
AUGUST

TEAMS & WORK

IN THE 21ST CENTURY



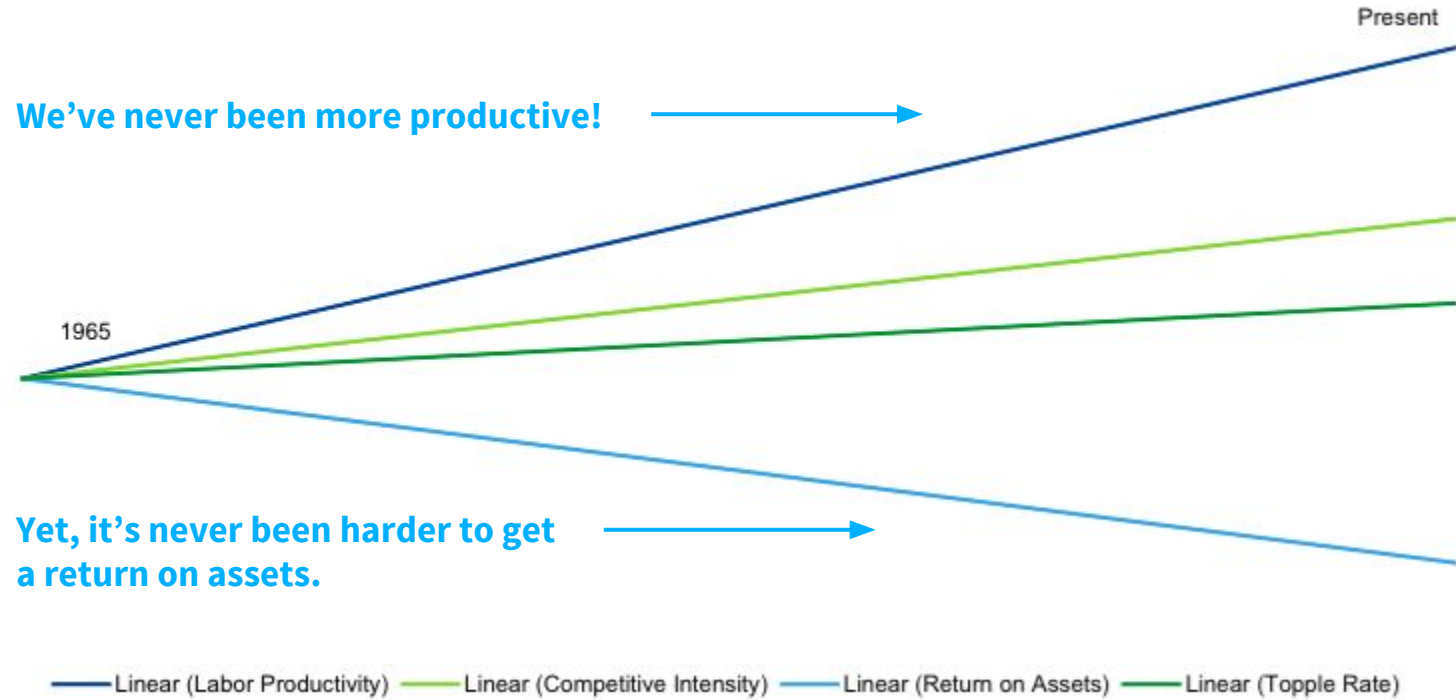
Mike Arauz

AUGUST

EVERYTHING IS AMAZING

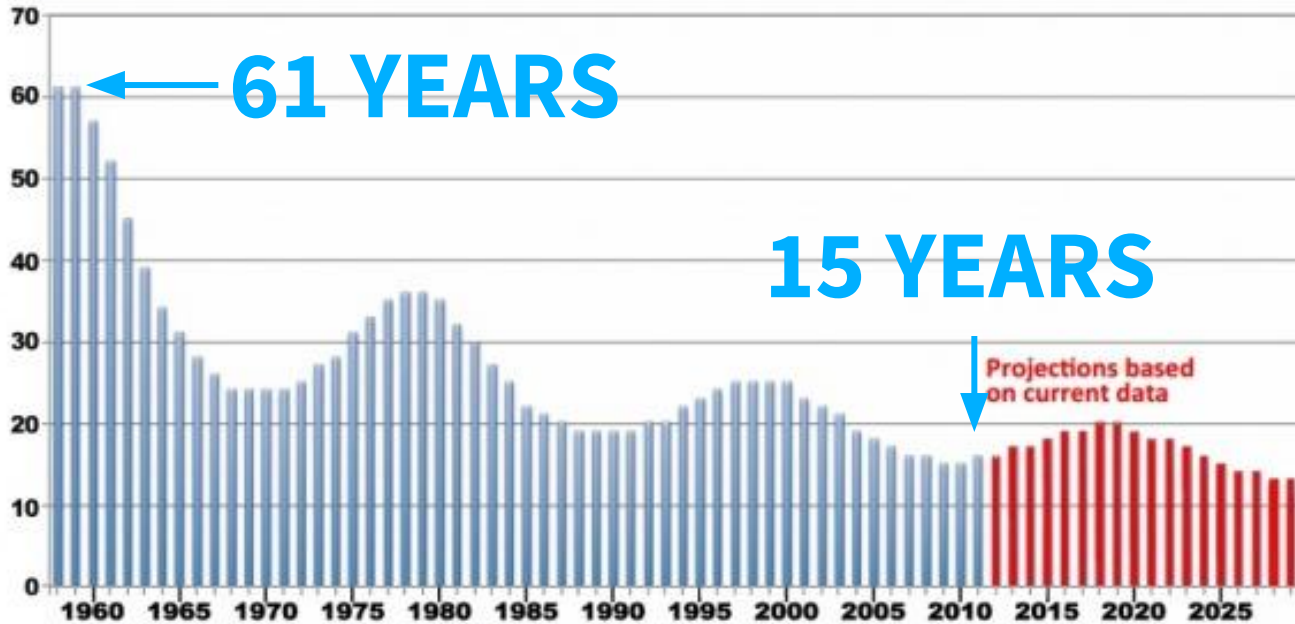
AND NOBODY'S HAPPY

Exhibit 13: Firm performance metric trajectories (1965-2010)



