

Innovation in Distributed Organizations

How to be ahead of the curve?

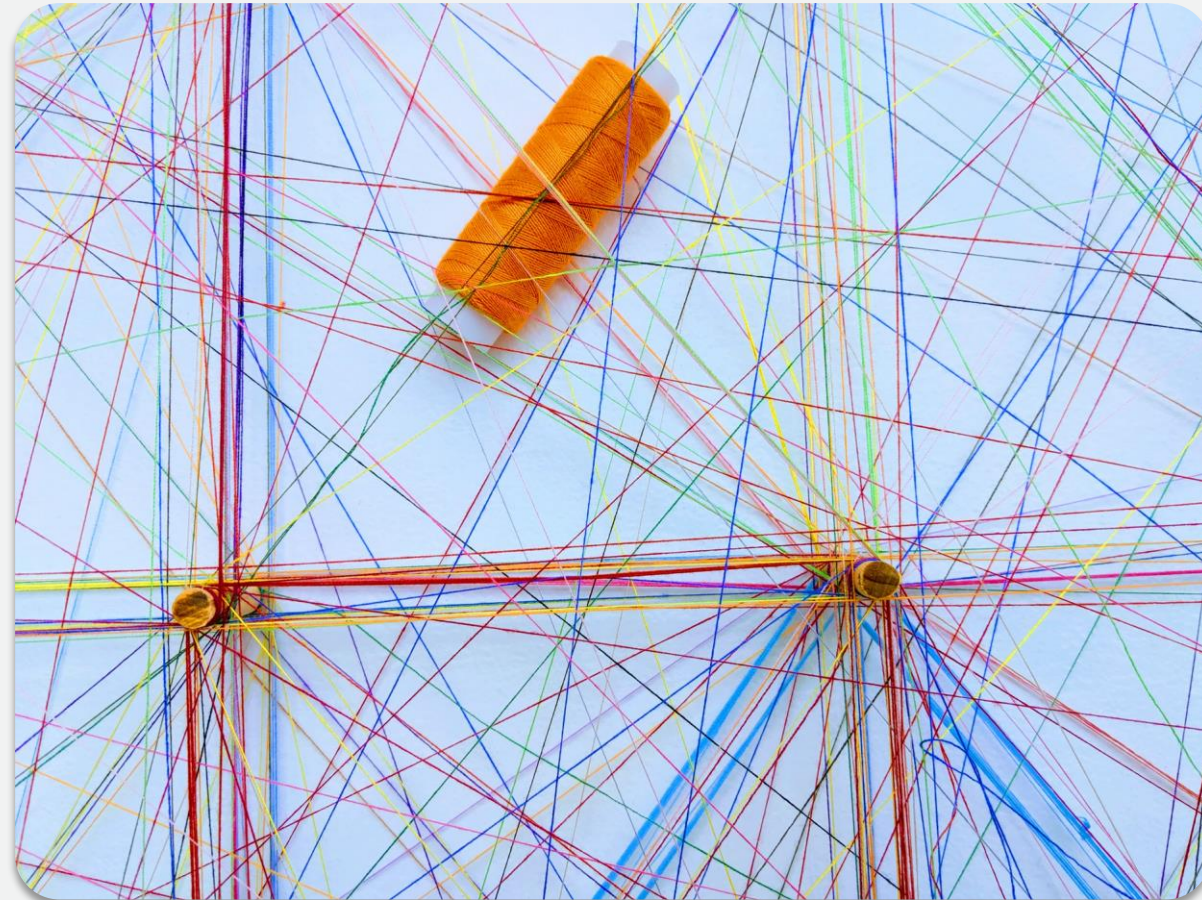
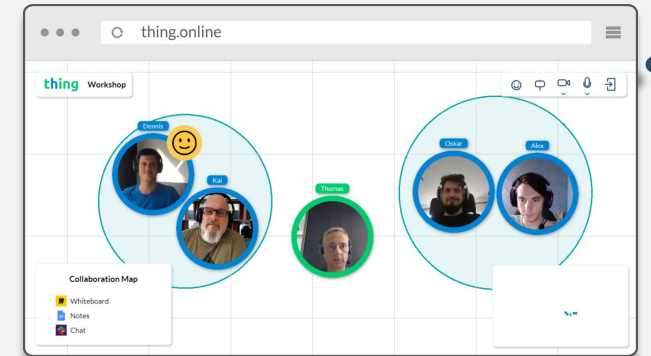
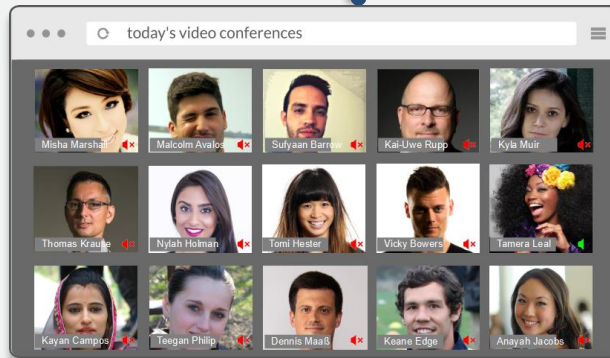
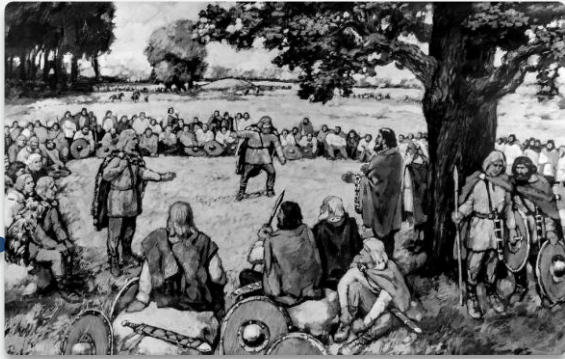


Photo by [Omar Flores](#) on [Unsplash](#)

The (Hi)Story of thing

Humans have always come together to tackle complex topics



thing (ping)

thing

We enable distributed organizations to innovate virtually.

