



unFIX

Workshop - Agenda

15:00-16:30

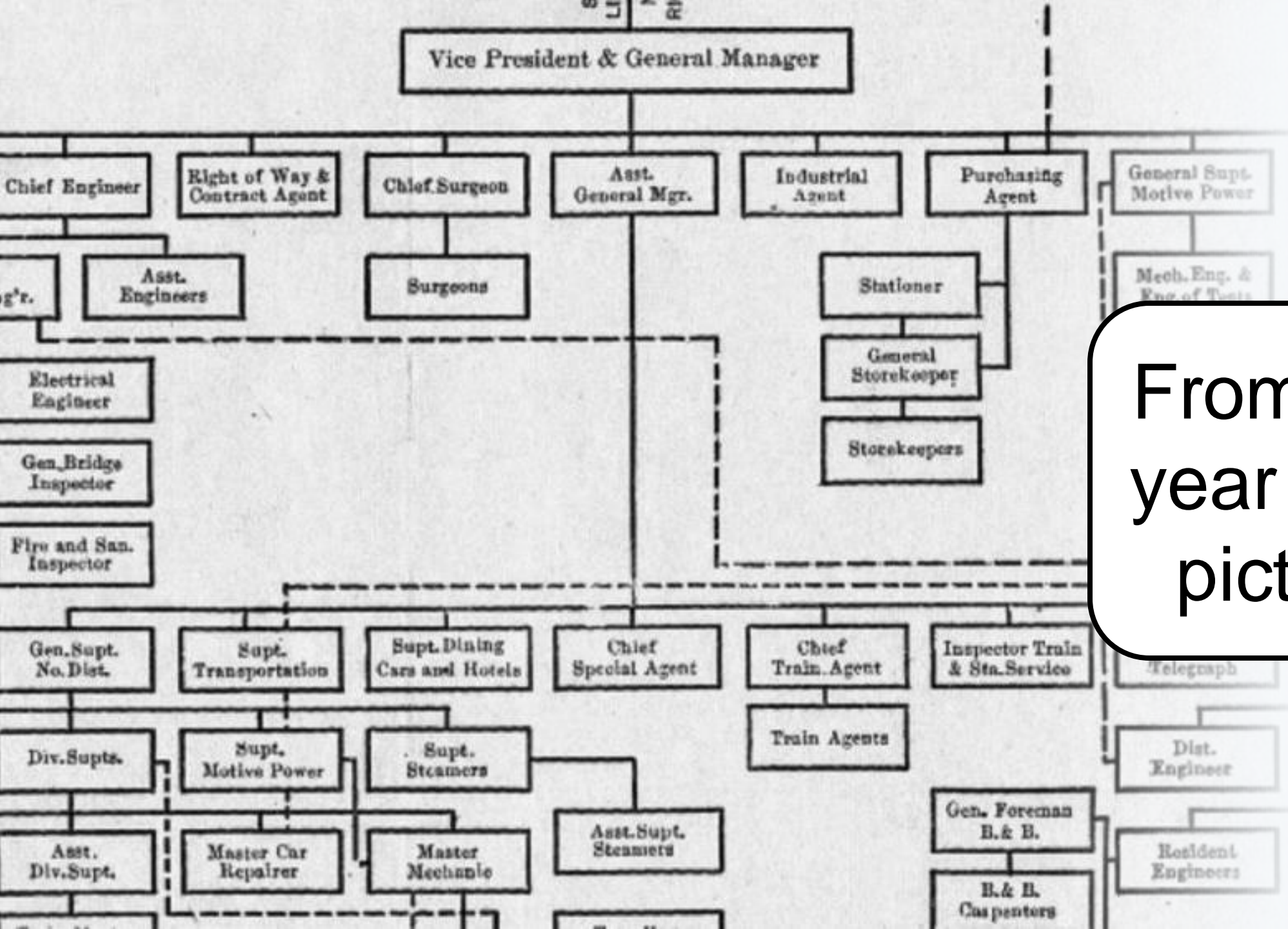
- Presentation 30 min
- Workshop 45 min
- Reflection 15 min





unFIX

Introduction

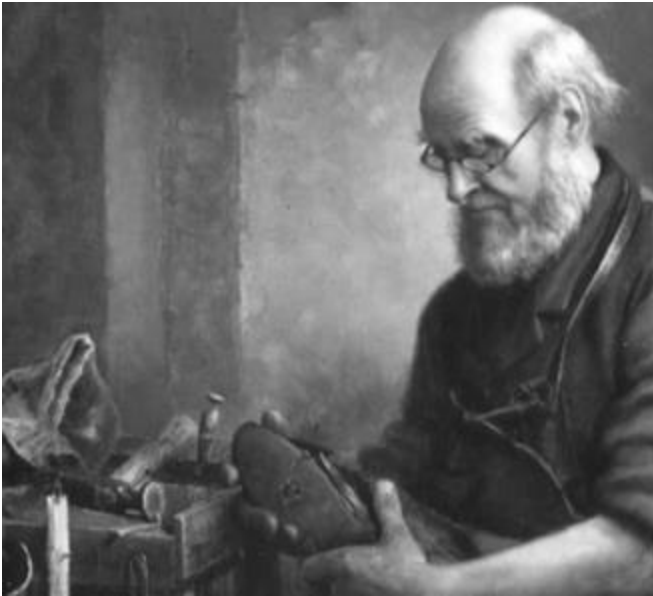


From what year is this picture?



Ultra short history of organizations...

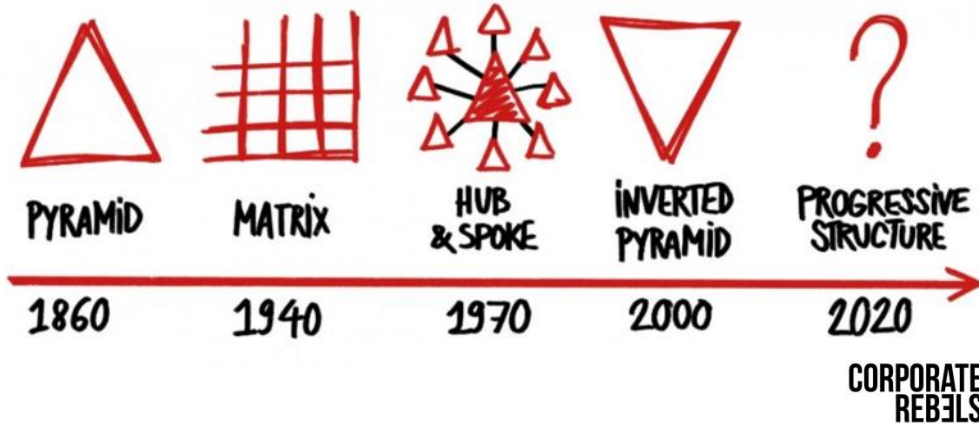
From Craftsmanship...



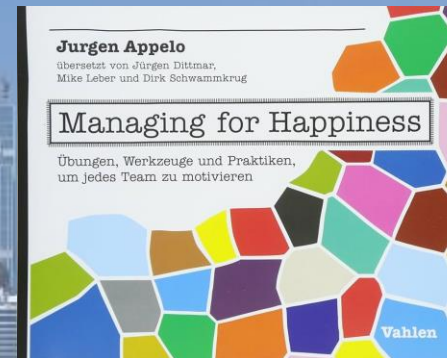
To industrial...



To...



Welcome Jurgan Appelo to Haier for Academic Exchanges



Haier



A Pattern Language

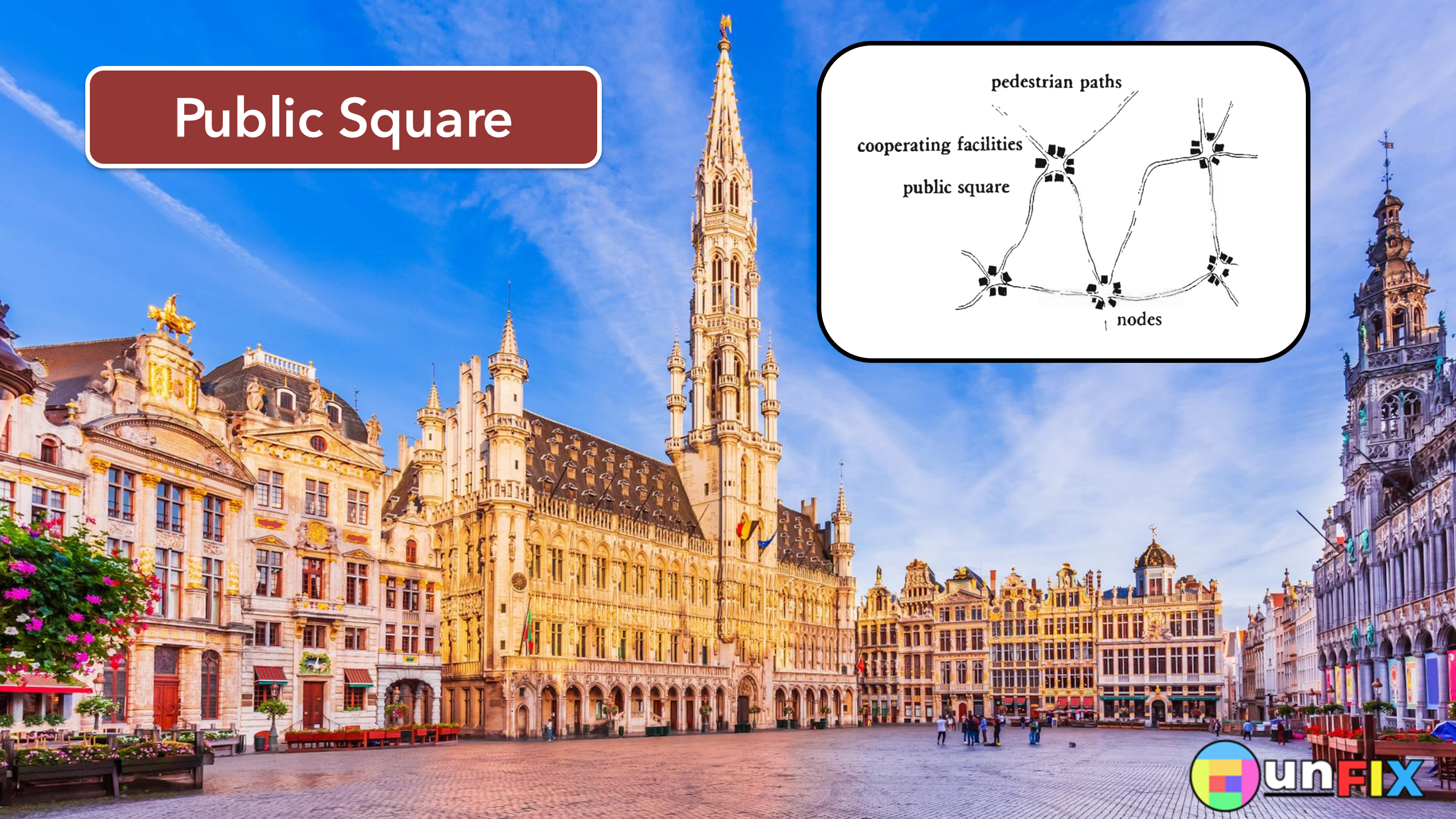
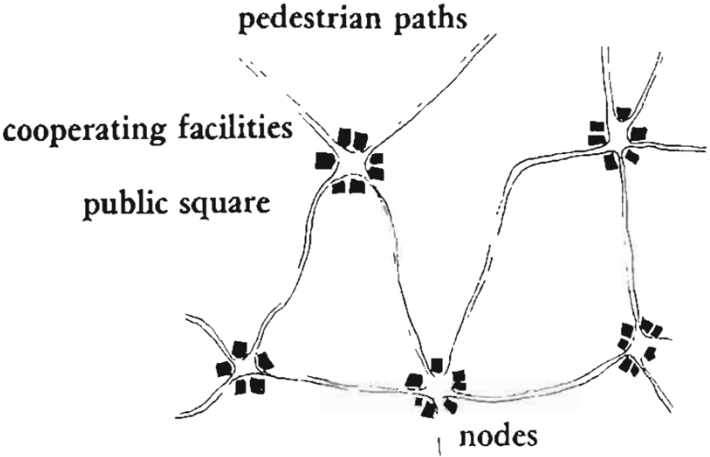
Towns · Buildings · Construction



