

Grunder för självorganisation



http://commons.wikimedia.org/wiki/File:Fugle,_%C3%B8rns%C3%B8_073.jpg

Vem är Svante?

Senaste 6-7 åren

Konsultat inom Large-Scale
Lean/Agile

De +20 åren dessförinnan

VP Development, Program-
Project-Product Manager,
Developer



OBJECTORY



ERICSSON



Coreboost

Jaczone



Rational software



1985

1990

1995

2000

2005

2010

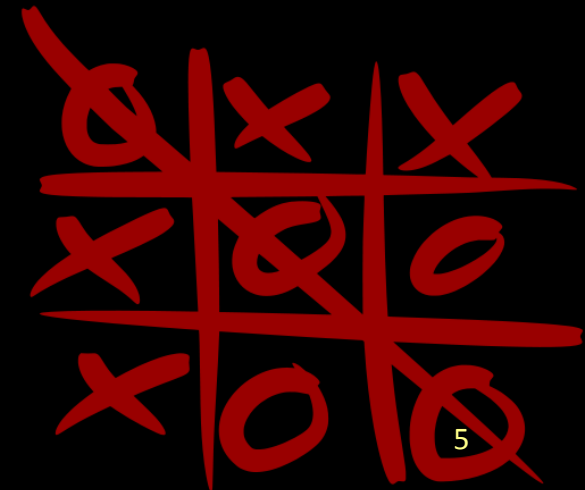
2015

A team is a group of people with complementary talents and skills, aligned to a common purpose.

Varför Självorganisation?

Bra sätt att organisera och leda en verksamhet

- Ägandeskap av tillämpning → Motivation → Högre kvalitet
- Lokalt beslutsfattande → Anpassningsbarhet → Rätt resultat
- Inga överlämningar → Snabbare resultat



Committment

Courage

Honesty

Accountability

Transparency

Authenticity

Openness

Trust

Respect

Communication

Alignment

Simplicity

Feedback

Dom vanligaste råden...

- Tilldela INTE roller
- Utse INTE en ledare
- Tilldela INTE uppgifter
- Tala INTE om HUR



Complex Adaptive System

A close-up photograph of a beehive. The image shows a dense cluster of bees on a honeycomb structure. The honeycomb is made of yellow wax cells, some of which are filled with honey. The bees are of various colors, including brown, black, and white. The background is a soft-focus green, suggesting an outdoor setting with foliage.

- Complex, dynamic network of interactions and relationships
- Adaptive as behavior changes as a result of experience
- Key Principles
 - Self-Organization
 - Emergence

Självorganisation

Människor

Grunder

- ✦ Mål/Nytta
- ✦ Kunskap/Lärande
- ✦ Kommunikation/Återkoppling
- ✦ Arbetsätt/Beslutsfattande
- ✦ Höga krav och förväntningar

