

ENTERPRISE SOCIAL SYSTEMS

Event

Imagine that perfect day

ELSA Change Model

Language

Change the language/stories & start talking of those things you want to inspire

Structure

Create informal structures to support talking about the things that matter to you & them

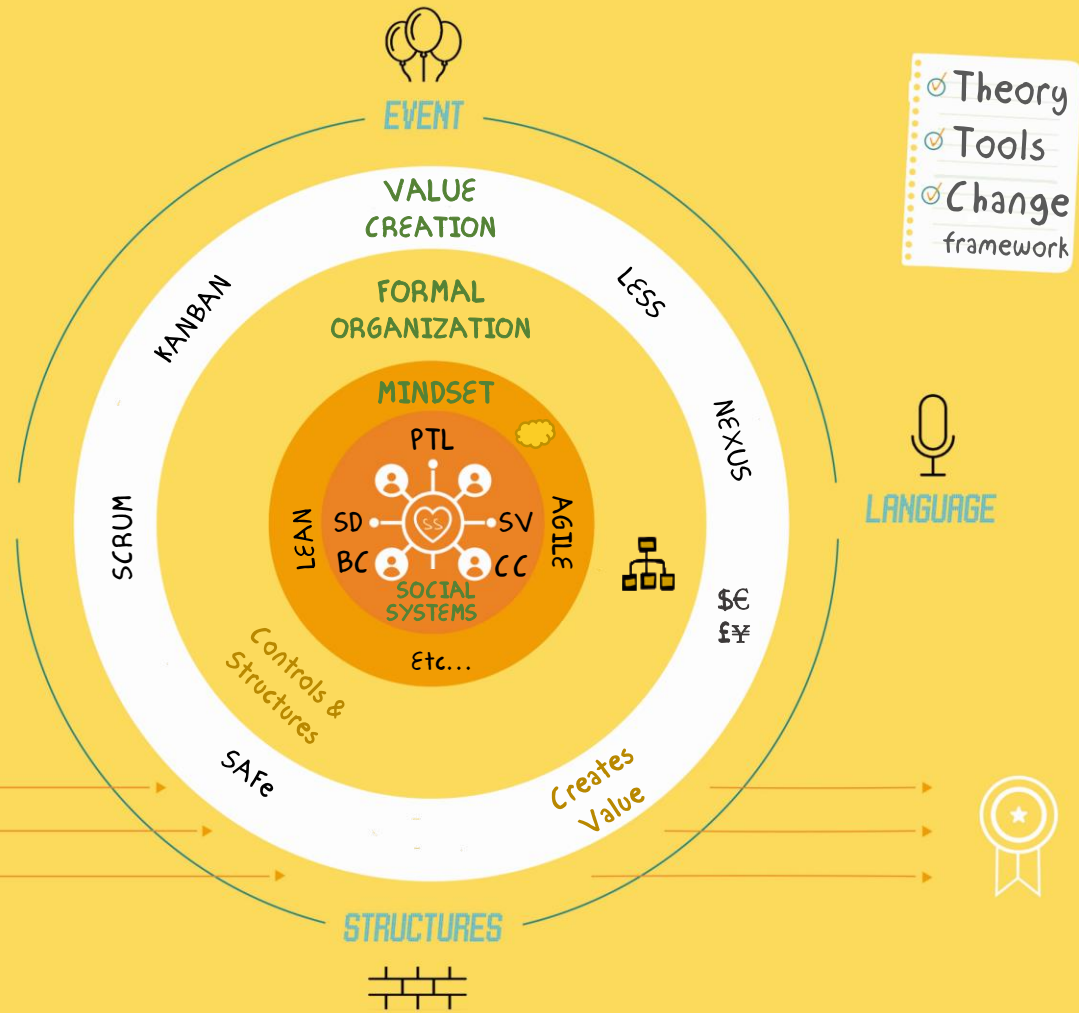
Agency

Make explicit that people have permission to try, change/improve it



AGENCY

Value Networks



- Theory
- Tools
- Change framework

Enterprise Social Density



Flow of relevant, honest, *informal*, and effective information between people in an organization and environment where they feel safe

Enterprise Blocking Collaboration



High level collaboration between people based on behaviours that bring a negative effect on the organisation

Enterprise Social Visibility



Information passively captured by people from the environment through social interactions, information radiators & behavioural recognition of facial expressions

Permission to Learn Pattern



Behaviours which make people wait for the company to provide some specific knowledge instead of them actively self-organising around the need"

Complexity & Complication Pattern



Behaviours that increase complication (number of procedures, rules, bureaucracy, vertical layers, coordination bodies, decision approvals, etc.) to satisfy an organisational need (quality, price, performance, time-to-market, etc.)