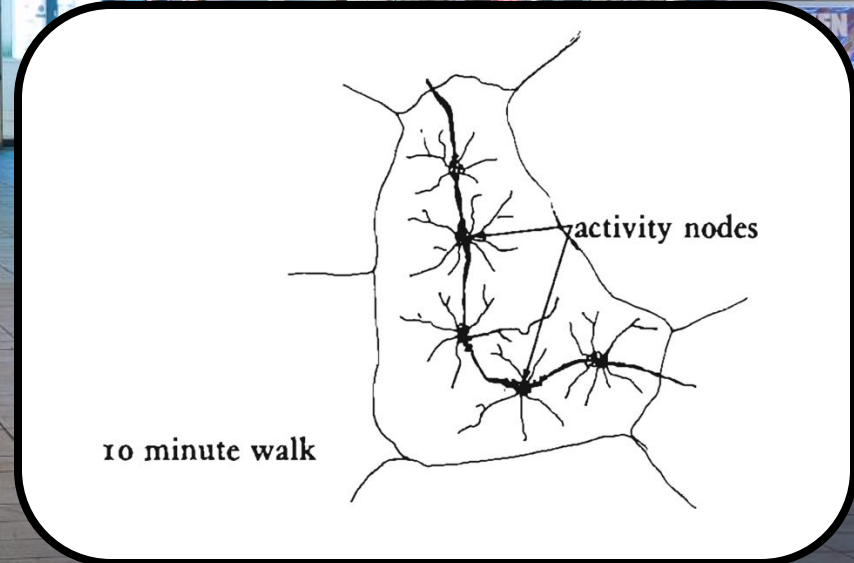
Christopher Alexander
Sara Ishikawa · Murray Silverstein
WITH
Max Jacobson · Ingrid Fiksdahl-King
Shlomo Angel

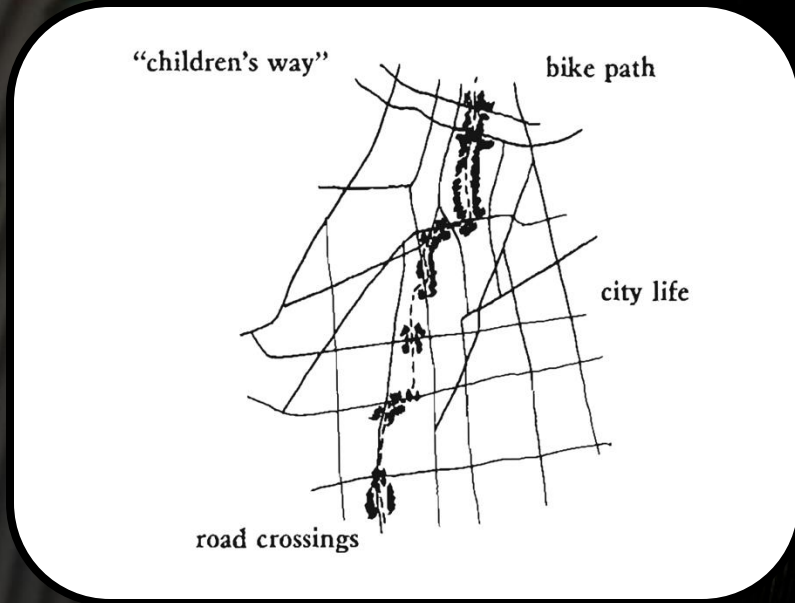
https://www.goodreads.com/book/show/79766.A_Pattern_Language

Public Square



Promenade





"Childre's way"



Pattern Language

a coherent set of micro-solutions that can be used in many ways depending on context





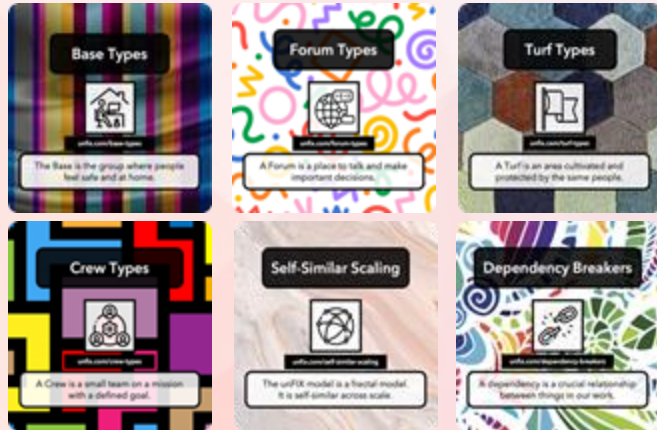
unFIX is for ...

Organisation Design
Restructure and Re-Teaming
Strategic Goal-Setting
Product Innovation
Decision Making Processes
Enhance User Experience
(& more to be explored!)

Pattern Library



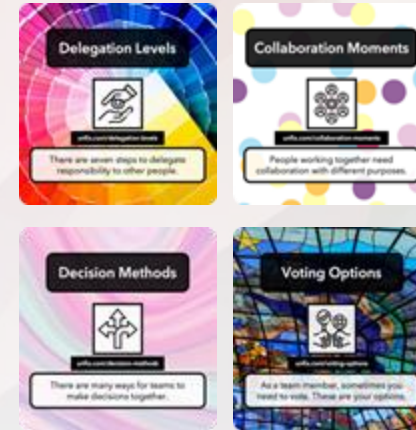
Structural Patterns



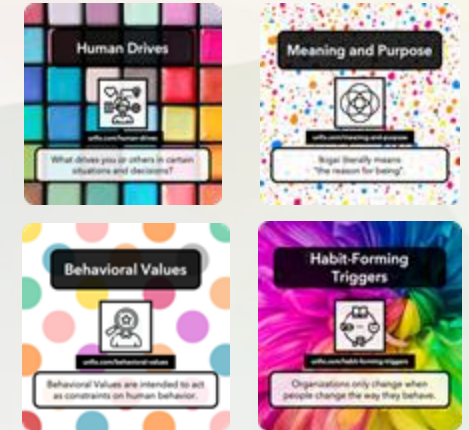
Growth Patterns



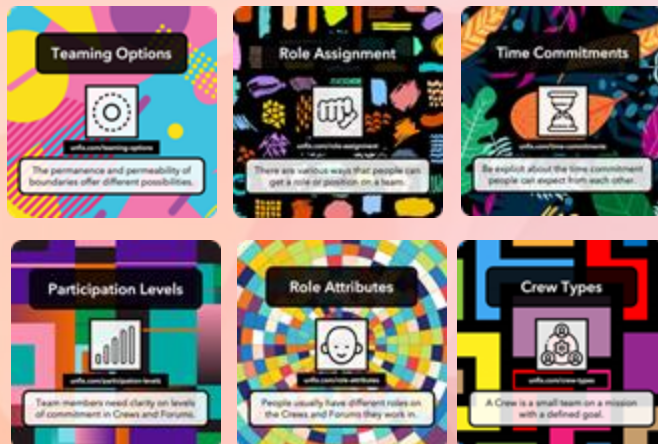
Decision Patterns



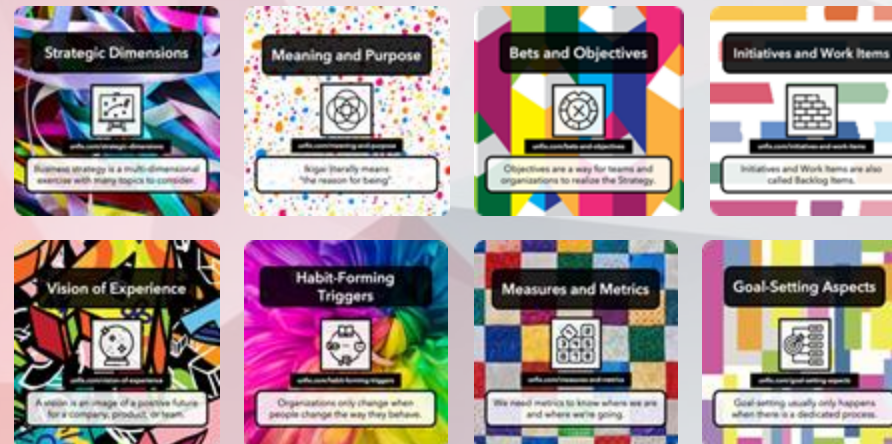
Personal Patterns



Teaming Patterns



Goal-Setting Patterns



Process Patterns



unFIX Model

"unFIX is organizational design for continuous innovation and a better human experience.