What is Innovation?



What is innovation? 15 experts share their innovation definition

~~Coordination~~

~~Collaboration~~

~~Communication~~

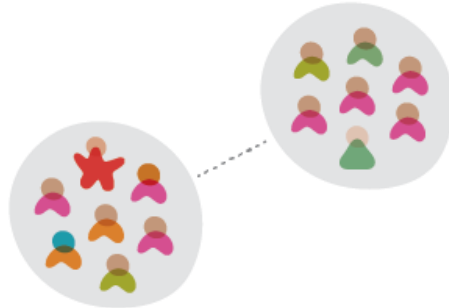
Shades of Distributed

Single-site



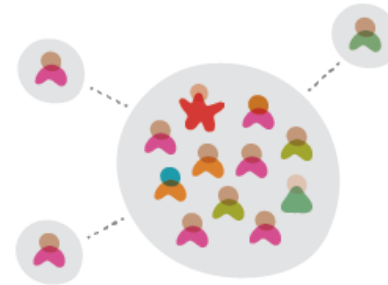
everyone is co-located in the same physical location. Ideally this means you're all within a few steps of each other.

Multi-site



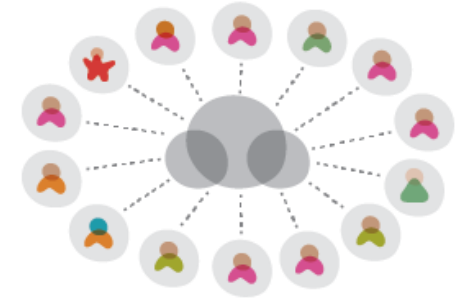
has two or more co-located groups at separate locations within a larger team, perhaps with some formal sub-team boundaries and responsibilities.

Satellites



occur when you have most of the team co-located, but a few members working remotely, either from home or in another office.

