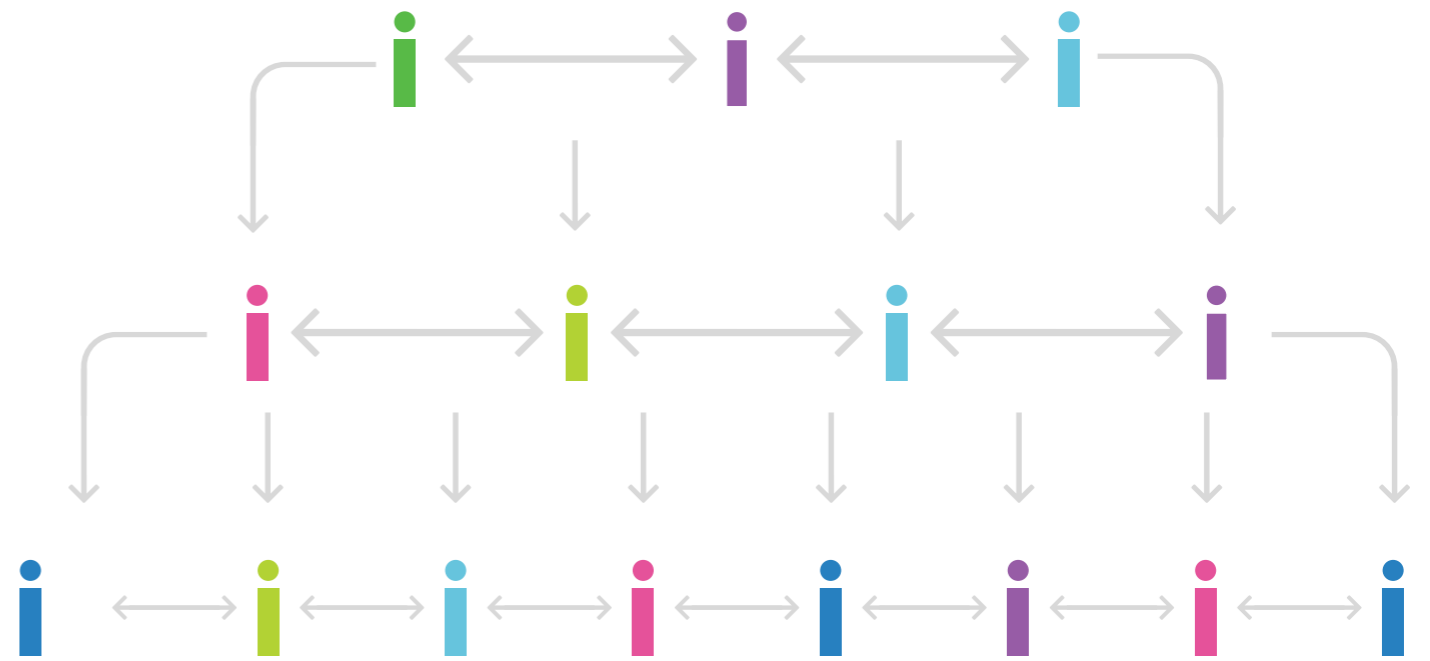
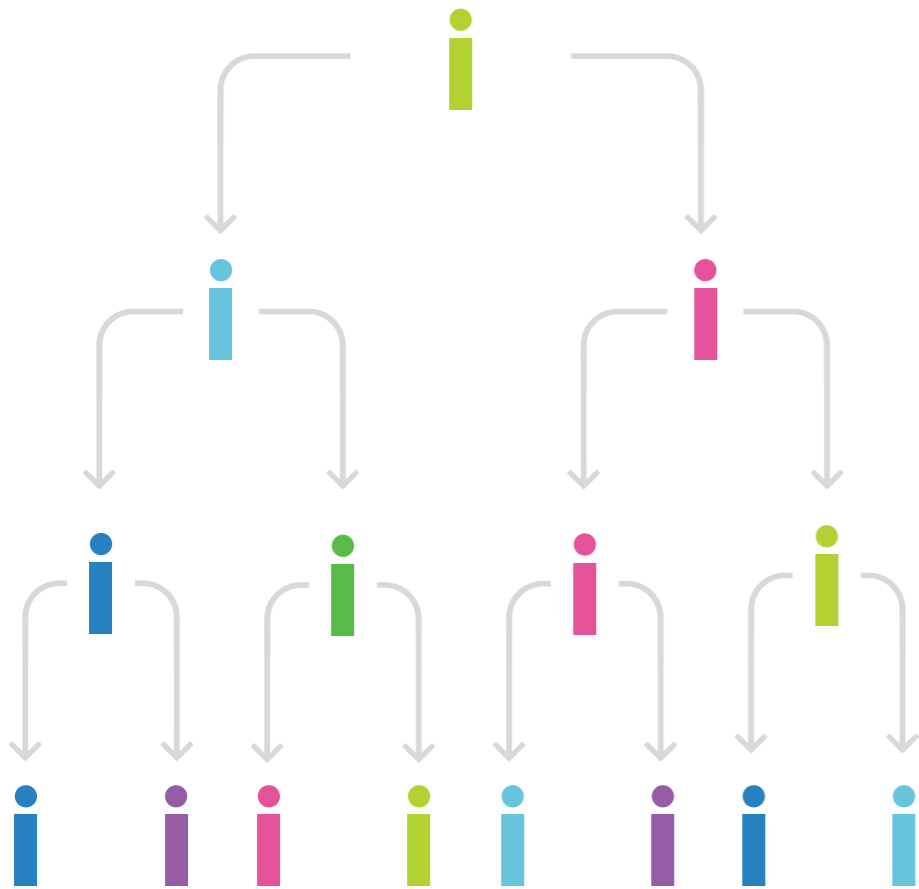