Grunder

- ✦ Motiverade individer
- ✦ Grupputveckling

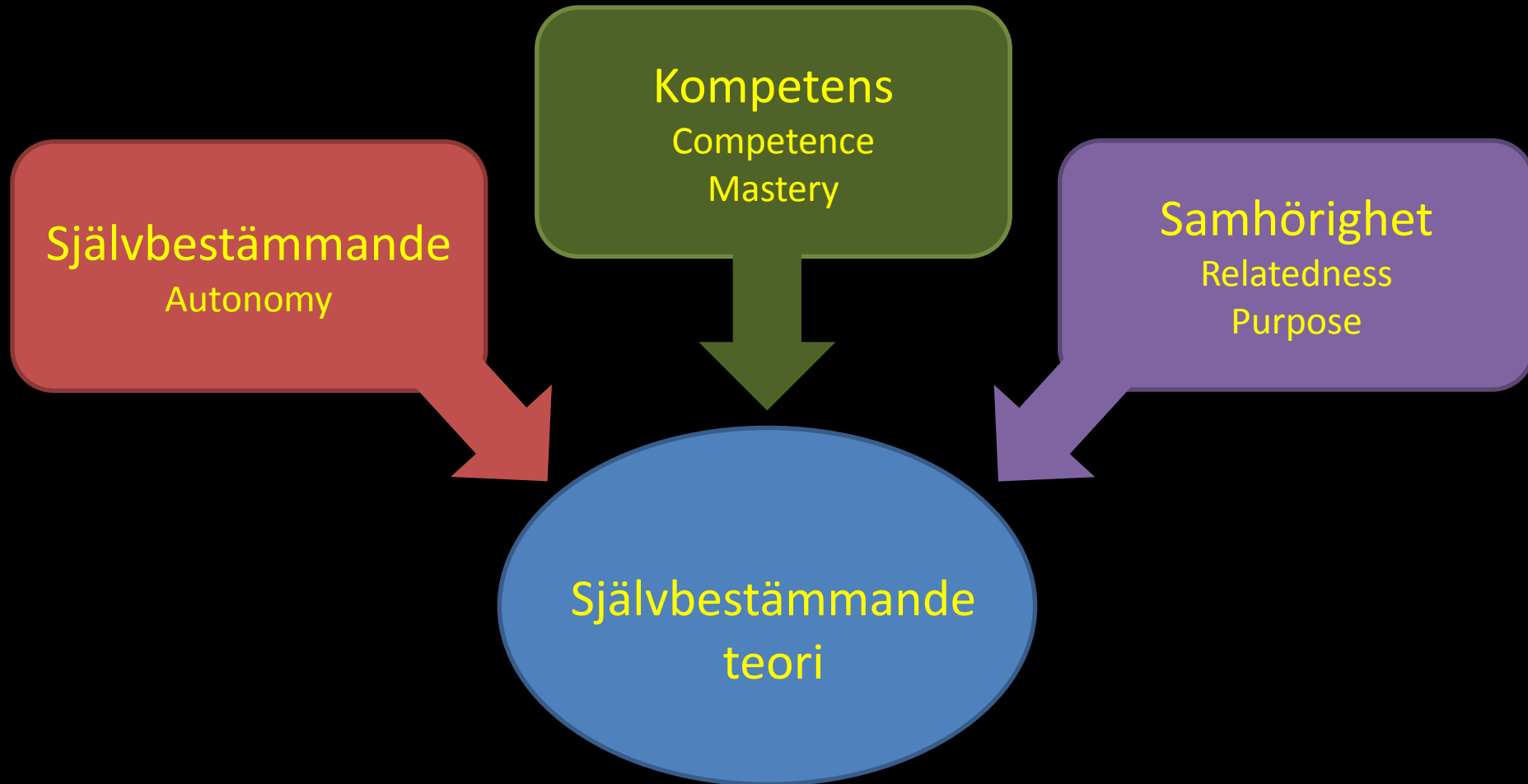
Människor

Foundations



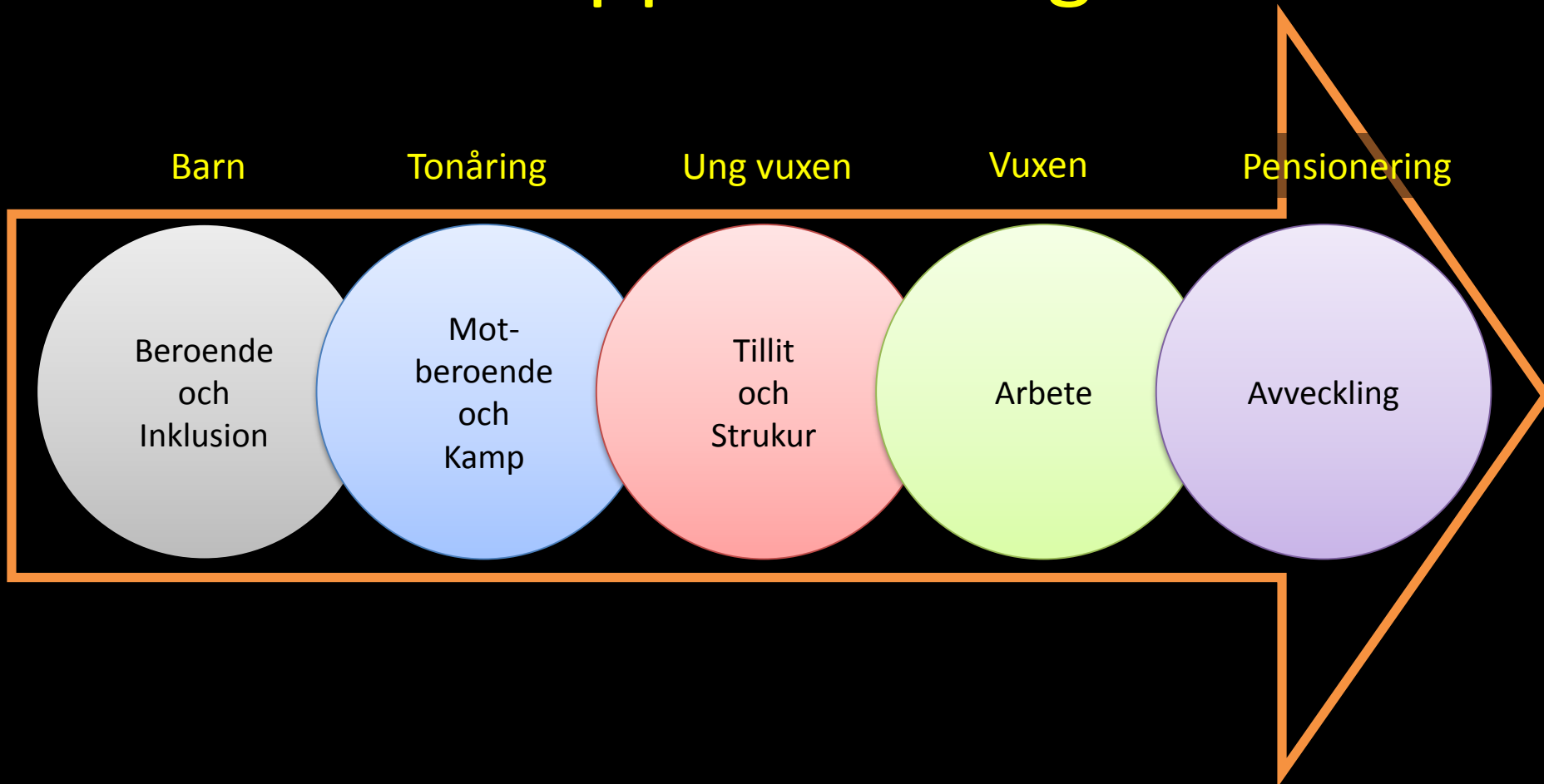
Motiverade Individer

Self-Determination Theory, Deci and Ryan



“Positive psychology is the scientific study of what makes life most worth living.”
(Petersen, 2008)

Grupputveckling



Susan Wheelan, Integrated Model of Group Development

Självorganisation

- ✦ Värderingar
- ✦ Balans
- ✦ Resultat

Balans

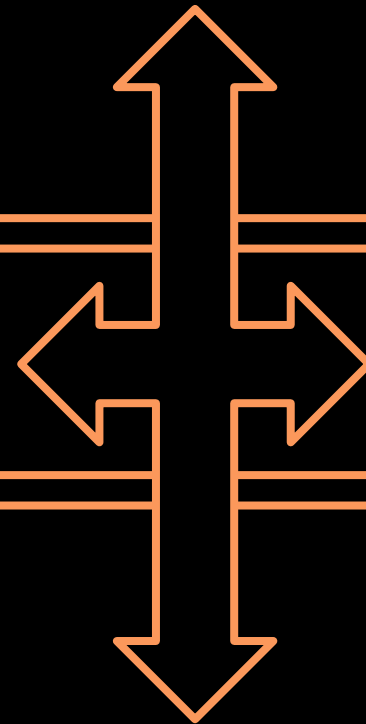
OK att misslyckas	↔	Höga förväntningar
Specialisering	↔	Generalisering
Lärande	↔	Leverans
Centralisering	↔	Decentralisering
Konsensus	↔	Snabba/bra beslut
Risk/Möjlighet	↔	Precision
Planering	↔	Improvisation
Analys	↔	Görande
Kreativitet	↔	Kvalitet
Roligt	↔	Tråkigt

Min Holistiska Teori om Självorganisation

- ✦ Värderingar
- ✦ Balans
- ✦ Resultat

- ✦ Motiverade individer
- ✦ Grupputveckling

- ✦ Mål/Nytta
- ✦ Kunskap/Lärande
- ✦ Kommunikation/Återkoppling
- ✦ Arbetssätt/Beslutsfattande
- ✦ Höga krav och förväntningar



THANK YOU

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