



Engineering Kiosk Alps

What type of company are you?
Centering employees in the age of AI

common.ground

What will we talk about?

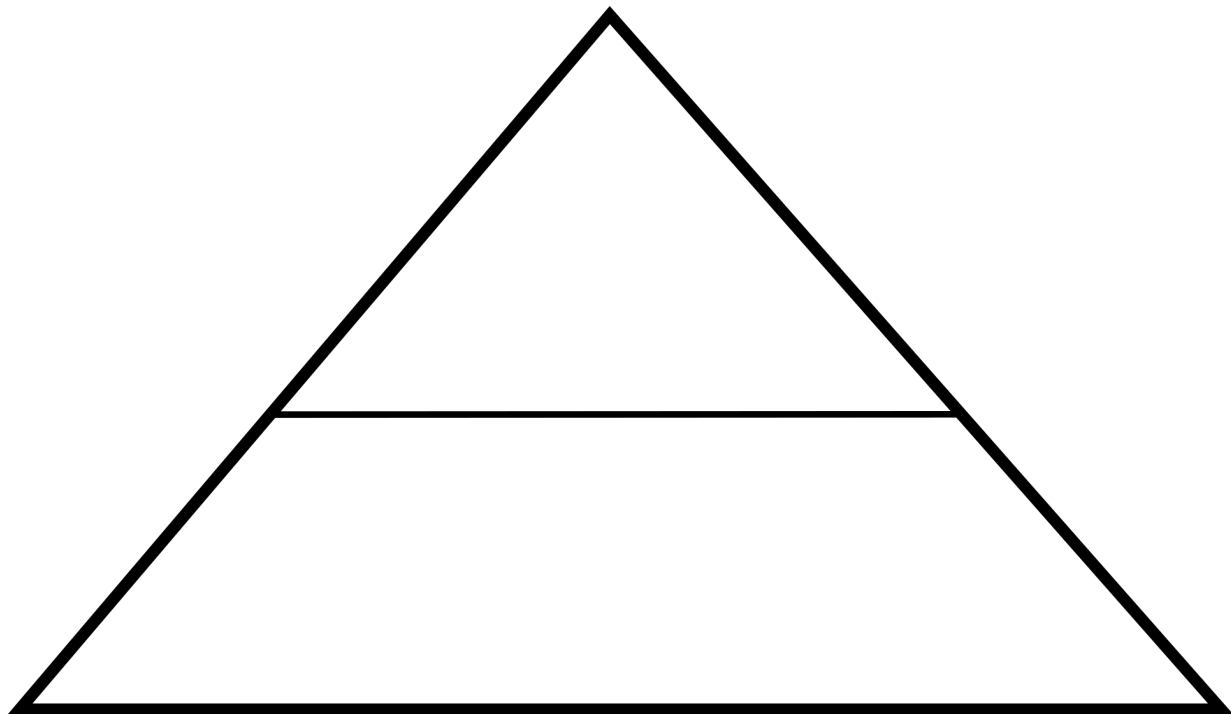
The How

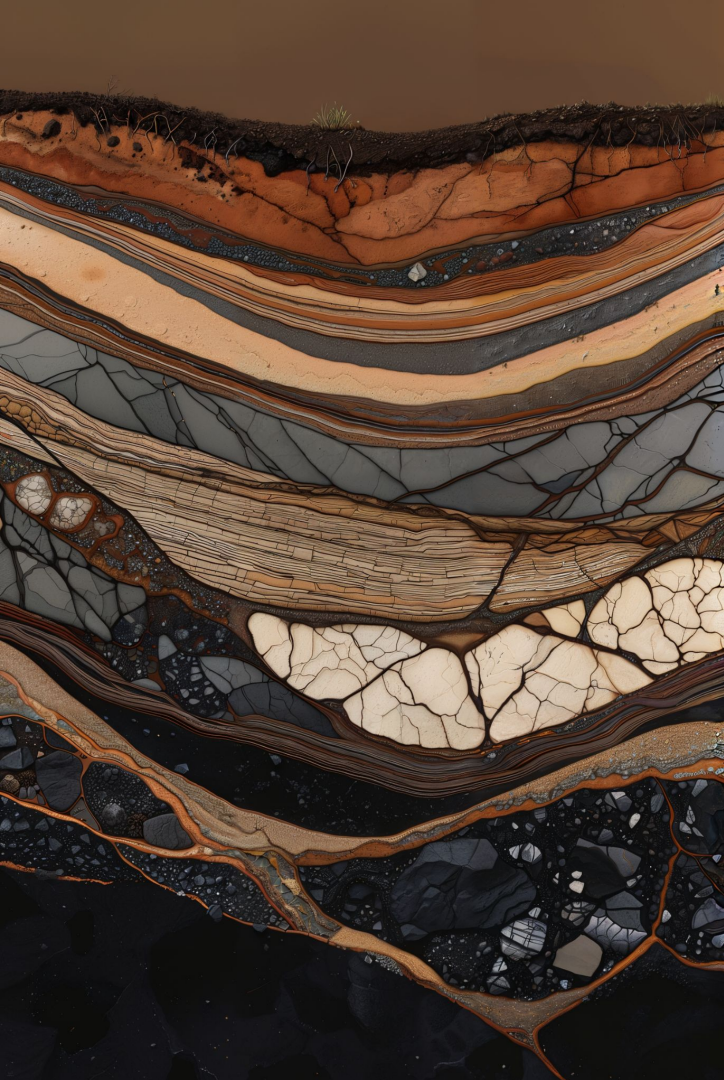
