Side by side "flat self-organising organisation" terms comparison

Holacracy terms	Thingamy implementation	Self organising with Thingamy
ROLES	Role equals ownership of work-objects: Idea, project, ongoing operations, activity.	• Anybody can initiate an idea, work on that alone or with others, then convert to project if need be, same ownership all the way unless handed over. • Negotiated handover of work-objects. • Acceptance of tasks or not.
CIRCLES	Circles	• Request membership or removal from circle.
TEAM	Related to work-object project as "team member" (not an object per se)	• Request membership or removal from team.
AUTHORITY, RESPONSIBILITY	• Authority and responsibility follows ownership to work-object: edit, add/remove team members, add/edit and set status or assign activities (tasks), set and mange teams and more. • Coordinator, entity: add/edit circles and people. • Coordinator, circle: add/remove members.	• Request changes from entity coordinator. • Handover of work-objects.
THIRD PARTIES (NOT ADDRESSED)	No limits to connected companies or other stakeholders including customer.	• Direct participation and/or views in/of processes by third party stakeholders can be made possible in any flow/process.

Structure

SYSTEM USER ROLES	• **Normal** or **coordinator** - the latter ("Lead link" for circles, superuser for super circle) having access to administration processes, like: circle coordinator can define circle (edit), accept and remove members (admin processes), general coordinator can create new circles with its coordinator and so forth. • Other Holacracy roles - rep link, cross link, facilitator, secretary - could be irrelevant as the system can handle the coordination- and other tasks of these.
WORK ROLES	• Roles are defined by ownership of work-objects: authority, responsibilities and accountability for an idea, project, operations, and/or activity follows ownership of the same. In addition work-objects have a property to list what specific responsibilities the owner at any time should have.

WORK-OBJECTS	• **Idea/Project/Operations** - everything starts as an idea, even requests. Then it can become a limited time project or an ongoing operations. Important properties, or questions that must be addressed - all being assumptions that has to be tested (which is most of the time the initial purpose of a project):
	   - What need? (All ideas stems from a need)
	   - Who has the need?
	   - Assumed business viability (does it make business sense?)
	   - Assumed technical feasibility (is it technically possible?)
	• **Activity** (task) - directly related to a project or operations object. Can have sub-activities. Has different status (Kanban style) levels:
	   - Backlog (owner control including assigning of task, not yet open for work)
	   - Todo (open to be picked up by team members)
	   - In progress (only visible for members and owner)
	   - Recurring not set (recurring task yet to be assigned) and in progress
	   - Done

CIRCLES	• Virtual, functional, interest, can represent physical structure, dynamic if wanted. • Have members that can be member of multiple circles, and a coordinator who can accept or remove members as well as other coordinator roles for the circle. • Work-objects belongs to a circle, but can be moved to other circles.
TEAMS	• Work related, virtual and dynamic - consists of individuals related as "Team member for project/operations" directly to a work-object. • The work-object owner (like a project leader) adds and removes team members. • Members have automatic full view of work-objects where tasks can be picked up, notes can be added and so forth. • Can be extended by sharing of work-object, which does not include ability to work on a project/operations but can see real time progress and status. CC so to speak.
AUTHORITY - RESPONSIBILITY - ACCOUNTABILITY	• Ownership, always singular, to work-object assigns abilities (add new activities, assign, set status and more) as well as responsibility and accountability for all aspects of the work. • Successful implementation of responsibility and accountability is dependent on transparency for peer recognition and pressure. • Handover of ownership of a work-object is always and option but must be properly negotiated and transferred.
SELF-ORGANISING	• On all levels, including roles, via ownership and team membership in relation to work-objects, membership of circles, handovers and more all by request and negotiated acceptance. • Can be expanded to include peer organised hiring, firing and salary setting.

Flows

RULES	• Rules can be visible to all or any. Added/updated by a designated user/role. • But better is that any rule can be implemented in the flow logic. • This applies to external rules and regulation for compliance of any kind.
CORE FLOWS	1. Everything starts with an "**idea**" - a reflection of a need and desire to test viability and feasibility. The idea stage sub-flows: 　- mulling over the idea, work on it alone as (private) and/or share 　- discuss with anybody (public, meeting replacement) 　- add to a circle (public) 2. Conversion to "**project**" or "**operations**": 　- add team members 　- creation of related **activities** (tasks) that can be assigned (push) or be distributed to team Kanban style (pull). This would include recurring activities for operations type projects. 3. End project or convert **"project" to** "**operations**" (see 2. above) • Self organised HR functions and monetary data capture for automatic accounting is typical what can be easily added. • Ditto for new customer services as well as inclusion of customers and other stakeholders in certain internal processes.
INCLUDING THIRD PARTIES	• New **services** of any type can be built by specific work/service flows. • Inclusion of **customers** directly in flows (say open up for live progress views including who's responsible for a support ticket). • Connecting with other **companies** (suppliers, consultants, contractors, etc) allowing easier collaboration on specific work-objects.

Guiding principles

INTRINSIC REWARDS	There are three intrinsic personal rewards, the only kind that works: • Purpose. Purpose is context, and context will be visible as it's part of the work-objects as well as the flows. Context is full history and all information. • Autonomy. With self organising and singular ownership to work-objects, autonomy will be restored. • Mastery. Pull is prioritised as it opens up for choice and learning opportunities. Ditto for self-organising opening up for shift to new work areas for learning driven by personal interest. if push is unavoidable it's requested and properly negotiated.
DRIVERS	• Transparency equals trust. Nothing annoys more than asking or wondering what the status is, delays are inevitable and less a problem if full context is visible real time. • Peer pressure and recognition beats all other organisational methods when it comes to driving the flows forward. Peer review augments quality better than anything else, again a matter of transparency.
POWER TO THE EDGES	• The one on the coal face knows best, leave the decision to him/her. • Former control of the edges shall be replaced with support for the edges. If the image used is the classic hierarchical pyramid, then it would be an upside-down pyramid with the workers leaning on the support by those who are "top management" today.
IMPLEMENTATION	• Prepare the environment Montessori style, then withdraw. • Minimise disturbance to other systems or practices, let those change natually. • No need to train nor demand, let the system be there to be used and let the self-experienced gain be the incentive for expanded use. • Peer to peer spreading - "hey, what's that you're using there?"… • Overall goal: Augmenting user enthusiasm for their work, and time well spent!