

Nombres posibles y en uso:

10-Steps

"xdv"
Explorar
Adaptar
Evolucionar

5-Loops



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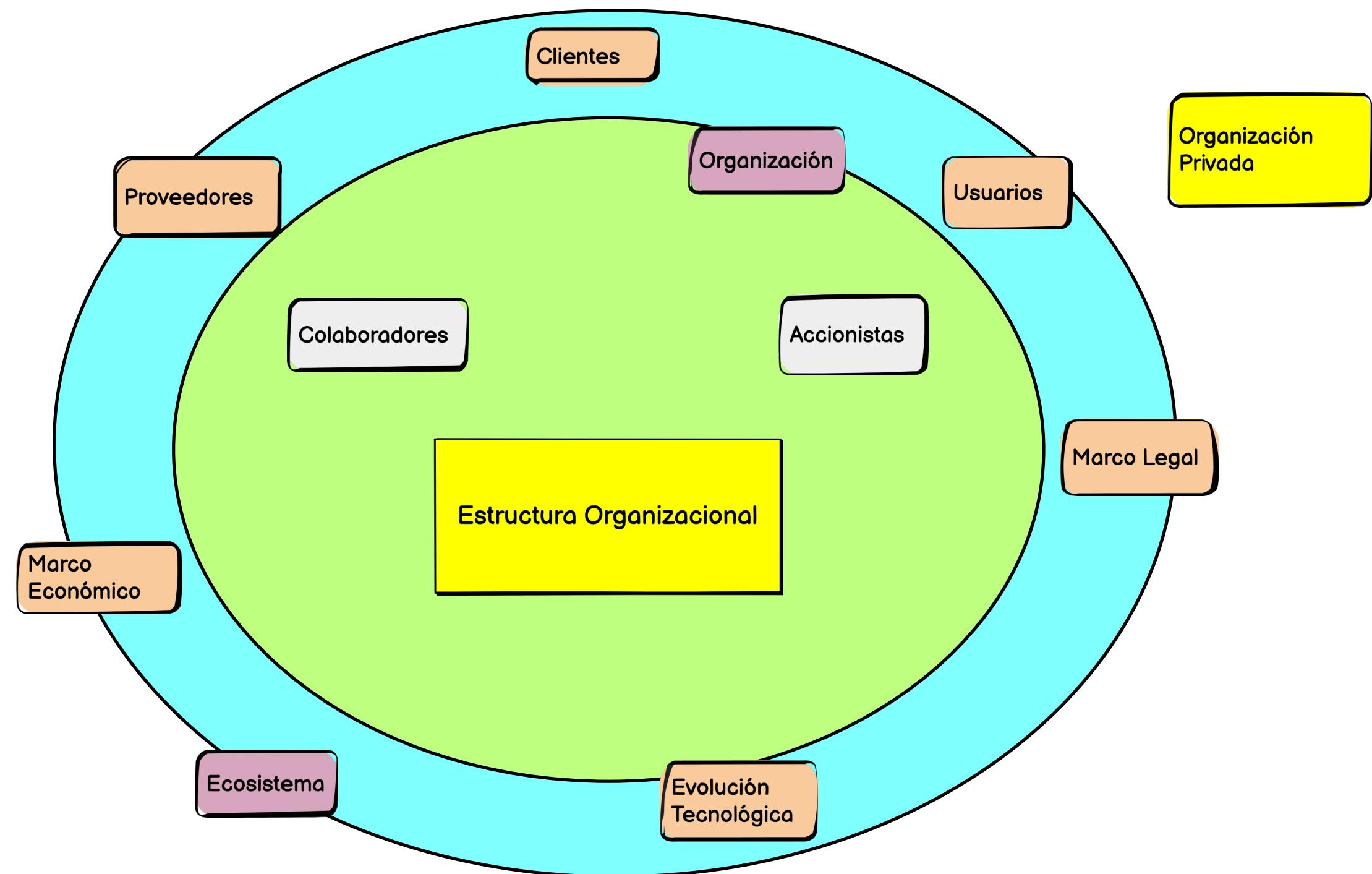
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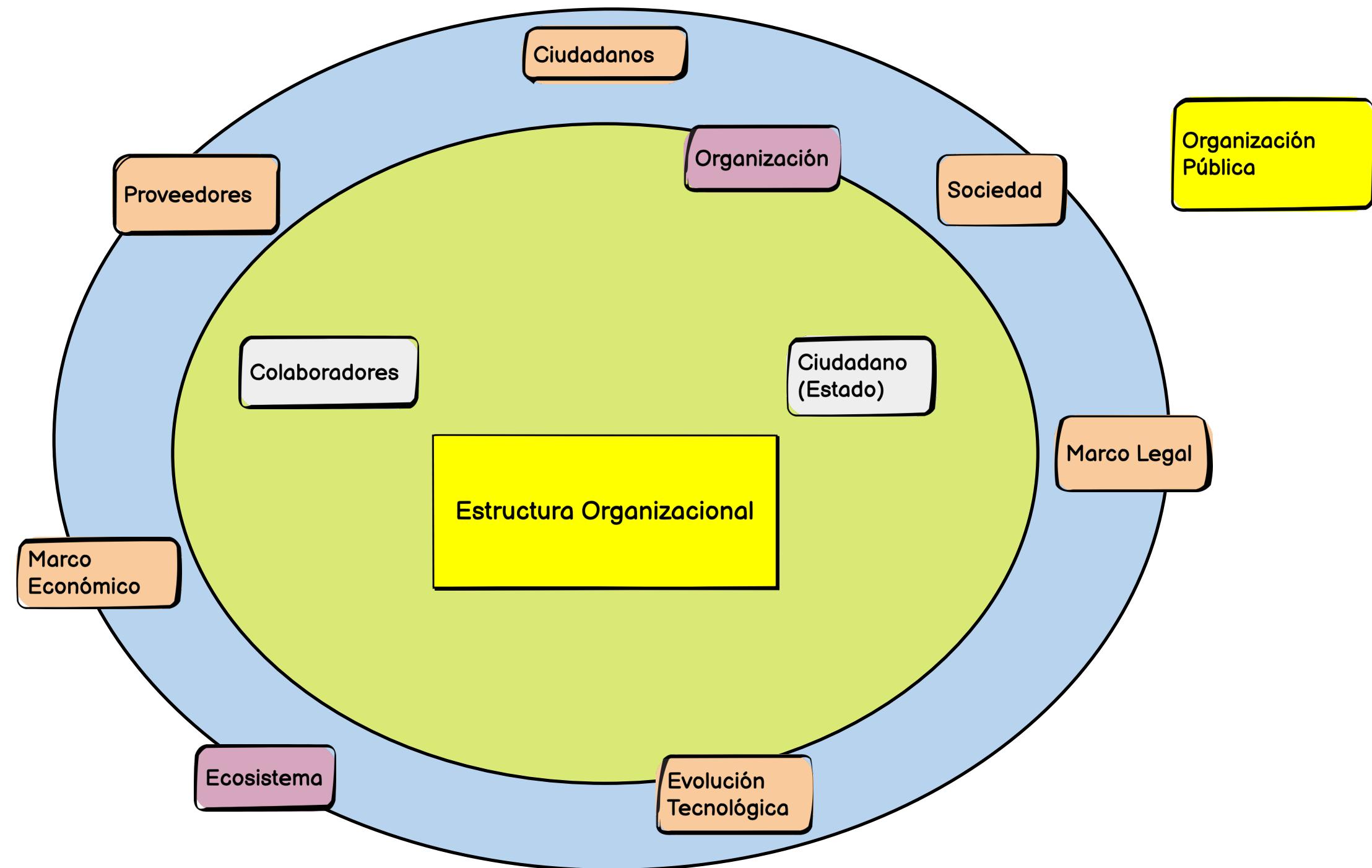
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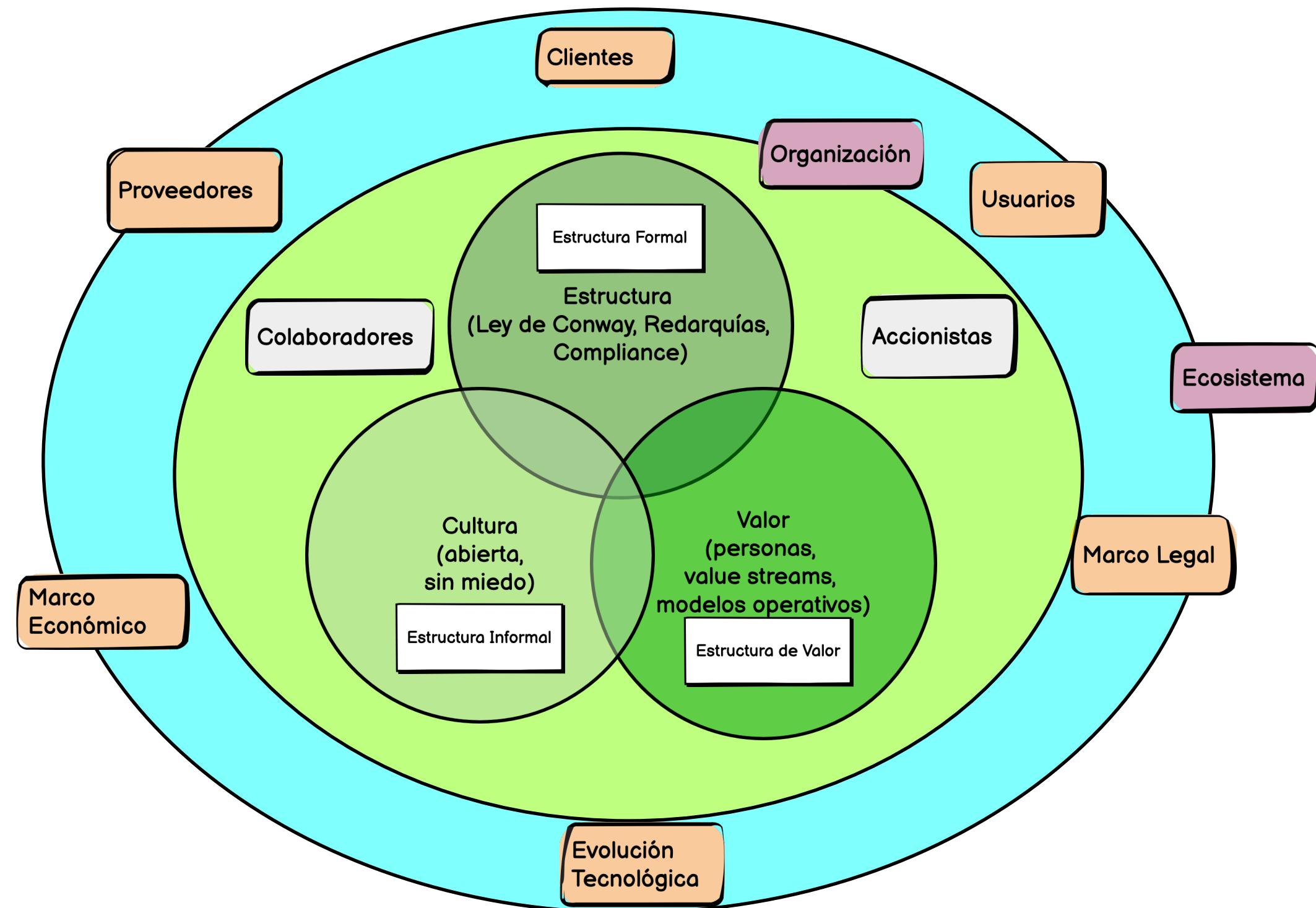
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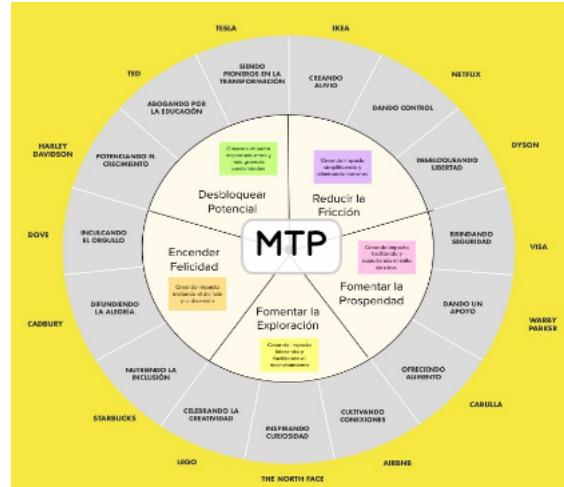
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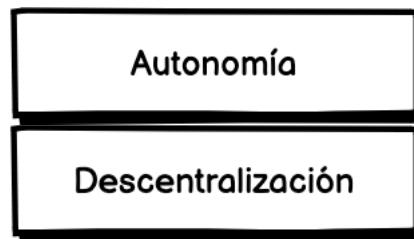