Remote-first

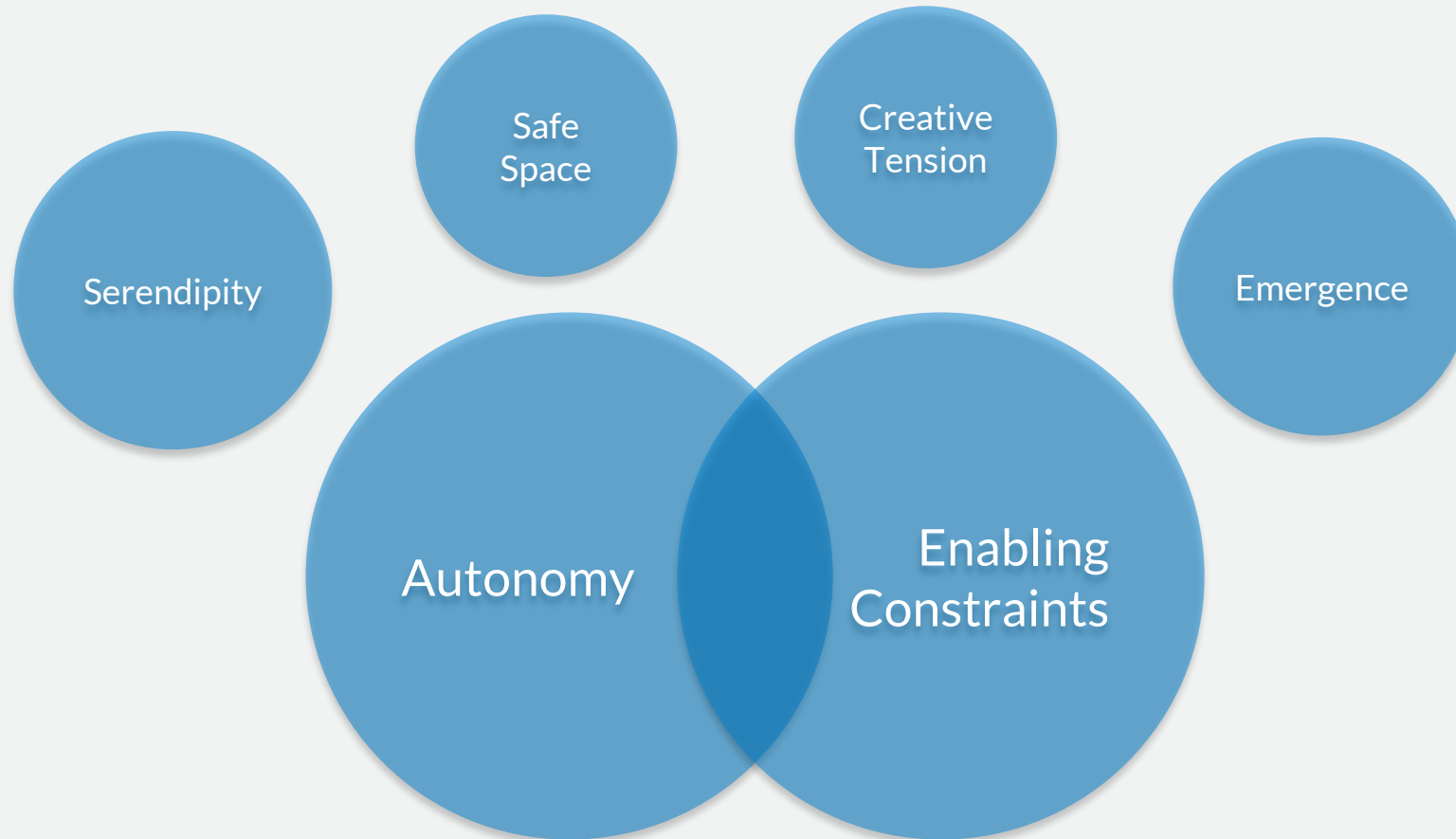


everyone works in a separate location, usually from home, and thus all communication occurs online.

Remote versus Co-located Work

What makes innovation possible?

A balanced combination of autonomy and enabling constraints



Autonomy

...the right or condition of self-government.

Whoever comes
are the right
people

Whatever happens
is the only thing
that could happen

Whenever it starts
is the right time

When it's over
it's over



Butterfly

Law of the two
feet



Bumblebee



Enabling Constraints - Rooms

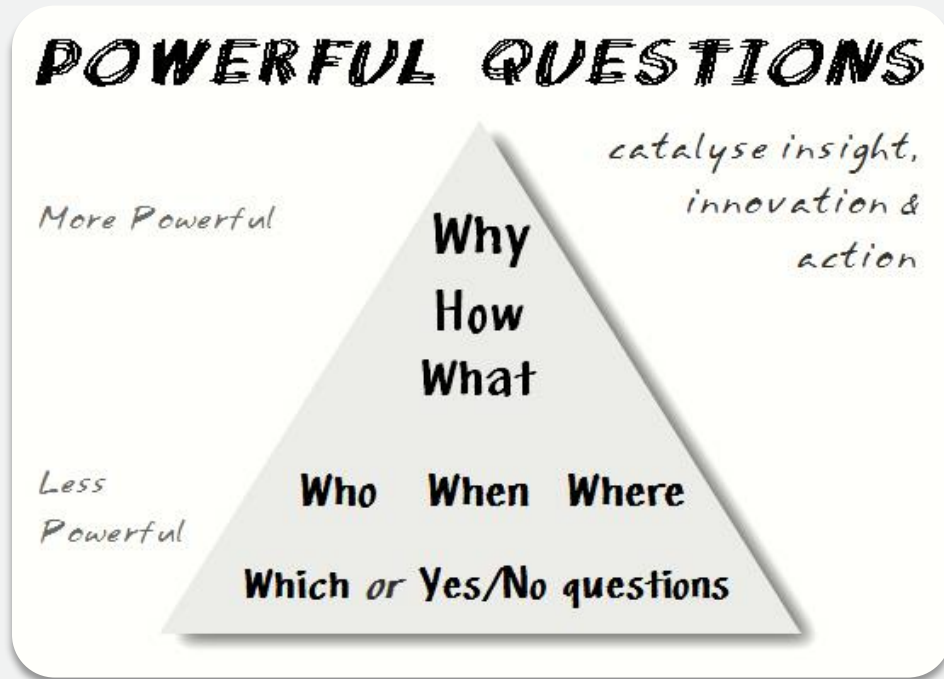
Rooms make invitations, shape behavior



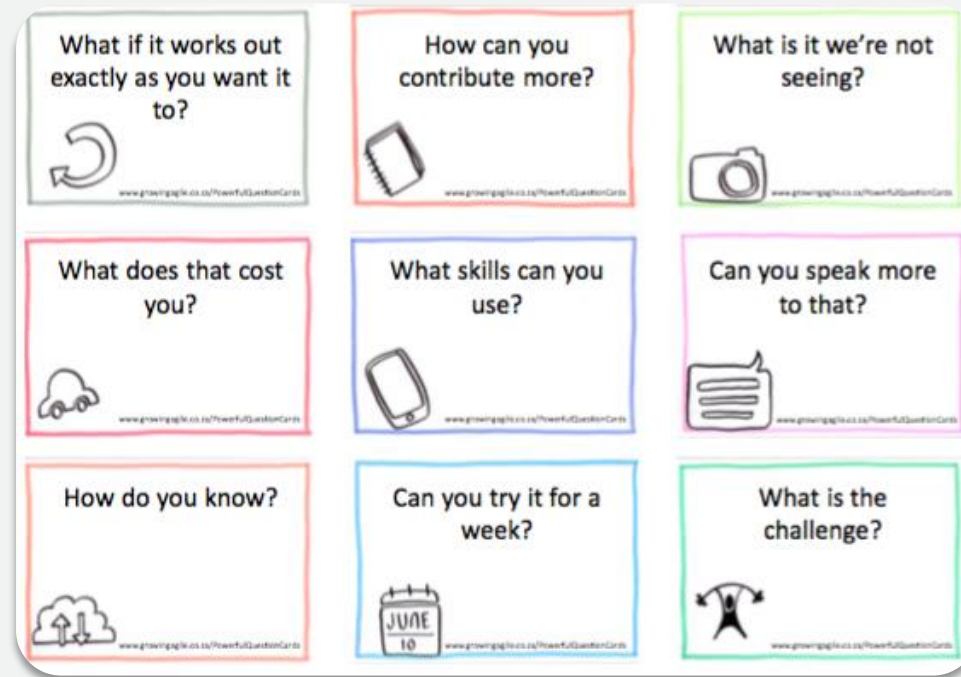
Photo by [Danielle Cerullo](#) on [Unsplash](#)