It's not just another framework!


It's like LEGO – you can design your own (agile) methods and models using the unFIX pattern library."

- Jurgen Appelo, founder of unFIX company -



The unFIX model ...

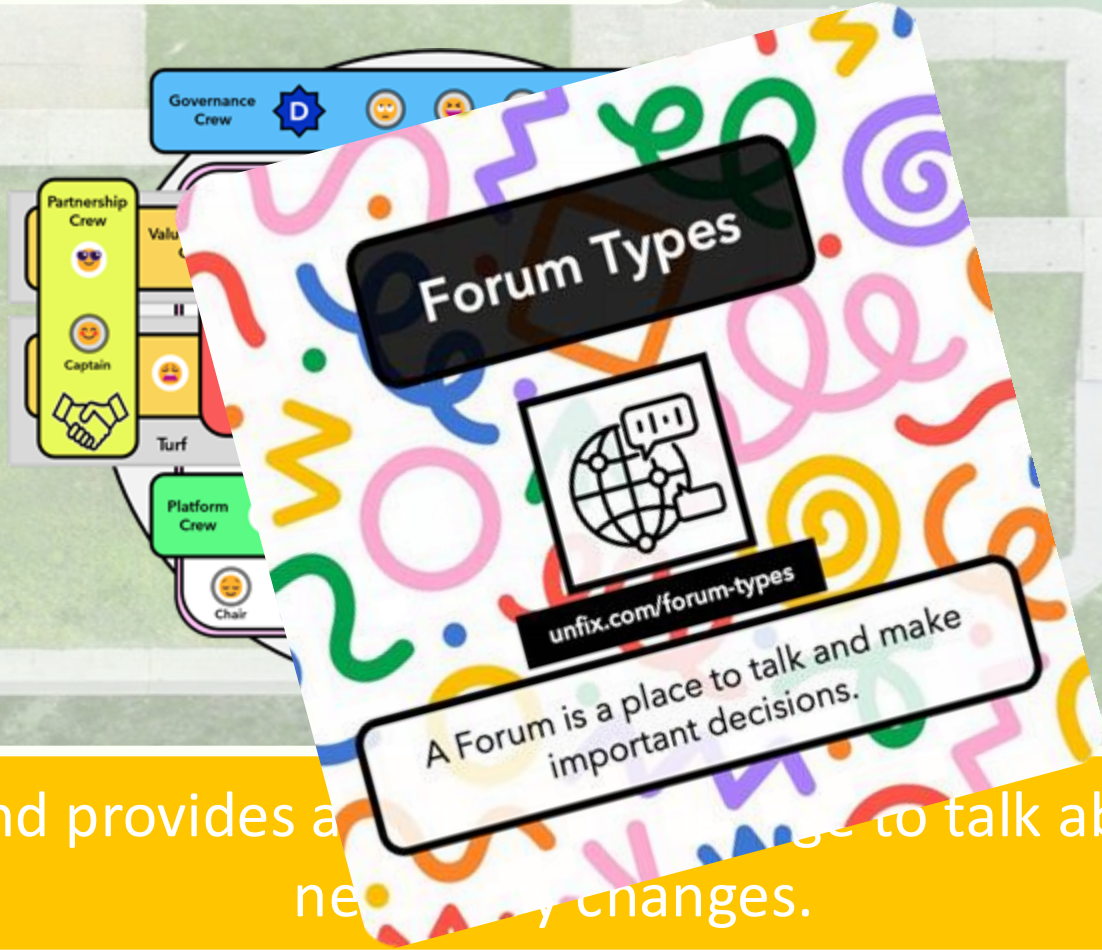
... Provides a
descriptive
flexible
It helps
community

A card titled "Crew Types" with a colorful geometric border. It features an icon of three people around a gear. Below the icon is the URL "unfix.com/crew-types" and a definition: "A Crew is a small team on a mission with a defined goal."

Crew Types

unfix.com/crew-types

A Crew is a small team on a mission with a defined goal.

A card titled "Forum Types" with a colorful confetti border. It features an icon of a globe with a speech bubble. Below the icon is the URL "unfix.com/forum-types" and a definition: "A Forum is a place to talk and make important decisions."

Forum Types

unfix.com/forum-types

A Forum is a place to talk and make important decisions.

... and provides a place to talk about new ideas and changes.