Purpose



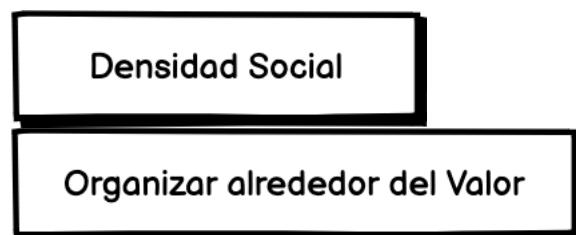
Super Powers

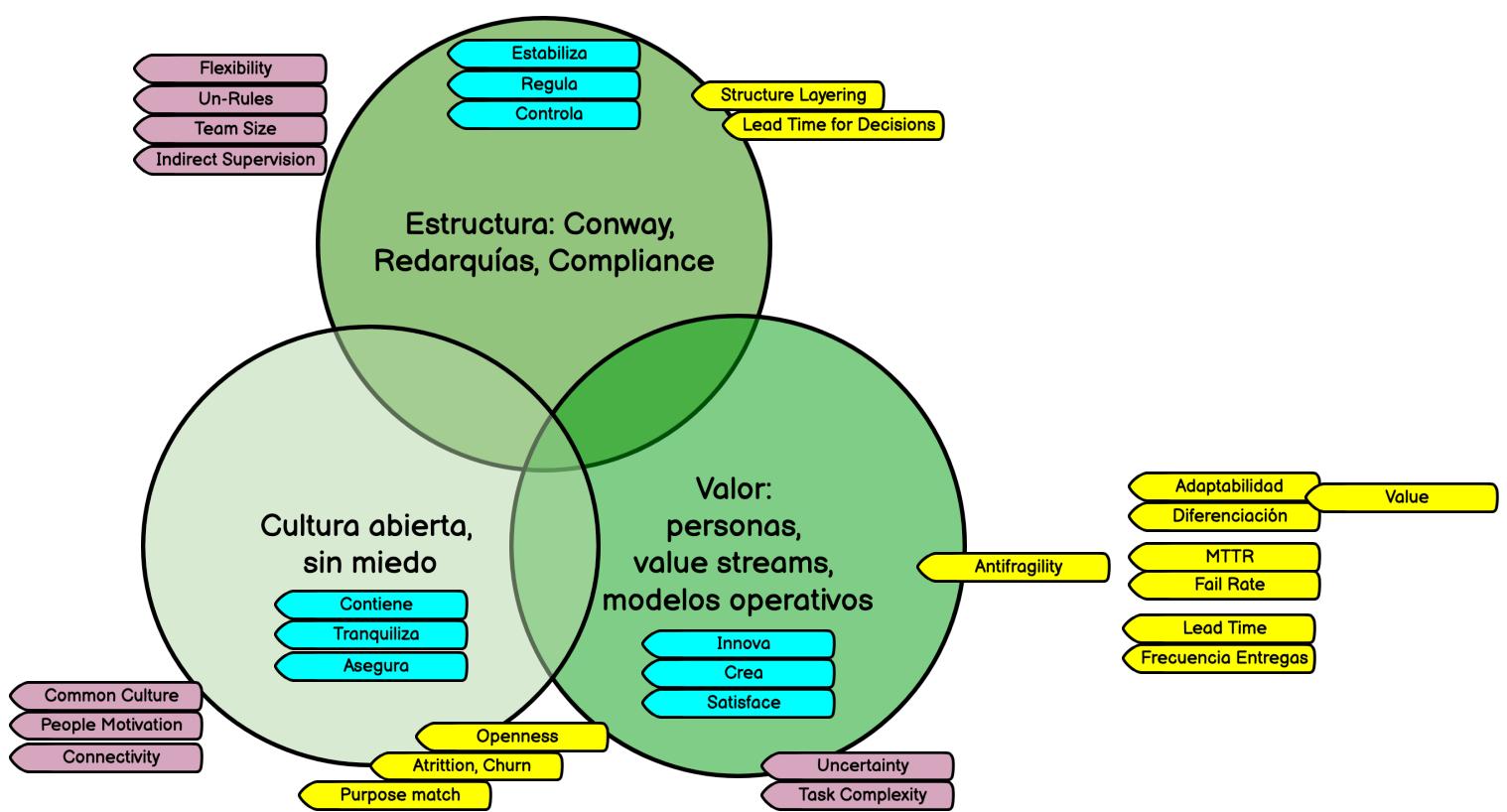


Ground Rules



Enablers





Estructuras	Elementos de Estructura	Atributos de los Elementos	Se mide mediante:
Estructura Formal	Jerarquías - Redarquías	Team Size, Indirect Supervision, Flexibility, Un-Rules	Structure Layering, Lead Time for Decisions, Openness, Atrition, Churn, Purpose match
Estructura Informal	Cultura	Common Culture, People Motivation, Connectivity	
Estructura de Valor	Valor	Uncertainty, Task Complexity	Adaptabilidad, Diferenciación, MTTR, Fail Rate, Lead Time, Frecuencia Entregas, Value

Small teams

One of the most important features of organized networks is the working units comprise small groups of individuals with the right skill sets, knowledge, experience and motivation to deliver a specific task. While the company can have hundreds of employees, it organizes them into highly dynamic teams when the needs or circumstances arise and quickly reorganizes them for other objectives when their task is complete.