Enabling Constraints – Powerful Questions

Go beyond the obvious, spark the thinking, catalyze insights

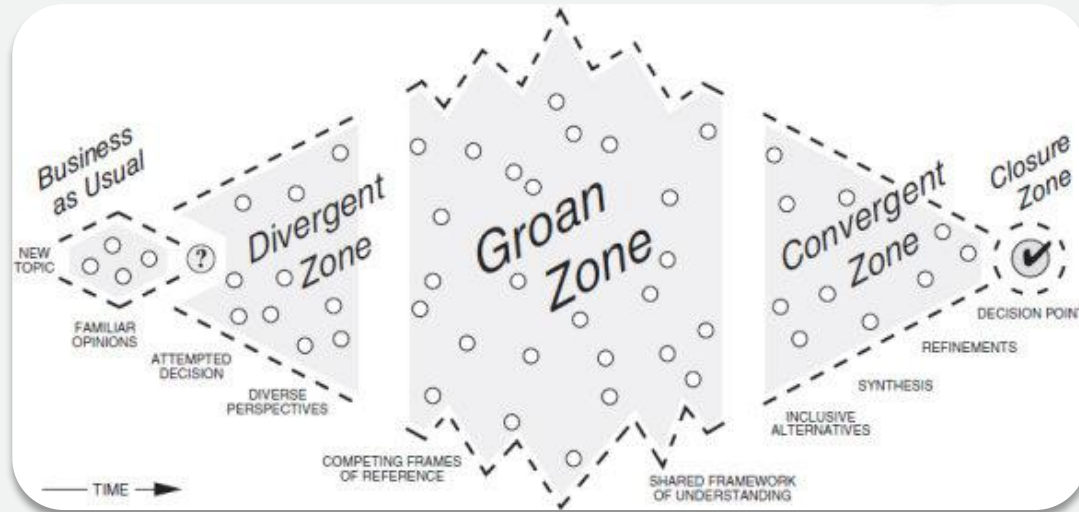


<https://abiggergame.today/powerfulquestions/>

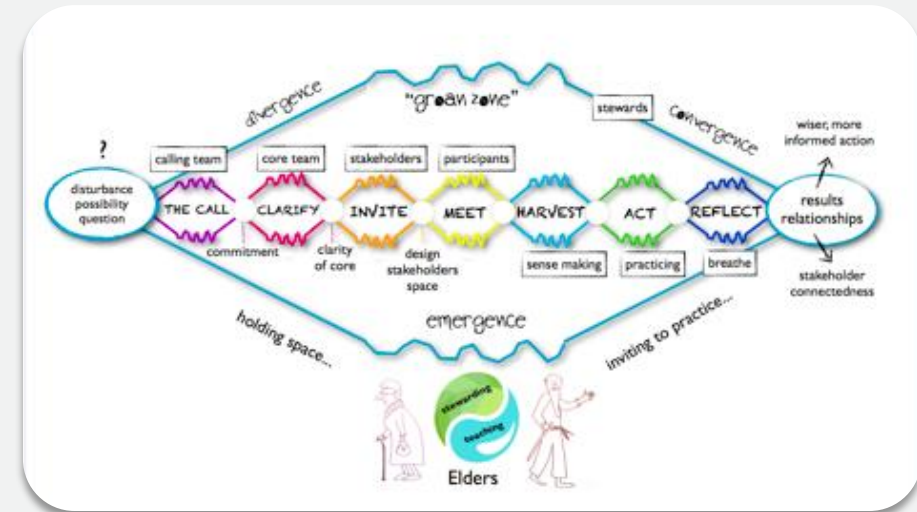


<http://www.growingagile.co.za/powerfulquestioncards/>

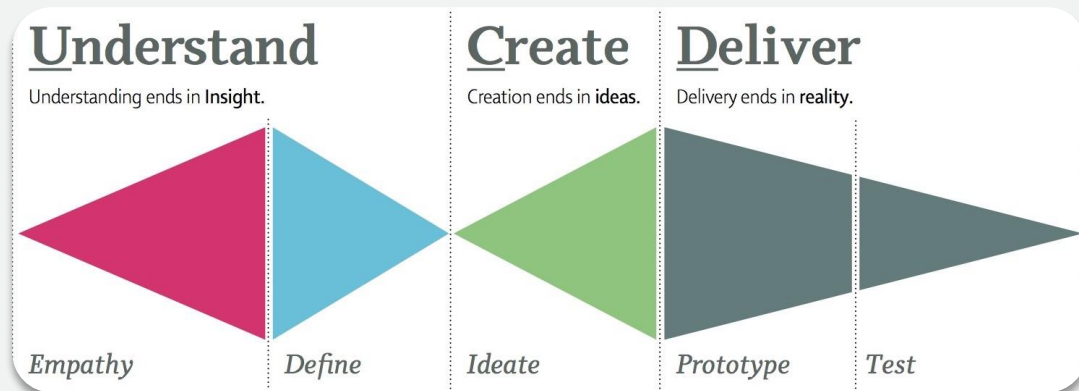
Enabling Constraints – Breaths & Stepping Stones



