

The Responsive Org Manifesto

Model with sliders

The Responsive Org. Manifesto

- “There’s a reason we’ve run organizations the way we have. Our old Command and Control operating model was well-suited for complicated and predictable challenges. Some of these challenges still exist today and may respond to the industrial-era practices that we know so well.
- However, as the pace of change accelerates, the challenges we face are becoming less and less predictable. Those practices that were so successful in the past are counter-productive in less predictable environments.
- In contrast, Responsive Organizations are designed to thrive in less predictable environments by balancing the following tensions:”

More Predictable	<->	Less Predictable
Profit	<->	Purpose
Hierarchies	<->	Networks
Controlling	<->	Empowering
Planning	<->	Experimentation
Privacy	<->	Transparency

The Responsive Org.

PURPOSE

- Responsive Org aims to develop a shared language and independent global community that promotes and enables a fundamental shift in our way of working and organizing. We aspire to act as the central hub for Responsive thinkers and practitioners.

TEAM

- Responsive.org is a community committed to creating and growing Responsive Organizations.
- The current [website](#), the [manifesto](#), the [Facebook group](#), the [Twitter account](#), and [Slack group](#) were originally created by [Aaron Dignan](#), [Adam Pisoni](#), [Matthew Partovi](#), [Mike Arauz](#) and [Steve Hopkins](#).
- In keeping with the fundamental principles of responsive organizations, we want Responsive Org to

be as open and networked as possible. With this in mind, we wanted to make it explicit to all members of this amazing community that the brand belongs to everyone and no-one. Everyone is free to independently create what they want, with the understanding that we all share a commitment to spreading the principles and practices of responsive organizations.

- The website and community are now maintained by [Robin Zander](#) and small group of Responsive Org volunteers.

Balancing the tensions of the responsive organization

More predictable,
more structured

Versus

Less predictable,
less structured

Profit



Purpose

Hierarchies



Networks

Controlling



Empowering

Planning



Experimentation

Privacy



Transparency

Bloch & Østergaard

Creating organizations where people want to show up!



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