Highly motivated employees

Highly motivated employees can help networked organizations achieve results. Since the groups don't get direct supervision from management, each team member must have an innate drive to achieve their tasks. The organization can encourage this with incentives and simple strategies that help each employee understand their roles.

Task complexity

The structure of networked organizations specifically allows for a more effective resolution of complex tasks. The flexibility of the network model allows companies to organize and reorganize groups of employees best suited to accomplish their goals. Teams also evaluate their tasks and choose the most suitable approach to achieve objectives.

Flexibility

Organized networks are flexible, and their ability to adapt quickly to changing situations in the environment allows the organization to take advantage of new opportunities and mitigate weaknesses.

Indirect supervision

Unlike a traditional company with a rigid chain of command, network organizations don't have top-down management rules. While they have the structures of a normal company, management doesn't supervise teams directly.

Non-standardized rules

In many networked organizations, there are no company-wide standardized rules and procedures. However, management uses other strategies to control and coordinate units, including setting clear goals, monitoring performance and rewarding results.

Structural interconnectedness

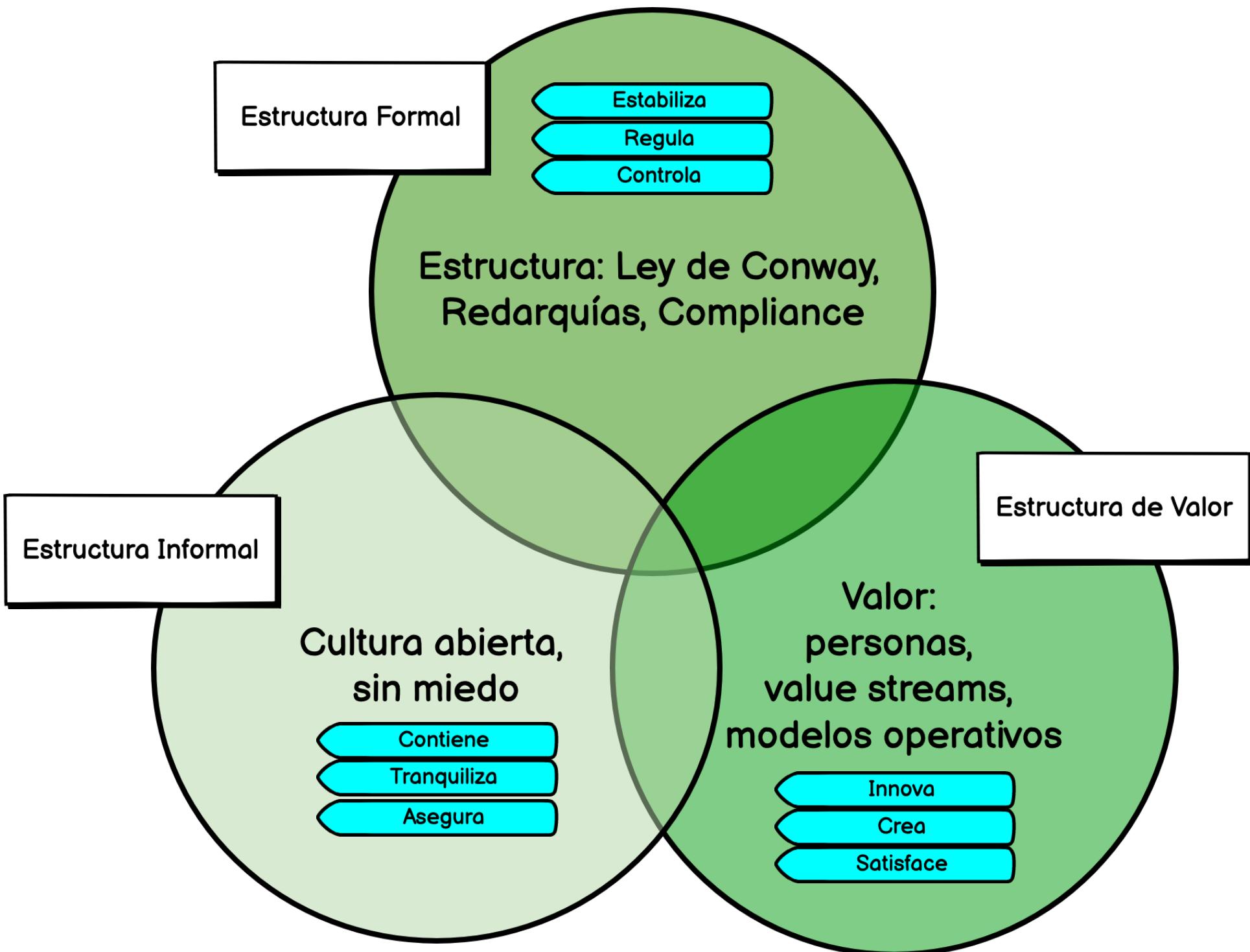
Teams within networked organizations share connections. While the teams handle different tasks, their aims coincide and they all work together to achieve common organizational goals.

Uncertainty

There is often a level of uncertainty in networked organizations. Teams are temporary arrangements created to achieve specific tasks. The organization can dissolve or reconfigure them to tackle new challenges when the need arises. Teams in network-centric companies provide much-needed flexibility to adapt to sudden changes in the industry or market.

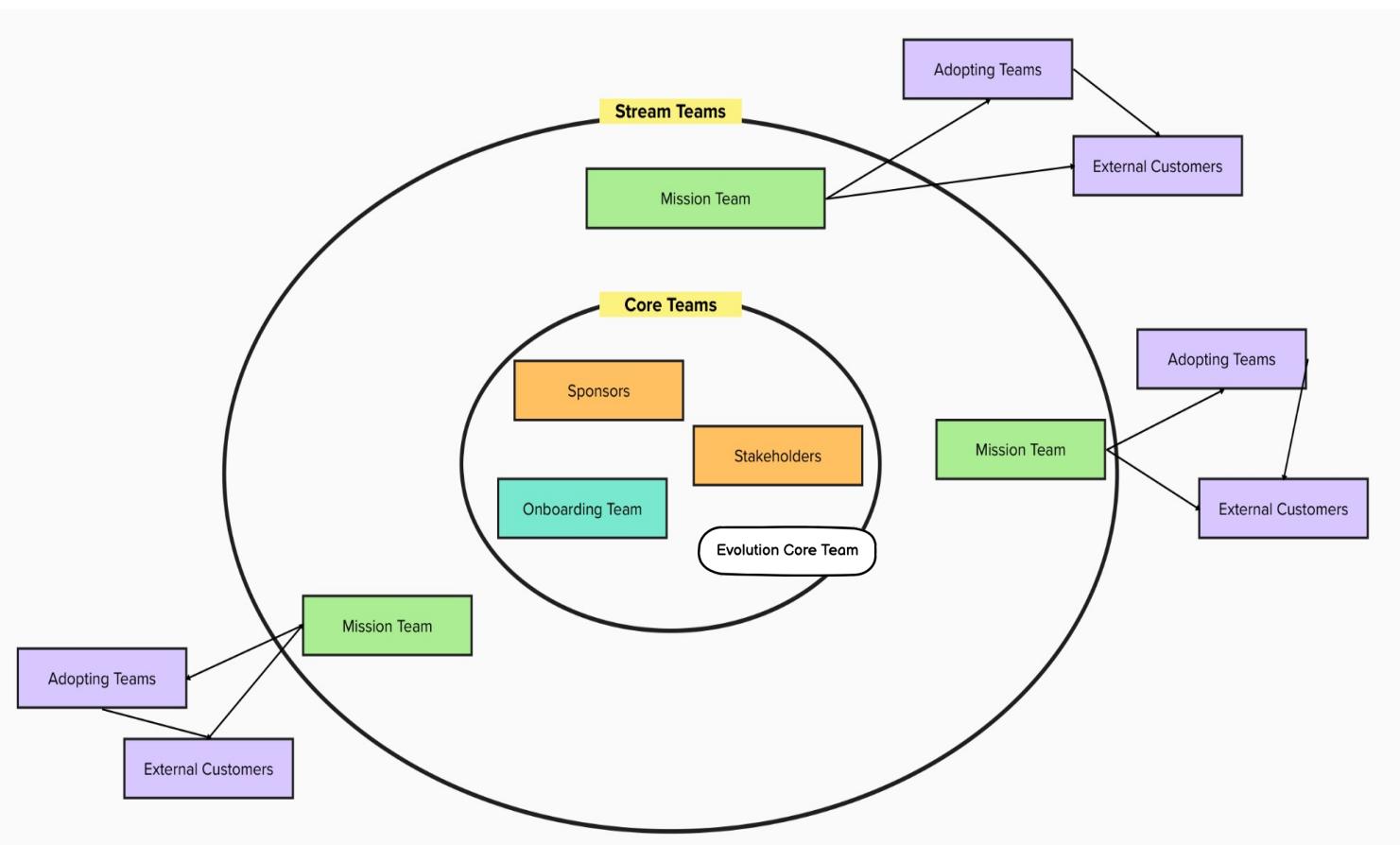
Common culture

Companies that use the network model have a common culture where everybody understands their tasks and management's expectations. Since each employee knows what they need to do, there is no need for rigid supervision or management.



