

REINVENENTING ORGANZATIONS: HOLACRACY SHARING SESSION

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Hampir 20 tahun, Suardhika terlibat dalam mendisain dan memberikan pelatihan pada area: Supervisory, Kepemimpinan, Manajemen Kinerja, Coaching & Counseling, Motivasi, Komunikasi, Team Building, Manajemen Prioritas dan Waktu, Emotional Intelligence, Program Persiapan Pensiun, Manajemen Produktivitas Diri. Dia lulus dari Fakultas Psikologi Universitas Indonesia dan MBA dari IPMI, Jakarta. Untuk CV yang lengkap mohon klik <http://gsuardhika.com/curriculum-vitae-of-g-suardhika-psi-mba/>.

Beberapa klien in house training-nya: DHL, 3M, Indomobil, Amoco Mitsui, Equalindo Mining, Total Indonesia, Aqua Danone, General Motors, Tigaraksa, Rekayasa Industri, Indonesia Power, Garuda Indonesia, Mobil 8, Telkomsel, Gramedia, Penerbit Airlangga, Ceva Logistic, Havi Logistic, Pro Logistic, EJIP, Panarub, YKK, Adis Dimension Footwear, LG Electronics, Colorobia, Asia Pulp & Paper, Thames PAM Jaya, Aqua Danone, Asia Pulp & Paper, Indah Kiat Pulp & Paper, Aneka Tambang, Mega Insurance, Tugu Pratama, Asuransi Bintang, Asuransi MSIG, AIG Lippo, Bank Danamon, Bank Kalbar dan Bank Sumsel, Lido Lake Resort, Hotel Aryaduta Karawaci, ICRAF, The Nature Conservancy.

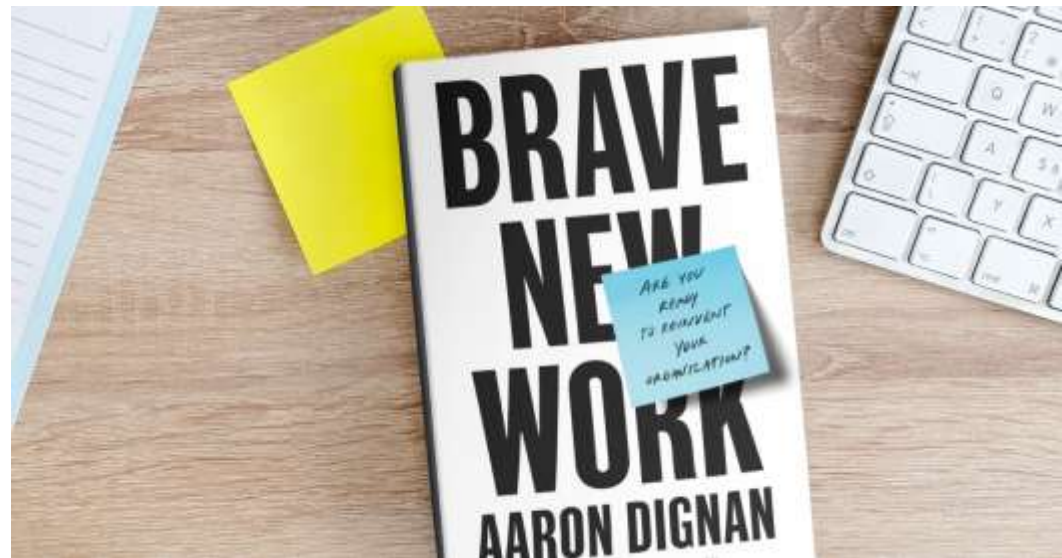
Saat ini Suardhika rutin menulis di blog <http://produktivitasdiri.co.id>. Blog personal beliau ada di <http://gsuardhika.com>. Untuk melihat topik lain dari Suardhika silakan klik <http://gsuardhika.com/soft-skills-map/>



Just another new
management system?

