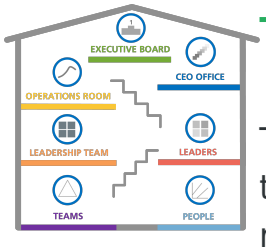
Module: Spaces

03.01.2024 08:47:18 | Management Insights, Lukas Michel | Organization twins

The board, the CEO Office, operations, the leadership team and more now have their own twin.

Over the years, we have learned that the design of management and the development of organizations must be owned by specific groups of people with dedicated roles that organize themselves in spaces: The board, the CEO Office, the operations room, the leadership team, leaders, work teams and people. They all own specific design and development decisions.



TWIN SPACES

To orchestrate these decisions, we have created twin spaces with dedicated areas of responsibilities. spaces contain a series of dedicated decisions. The twin toolbox presents spaces in a way that simplifies the decision-making.

TWIN spaces



THE EXECUTIVE BOARD

For example the executive board sphere:
Their toolbox provides insights on the current state of the organization and decisions for future perspectives on the industry, competitive advantage, management context, strategy and the business model. The twin sphere allows the

board to asks the relevant questions on key decisions:

- What business are we in?
- What are our competitive advantages?
- What management context do we operate in?
- What is our strategy?
- What is our business model?
- How do they align?

The board's answers modify the twin to incorporate their decisions for the current state and its perspectives. With this, the toolbox returns suggestions for the transformation.

Correspondingly, the board's decisions refines the twin for the CEO Office, the operations room, the leadership team, leaders, work teams and people to guide their decisions.

As such, the work with the twin and toolbox follows the order of the spaces (top-down) and returns to the top (bottom-up). That strengthens the alignment of management and organization across all spaces.

About Management Insights

Founded by Lukas Michel, Management Insights draws on more than 25 years of research and practice to help people understand how their organizations work. The Organization Twin brings organizational patterns into view for reflection, dialogue, and informed choice.

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