Organivolution - Evolution Roles Explained

 <p>Evolution Lead</p>	<ul style="list-style-type: none"> Transmitir y polinizar los principios y valores de la agilidad empresarial Responsable de facilitar con los sponsors la Estrategia Impulsar el Sentido de Urgencia Establecer un mecanismo orgánico de Evolución, adaptado a las capacidades reales de la organización Generar las irritaciones constructivas para completar la triada: Visión, Sentido de Urgencia, Irritaciones constructivas
 <p>Evolution Coaches</p>	<ul style="list-style-type: none"> Responsable de facilitar con el Mission Team la creación de los nuevos modelos operativos Coachejar a los nuevos facilitadores y roles de los nuevos equipos Transmitir y sostener los principios y valores de la agilidad empresarial
 <p>Sponsors</p>	<ul style="list-style-type: none"> Responsables de la Estrategia Creación del Sentido de Urgencia Ideólogos de los acuerdos de Exploración Aportan la Estrategia para sesiones de Adaptación
 <p>Stakeholders</p>	<p>Afectados por los ciclos de Evolución, sin estar en los Mission o Adopting Teams.</p>
 <p>Mission Team</p>	<ul style="list-style-type: none"> Responsables de la Táctica y Operación de la Evolución Canalizan el Sentido de Urgencia hacia un modelo operativo Ideólogos de los acuerdos de Adaptación Ejecutores de los 10 Steps Lanzan en ciclos regulares de manera continua, nuevos incrementos del modelo operativo
 <p>Adopting Team</p>	<ul style="list-style-type: none"> Responsables de la Operación de los nuevos modelos operativos Responsables de la mejora continua del modelo operativo implementado Embajadores, participantes de CoP, comunicadores de experiencia
 <p>Onboarding Team</p>	<ul style="list-style-type: none"> Responsables de planificar y ejecutar el onboarding de los equipos a las redarquías diseñadas antes de iniciar la operación Establecer la interrelación que se tendrán entre las redarquías y las áreas core de la organización (Compliance con ORG actual)