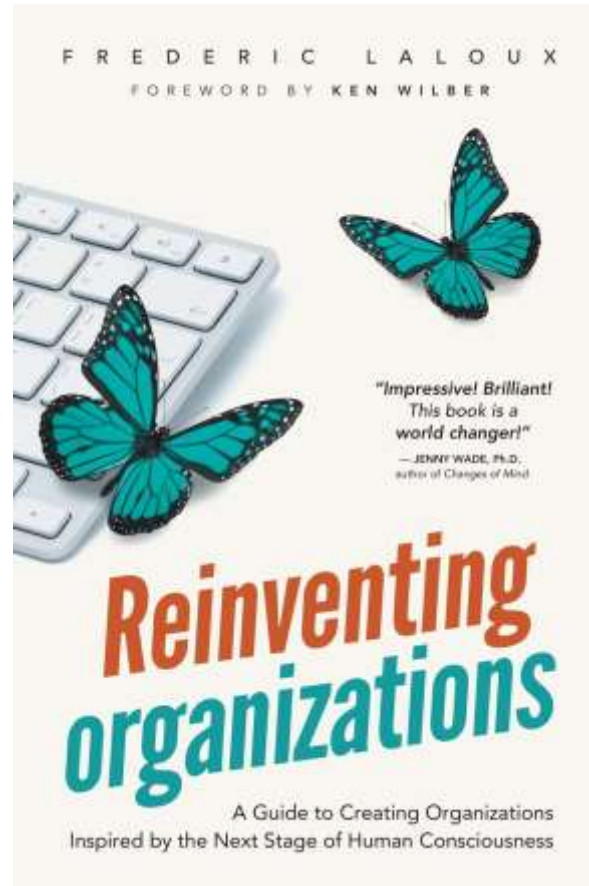
THE DIFFERENT

Operating System
Aaron Dignan:



- ▶ Purpose
- ▶ Authority
- ▶ Structure
- ▶ Strategy
- ▶ Resources
- ▶ Innovation
- ▶ Workflow
- ▶ Meetings
- ▶ Information
- ▶ Membership
- ▶ Mastery
- ▶ Compensation