What will we talk about?

Power paradigms

Elements of collaborative work

Leadership





Power paradigms

Power over

vs.

Power with

*Mary Parker Follett





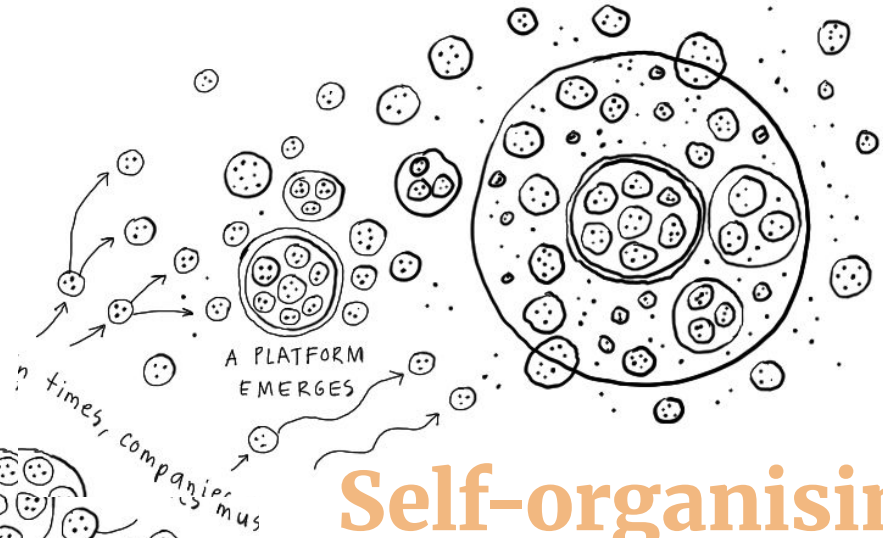
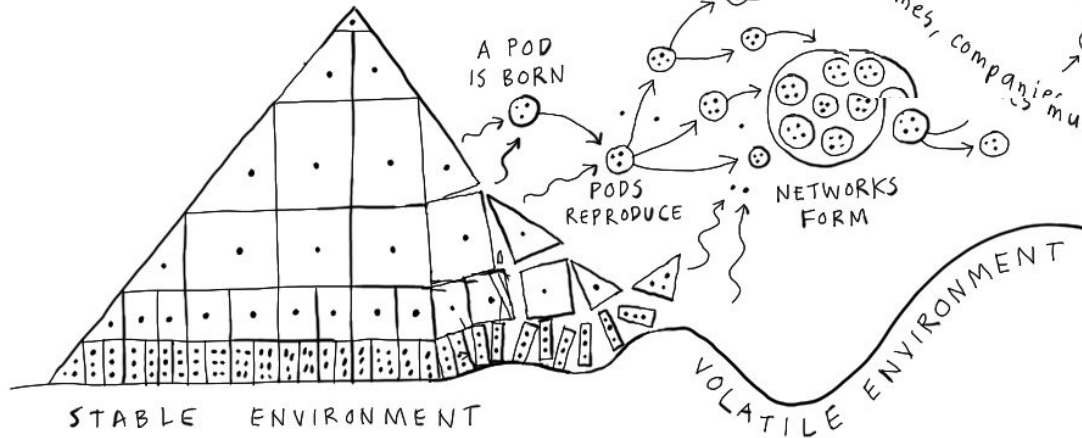
Method