Día 1 Sprint

Planning



2 x semana

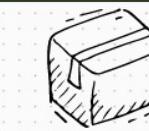
Dailys

Follow-up Sessions



Día 14 Sprint

Review



Retro



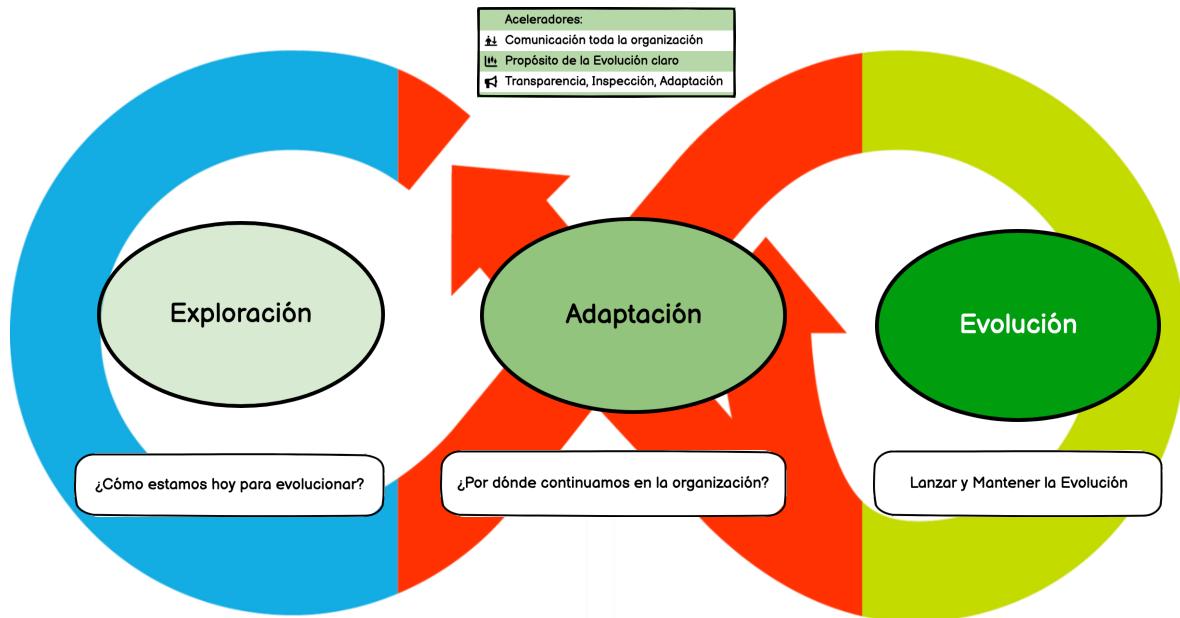
Evolution Coaches



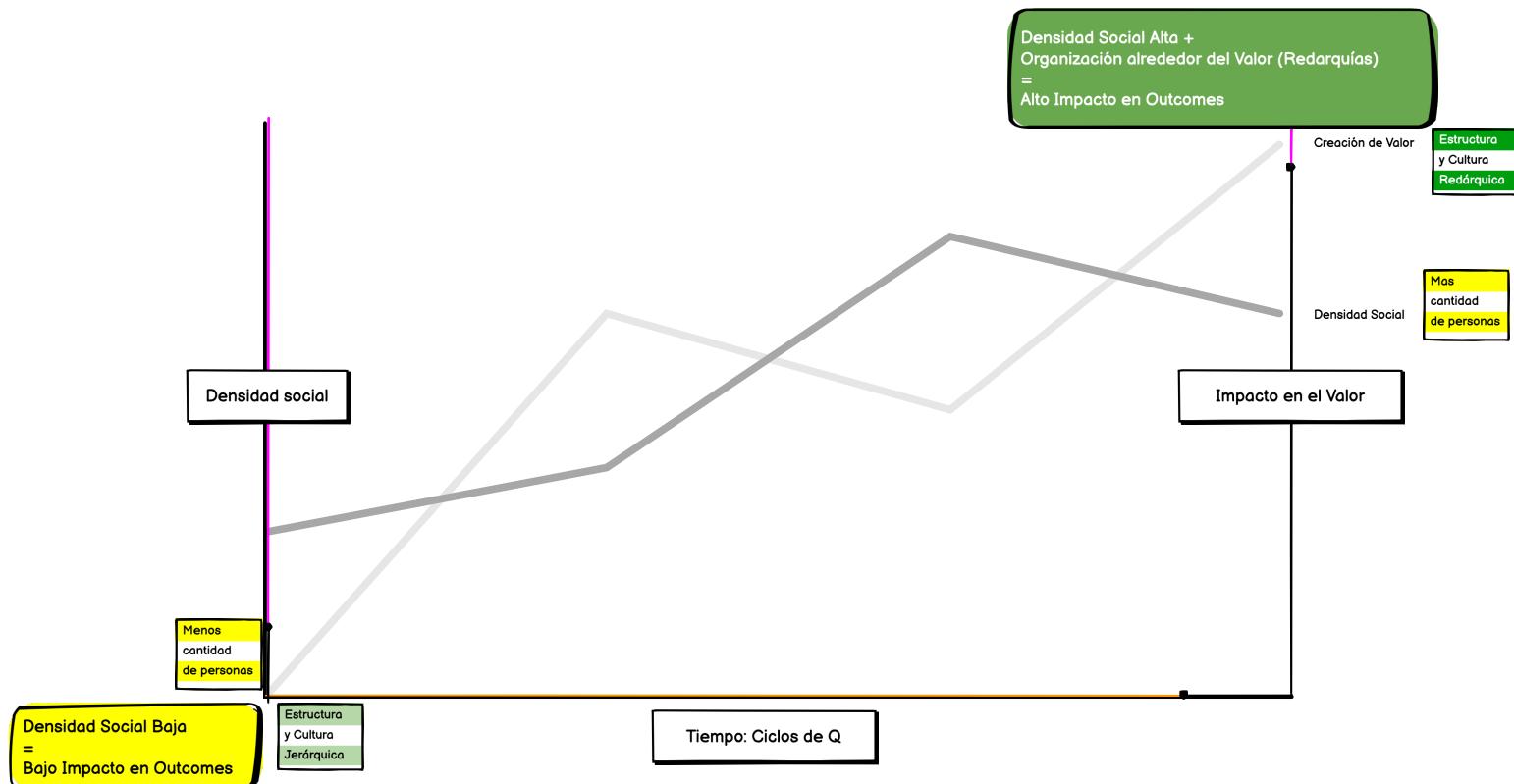
Mission Team

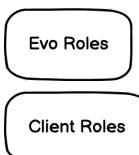
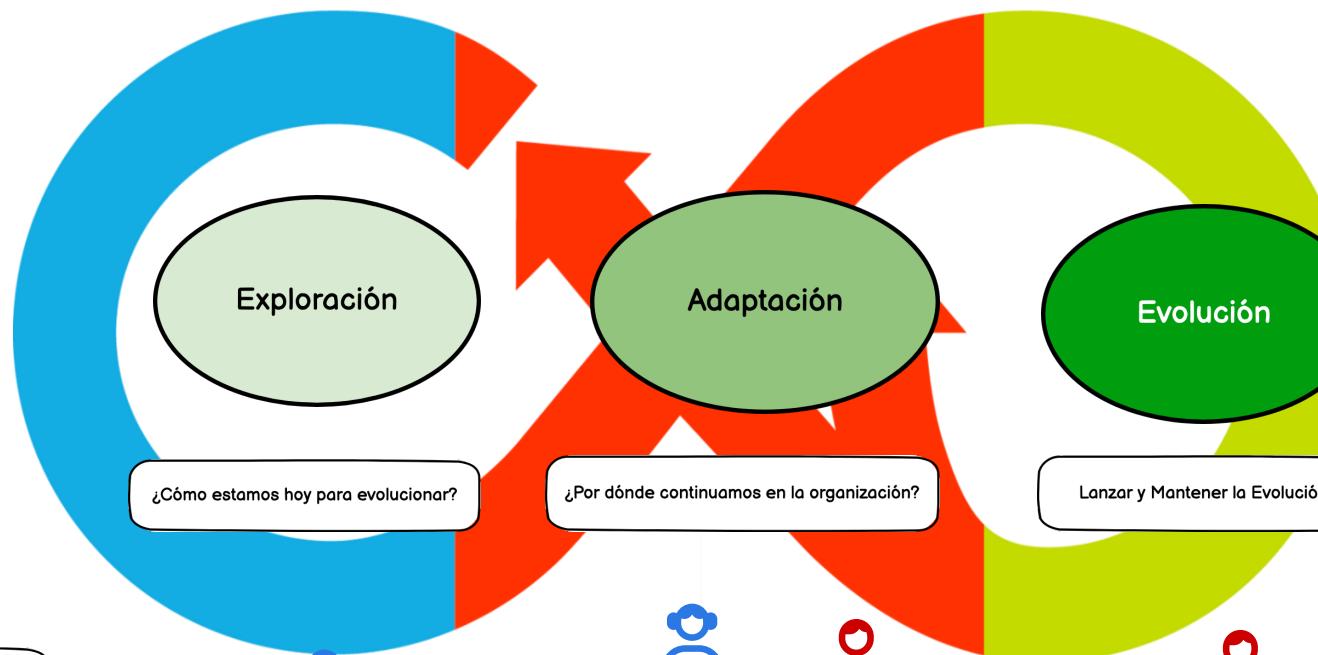


Onboarding Team

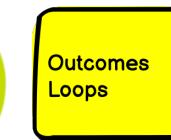


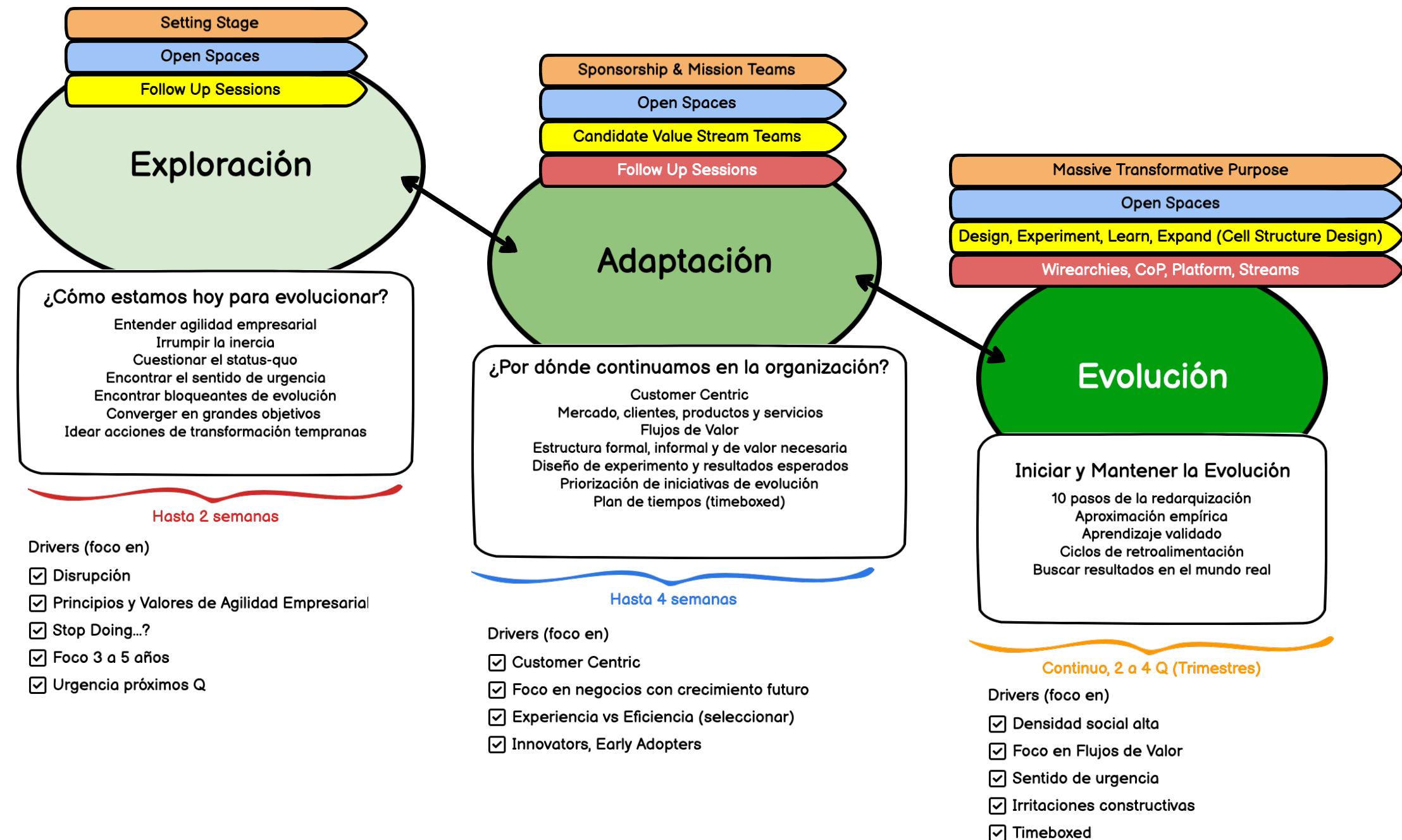
Regresa al inicio para repensar Outcomes Regresa a adaptación para priorizar Continua habilitando Redarquías

