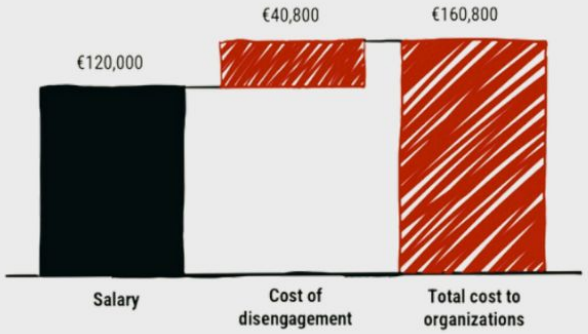
Feedback for the session!
unFIX
Manage the Change

THE WAY WE WORK IS BROKEN...



It is painfully obvious: the system in which many people still work was created for a stable, slow and predictable world that no longer exists. The results?

Wanna become a rebel? Click here.

CORPORATE REBELS

...BADLY ~~BROKEN!~~

77% of employees are not engaged

37% believe their job makes no useful contribution to society

40% left their job due to burnout

41% of employees are considering leaving their jobs

34% of an annual salary is the cost of disengagement

Wanna become a rebel? Click here.

CORPORATE REBELS

COMMON FRUSTRATIONS

- Every idea needs five signatures
- Back-to-back meetings, all day long
- More rules, less reasoning
- Trapped under the micromanager's magnifying glass
- Feedback goes into a black hole
- I'm drowning in a sea of emails
- We can't attract new talent
- Decisions held hostage by hierarchy

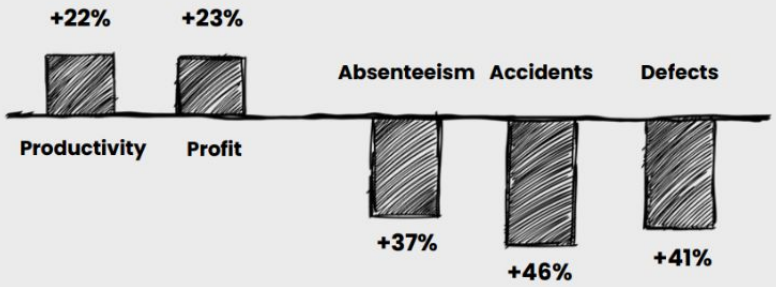
Wanna become a rebel? Click here.

CORPORATE REBELS

REINVENTING WORK PAYS OFF. BIG TIME.

BETTER PERFORMANCE, LESS ACCIDENTS

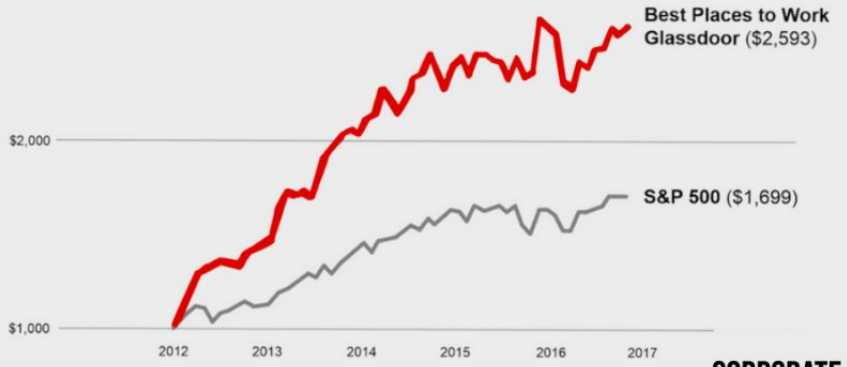
Employee engagement and business success go hand in hand. Organizations with higher levels of engagement benefit from 37% lower absenteeism, 41% less defects and 48% less accidents. On top of that, they enjoy 23% higher profitability and 22% higher productivity.



Wanna become a rebel? Click here.