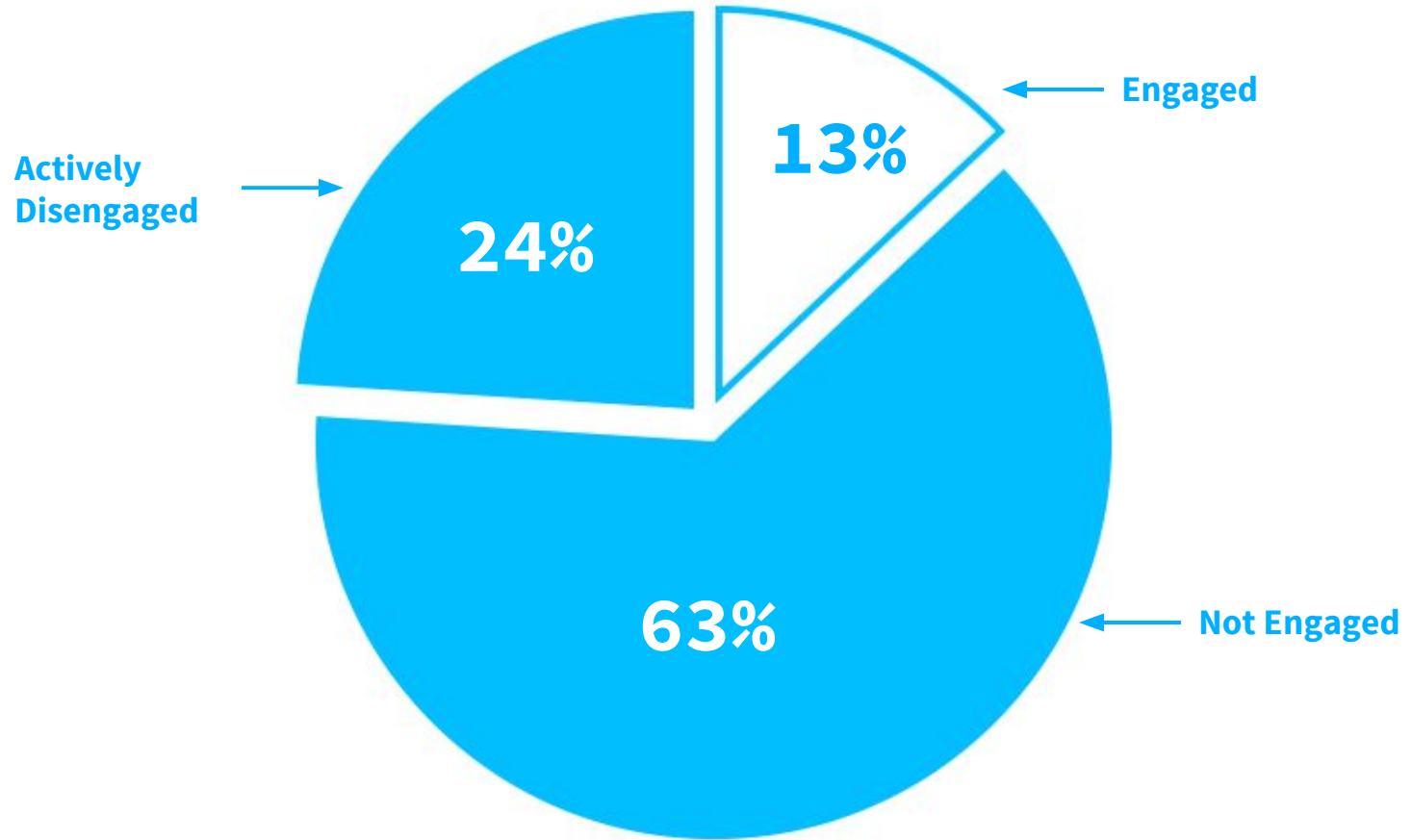
Source: Deloitte analysis

Average company lifespan on S&P 500 Index (in years)



Year (each data point represents a rolling 7-year average of average lifespan)

DATA: INNOSIGHT/Richard N. Foster/Standard & Poor's



Source: Gallup "State of the Global Workplace Report"



CERTAIN

UNCERTAIN







THE WAY WE ORGANIZE NEEDS TO CHANGE

EXECUTING → *LEARNING*

A REVOLUTION IN HOW WE WORK



IT GOES BY MANY LABELS...