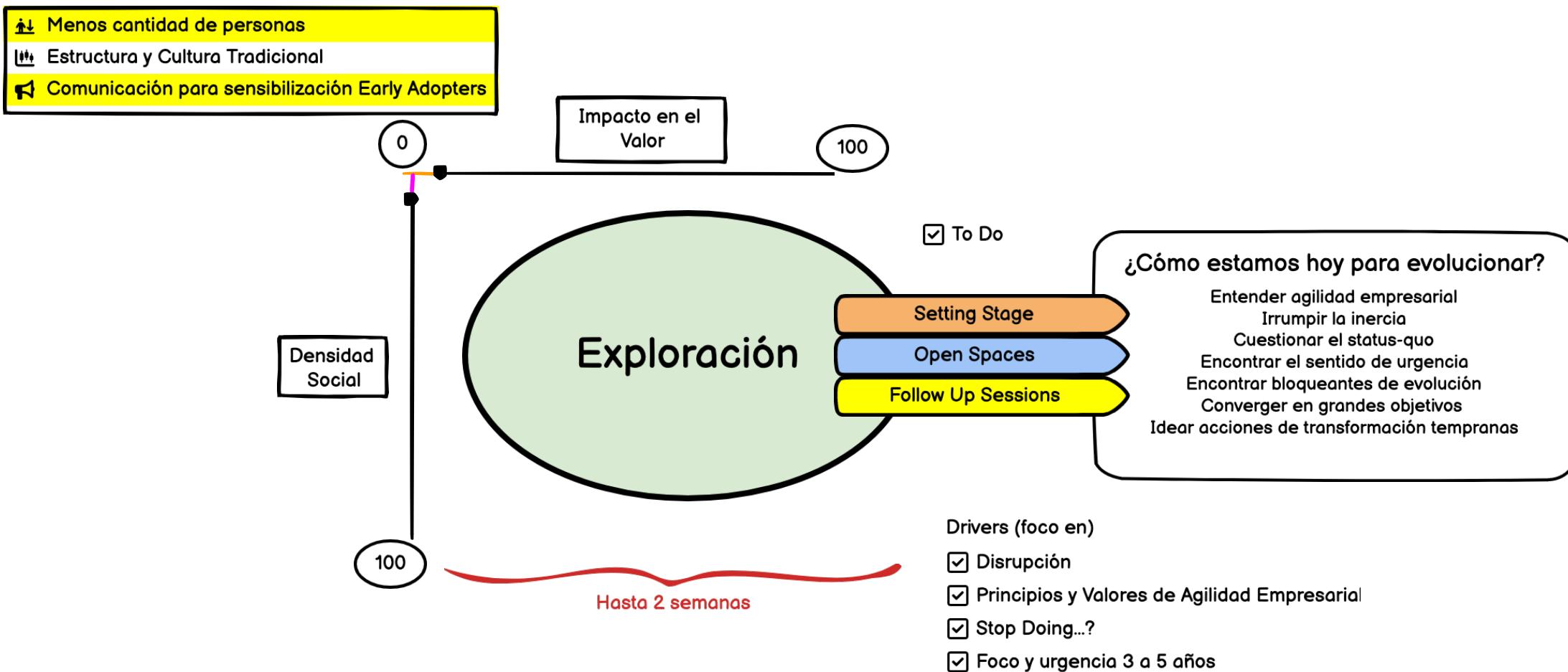




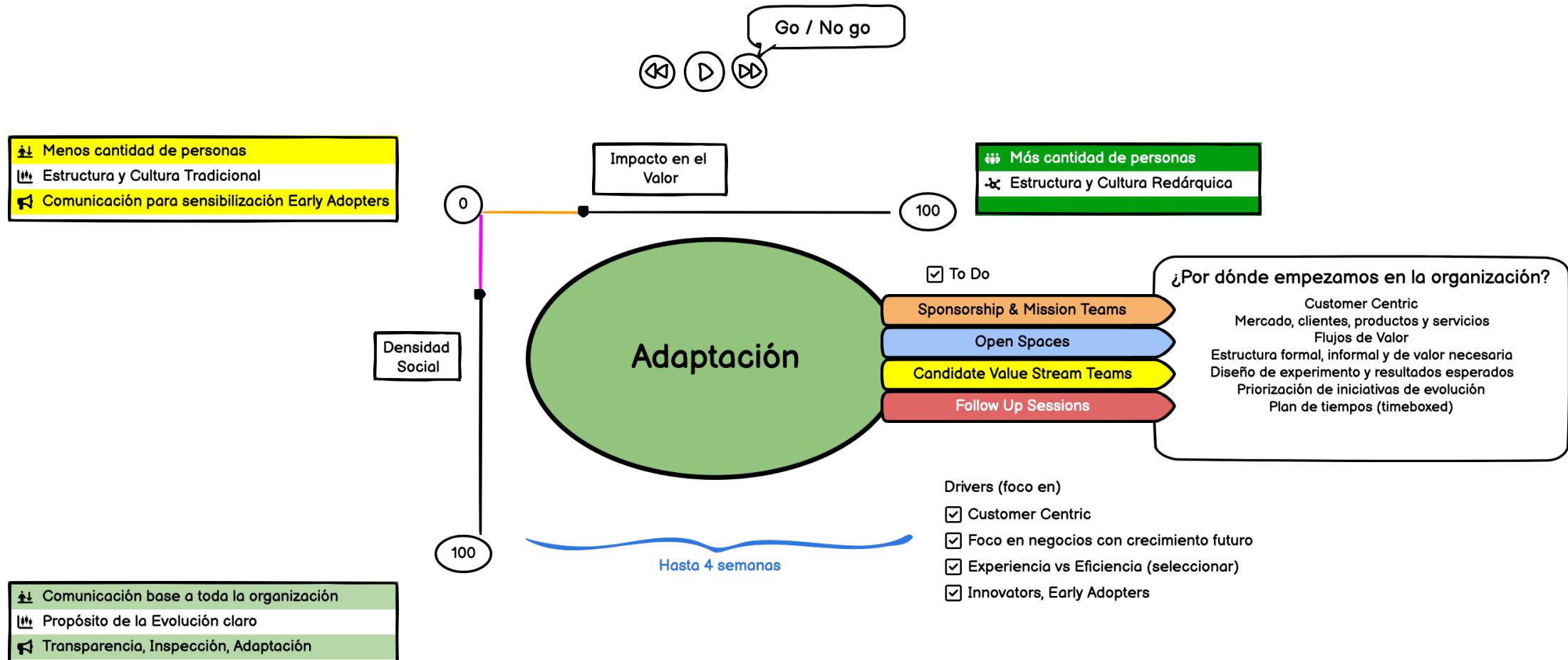
x Redarquía
x Fábrica