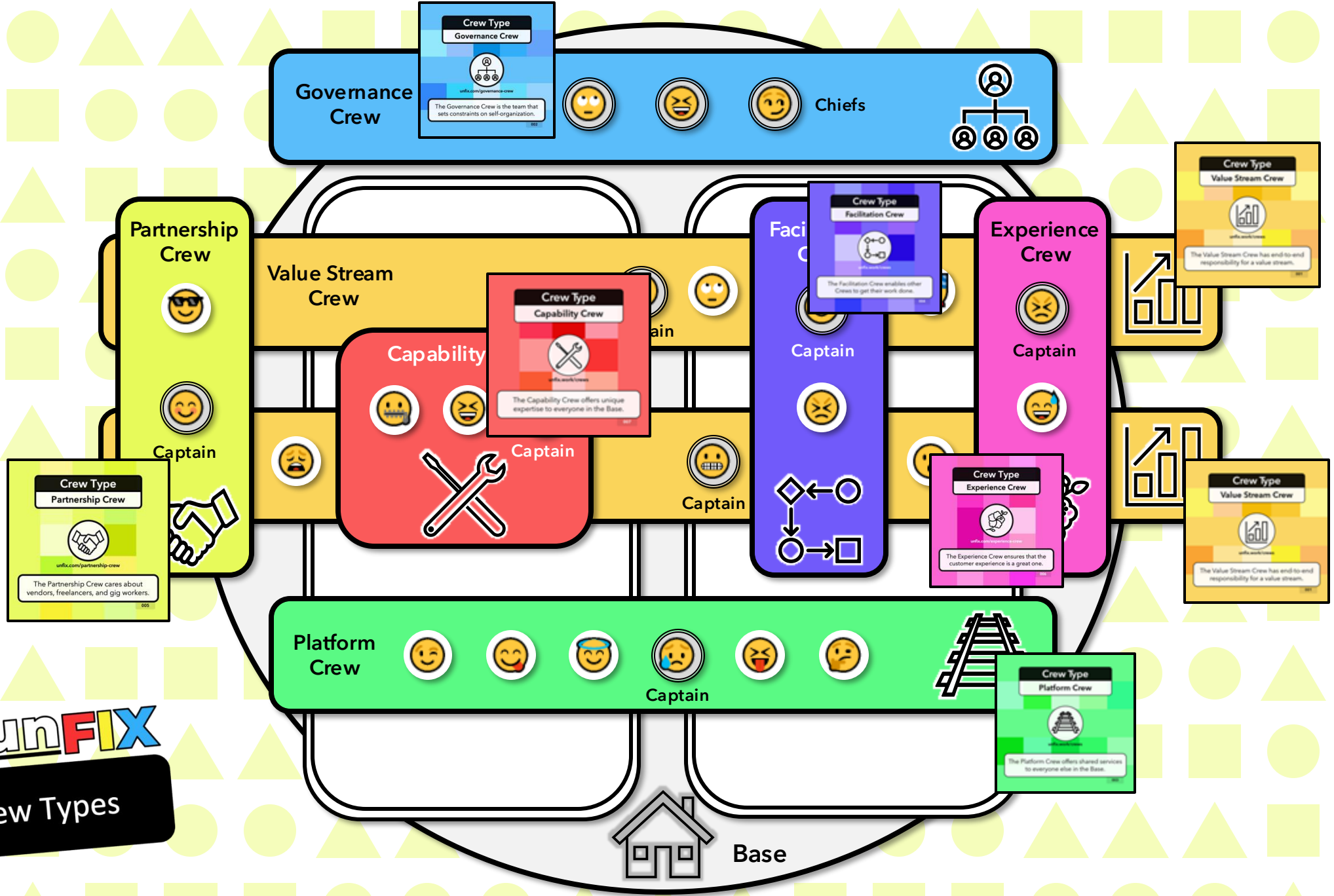


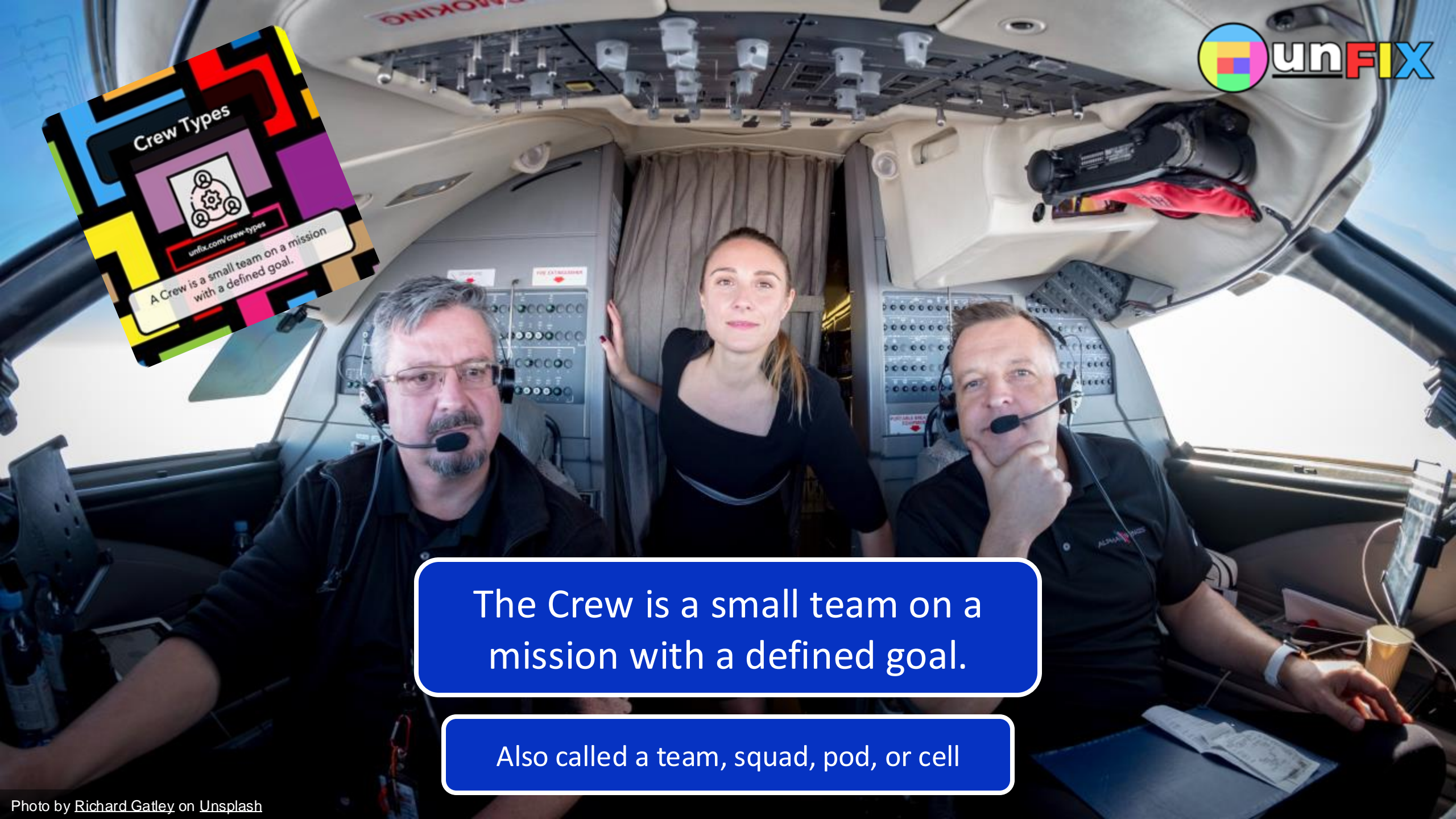
Crew Types





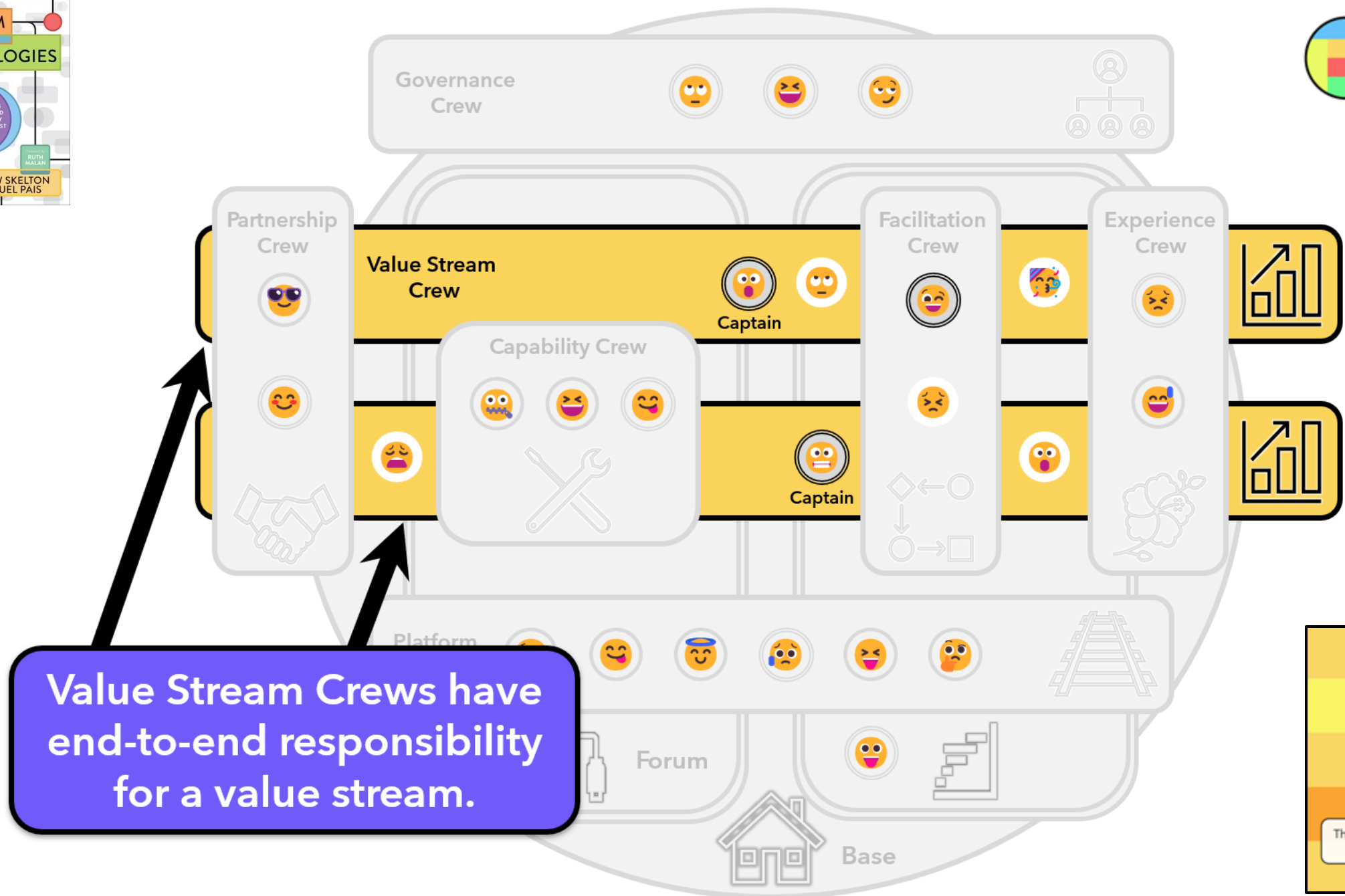
Crew Types





The Crew is a small team on a mission with a defined goal.

Also called a team, squad, pod, or cell



Value Stream Crews have end-to-end responsibility for a value stream.

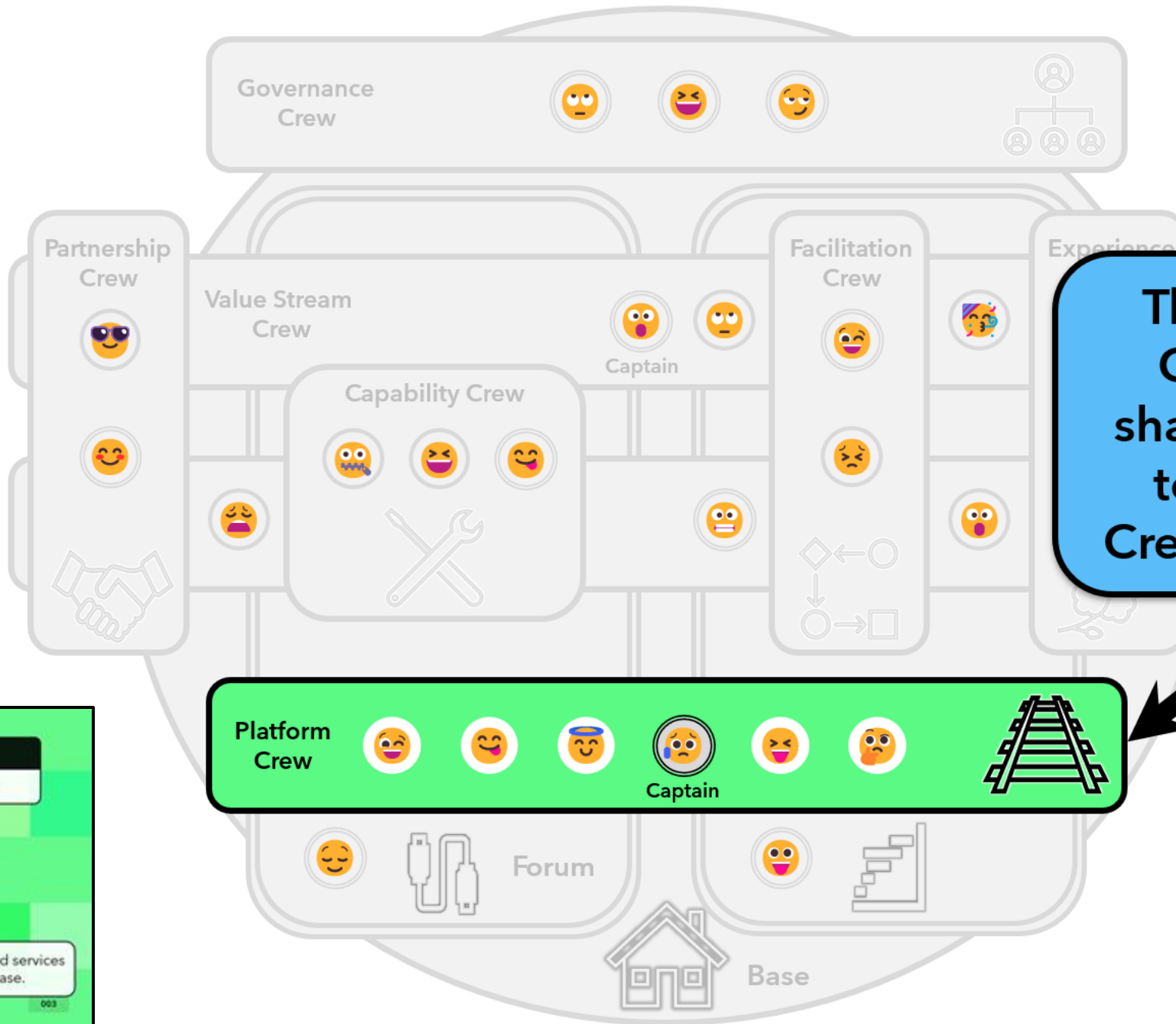
Crew Type

Value Stream Crew

unfix.work/crews


The Value Stream Crew has end-to-end responsibility for a value stream.

