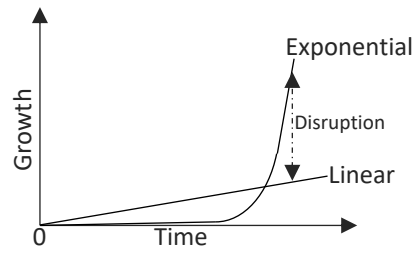


QRC Exponential Organizations (ExO's)

Based on Exponential organizations. QRC by Henny Portman Oct'2019



Nine key dynamics at play:
<ul style="list-style-type: none"> Information accelerates everything Drive to demonetization Disruption is the new norm Beware the "expert" Death to the five-year plan Smaller beats bigger Rent, don't own Trust beats control, open beats closed Everything is measurable and anything is knowable



M T P

Massive Transformative Purpose



ExO's make use of 5 external (SCALE) and 5 internal (IDEAS) elements

Left Brain

- Order
- Control
- Stability

Right Brain

- Creativity
- Growth
- Uncertainty

Why Important?	Dependencies or Prerequisites
Interfaces	
<ul style="list-style-type: none"> Filter external abundance into internal value Bridge between external growth drivers and internal stabilizing factors Automation allows scalability 	<ul style="list-style-type: none"> Standardized processes to enable automation Scalable externalities Algorithms (in most cases)
Dashboards	
<ul style="list-style-type: none"> Track critical growth drivers in real time OKRs create control framework to manage fast growth Minimize exposure from errors because of short feedback loops 	<ul style="list-style-type: none"> Real-time metrics tracked, gathered and analyzed OKRs implemented Cultural acceptance by employees
Experimentation	
<ul style="list-style-type: none"> Keeps processes aligned with rapidly changing externalities Maximizes value capture Faster time to market (MVP) Risk taking provides an edge and faster learning 	<ul style="list-style-type: none"> Measurement and tracking of experiments Cultural acceptance (Failure = experience)
Autonomy	
<ul style="list-style-type: none"> Increased agility More accountability at customer face Faster reaction and learning times Better morale 	<ul style="list-style-type: none"> MTP (as a gravity well) Self-starting employees Dashboards
Social Technologies	
<ul style="list-style-type: none"> Faster conversations Faster decision cycles Faster learning Stabilizes team during rapid growth 	<ul style="list-style-type: none"> MTP Cloud social tools Cooperative culture

Why Important?	Dependencies or Prerequisites
MTP	
<ul style="list-style-type: none"> Enables coherent exponential growth Binds collective aspirations Attracts top talent across the ecosystem Supports a cooperative/non-political culture Enables agility and learning 	<ul style="list-style-type: none"> Must be unique Leaders must walk the walk Must support all three letters in acronym
Staff on Demand	
<ul style="list-style-type: none"> Enables learning (fresh perspectives) Allows agility Forms stronger bonds among core team 	<ul style="list-style-type: none"> Interfaces to manage SoD Clear task specifications
Community & Crowd	
<ul style="list-style-type: none"> Increase loyalty to ExO Drives exponential growth Validates new ideas, and learning Allows agility and rapid implementation Amplifies ideation 	<ul style="list-style-type: none"> MTP Engagement Authentic and transparent leadership Low threshold to participate P2P value creation
Algorithms	
<ul style="list-style-type: none"> Allows fully scalable products & services Leverages connected devices and sensors Lower error rate stabilizes growth Easily updated 	<ul style="list-style-type: none"> Machine or Deep Learning techniques Cultural acceptance
Leveraged assets	
<ul style="list-style-type: none"> Allows scalable products Lowers marginal cost of supply Removes having to manage assets Increases agility 	<ul style="list-style-type: none"> Abundance or easily available assets Interfaces
Engagement	
<ul style="list-style-type: none"> Increases loyalty Amplifies ideation Converts crowd to community Leverages marketing Enables play and learning Provides digital feedback loop with users 	<ul style="list-style-type: none"> MTP Clear, fair and consistent rules without conflicts of interest