vs.

Mindset



Hierarchies



Self-organising

Transitions in Organisational understanding

Industrial Paradigm

Control and Monitoring



Top down



Process



Efficiency



The Connected Paradigm

Autonomy and Alignment



Emergent

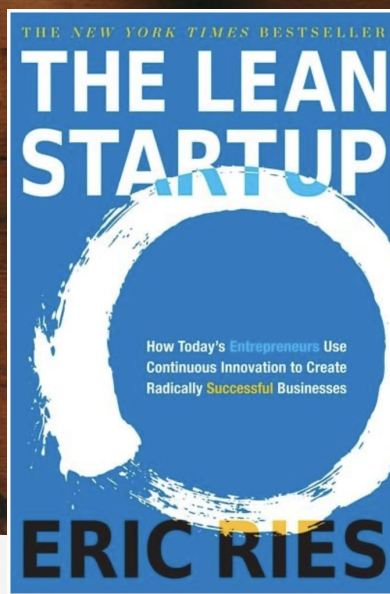
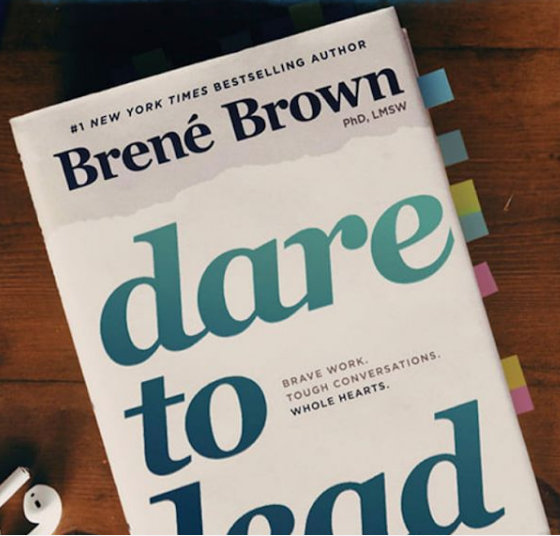


Learning



Innovation





IT'S TIME TO REINVENT ORGANIZATION

CORPORATE REBELS

Make work more fun


CORPORATE REBELS

Jost and Pim are on a mission to make work more fun. They quit their frustrating, corporate jobs and set out to travel the world to visit the world's most inspiring organizations. While checking off their Bucket List they share everything they learn. [MORE+](#)