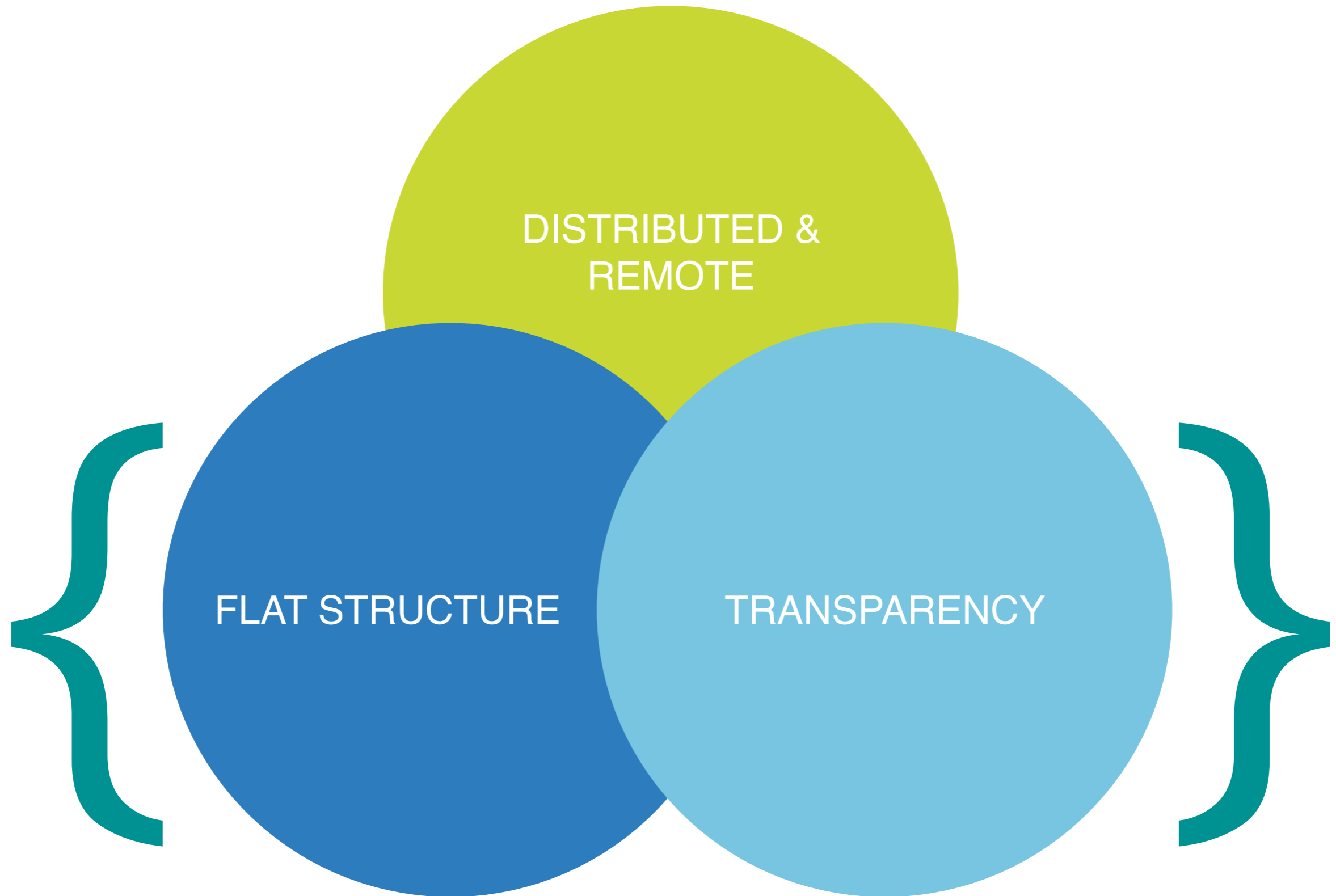
No managers in a company - 3 ways of decision making

Jan Zborowski - co-founder

Hierarchical vs Flat organisations



SoftwareMill - a company with 40 CEOs



Decision-related issues

Safe decision-making approach

Micromanagement and
"giving good advice"

No difficult, strategic decisions



CHAOS

3 simple solutions in making decision

#1 decision-making culture

#2 advice = commitment

#3 work groups



• Gains

- problems solved individually and faster
- team engagement & motivation
- salary rise system defined by the team
- money spent wiser

Recommendations

1. Reinventing organisations by Frederic Laloux [en]
2. Szef, który ma czas by Andrzej Jeznach [pl]
3. <https://softwaremill.com/blog/> [en]

Ask The Expert / Coaching Corner

14:05

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Thank you!

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