001



The Platform Crew offers shared services to the other Crews in a Base.

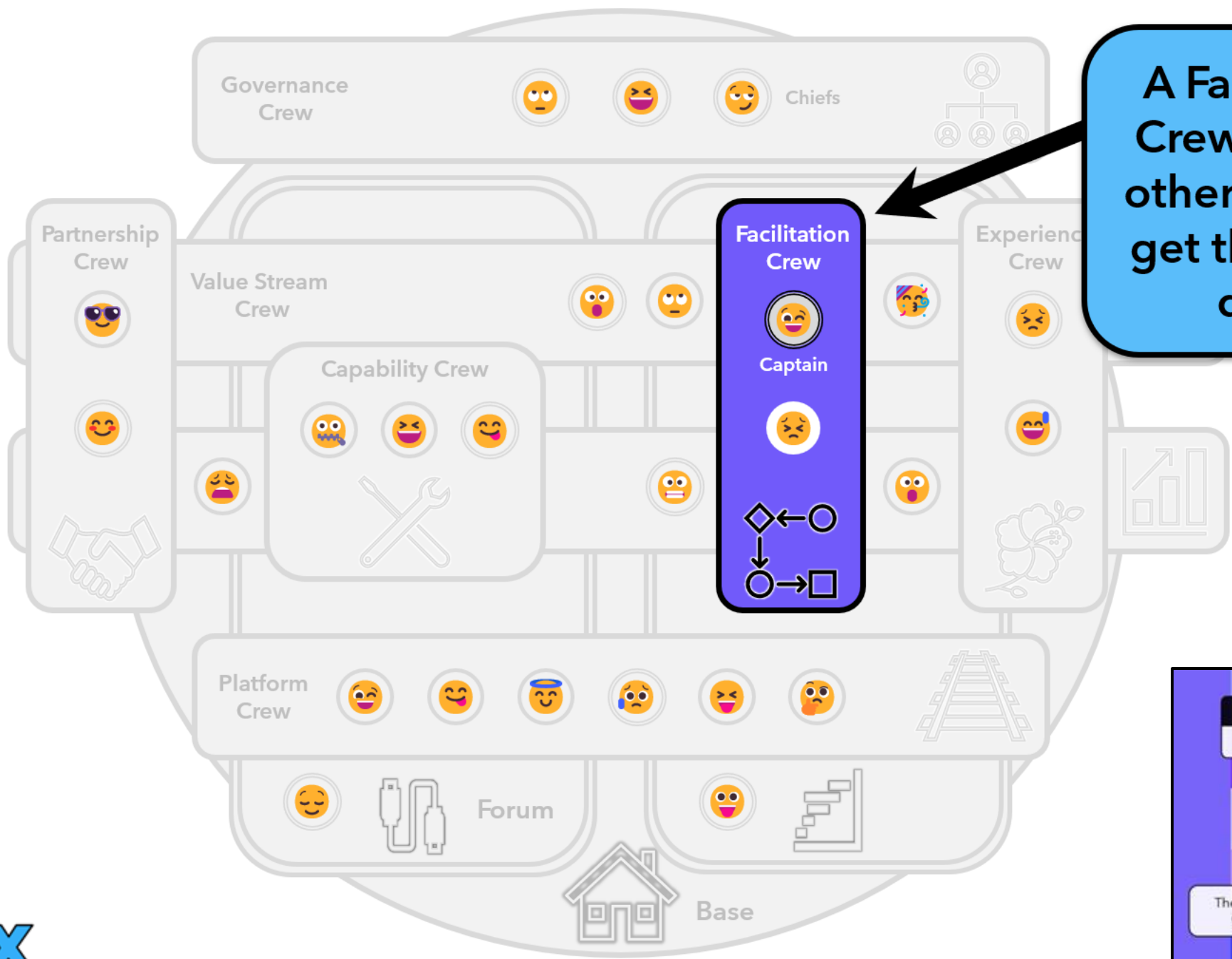
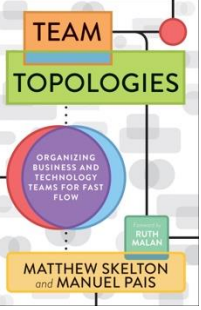
Crew Type
Platform Crew



unfix.world/crews

The Platform Crew offers shared services to everyone else in the Base.

003



A Facilitation Crew enables other Crews to get their work done.

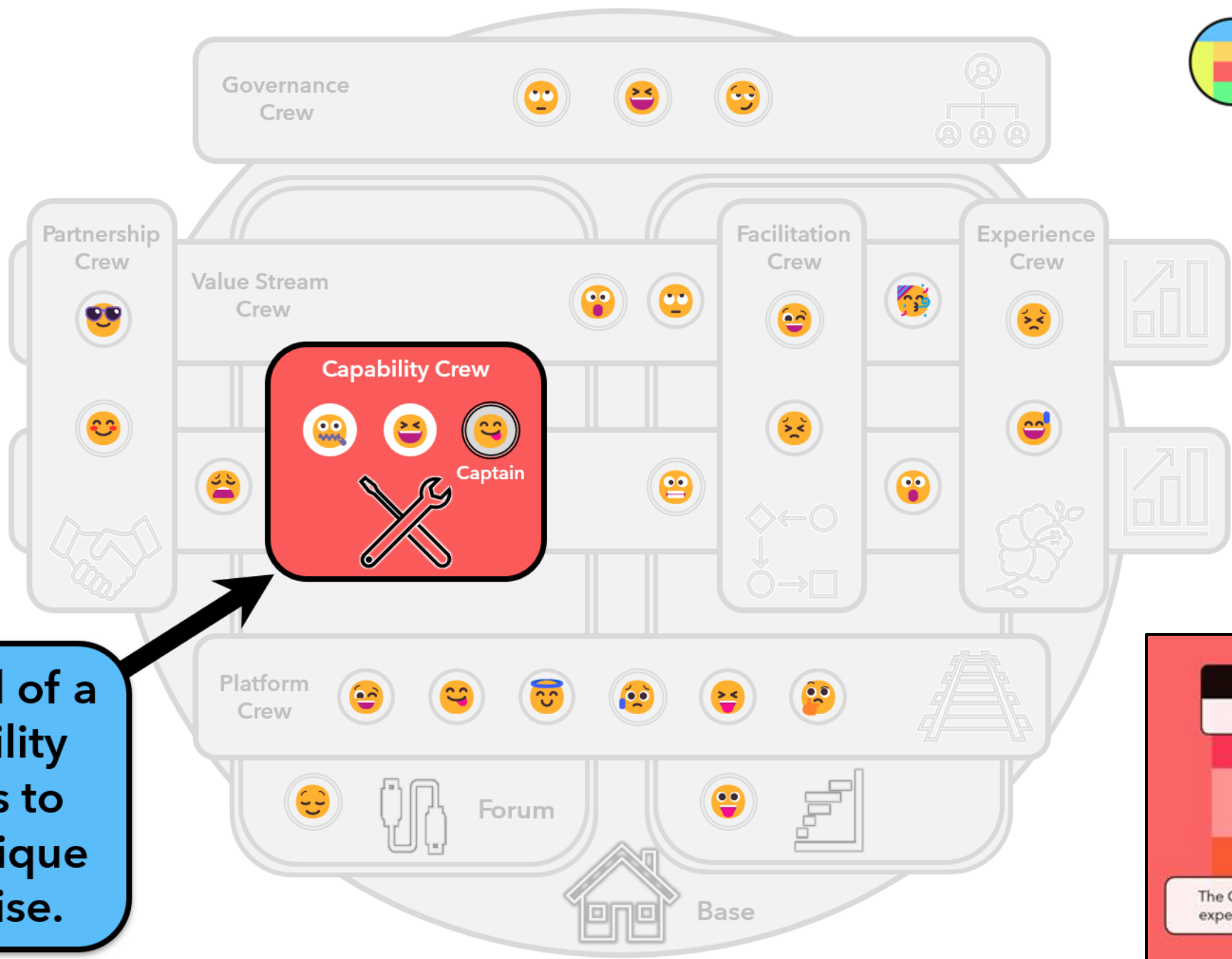
Crew Type
Facilitation Crew

unfix.work/crews

The Facilitation Crew enables other Crews to get their work done.

004






The goal of a Capability Crew is to offer unique expertise.

