SELF-MANAGEMENT & SELF-ORGANISATION OVERVIEW

What does it all mean?

Self-Management

Sometimes the 'Self' in Self-Management refers to myself and how I 'manage' myself personally: my time/health etc. Or in the context of organisations it refers to a shift away from management hierarchy; where there are no Managers and conventional management functions are distributed amongst people/teams. Often used synonymously with Self-Organisation, but sometimes only refers to teams being self-managed, not the whole organisation.

Self-Managed Teams

A group whose members determine, plan, and manage their day-to-day activities and duties under reduced or no supervision. These teams are not normally self-directed, so they don't choose their own purpose, but they choose how to organise themselves to achieve a purpose which is set outside of the team.

Self-Organisation

An organisational model where traditional functions of a manager (planning/ coordinating/ controlling/staffing/ directing) are distributed amongst people in the whole organisation and not concentrated in Managers. Also defined as a new way of running organisations inspired by the next stage of human consciousness (Frederic Laloux).

Self-Organising System

A system composed of a cohesive set of rules/protocols/ procedures/ practices which create the conditions for people to self-organise.

How do I do it?

Adopt a self-organising system in your organisation as an off-the-shelf package; the most popular ones are probably Holacracy & Sociocracy.

Adopting Holacracy replaces the power structure of the management hierarchy with a set of rules & protocols which define how power and authority are distributed.

Or you can create your own bespoke rules/ protocols within which people self-organise. But unless this creates rules for replacing the power structure of the management hierarchy, any self-organisation will happen within this power structure and power will not be truly distributed.

What does it look like?

The management hierarchy has taught us to take for granted how many things work in organisations: such as how decisions are made, how conflict is addressed, how meetings are run, how purpose is decided, how organisational learning happens to name but a few...

When self-organising beyond hierarchy people need to collaborate to figure these things out ourselves in ways which are different than we are used to and which we may not have the experience/skills/ protocols to do it.

This is a model of 6 areas of group/team/ organisational life which all need to be attended to in order to create the conditions for collaboration and Self-Organisation Beyond Hierarchy.

How do I find out more?

The Learning Platform for Self-Organisation has a wealth of on-demand resources to help you make sense of this complex territory, and if you want to change the ways you work, to help you decide how to do it.
www.nickosborne.net