Quishare FEST 2017



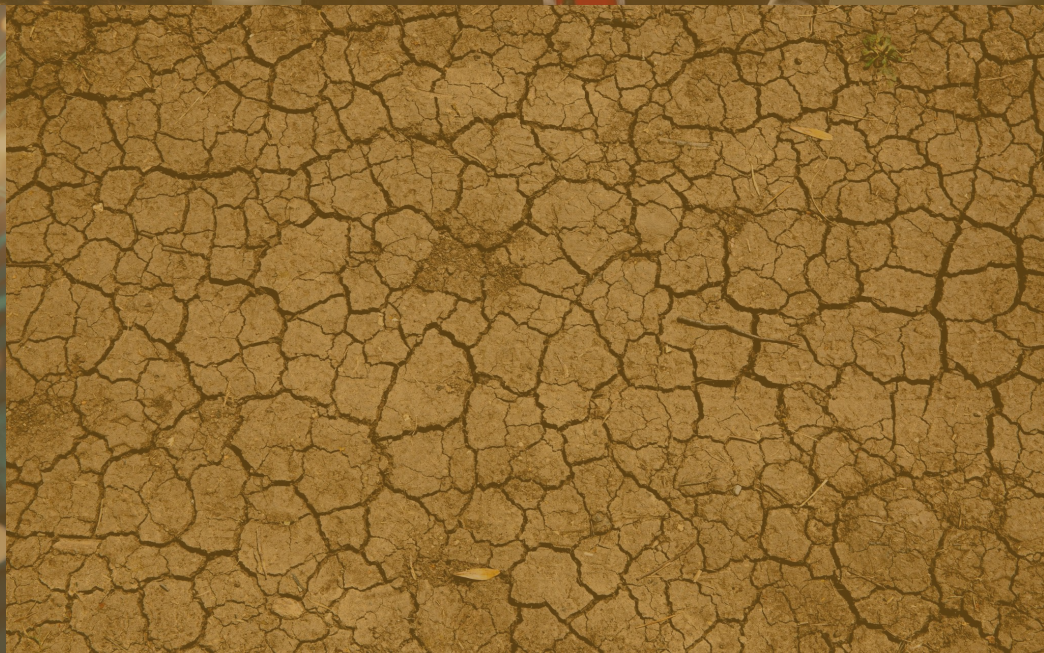
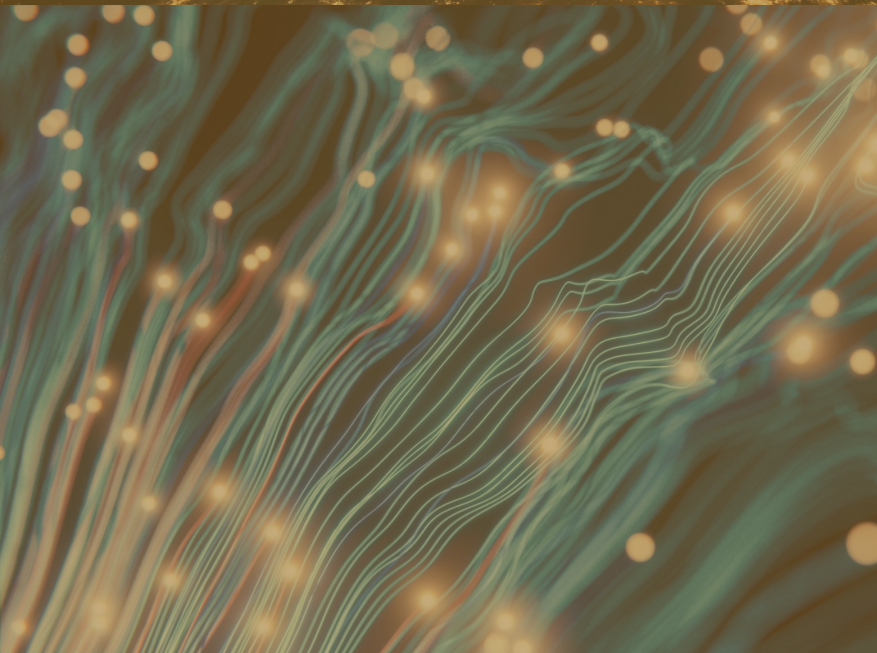


**Hierarchical
Structures**



**Flat
Organisations**

Some backlashes



Method

vs.

Mindset



A new opportunity for Organisational understanding

An aerial photograph of a modern cable-stayed bridge spanning a wide body of water. The bridge features two prominent white pylons with multiple stay cables. The water is calm, and the sky is hazy. The text is overlaid in white, bold, sans-serif font.

