

# Exponential Organization Canvas

External facing questions for SCALE: Interface, Dashboards, Experimentation, Autonomy, Social  
 Internal facing questions for IDEAS: Staff on Demand, Community & Crowd, Algorithms, Leveraged Assets, Engagement

<b>Massive Transformative Purpose:</b> The MTP is the higher, aspirational purpose of the organization, capturing the hearts and minds of those both inside and outside of the organization	Company name:	Designed by:	Date:
			Iteration: #

<h2>Interface</h2> <p>How well are interface created to manage external scalability?</p> <p><b>Characteristics:</b> Two-side platforms Multi-sided platforms</p> <p><b>Attributes:</b> When implementing the externalities (SCALE), ExOs use customized filtering and matching process – which we call Interfaces – to process the output of external attributes into the internal organization, using algorithms and workflow software.</p> <div style="text-align: right; border: 1px solid black; padding: 2px;">Yes:</div>	<h2>Dashboards</h2> <p>Are OKR's and Metrics used to track performance?</p> <p><b>Characteristics:</b> Key Performance Indicator Measuring Company Goal Tracking Performance Metrics Value Learning OKRs</p> <p><b>Attributes:</b> In order to measure and manage the performance of an ExO, a real-time, adaptable dashboard with essential company and employee metrics and short feedback loops is implemented – accessible to everyone in the organization.</p> <div style="text-align: right; border: 1px solid black; padding: 2px;">Yes:</div>	<h2>Community &amp; Crowd</h2> <p>How well are Community and Crowd leveraged?</p> <p><b>Characteristics:</b> Cost reduction Viral Awareness Automated Services Platform Outsourced</p> <p><b>Attributes:</b> Most ExOs are attracting and leveraging their community or the general public to scale. The crowd can leveraged by harnessing creativity, innovation, validation and funding.</p> <div style="text-align: right; border: 1px solid black; padding: 2px;">Yes:</div>	
<h2>Experimentation</h2> <p>How well does the organization encourage risk-taking and experimentation?</p> <p><b>Characteristics:</b> Agile Lean Startup Incubation Accelerator</p> <p><b>Attributes:</b> ExOs use the Lean Startup methodology and other techniques inside different organizational departments to constantly experiment with new ideas and processes, culturally enabling risk-taking and failure. Processes are constantly being tweaked with fast feedback loops.</p> <div style="text-align: right; border: 1px solid black; padding: 2px;">Yes:</div>	<h2>Autonomy</h2> <p>Does the organization operate top-down?</p> <p><b>Characteristics:</b> Self-organized Holacracy Flat-organized Full decision-making authority</p> <p><b>Attributes:</b> ExOs have a flat organization, allowing self-organizing, multi-disciplinary teams and / or individual employees to operate with decentralized authority. A good example of this trends is the Holacracy model.</p> <div style="text-align: right; border: 1px solid black; padding: 2px;">Yes:</div>	<h2>Algorithms</h2> <p>Are algorithms a core part of the organization?</p> <p><b>Characteristics:</b> Cost reduction Business Intelligence Machine Learning Deep Learning</p> <p><b>Attributes:</b> As the world turns into data and information, ExOs are leveraging Algorithms, including Machine Learning and Deep Learning to get new insights about their customers and products.</p> <div style="text-align: right; border: 1px solid black; padding: 2px;">Yes:</div>	
<h2>Social</h2> <p>How well are social technologies integrated into the organization?</p> <p><b>Attributes:</b> ExOs leverage collaborative tools, such as file sharing, activity streams, wikis, telepresence, virtual reality and emotional sensing to manage real time, zero latency conversations. When implemented it creates transparency and connectedness and lowers an organization's information latency.</p> <p><b>Characteristics:</b> Social Networks for Work Messengers Collaboration Platforms</p> <div style="text-align: right; border: 1px solid black; padding: 2px;">Yes:</div>	<h2>Staff on Demand</h2> <p>How much are on-demand staff and on-demand assets utilized?</p> <p><b>Characteristics:</b> Cost reduction Outsourced Manpower</p> <p><b>Attributes:</b> Necessary characteristics for speed, functionality and flexibility in a fast changing world. Rather than owning employees, ExOs leverage external people for simple to complex work – even for mission critical processes.</p> <div style="text-align: right; border: 1px solid black; padding: 2px;">Yes:</div>	<h2>Leveraged Assets</h2> <p>How externalized are business functions?</p> <p><b>Characteristics:</b> Underutilized things Outsourced Production</p> <p><b>Attributes:</b> Rather than trying to own assets, ExO's access, rent or share assets to stay nimble – outsourcing even mission critical assets.  Leveraged assets are comprised of Cloud Computing, Hackerspaces and assets from customers as input for business.</p> <div style="text-align: right; border: 1px solid black; padding: 2px;">Yes:</div>	
			<h2>Engagement</h2> <p>How do you give attention in form of loyalty/rewards?</p> <p><b>Characteristics:</b> Rewards Loyalty</p> <p><b>Attributes:</b> Engagement is comprised of digital reputation systems, gamification and incentive prizes, which create network effects and positive feedback loops.</p> <div style="text-align: right; border: 1px solid black; padding: 2px;">Yes:</div>