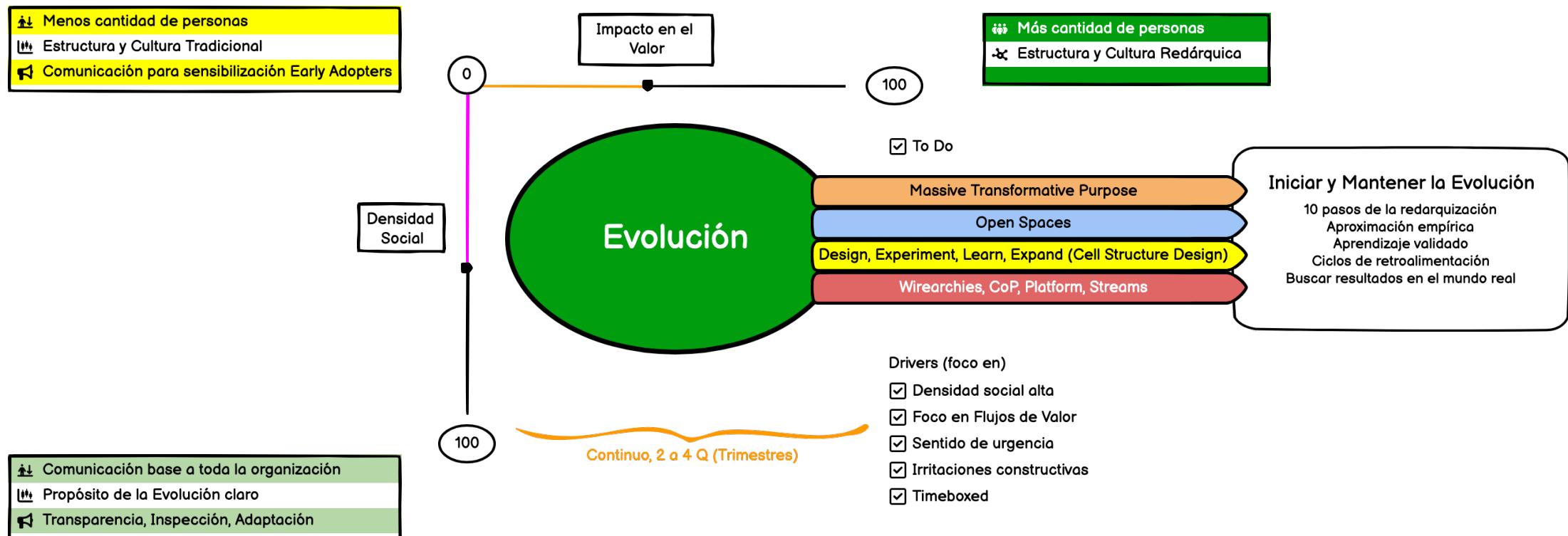




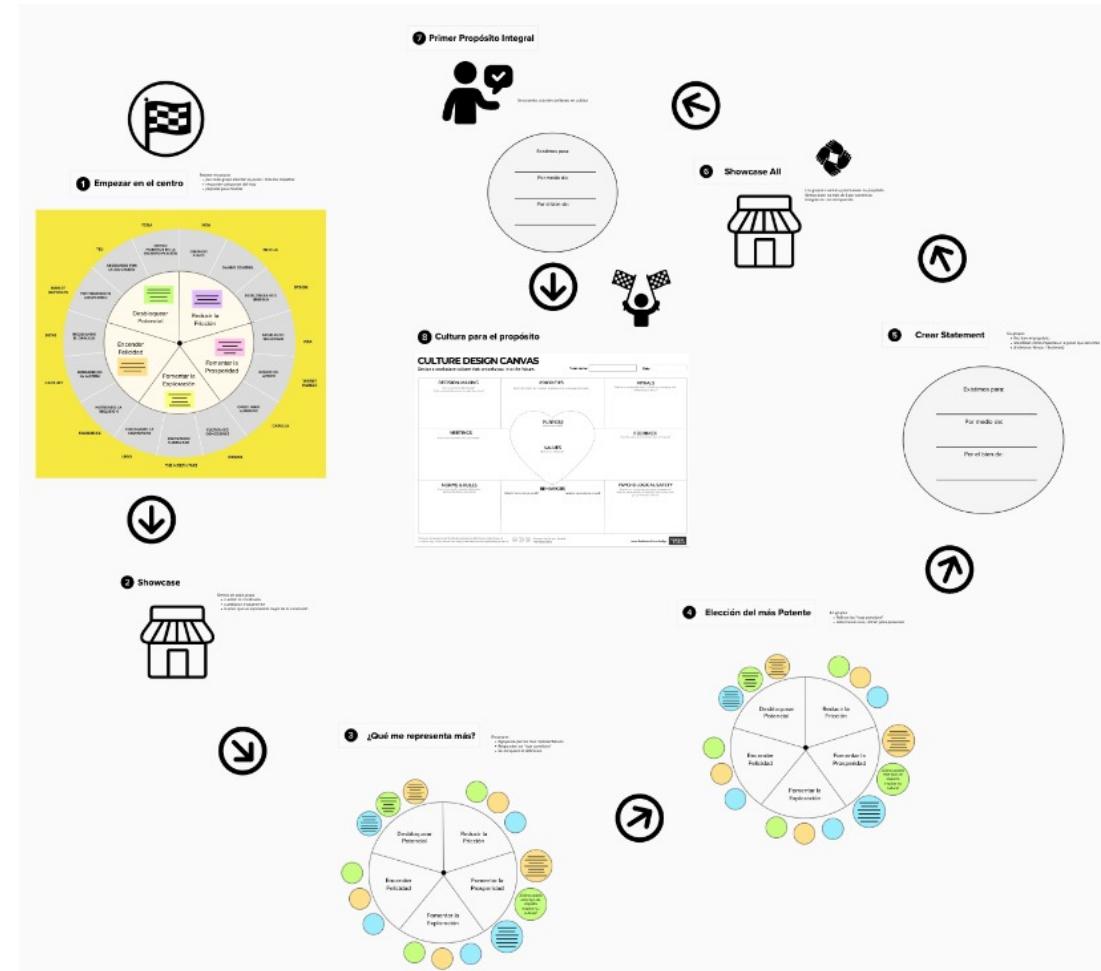
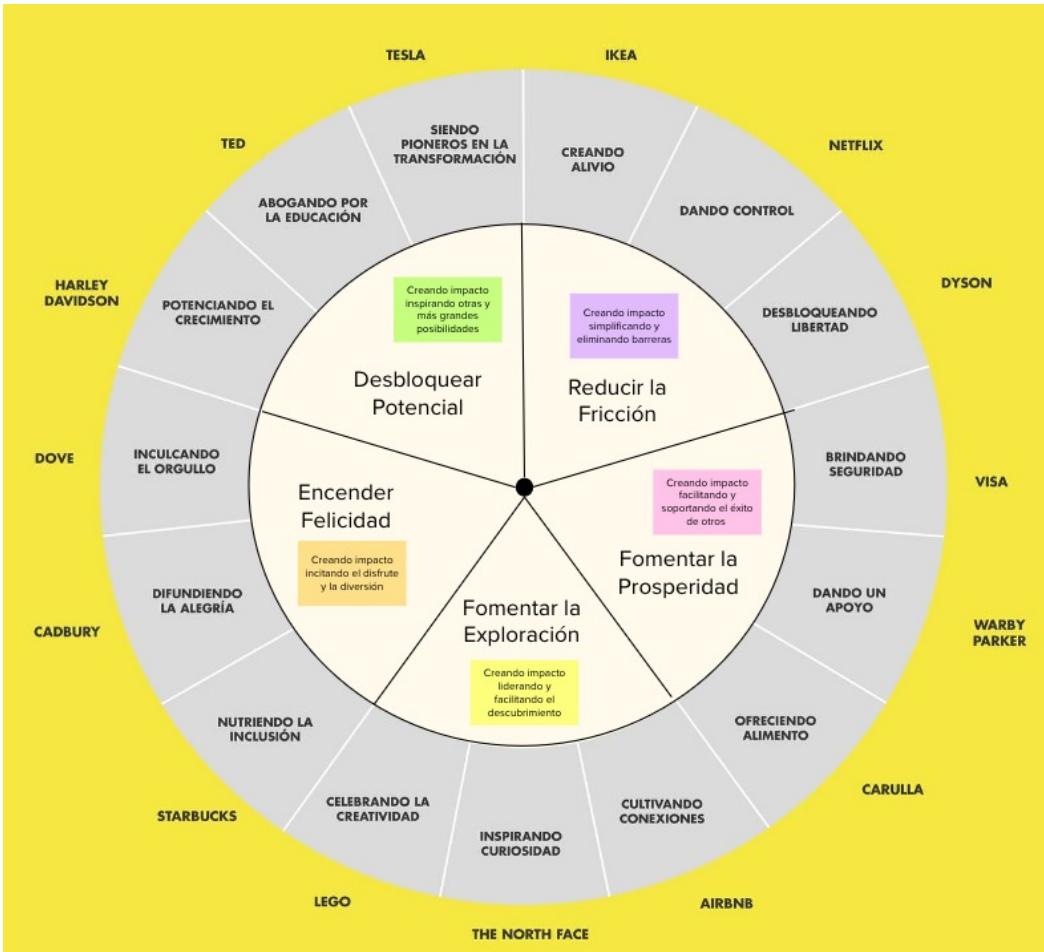