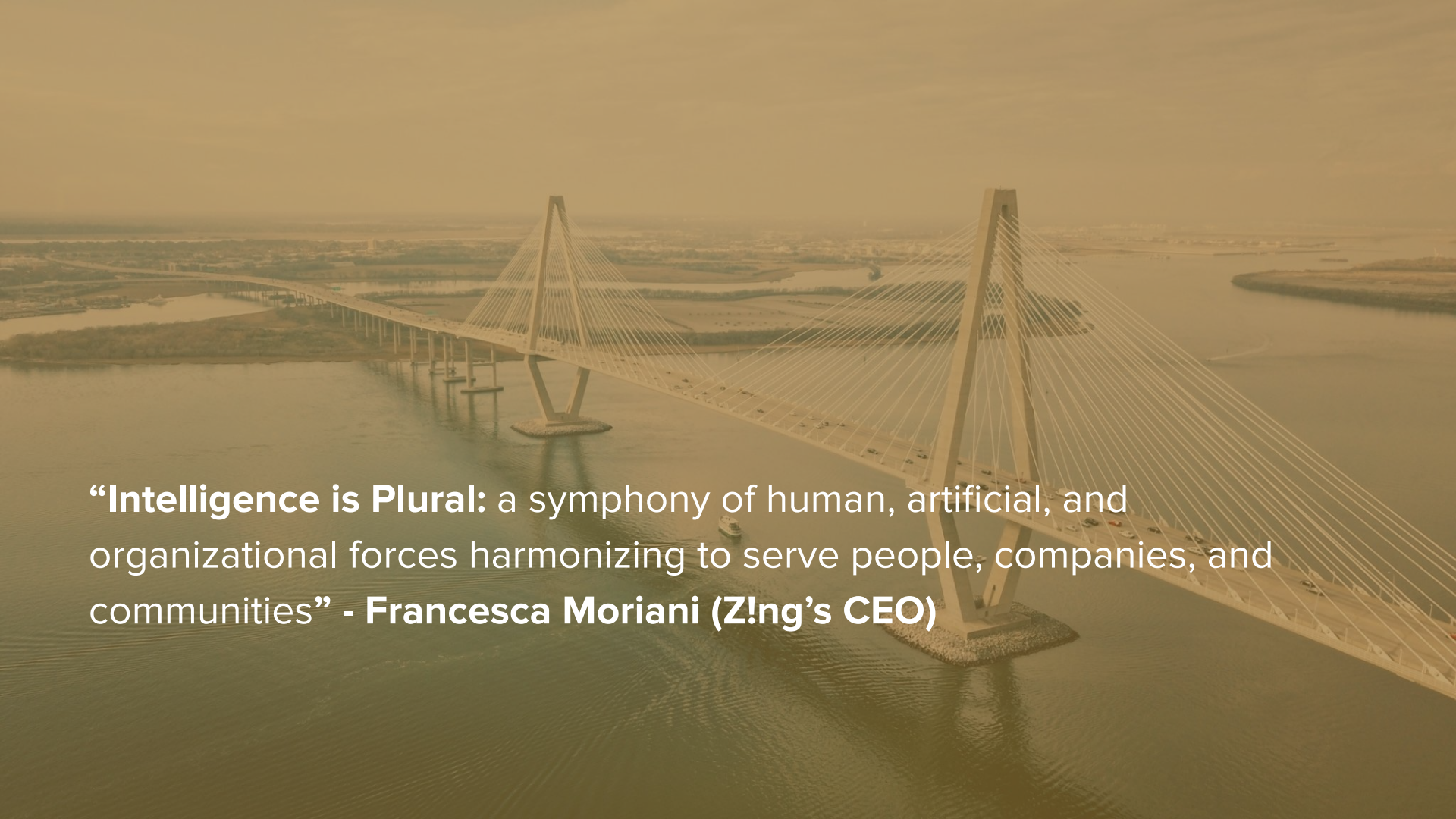
Flexibility,
well-being, and
excellence

Commit to
personal missions

Creativity & Innovation

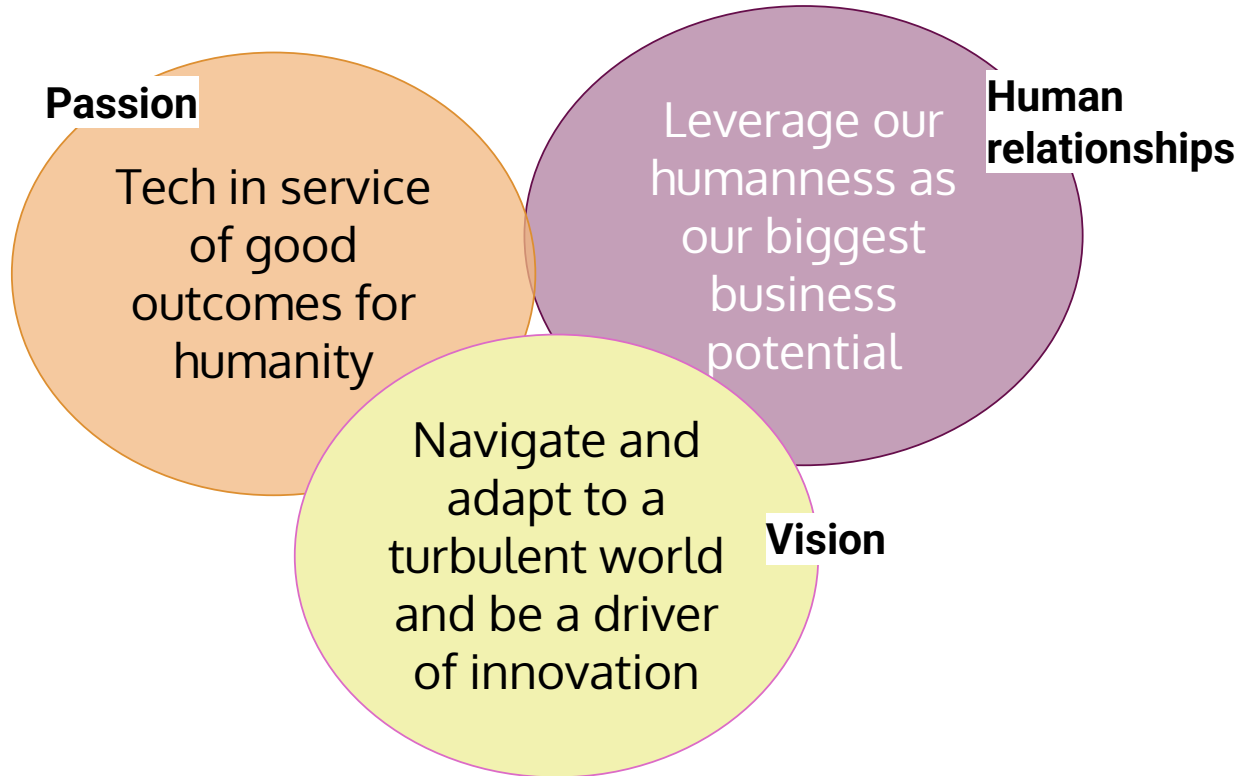
Personal Learning &
Development

Structure that supports
agency & collaboration

An aerial photograph of a large cable-stayed bridge spanning a wide body of water. The bridge features two prominent, A-frame pylons with numerous stay cables supporting the deck. The water is calm, and the sky is overcast. In the background, a cityscape and other bridges are visible across the water. A quote is overlaid on the lower-left portion of the image.