INCREASED FINANCIAL RETURNS

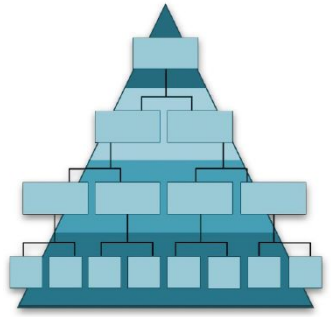
Reinventing the way you work pays off for everyone. Companies ranked as best places to work outperform others on the stock market. Happy employees, happy customers, happy shareholders. What's not to like?

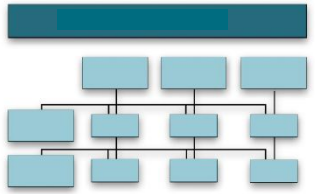


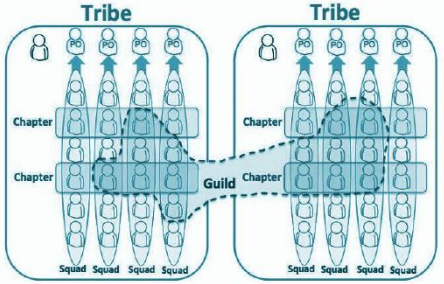
CORPORATE REBELS

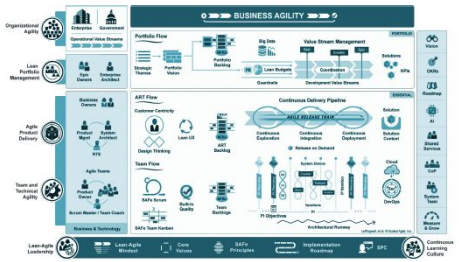
Existing Frameworks

Popular models tend to be rigid (fixed) and force us to work in a certain way.





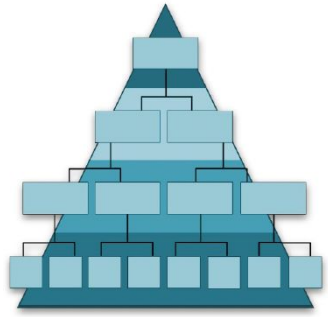


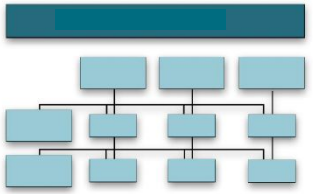


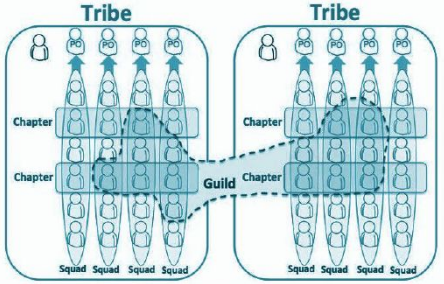
The Challenge

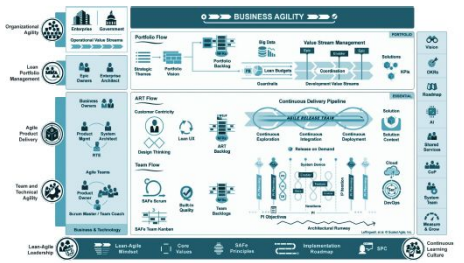
The world, economy, and customer requirements are changing faster, and faster.

Need for Adaption





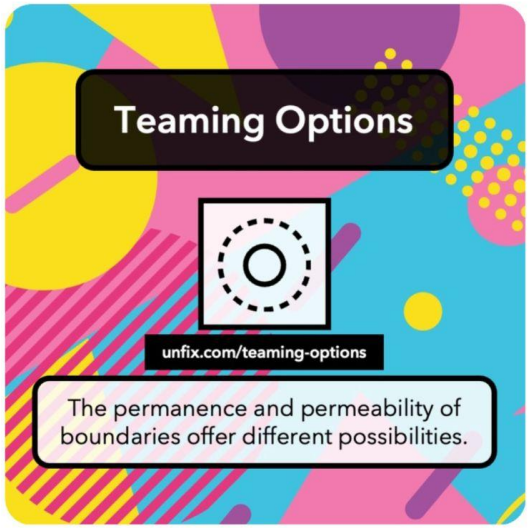


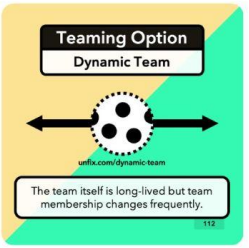


Opportunity

List of options

Power of choice





Intro: unFIX Model

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

It's not another scaling framework!
It's like LEGO - you can design your own (agile) methods & frameworks using the unFIX pattern library."