Crew Type
Capability Crew

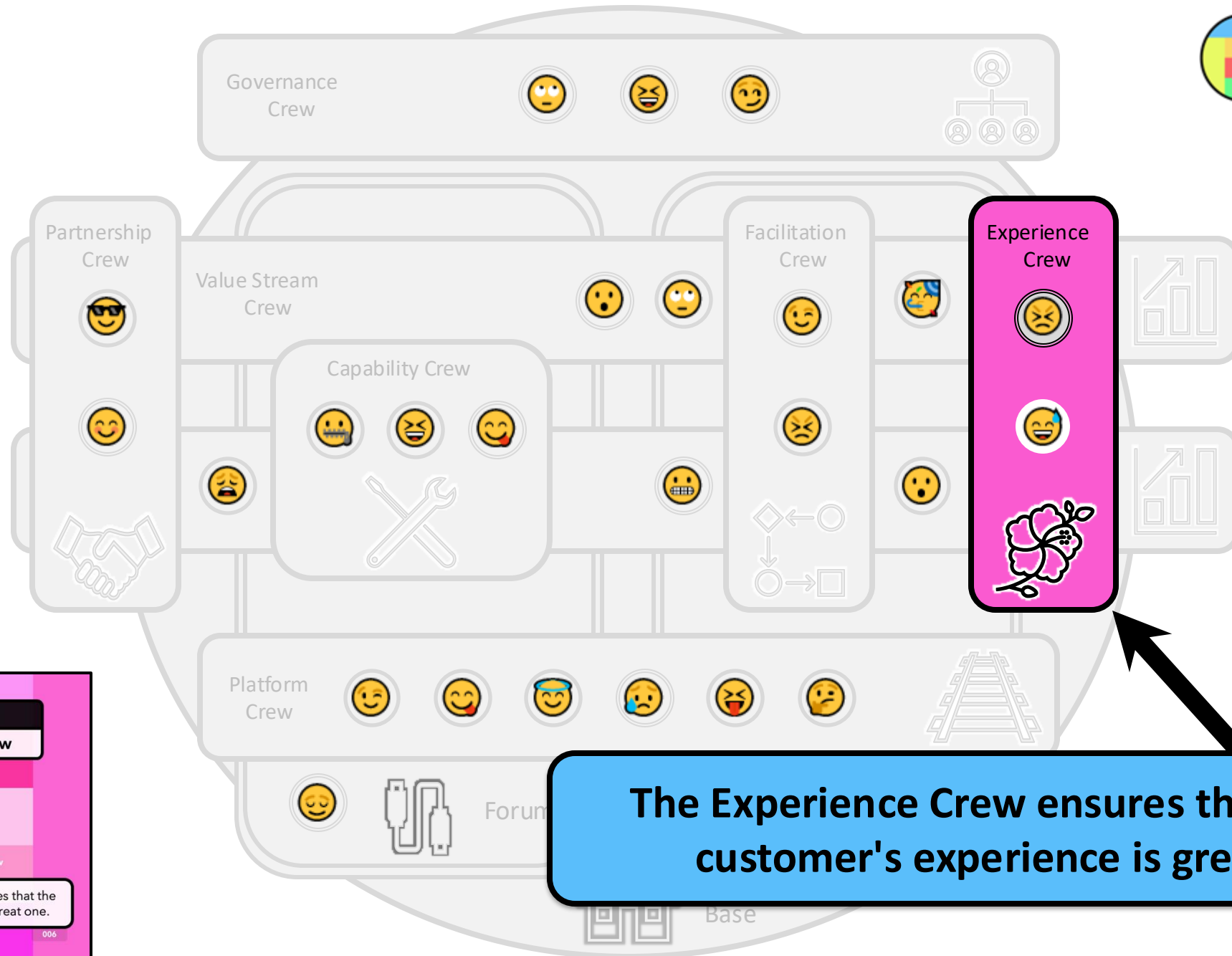
unfix.work/crews

The Capability Crew offers unique expertise to everyone in the Base.


007

A young child with dark hair is sitting on a colorful, patterned blanket outdoors on a grassy hill. The child is wearing a white short-sleeved shirt with a blue pocket and light green shorts. The child's expression is somewhat grumpy or unimpressed, with a slightly downturned mouth. The background is a bright, sunny outdoor setting with green grass and trees.

I don't care about your product.
I care about my experience.



Crew Type
Experience Crew



unfix.com/experience-crew

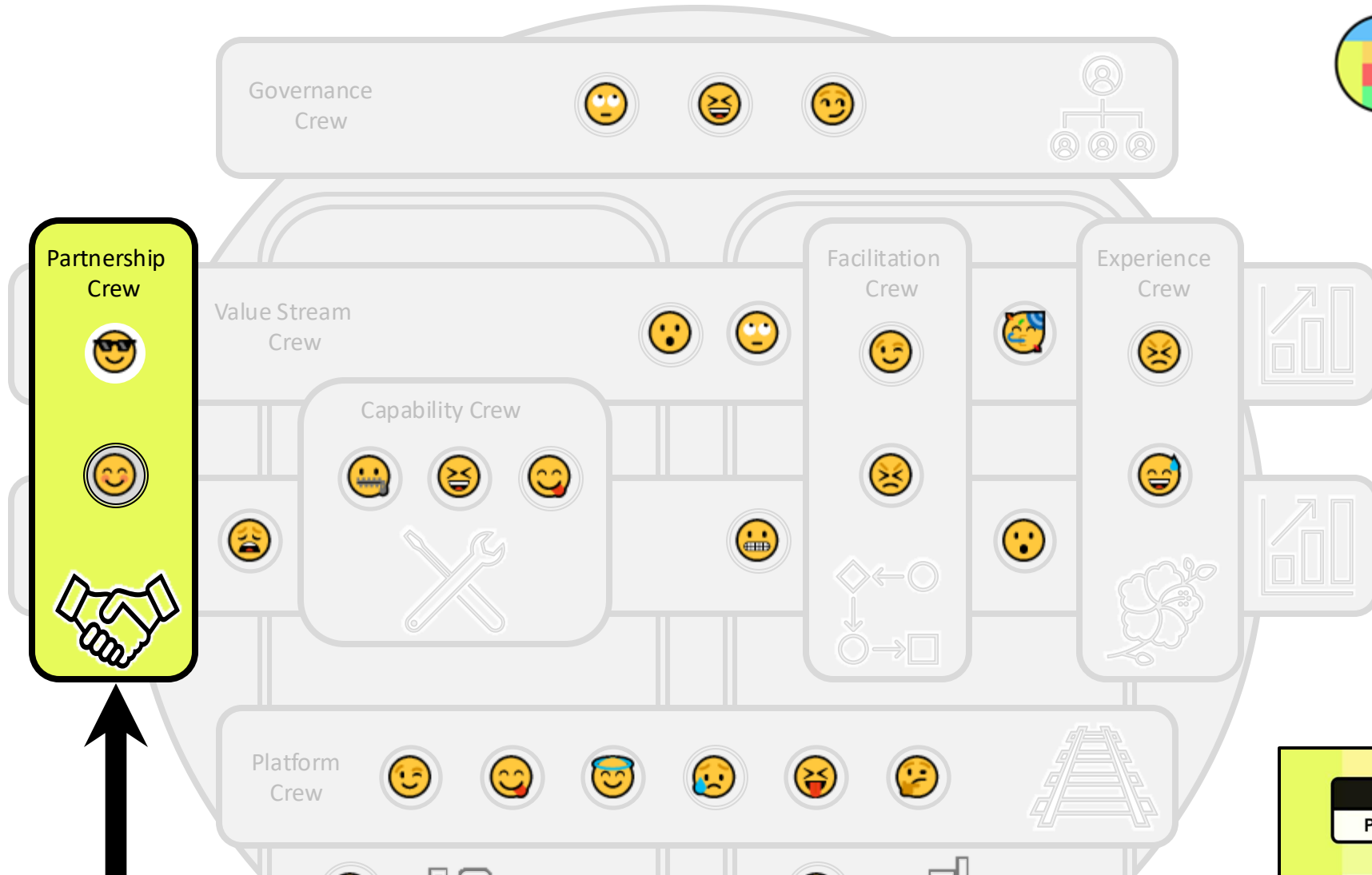
The Experience Crew ensures that the customer experience is a great one.

006

The Experience Crew ensures that the customer's experience is great.

A photograph of a delivery person in a red jacket riding a bicycle down a narrow, cobblestone street. The person is carrying a large white delivery box with a red logo on their back. The street is lined with buildings and parked cars, and other pedestrians are visible in the distance.

**The experience economy coincides
with the gig economy.**



The Partnership Crew cares about vendors, freelancers, and gig workers.

Crew Type
Partnership Crew

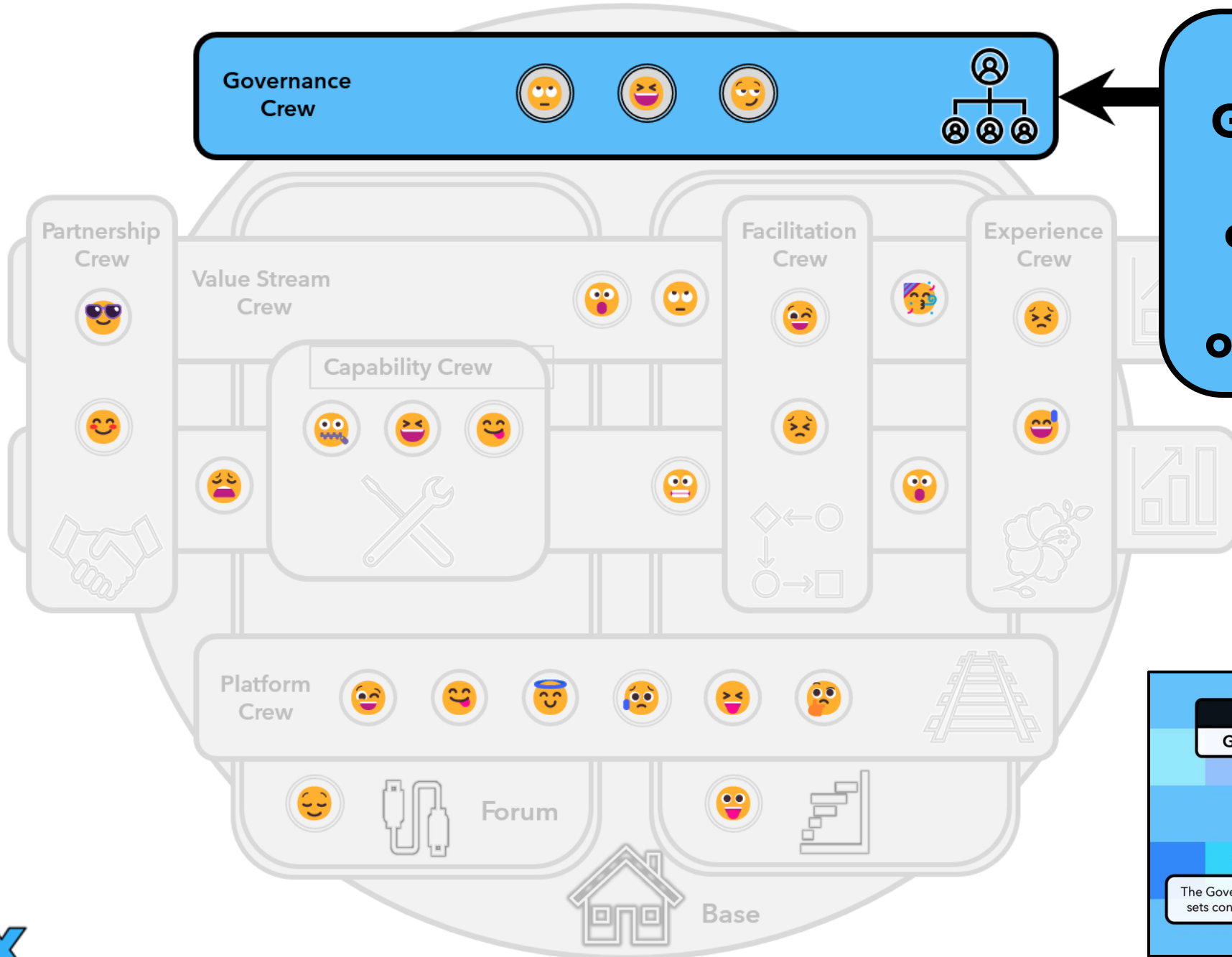


unfix.com/partnership-crew

The Partnership Crew cares about vendors, freelancers, and gig workers.

