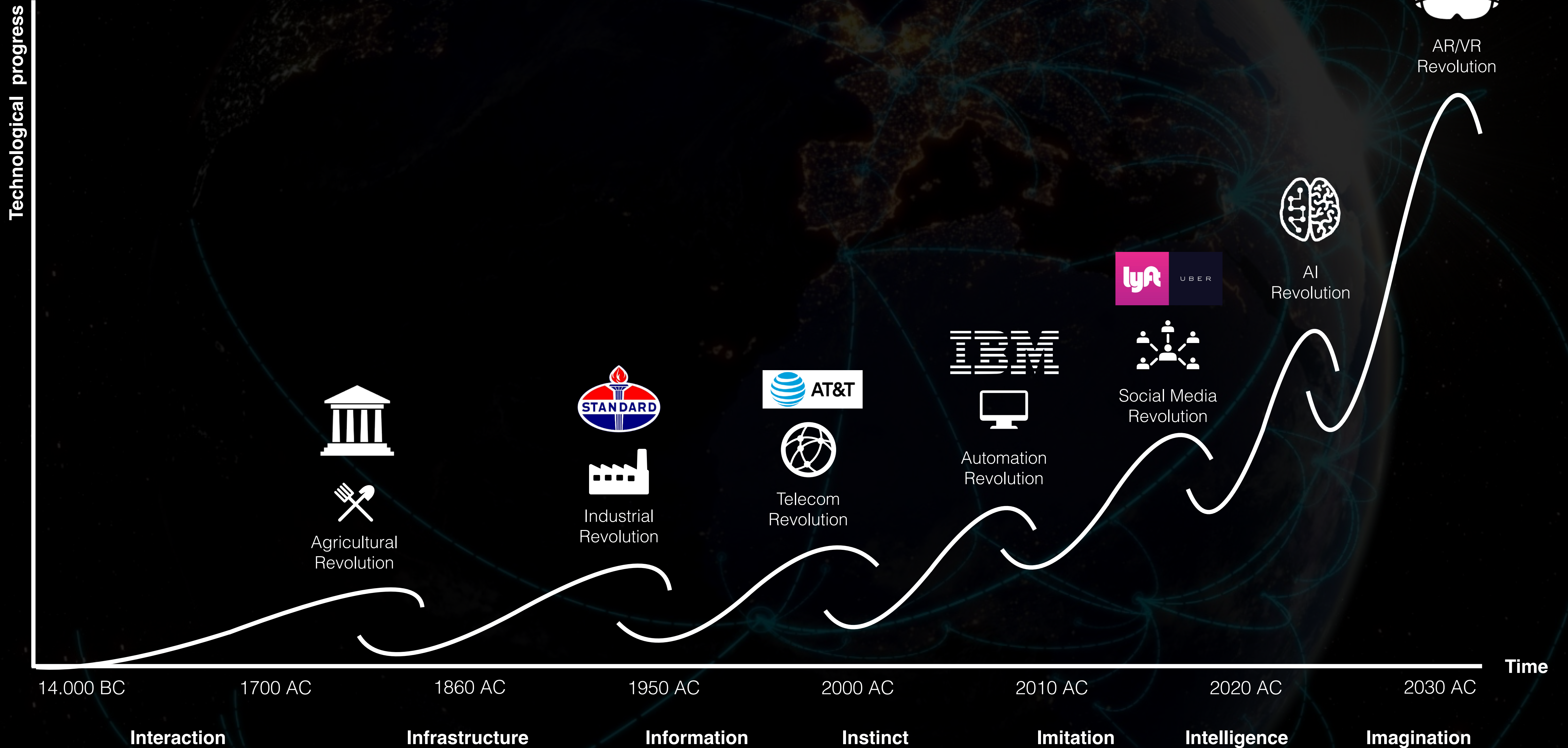


Future-Proof Your Mindset

Future Proof Organisations

By Christian Kromme

EVOLUTION OF TECHNOLOGICAL ORGANISATIONS



SWARMS ORGANISATIONS ARE THE FUTURE



INTELLIGENCE NOT IN SYSTEM PARTS BUT IN THE RELATIONS (EQ)



Three simple rules:

1. Same direction
2. Same speed
3. Don't collide

Research from Craig Reynolds (1933-2003),
professor emeritus at Stanford University.

EMOTIONAL INTELLIGENCE KEEPS THE SYSTEM TOGETHER



* Research at the Max Planck institute shows these super organisms are 99% more effective
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EFFORTLESSNESS/FLOW IS A CHARACTERISTIC OF NATURE



SWARM ORGANISATIONS ARE FUTURE-PROOF

EVERT BLEIJENBERG

SWARM ORGANISATION

*The vital next step
in organisation
development*



Swarm Organisations are More:

- Resilient, Robust & Future Proof.
- Efficient and Rewarding.
- Agile and Innovative.
- Appreciated by their Environment.

Source: Swarm Organisations
By Evert Bleijenberg

EMOTIONAL INTELLIGENCE ENABLES HARMONY & SYNERGY



Orchestra is a self-organising eco-systems based on inherent principles
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SECRET OF SUCCESSFUL & RESILIENT ORGANISATIONAL CULTURES



Based on a 25 year study at Stanford University
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EMOTIONAL INTELLIGENCE REQUIRES EMOTIONAL SECURITY

Organisms - Biology

Conscious level

Organisations - Technology

Cultural Synergy
(active, open and creative)

Psychological/Emotional Security
(save environment)

Fragmented Culture
(passive, closed and defensive)

Purpose Driven Mindset
(Joyful)

Entrepreneurial Mindset
(Creative)

Responsible Mindset
(Proactive)

Victim Mindset
(Reactive)

TAKE RISKS AND BE VULNERABLE IN FRONT OF EACH OTHER

1

Psychological Safety

Team members feel safe to take risks and be vulnerable in front of each other.

2

Dependability

Team members get things done on time and meet Google's high bar for excellence.

3

Structure & Clarity

Team members have clear roles, plans, and goals.

4

Meaning

Work is personally important to team members.

5

Impact

Team members think their work matters and creates change.

re:Work

THE LAW OF THE SWARM

"Swarm Organisations exist by the moral principle that all shall participate en benefit equally and proportionality, while keeping their sovereignty."

— **Evert Bleijenberg** —