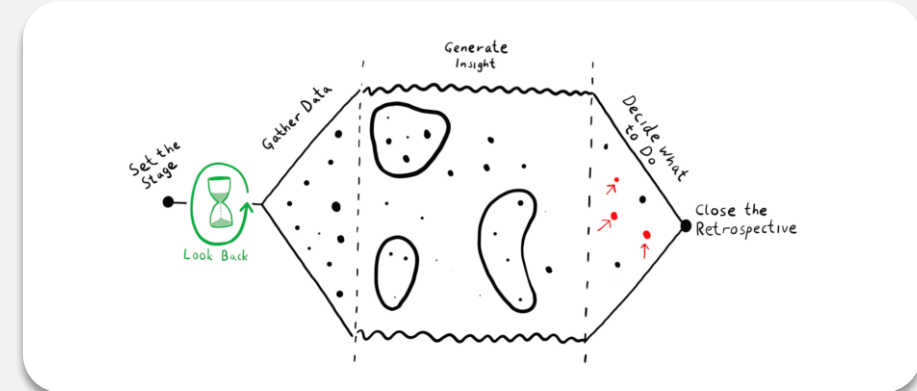
Facilitator's Guide to Participatory Decision-Making



Design Helpers: Breaths and Stepping Stones



What is Design Thinking? (And What Are The 5 Stages Associated With it?)



The Retrospective: A known recipe for improvement

Enabling Constraints – and more...

Timeboxing

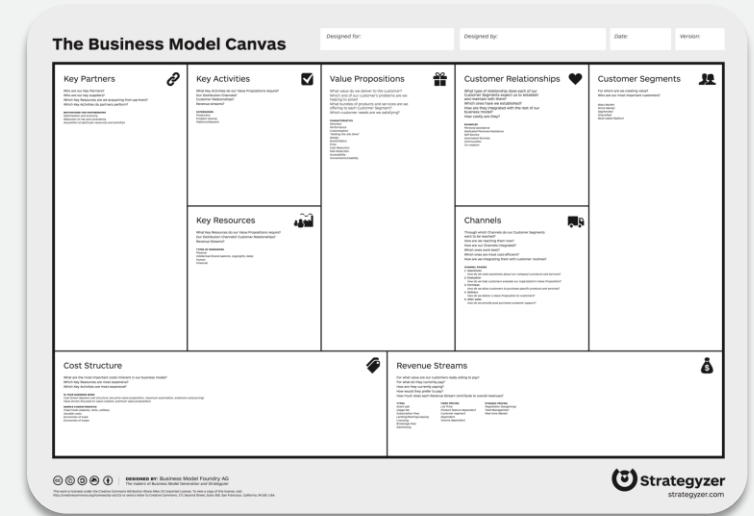


Roles



[The 8 Roles of a Facilitator](#)