AGILE

RESPONSIVE ORG

LEAN STARTUP

EXPONENTIAL ORG

THE B TEAM / B CORP

REINVENTING ORGS

HOLACRACY

THE 5TH DISCIPLINE

5 CORE PRINCIPLES

BE PURPOSE-DRIVEN

DESIGN FOR NETWORKS

DISTRIBUTE AUTHORITY

LEARN BY DOING

DEFAULT TO OPEN

5 CORE PRINCIPLES

BE PURPOSE-DRIVEN

DESIGN FOR NETWORKS

DISTRIBUTE AUTHORITY

LEARN BY DOING

DEFAULT TO OPEN

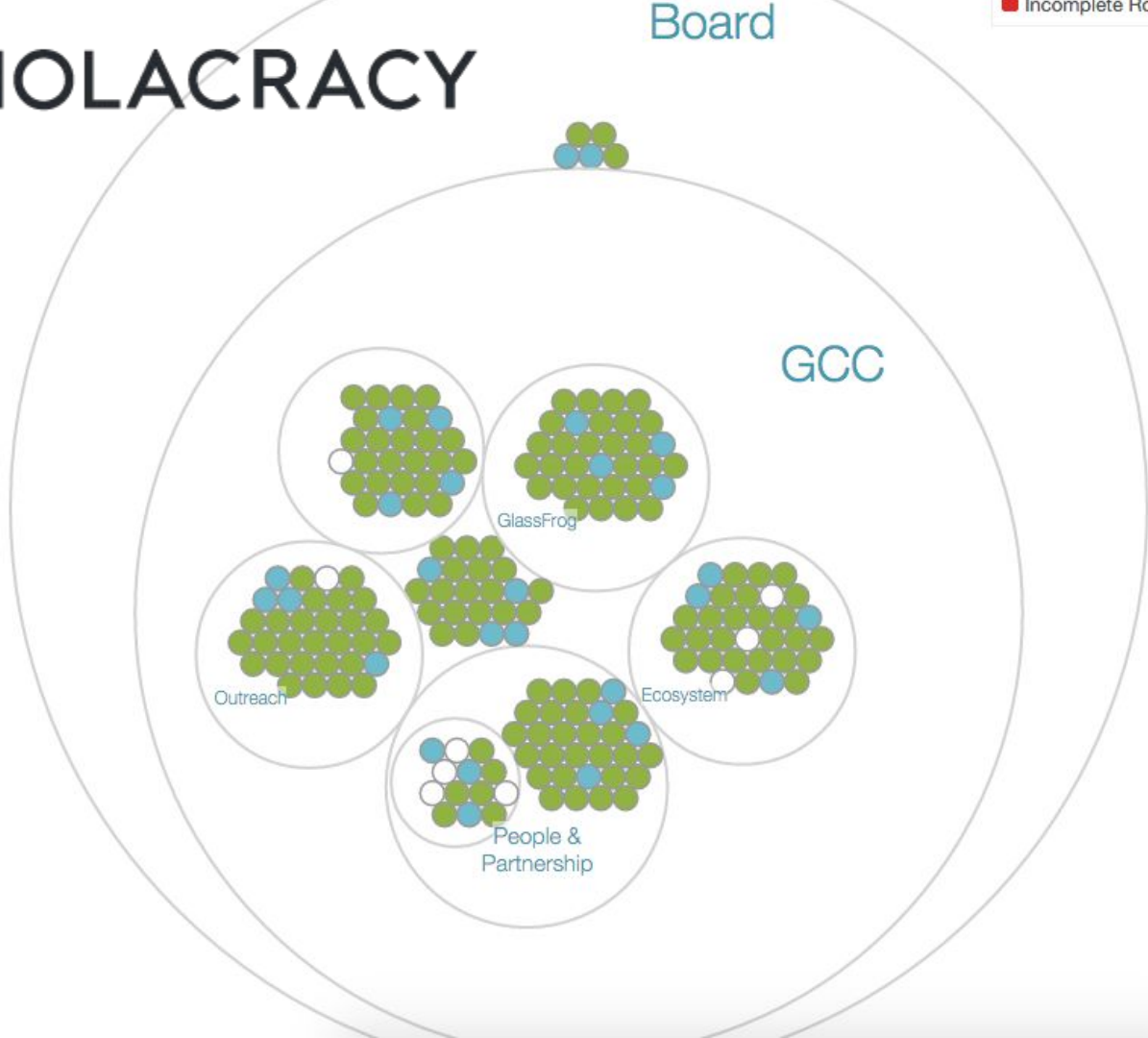
DESIGN FOR NETWORKS



HOLACRACY

Board

■ Incomplete Role



DISTRIBUTE AUTHORITY



Medium



SOCIOCRACY

INTEGRATIVE DECISION MAKING

PROPOSE

CLARIFY

REACT

EDIT

CONSENT

DEFAULT TO OPEN



NEW

- My Drive
- Shared with me
- Google Photos
- Recent
- Starred
- Trash

763 MB of 30 GB used
Upgrade storage

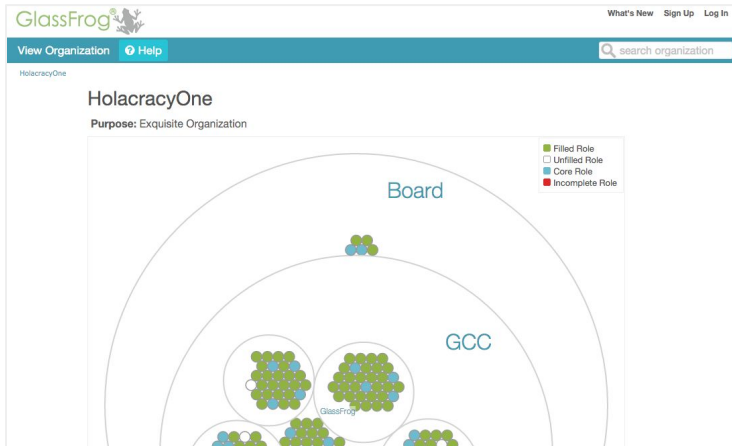
Legal Marketing & Posit... Biz Dev Blog Posts and Es... Internal Org & Op...

Toolkit Speaking Reference Library

Women Leaders / Copy of Circle Calen... Copy of nominalMF... August 2015 Or... *README August Offering

Organized Bookshelf Purpose Operating Principles Public Boilerplate

public.aug.co



23 Shares

15

f

t

M

e

h

holaSpirit

Web app designed for Holacracy.
Be the first to discover. Private beta now opened.

We respect your privacy!

Loomio About Loomio LOG IN

Fork me on GitHub

Loomio is the easiest way to **make decisions together.**

Loomio empowers organisations and communities to turn **discussion into action**, wherever people are.

COBUDGET

Collaborative funding for crowds with purpose

5 CORE PRINCIPLES

BE PURPOSE-DRIVEN

DESIGN FOR NETWORKS

DISTRIBUTE AUTHORITY

LEARN BY DOING

DEFAULT TO OPEN



THANK YOU

team@aug.co