- Jurgen Appelo, founder unFIX company -

unFIX

Kadri Pirn

"The unFIX model enables teams to mix and match patterns for their own best solutions. It brings variety, options and transparency for organisations"

unFIX
MAKE YOUR OWN METHOD

unFIX DIAMOND PARTNER

MANAGEMENT 3.0 COMMUNITY MEMBER

Applied Improvisation Network

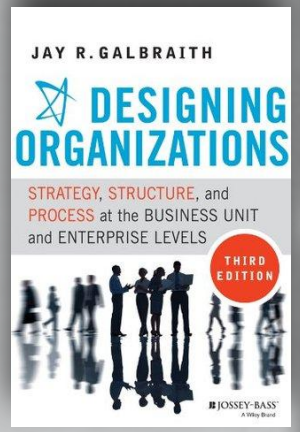
unFIX CORE TEAM

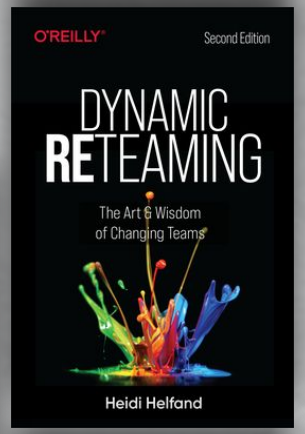