Canvases

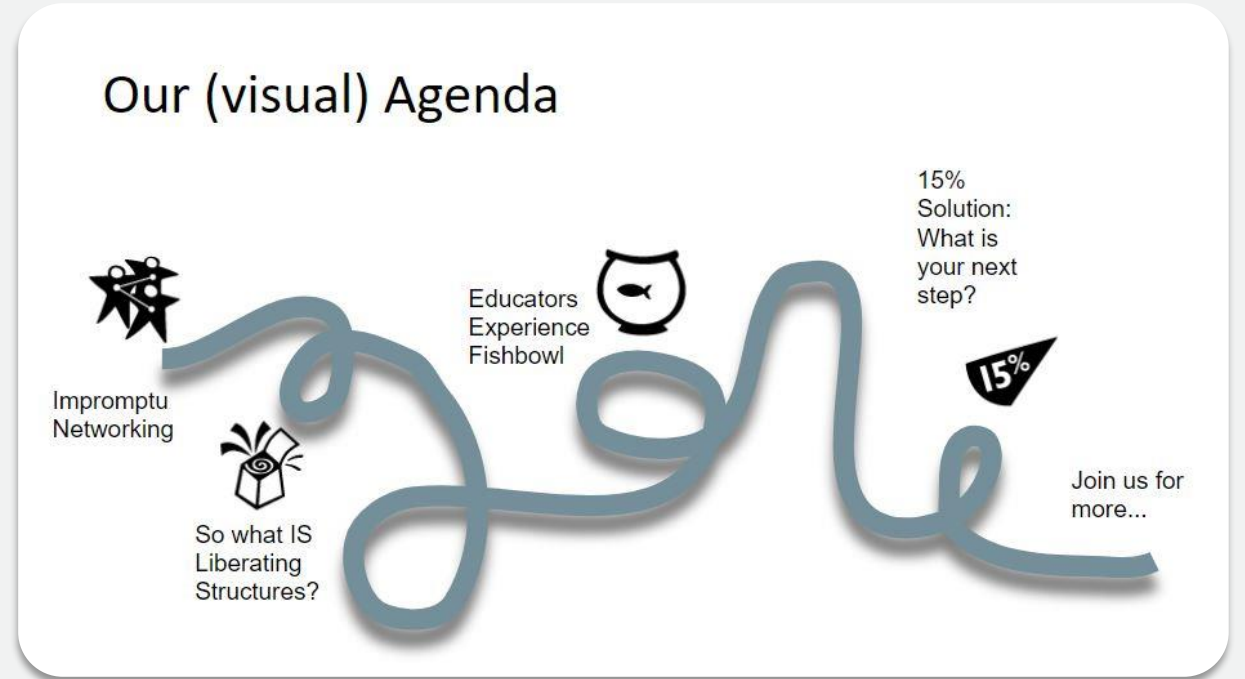


[Business Model Canvas \(Wikipedia\)](#)

Enabling Constraints – Micro/Macro Structures



<http://www.liberatingstructures.com/>



<https://fullcirc.com/2018/09/14/building-an-online-liberating-structures-practice-90-minutes-at-a-time/>

Now what?

- Tell me more... anyone?
- Now what about distributed?
- Now what about tools?
- Can we move on?



Challenge for Organizations

Multiple barriers to stay competitive when going remote



facilitated meetings



📌 hire/train facilitators

⚡ doesn't scale



distributed organizations



📌 use available tools

⚡ tools unfit for complex topics



facilitated meetings online



📌 more facilitators, more tools

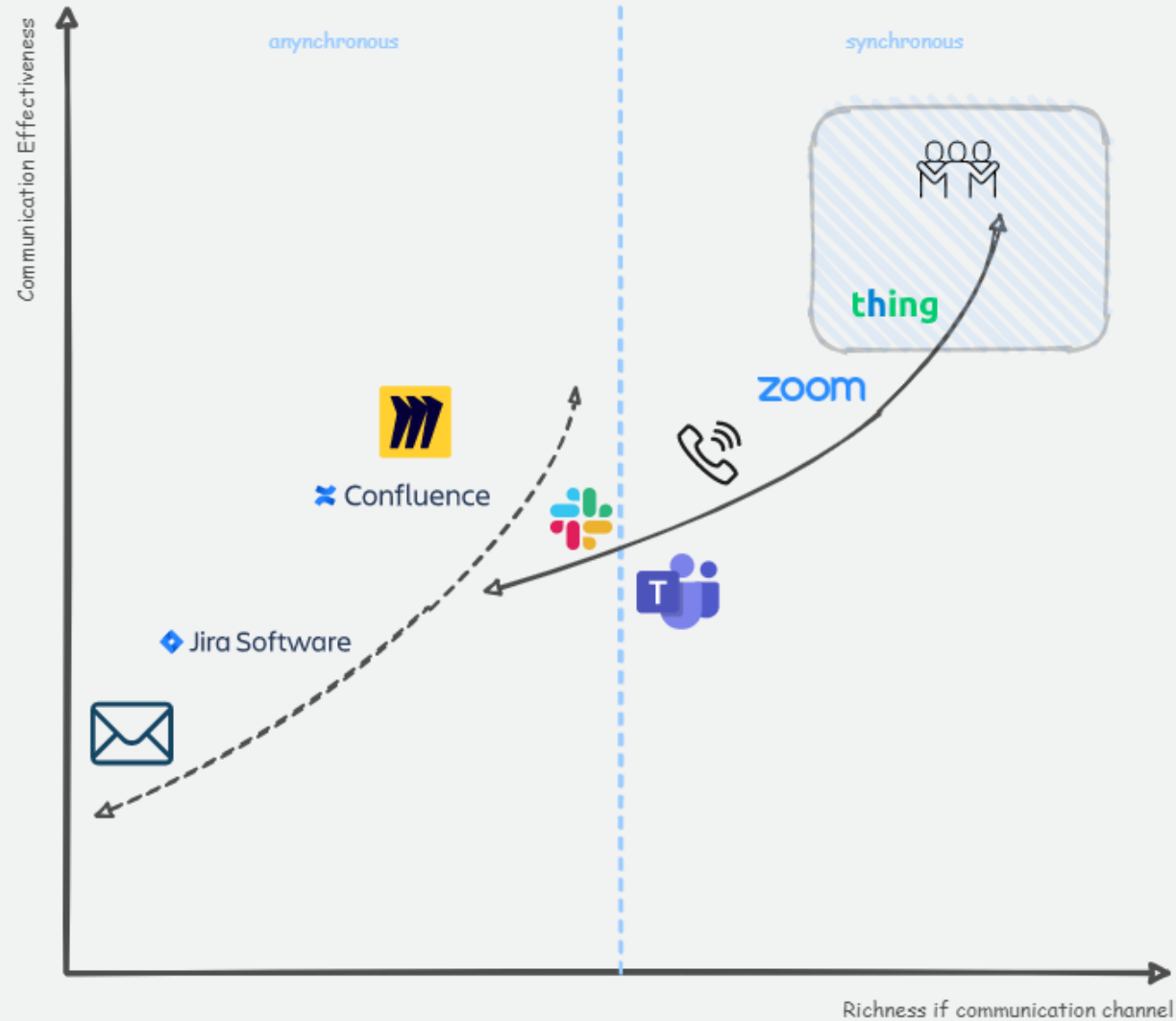
⚡ doesn't scale at all



sustainably innovative in a distributed world

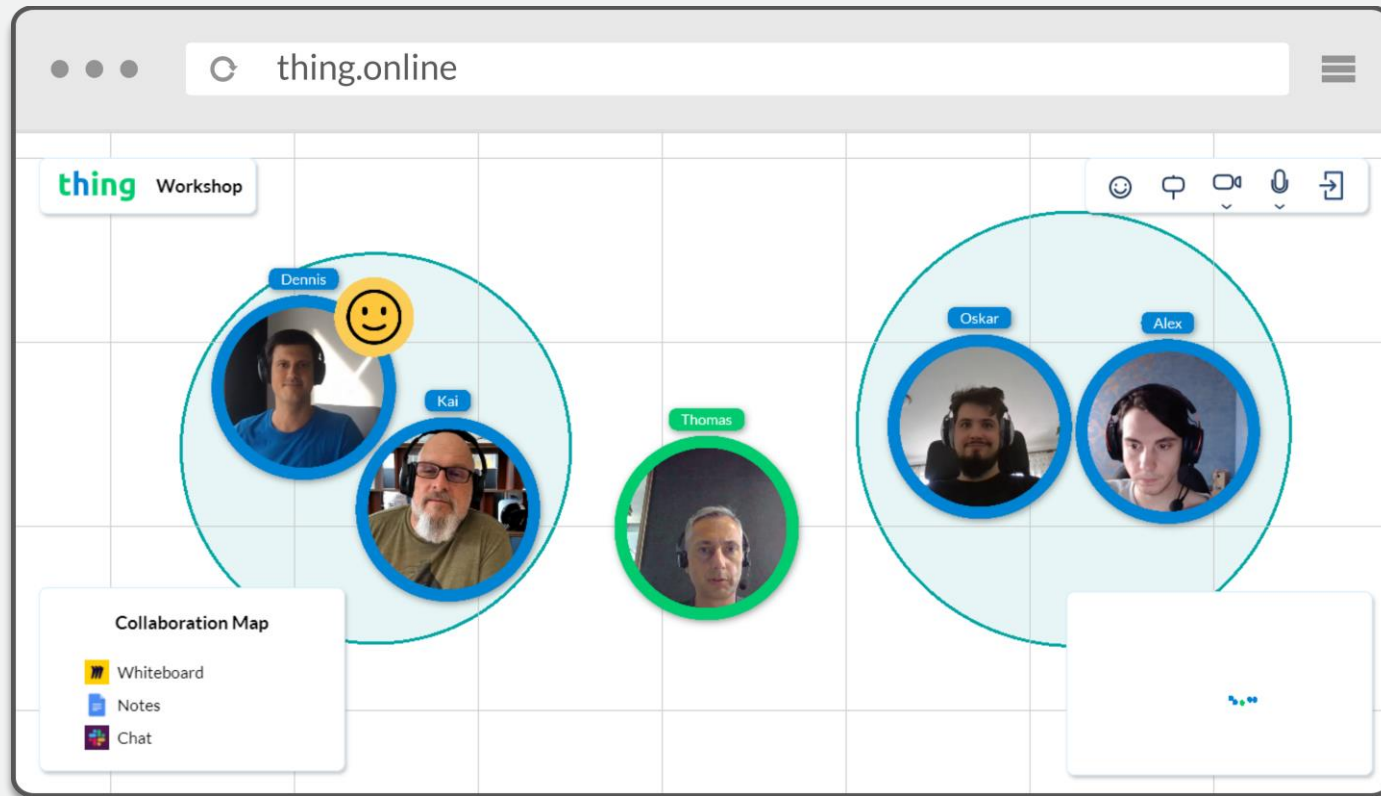


What about tools?