“Intelligence is Plural: a symphony of human, artificial, and organizational forces harmonizing to serve people, companies, and communities” - Francesca Moriani (Z!ng’s CEO)

A thriving business in the age of AI:



Organizational structure & culture in service of these goals

Self-managing teams

Bounded autonomy

Balance clarity & flexibility

Structure that supports agency & collaboration

Distributed Leadership

Creativity & innovation

Balance top down & bottom up

Source Principles

People growth & relationships

Support personal development

Continuous learning

Belonging & relating



**organisations need to be an
incubator of people**

Areas that need to be actively worked on

Agreements

Roles

Decision-making

Communication

Relationships

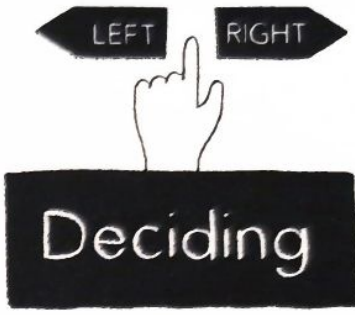
Emergent Strategy

Leadership

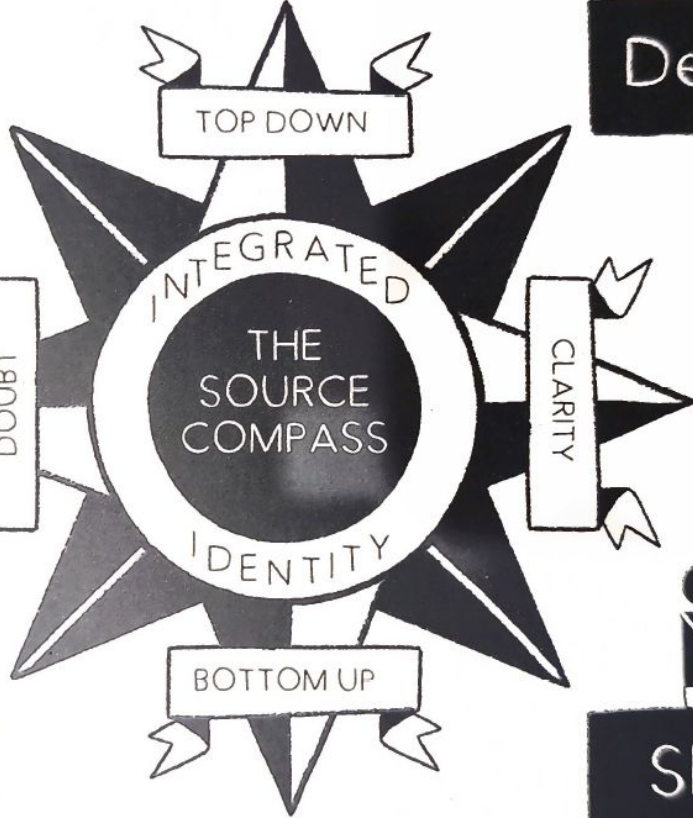
Money and resources



Guarding the edge



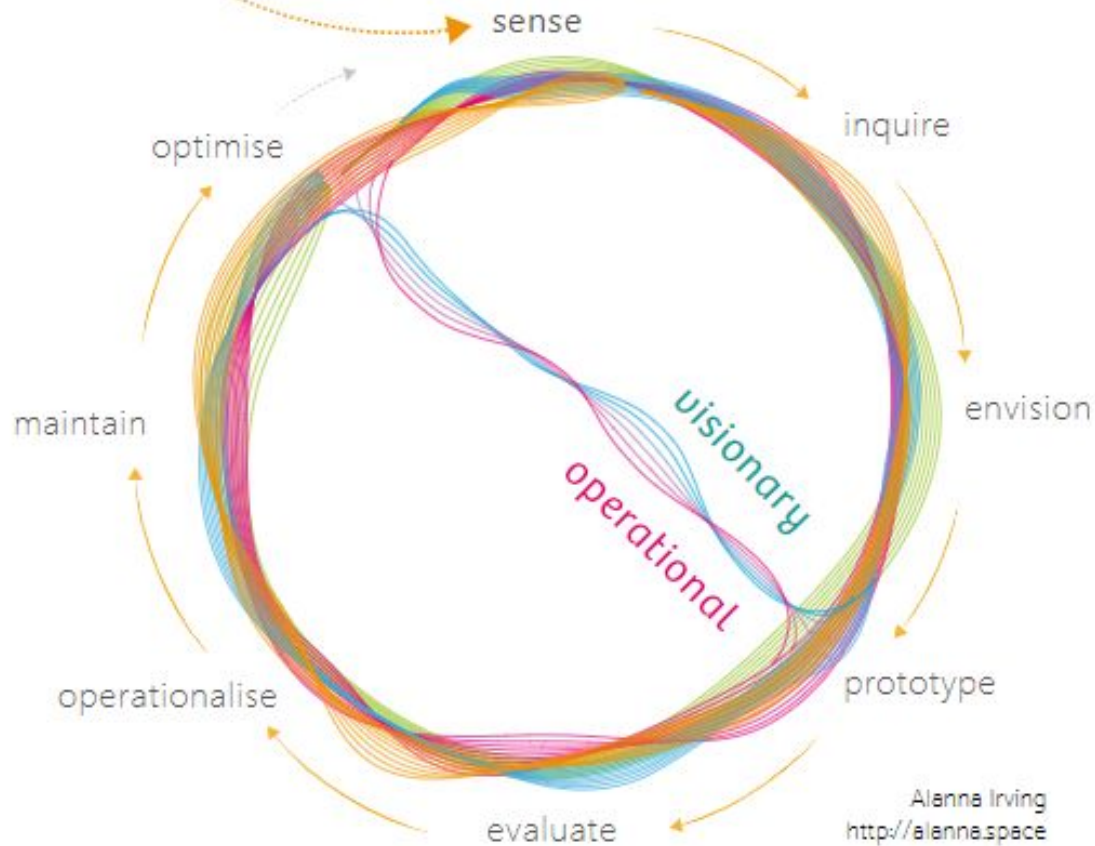
Not-knowing



Authoring



Letting go



Full Circle Leadership

**“Optimists are the ones
who change the world”**

Alec Ross



common.ground

Systemic Change

Organisational
Change

Structures, Tools & Processes

Personal
Change

Mindsets & Practices

We work here



Common Ground supports progressive leaders to build purposeful and collaborative businesses, networks and communities.


We're a collectively governed, postgrowth consultancy with over a decade of experience with decentralized, participatory organizing.



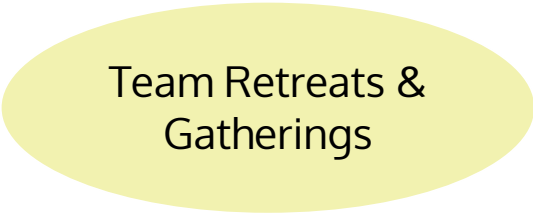
with 20+
collaborators

Our Services

We help you create, scale and transition to organisational forms fit for purpose, and support teams to grow the skills they need to thrive.




Organisational
Change



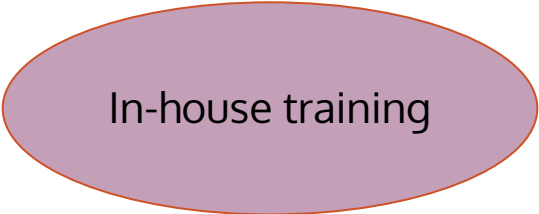
Team Retreats &
Gatherings



Coaching



Systems
Convening



In-house training



Money practices

How to learn more

The How podcast

Progressive Compensation Report

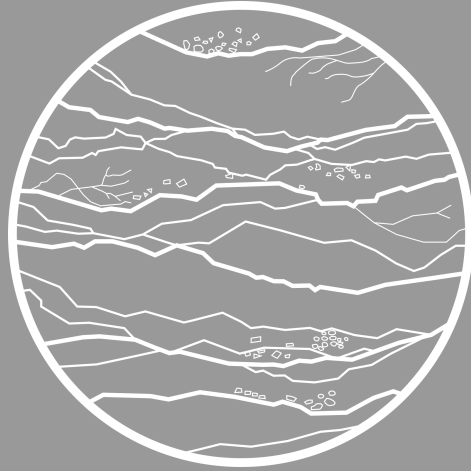
Better work together book

Work with Source book

Our Toolbox blogposts, reports

Full Circle Leadership blogpost

alicia@commonground.now



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