

Comparative Analysis

Silos & Hierarchies vs. 4th Wave - Whole Systems

Work flow: process flow sequenced by hierarchical areas of responsibility with limited ability to question why or suggest improvements

Work flow: process flow enhanced through dynamic communication and organic improvement

Work products: directed, dictated and defined by the hierarchy with incremental improvement

Work products: represent ever-increasing quality and excellence based on dynamic teamed communication and response to customer need

Clarity: ambiguity, understanding and involvement often limited to the duty statement of the position held; contextual understanding limited

Clarity: ability to understand the context of your work in relationship to the whole environment, expanding organizational knowledge and awareness

Resource intensive: significant duplication of efforts and resources within departments and more broadly the organization as a whole

Maximizes resources: encourages leveraging of all resources, thoughts and ideas - inter-departmentally and across organizational boundaries.

Work environment: traditional, customary, rigid, defined, command and control, low morale

Work environment: dynamic, organic, energizing, creative, empowering