Exponential Organization Canvas

External facing questions for SCALE: Interface, Dashboards, Experimentation, Autonomy, Social Internal facing questions for IDEAS: Staff on Demand, Community & Crowd, Algorithms, Leveraged Assets, Engagement Massive Transformative Purpose: Company name: The MTP is the higher, aspirational purpose of the organization, capturing the hearts and minds of those both inside and outside of the organization Interface Dashboards Are OKR's and Metrics How well are interface created to manage external scalability? used to track performance? **Characteristics:** Two-side platforms Cost reduction **Characteristics:** Multi-sided platforms Viral Key Performance Indicator Awareness Measuring Company Goal **Attributes:** Platform Tracking When implementing the externalities (SCALE), ExOs use customized filtering and matching process – which we call Interfaces – Outsourced Performance to process the output of external attributes into the internal organization, using algorithms and worklow software. Metrics Value Learning OKRs Yes: **Attributes:** In order to measure and manage the performance of an ExO, a real-time, Algorithms Experimentation Autonomy adaptable dashboard with essential company and employee metrics and short feedback loops is implemented Does the organization How well does the organization encourage risk-taking Are algorithms a core – accessible to everyone in the operate top-down? and experimentation? part of the organization? organization. **Characteristics: Characteristics: Characteristics:** Self-organized Lean Cost reduction Holacracy Startup **Business Intelligence**

Flat-organized

Full decision-making authority

Attributes:

ExOs have a flat organization, allowing self-organizing, multi-disciplinary teams and / or individual employess to operate with decentralized authority. A good example of this trends is the Holacracy model.

How much are on-demand staff and on-demand assets utilized?

Characteristics:

Cost reduction Outsourced Manpower

Attributes:

Necessary characteristics for speed, functionality and flexibilty in a fast changing world. Rather than owning employess, ExOs leverage external people for simple to complex work – even for mission critical

Staff on Demand Machine Learning Deep Learning

Yes:

Attributes:

As the world turns into data and information, ExOs are leveraging Algorithms, including Machine Learning and Deep Learning to get new insights about their customers and products.

Community & Crowd

How well are Community and Crowd leveraged?

Designed by:

Characteristics:

Most ExOs are attracting and leveraging their community or the general public to scale. The crowd can leveraged by harnessing creativity, innovation, validation and funding

Attributes:

Automated Services



Date:

Iteration:

Leveraged Assets

How externalized are business functions?



Characteristics:

Underutilized things **Outsourced Production**

Rather than trying to own assets, ExO's access, rent or share assets to stay nimble - outsourcing even mission critival assets.

Leveraged assets are comprised of Cloud Computing, Hackerspaces and assets from customers as input for business.

Yes:

Engagement

How do you give attention in form of loyality/rewards?



Characteristics:

Rewards Loyality

Engagement is comprised of digital reputation systems, gamification and incentive prizes, which create network effects and positive feedback loops.

Social

with fast feedback loops.

How well are social technologies integrated into the organization?

ExOs use the Lean Startup methodology and other techniques inside different

organizational departments to constantly experiment with new ideas and processes,

culturally enabling risk-taking and failure. Processes are constantly being tweaked

Incubation

Accelerator

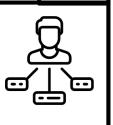
ExOs leverage collaborative tools, such as file sharing, activity streams, wikis, telepresence, virtual reality and emotional sensing to manage real time, zero latency conversations.

When implemented it creates transparency and connectedness and lowers an

Characteristics:

Social Networks for Work

Messengers Collaboration Platforms



Yes:





Yes: