

Principles of Humanocracy

OWNERSHIP

MERITOCRACY

MARKETS

COMMUNITY

OPENNESS

EXPERIMENTATION

Management Model

Systems and processes



Setting direction



Developing plans



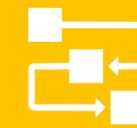
Defining unit & team goals



Allocating resources



Coordinating activities



Optimizing workflows



Creating new solutions



Growing talent



Assessing performance



Rewarding people



Mitigating risk



Improving operations

Structures and roles



Formal hierarchy



Boundaries & bridges



Roles and responsibilities



Support functions



Collaborative networks



Facilities & tools

Process Elements



PURPOSE

What is the goal of this process?



OWNERSHIP

Who is primarily responsible for this process?



PARTICIPANTS

Who participates in this process, and how?



INFORMATION

What are the information inputs/outputs of this process?



DECISIONS

What decisions or actions does this process generate?



CRITERIA

What evaluative criteria are used in this process?



TIMING

What is the timing of this process?



ASSESSMENT

What metrics are used to assess the value of this process?