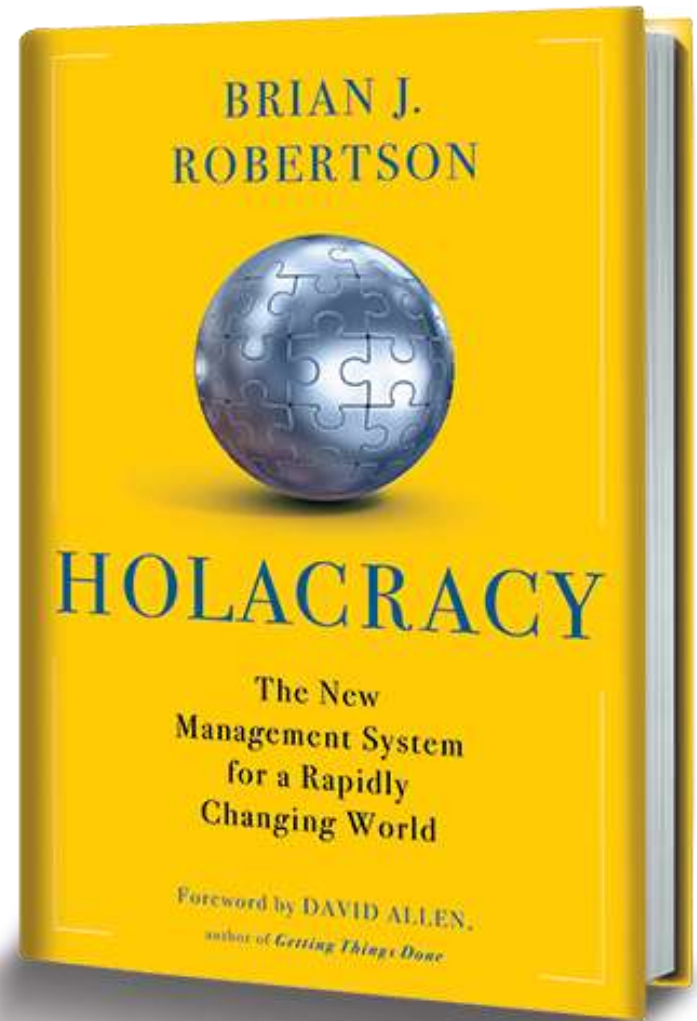
FREDERIC LALOUX



- ▶ Self Management
- ▶ Wholeness
- ▶ Evolutionary Purpose

HOLACRACY

**Brian J.
Robertson**



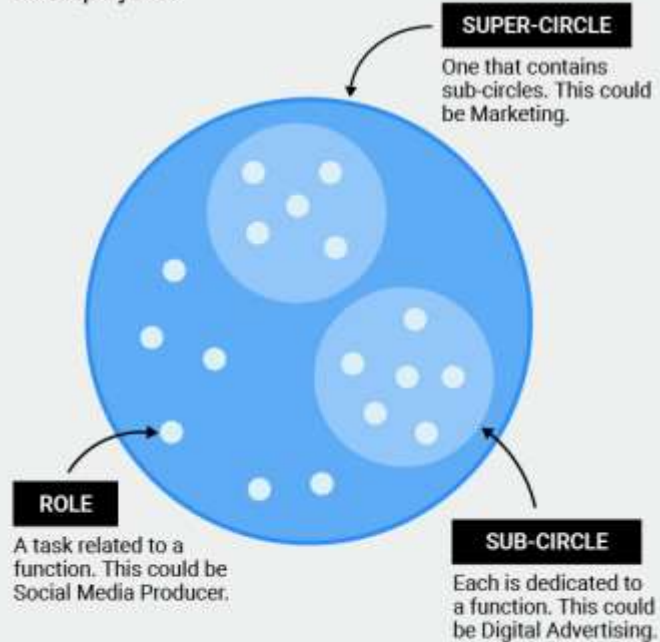
Holacracy Goals:

- Clarity
- Autonomy
- Evolutionary
- 'No' Bureaucracy
- Speed

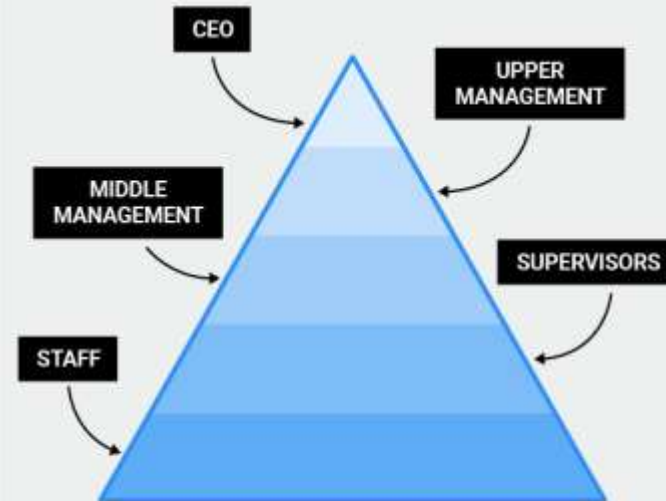
HOLACRACY VS HIERARCHY

HOLACRACY VS. HIERARCHY

Holacracy takes powers traditionally reserved for executives and managers and spreads them across all employees.



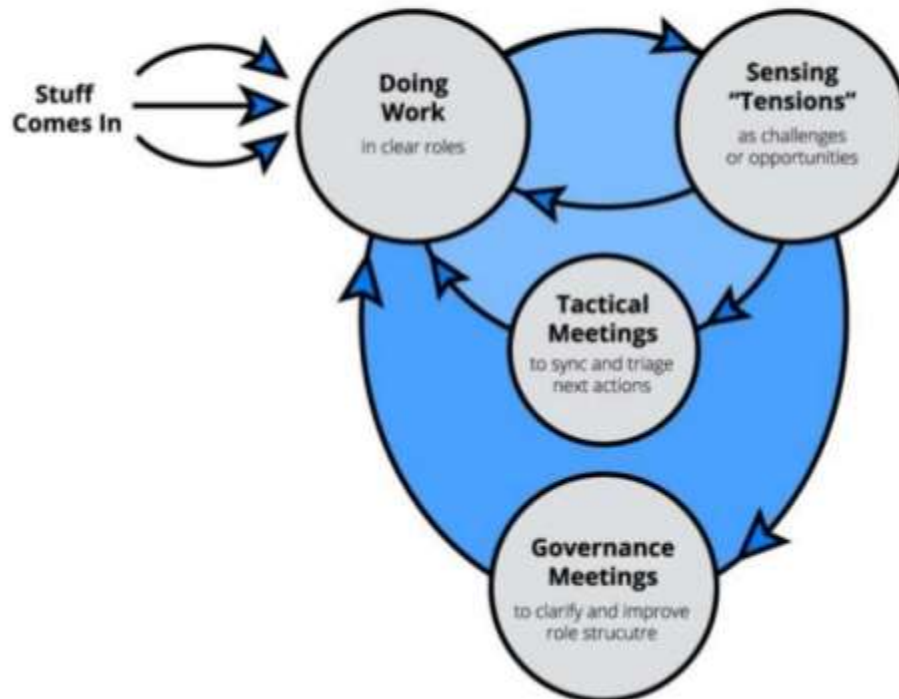
In a **traditional hierarchy**, layers of management establish how products are approved and monitored.



