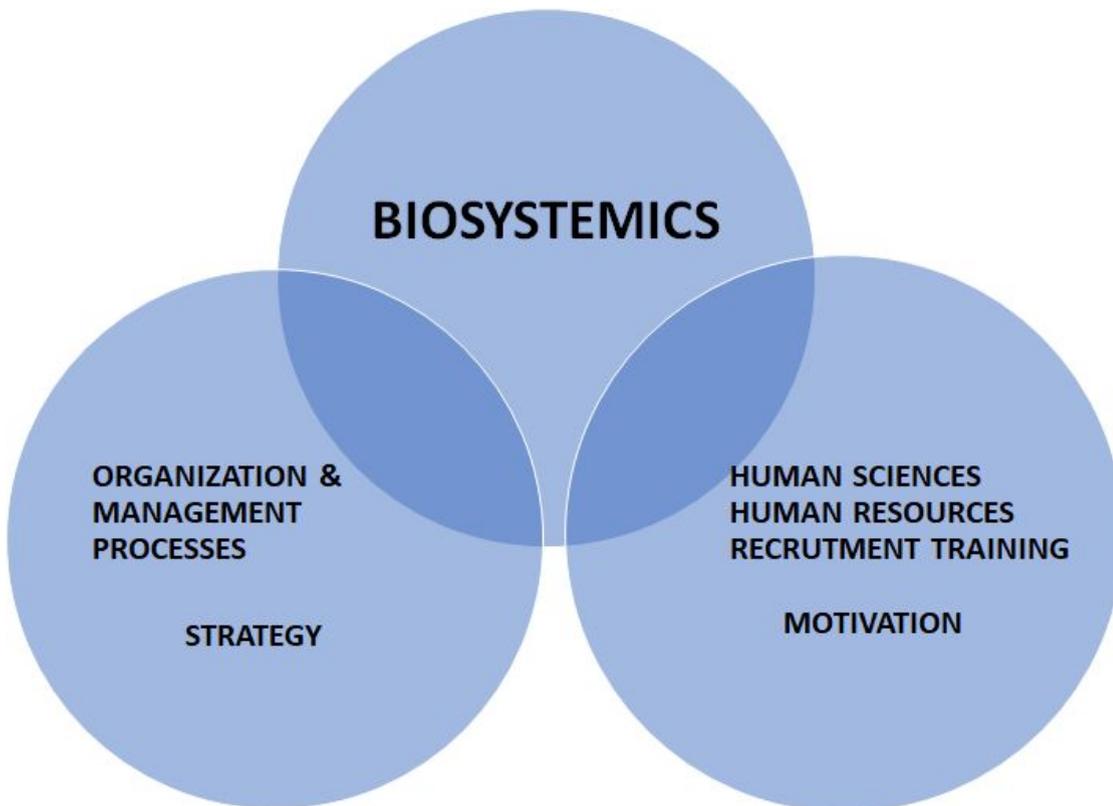




BIOSYSTEMICS

Biosystemics aims at making an organization compatible with the functioning of the individual.

It is the link between the human sciences and the business processes, it optimizes the synergy between the structure and the individual, it makes that the organization becomes fluid.



With Biosystemics, there are 3 basic techniques to make the devolved responsibilities coexist for a person and the powers which are attributed to him:

- to observe the coherence between decision making power and responsibility.
- to guarantee a circulation of information where the production circuits and information are separated.
- to assure an optimized delegation.

Let's take an example.

Peter is teamleader and his N+1 is John. He is waiting for John to have the hierarchical permission to move his project on. This is not the first time he has been kept waiting for a response. Despite his written and oral reminders he feels let down by John's apparent non responsive behaviour. In John's defense, he is often traveling or in business meetings. Peter eventually loses patience, becomes angry and gives up despite his loyalty and his commitment to do well.

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Looking at this scenario one can see that Peter's reluctance to request John's approval has a negative effect on his work ethic. The problem however is not an incompatibility between Peter and John, but the frustration emerging from badly managed communication. Peter is unable to support this continuous and visible irresponsibility. It is impacting his motivation, productivity and will ultimately affect his subordinates.

Peter does not support the visible and repeated irresponsibility what eventually has an impact on his motivations, on his productivity, and in fine on what he echoes on his own subordinates.

What's to be done confronted to these counterproductive silences?

The approach proposed by Transform... is to take Peter from the real-life experience by teaching him to stand back from this problematic situation in order to review the situation and determine if a colleague would have reacted differently.

Peter will then learn through training to co-build a relation with John in the most efficient and non aggressive manner. He will assume control and will alleviate his dissatisfaction. If this continues to fail, and to brake this demotivating cycle, Peter will adopt the third method by watching to make circulate the information which he cannot move forward on his project and so restore the coherence between responsibility and decision power.

Here, we no longer try to adapt the individual to the structure, but adapt the structure to the individual by favoring the best articulation between them.

In the Biosystemic model, the individual also acts on the structure in order to be fluid, qualitative and giving responsibilities. A balance is issued from their optimized interaction and efficiency is issued from this balance.

These techniques contribute to adjust the organizational structure every time their implication in the arisen or the preservation of the observed dysfunctions is identified but also every time a gain (of quality, of functionality) can be expected from their transformation. It passes by the implementation of more fluid organizations and the optimized exploitation of the information.

Concretely, we shall apply techniques which will aim at making coincide the devolved responsibilities for one person and the powers which are attributed to him to this end. These techniques are among 3:

1. Watch the coherence between decision-making power and responsibility
2. Assure a circulation of information where circuit of production and information are separated
3. Maximize delegation opportunities to improve management performance.

We can act also on the way of delegating demonstrates the positive effects of proven managerial performance. These simple techniques can be implemented at all levels to improve the performance of the organization and strengthen the management structure. So, the benefits of Biosystemics, is that we can eliminate the negative effects of the above mentioned example and more importantly that it will reduce or eliminate stress, time loss, inefficiency, frustrations, demotivation, passivity at work.

Summary:

Biosystemics aims to enable an organization to be compatible with the functioning of the individual (and not the contrary as usually happens). It is declined in fundamental rules and methods to audit and build an organization and processes compatible with the functioning of the human being, in particular emotional and behavioural, for more performance and serenity in companies and institutions. Thanks to the Biosystemics, we propose a methodology to ensure an organization is flexible incumbered and adaptable to maximize effectiveness.