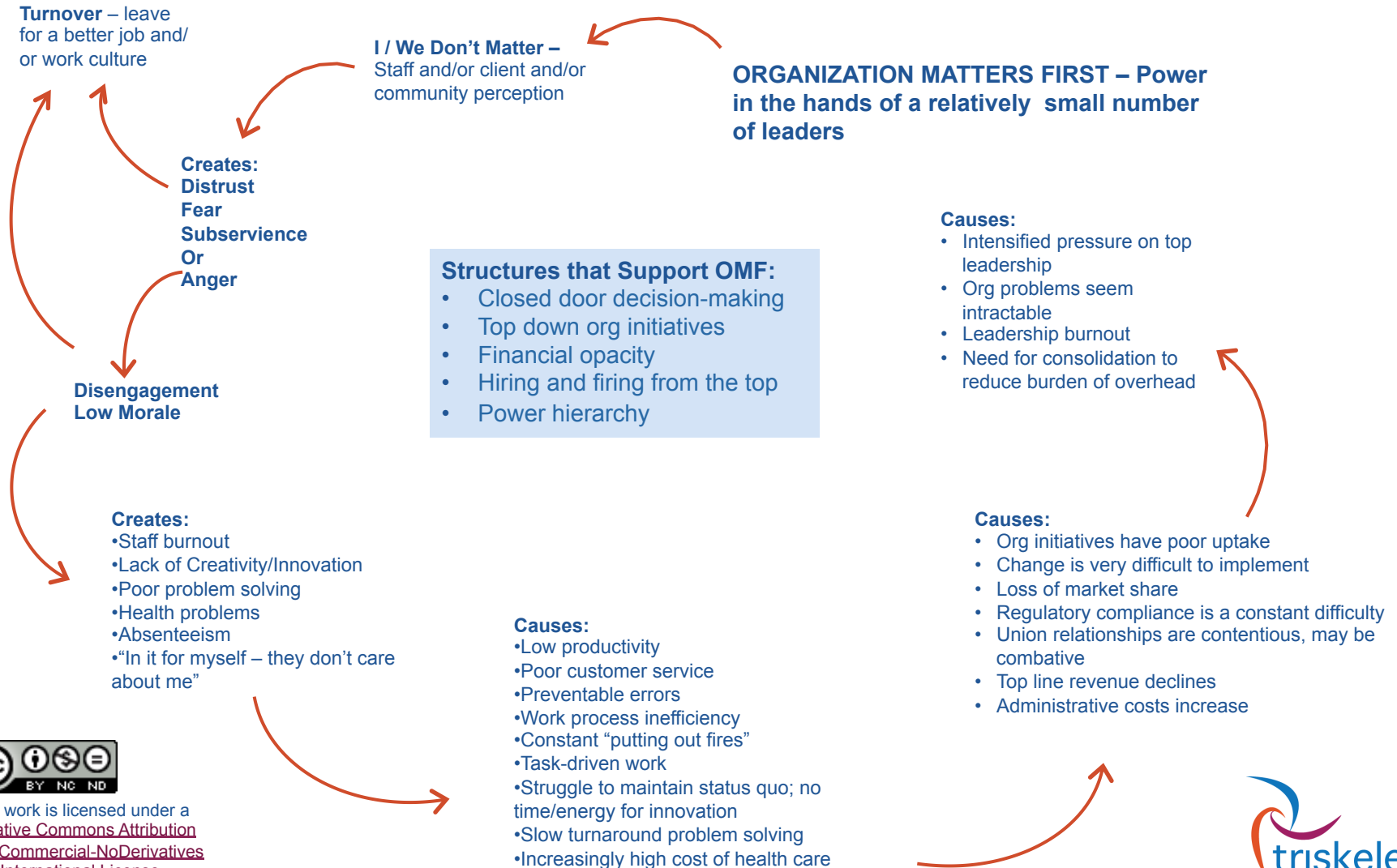


The Organization Matters First (OMF) – Causal Loop Diagram

This structure utilizes 20 - 30% of the human potential available to the organization.



This work is licensed under a [Creative Commons Attribution NonCommercial-NoDerivatives 4.0 International License](https://creativecommons.org/licenses/by-nc-nd/4.0/).

<http://triskelecollaborative.com>



People Matter First (PMF) – Causal Loop Diagram

This structure utilizes 70 - 90% of the human potential available to the organization.

Creates:
High levels of loyalty in staff and clients – few people leave

I / We Matter –
Staff and/or client and/or wider community perception

PEOPLE MATTER FIRST – Power distributed to a large number of diverse individuals and teams

Creates:
Trust
Motivation
Responsibility
(at all levels)

Causes:

- Low pressure on top leadership
- Org problems can be rapidly solved, mostly by local teams
- Leadership freed to be visionary, focus on growth, change, adaptation
- Decentralized physical and power structure

Structures that Support PMF

- Distributed decision-making at point of need
- Top down AND bottom up org initiatives
- Financial and information transparency
- Hiring and firing at local point of need
- Functional hierarchy

Creates:

- Powerful teamwork
- Leadership competencies show up broadly
- Open communication
- Fast turnaround creativity and innovation
- Excellent problem solving
- Health improvement
- Low turnover, absenteeism, presenteeism
- “We’re all in this together”

Causes:

- Org initiatives that emerge from needs at all levels
- Change and evolution to meet the needs of the time are the constant state
- Cutting edge of market share
- Leadership in innovation
- Regulatory compliance reliably managed by local departments
- Union relationships are collaborative
- Top line revenue increases and is dispersed more widely
- Administrative costs are minimized

Causes:

- High productivity
- Excellent customer service
- Measurably fewer errors
- Measurable work process efficiency
- Staying proactive and ahead of the game
- All work performed in the context of the big picture – because everyone knows the big picture
- Change is organic, consistent as needed, not forced
- Real time problem solving – keeps problems small and manageable
- Decreasing cost of health care



This work is licensed under a [Creative Commons Attribution NonCommercial-NoDerivatives 4.0 International License](https://creativecommons.org/licenses/by-nc-nd/4.0/).

<http://triskelecollaborative.com>