005

**Who will manage the system
and its stakeholders?**



The Governance Crew sets constraints on self-organization

Crew Type
Governance Crew



unfix.com/governance-crew

The Governance Crew is the team that sets constraints on self-organization.

002



UnFIX

Forum Types

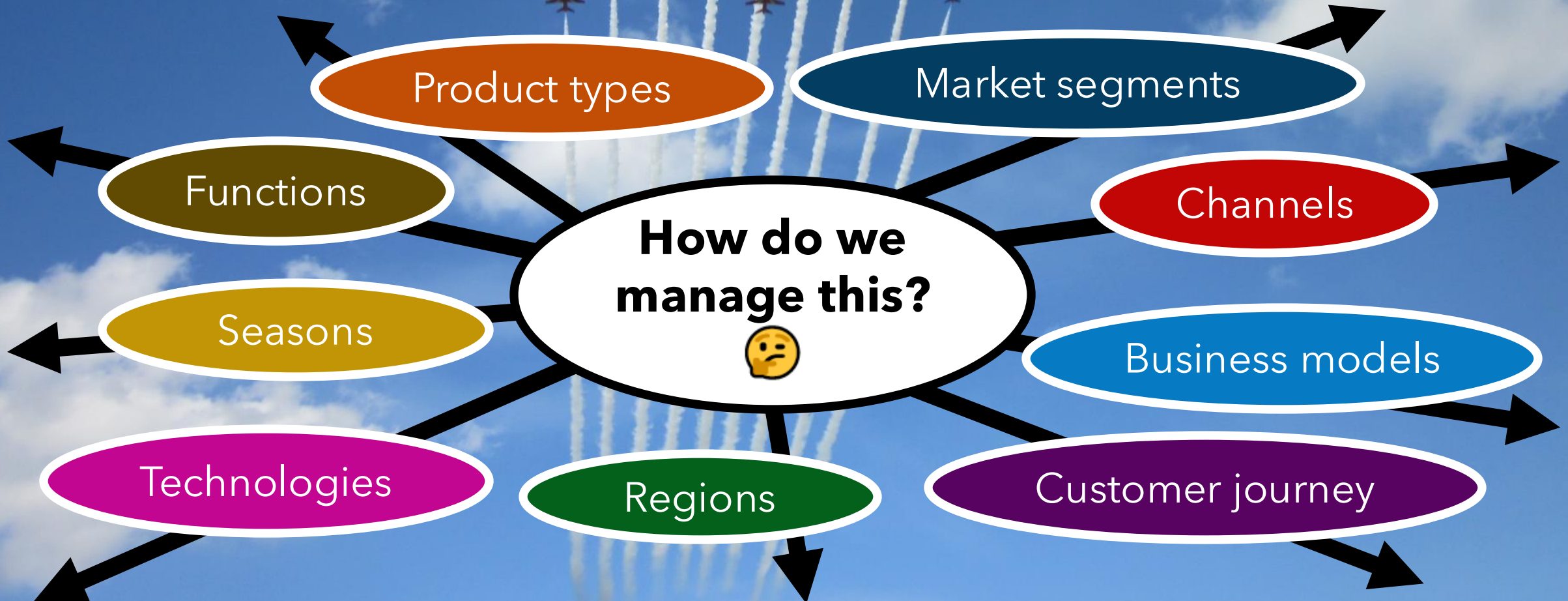
Forum Types

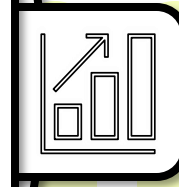
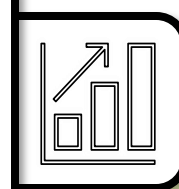
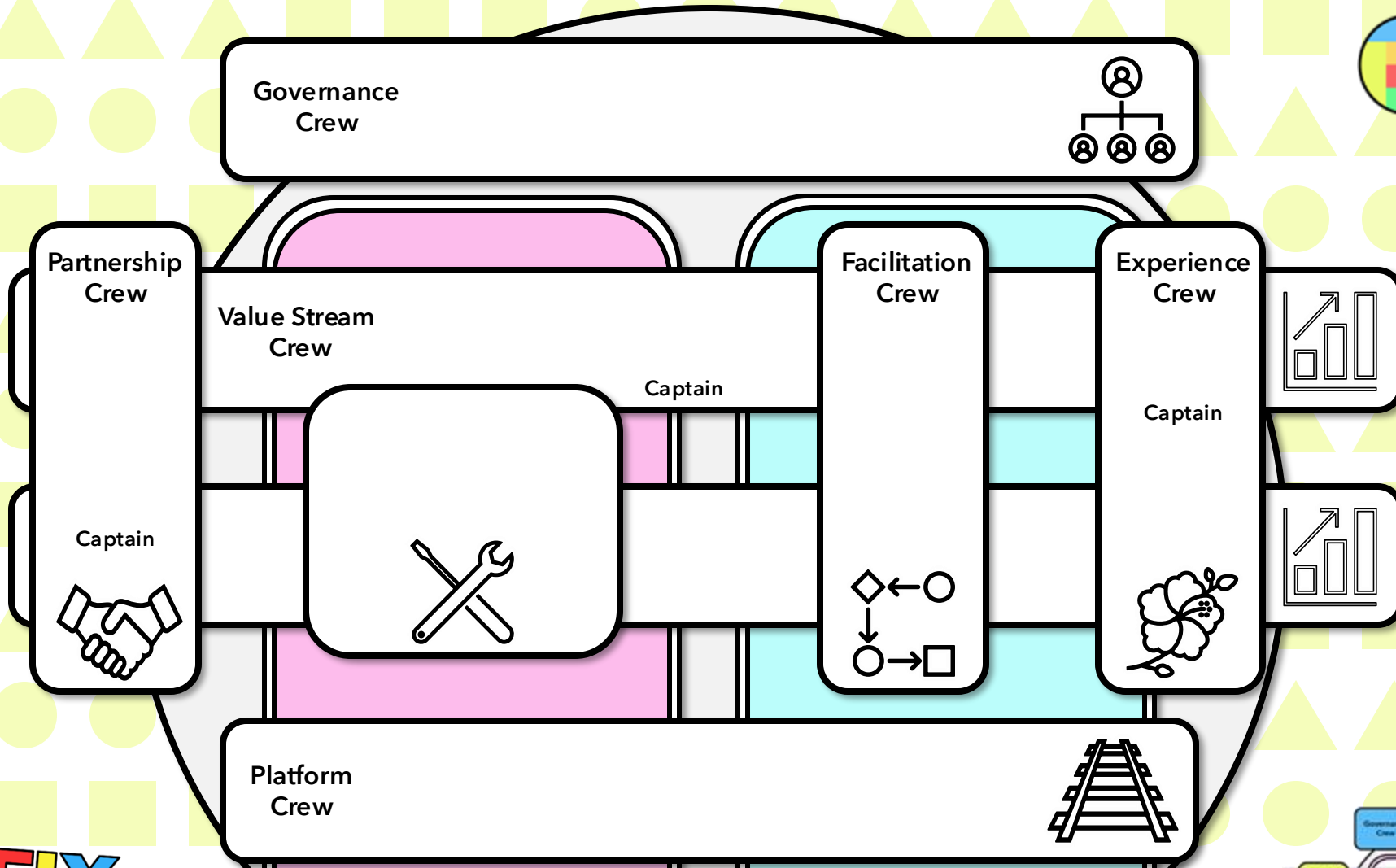


unfix.com/forum-types

A Forum is a place to talk and make important decisions.

How can self-organizing teams coordinate?





Forum Types

Forum Type
Technological

unfix.com/technological-forum

Discuss work for a specific toolset or technological area.