Our approach with thing

User Autonomy and Assisted Facilitation uniquely combined



Conversations

Start, join or leave conversations with ease

Collaboration

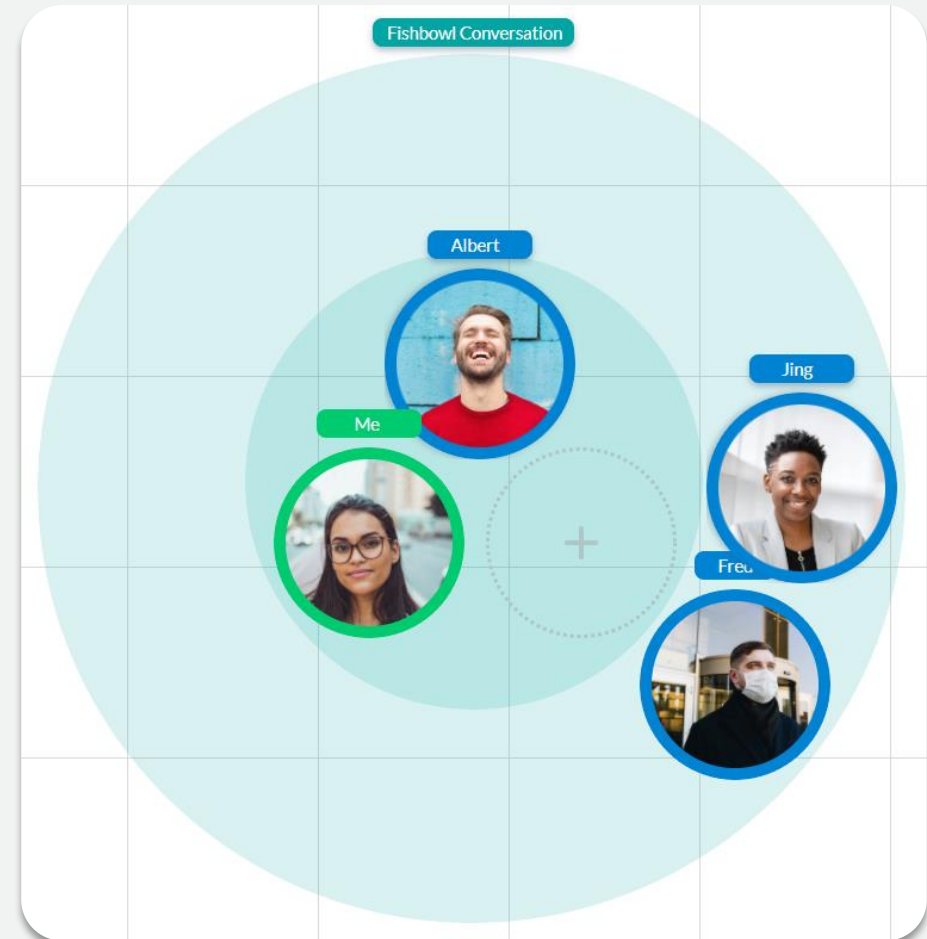
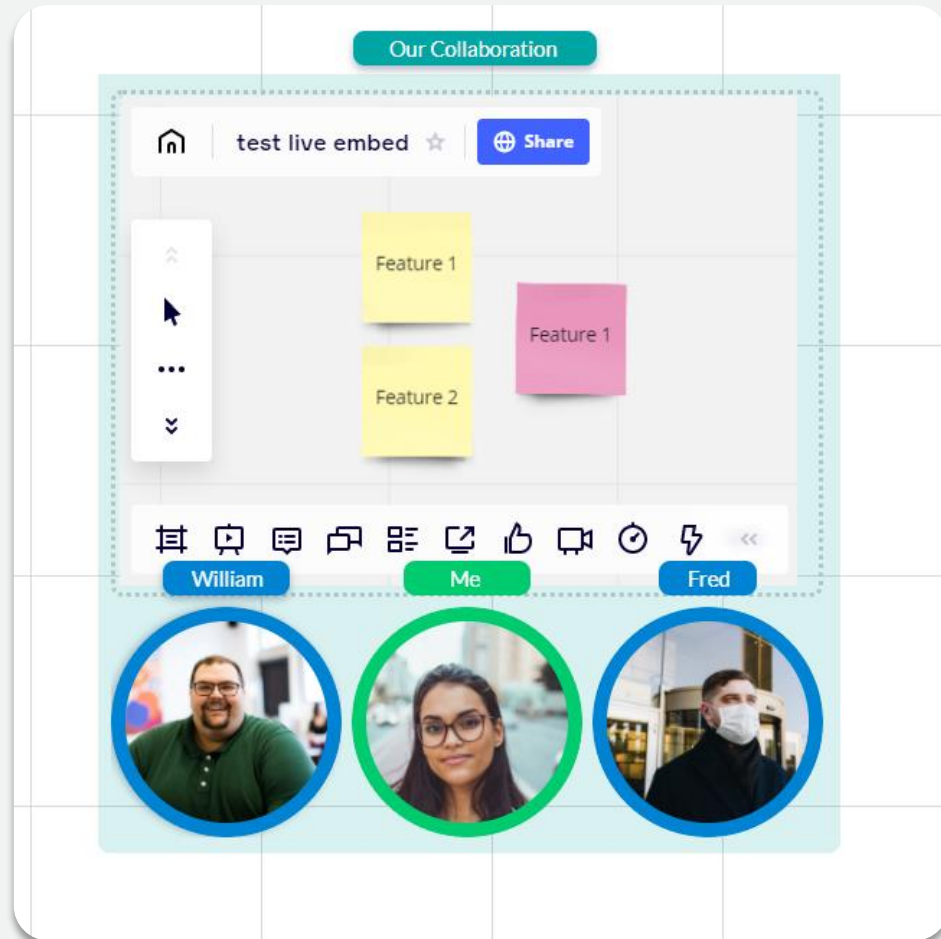
Integration of flows and collaboration/whiteboarding tools.

Flow

AI assisted design and conduction of process flows

Assisted Facilitation

Examples for Collaboration & Flow



So what?

Organizations that want to be ahead of the curve now need to **learn how to go beyond** (remote) communication, coordination, collaboration.

A new breed of tools will help to make the move to (remote) innovation accessible for more organizations. 🚀

Tools will always help with the **complicated** parts of work only.

The **creative** part will be left to us. 😊



Thank you

thing

Effective Virtual Workshops

 thing.online

 info@thing.online