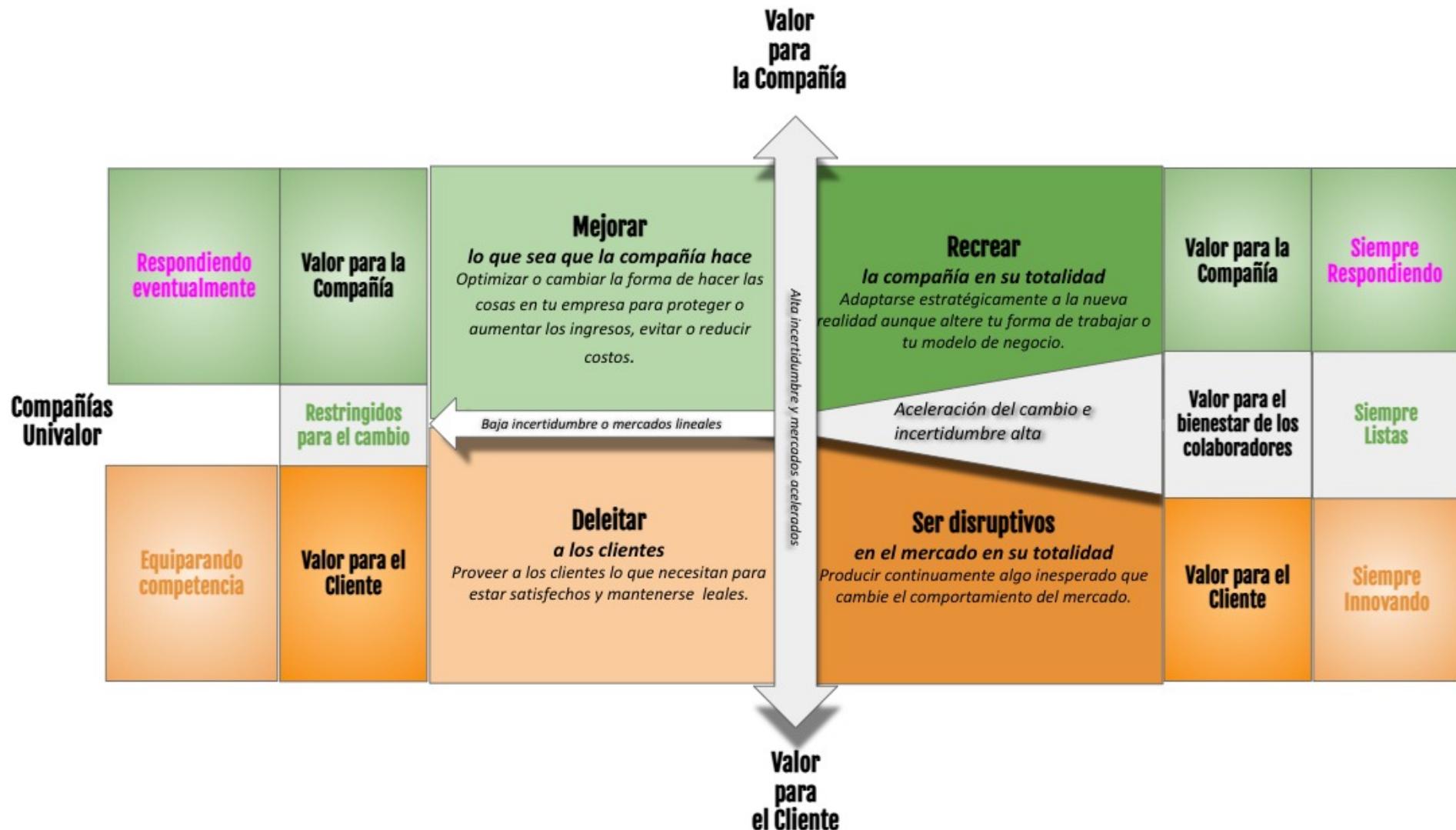
Organivolution: Adaptación

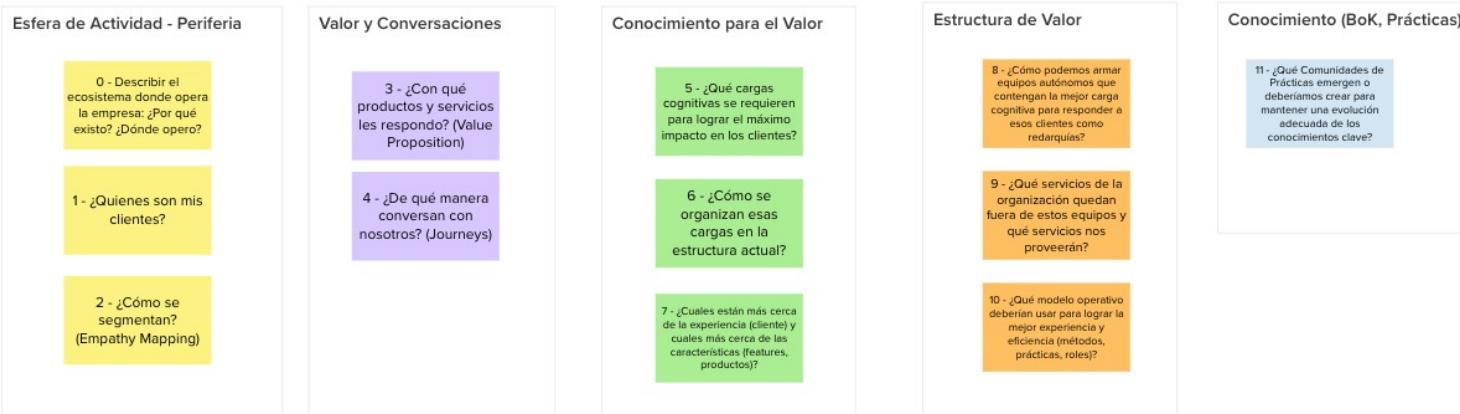
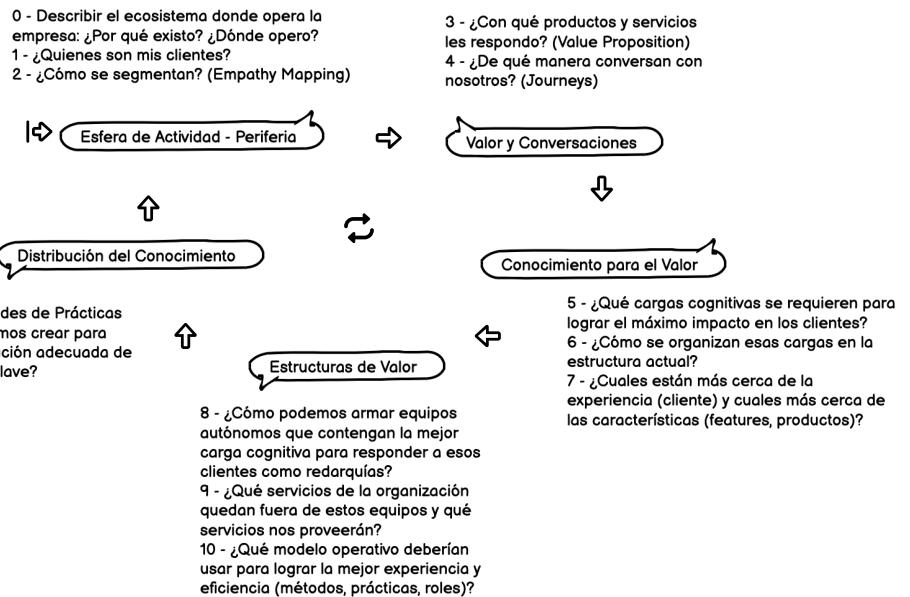




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Si tuviéramos que enfocarnos en un cliente/segmento de mercado, ¿Cuál es el de mayor impacto para identificar el flujo de valor punta a punta?

Si tuviéramos que enfocarnos en un cliente/segmento interno, ¿Cuál es el de mayor impacto para identificar el flujo de valor punta a punta?

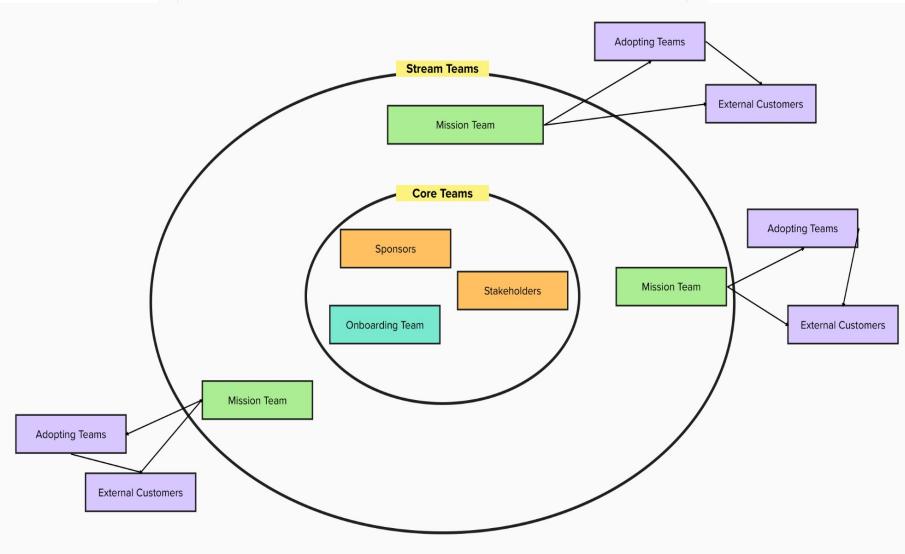
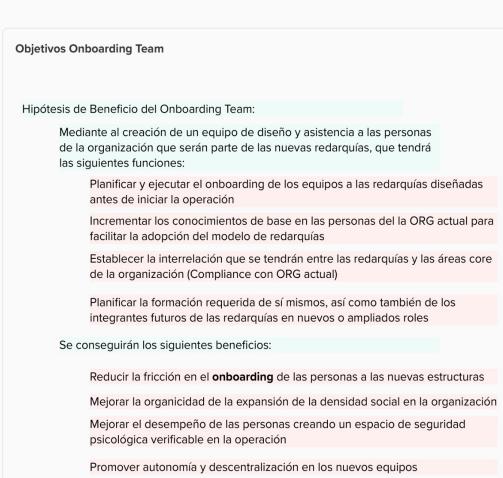
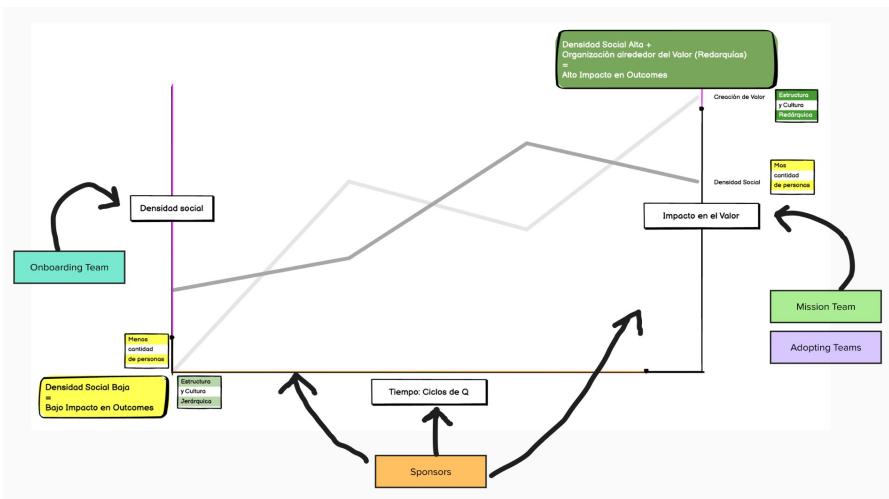
Si tuvieran que enumerar un conjunto básico de iniciativas transformacionales actuales relacionadas con tecnología ¿Cuáles serían y cómo las describiría brevemente?

Si tuvieran que enumerar los tres (o menos) principales bloqueantes de la transformación actual ¿Cómo los describirían? ¿Tienen identificadas causas raíz asociadas?

¿Tienen definido un Propósito Transformacional Masivo o equivalente (por qué existo, qué pasa si no existo como organización)? En caso afirmativo, ¿pueden compartir?

¿Tienen caracterizado su estilo de cultura? ¿Cómo es?

Centrado en las Personas



Journey de la persona que va de jerarquía a redarquía

