Humanocracy

January 11, 2021

How did we end up with organizations so lacking
courage, creativity, and passion? Our organizations are
inertial, incremental, and uninspiring. These are the core
incompetencies of the corporation, and they're so perva-
sive that we can be forgiven for assuming they're irreme-
diable. We tell ourselves it's the nature of large organi-
zations to be brittle and backward-looking, and to wish
it otherwise is naive.

As human beings, we are resilient, inventive, and exu-
berant. The fact that our organizations are not suggests
that in some important ways, they are less human than
we are. Ironically, it seems that human-built organiza-
tions have scant room for exactly those things that make
us special-things like courage, intuition, love, playfulness

and artistry. If our organizations are inhuman, it's because we designed them to do so-whether consciously or not.

If you believe that human beings deserve more from their jobs, and that we'd better served by more dynamic and inventive institutions, there's a ton you can do to move the world forward.