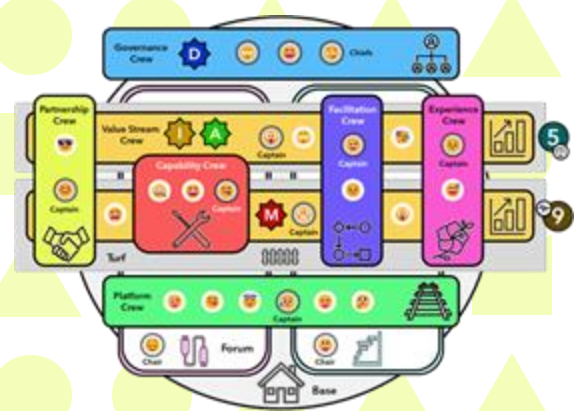
003

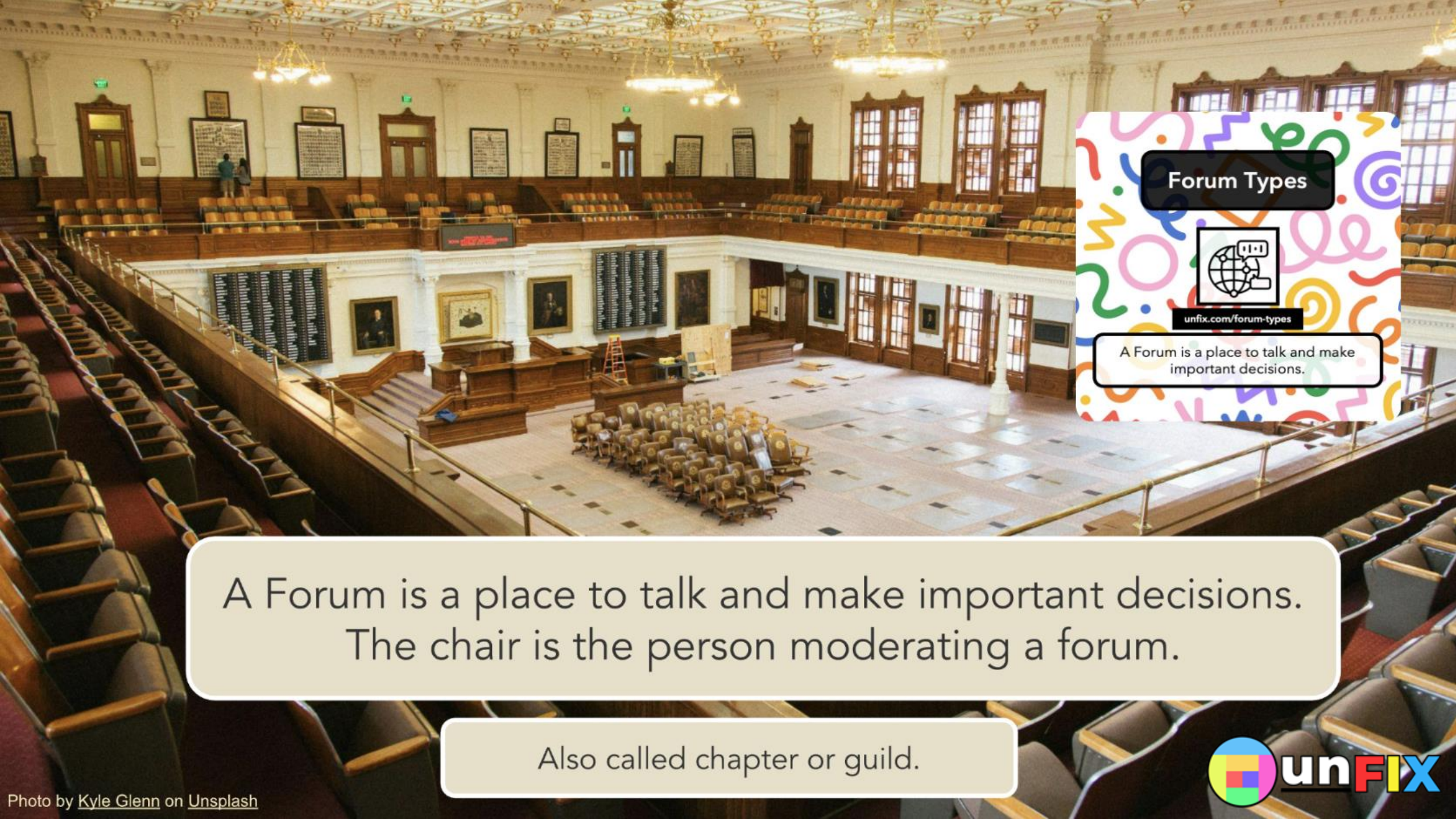
Forum Type
Seasonal

unfix.com/seasonal-forum

Discuss work for a specific holiday, season, or annual event.

004





Forum Types



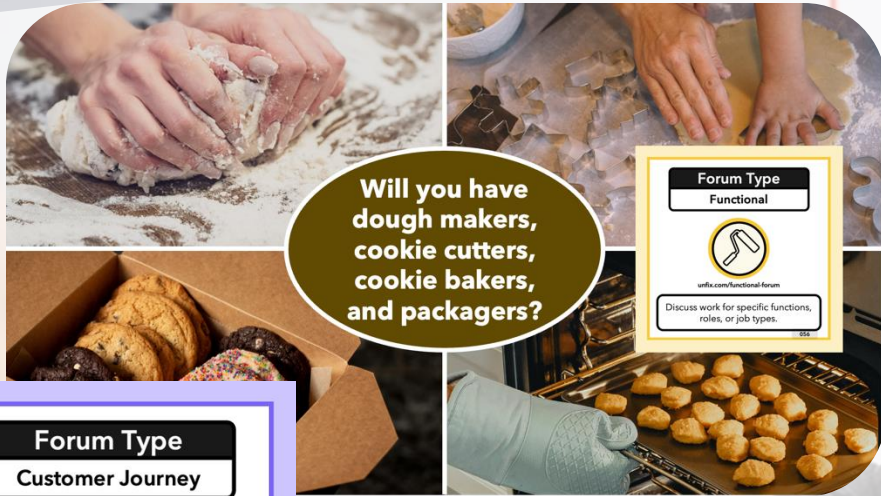
unfix.com/forum-types

A Forum is a place to talk and make important decisions.

A Forum is a place to talk and make important decisions.
The chair is the person moderating a forum.


Also called chapter or guild.





Will you have dough makers, cookie cutters, cookie bakers, and packagers?

Forum Type
Functional



unfix.com/functional-forum
Discuss work for specific functions, roles, or job types.



Is it better to organize cross-functionally by product types?

Forum Type
Product



unfix.com/product-forum
Discuss work for a specific product type or category.


Forum Type
Customer Journey



unfix.com/customer-journey-forum
Discuss work for a specific (step of a) customer journey.

061

Forum Type
Technological



unfix.com/technological-forum
Discuss work for a specific toolset or technological area.

063

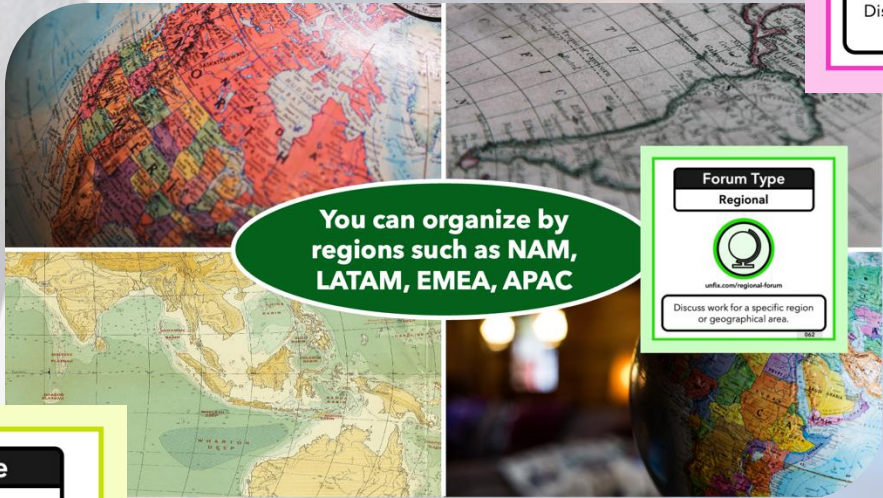


Or maybe market segments like B2B, B2C, B2G?

Forum Type
Market



unfix.com/market-forum
Discuss work for a specific market or market category.




You can organize by regions such as NAM, LATAM, EMEA, APAC

Forum Type
Regional



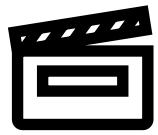
unfix.com/regional-forum
Discuss work for a specific region or geographical area.

Forum Type
Seasonal



unfix.com/seasonal-forum
Discuss work for a specific holiday, season, or annual event.

064



Activity



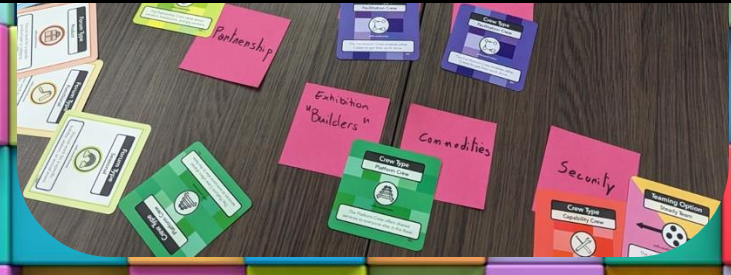
45 minutes

With a group of 4, you will design the world's largest kid's science museum!

Use the seven crew types and forums:

- Start with the Value Streams you offer to the kids and their caretakers;
- What Platforms, Facilitation, and Capability crews will support the Value Stream crews?
- How will an Experience and Partnership crew help?
- Do you need a Governance crew?
- What forums do you need to share (which) knowledge and make decisions?

This is how it may look like...



More unFIX ...



Patterns

- Overview and details available on the website unfix.com
- Pattern cards can be ordered at the shop
- Pattern cards available for Miro and printable PDF

Community

- Regular Meetings
Discussion Forum
- First hand info about new patterns and starter-kits
- Free download of basic material

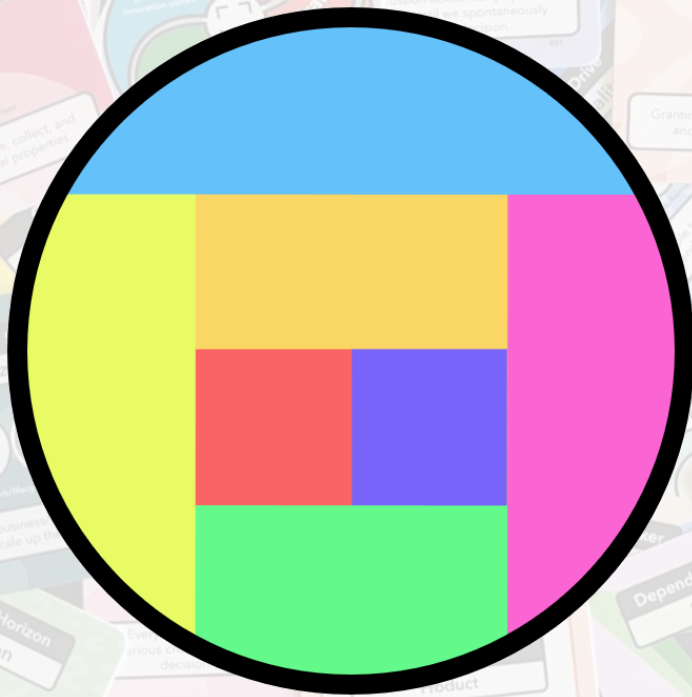
Learning

- E-Learning
- Cohorts Learning
- Foundation and Focus Workshops
- Ignition Workshops to apply within your organization

Partnership

- become an unFIX trainer or consultant
- unFIX Content and Knowledge Hub
- early and direct access in exclusive monthly meet-ups

unfix.com



UNFIX

MAKE YOUR OWN METHOD