HOW IT WORKS

How it works

different meetings for different purposes



TACTICAL MEETINGS

Tactical Meetings *checklist / metrics / project*

- **Frequency:** Typically weekly
- **Purpose:** To get each circle member on the same page and to address any problems hampering progress
- **Process:**
 - 1. Check-in Round:** Each person has an uninterrupted chance to mention anything on their mind.
 - 2. Checklist Review:** Facilitator reads aloud a checklist for each of the roles, which the person in question responds to either with "check" or "no check."
 - 3. Metrics Review:** Each role responsible for a data report shares a brief on it.
 - 4. Progress Updates:** The facilitator reads aloud each project, asking, "Any updates?" The project lead either says "no updates" or gives a brief explanation.
 - 5. Agenda Building:** Each person has a chance to raise a tension, represented only by one or two words.
 - 6. Triage Issues:** Facilitator gives each person with a tension a chance to explain their issue and discuss it with other members. Facilitator determines what next steps need to be taken to resolve the issue as quickly as possible.
 - 7. Closing Round:** Each person has an uninterrupted chance to share a closing reflection about the meeting.

GOVERNANCE MEETINGS

Governance Meetings

*collective and continuous process
for tweaking roles & accountabilities*

- **Frequency:** Typically monthly
- **Purpose:** To refine a circle's operating structure (i.e. creating, amending, or removing roles, policies, or sub-circles; electing a facilitator, secretary, and rep link)
- **Process:**
 - 1. Check-in Round:** "One at a time, each participant has space to call out distractions and orient to the meeting."
 - 2. Administrative Concerns:** "Quickly address any logistical matters, such as time allotted for the meeting and any planned breaks."
 - 3. Agenda Building:** "Participants add agenda items, using just one or two words per item. Each agenda represents one tension to process. Facilitator captures them in a list."
 - 4. Process Each Item Using the Integrative Decision-Making Process:** "Each agenda item is addressed, one at a time, using the Integrative Decision-Making Process," which is a system that allows the proposer to speak uninterrupted and others to weigh in, one at a time.
 - 5. Closing Round:** "Once the agenda is complete or the meeting is nearing its scheduled end, the facilitator gives each person space to share a closing reflection about the meeting."

Conclusions:

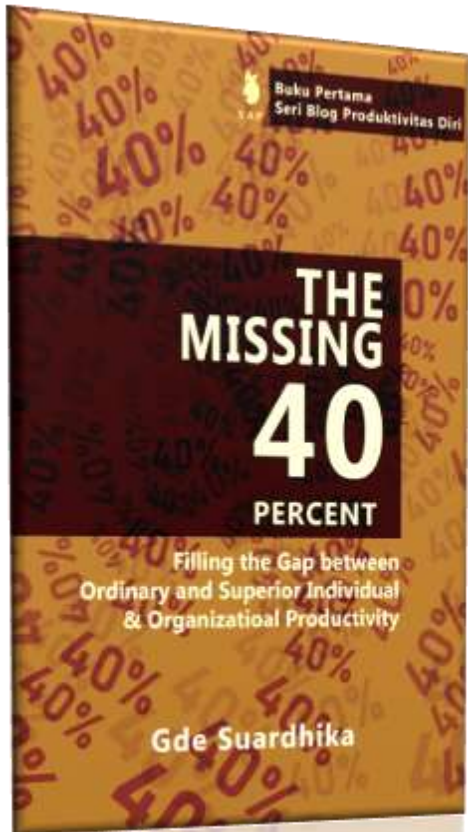


It still new but high prospect because of the trend: Millennials, Positive Psychology



Tesis – Antitesis – Sintesis

MY APPROACH



Are you familiar with GTD?



Produktivitas Diri:



Alignment



Optimal Team contribution by involving all aspects of a person



Directing – Planning – Acting – Improving – Recovering



Segitiga Manajemen:
Self – Leader - Organisasi