ERICSSON

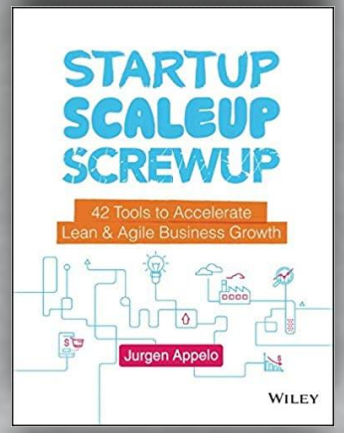
pipedrive

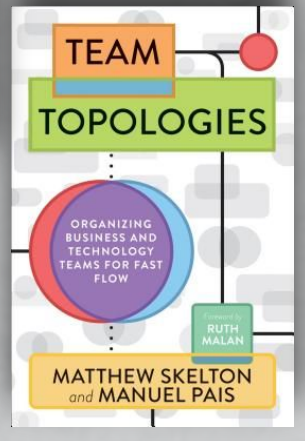
Eesti Energia

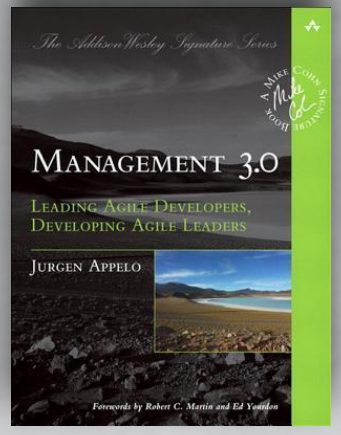
elisa

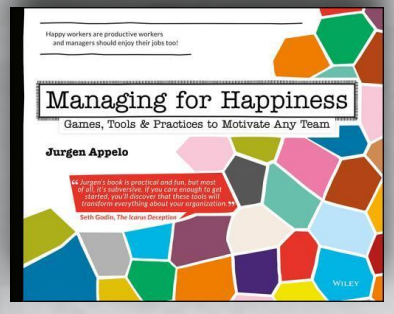












unFIX

History

2021
unFIX idea was born

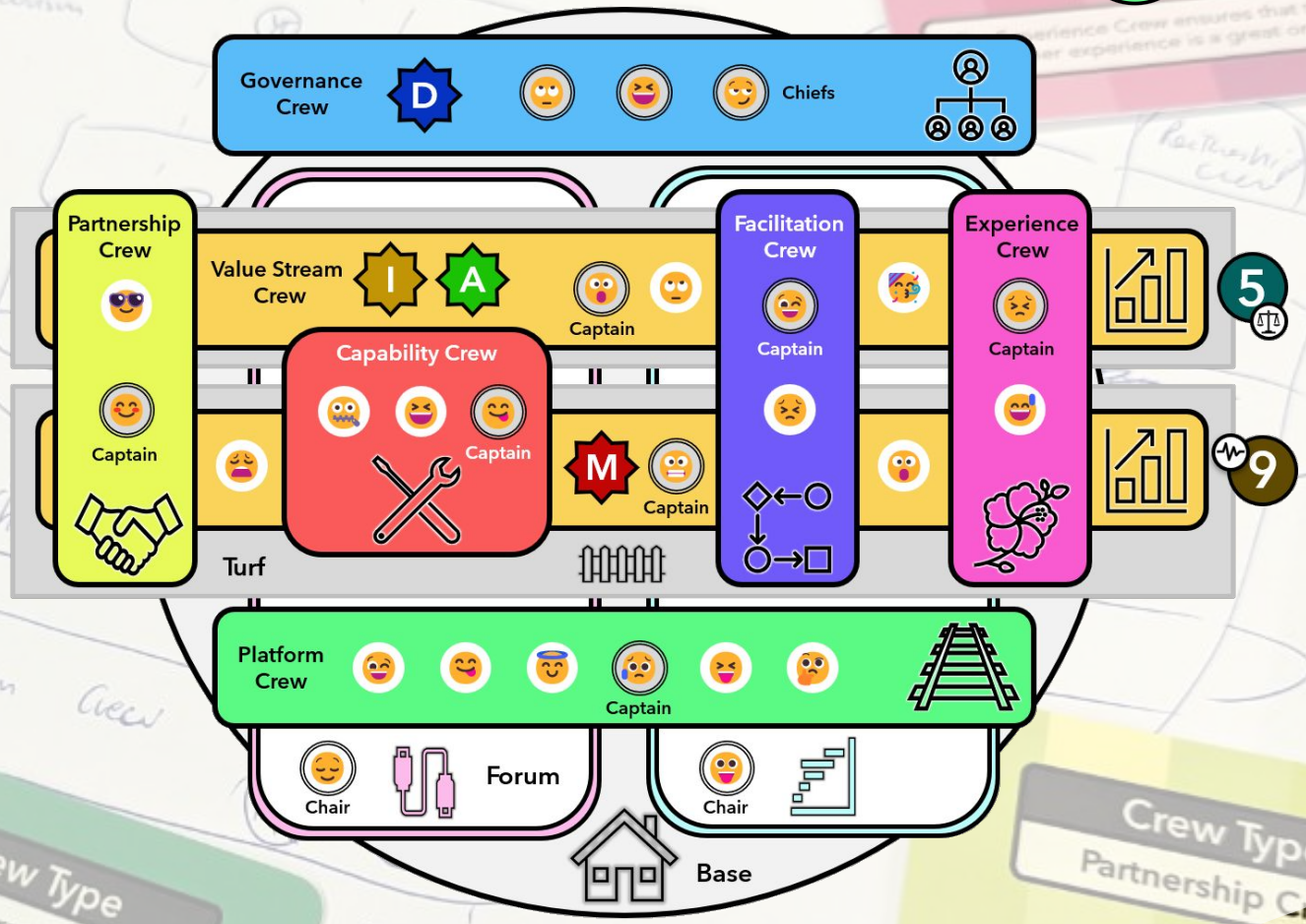
2022
unFIX model published
& founding of
The unFIX Company

2023
joint ventures and local
rep established

The unFIX model …

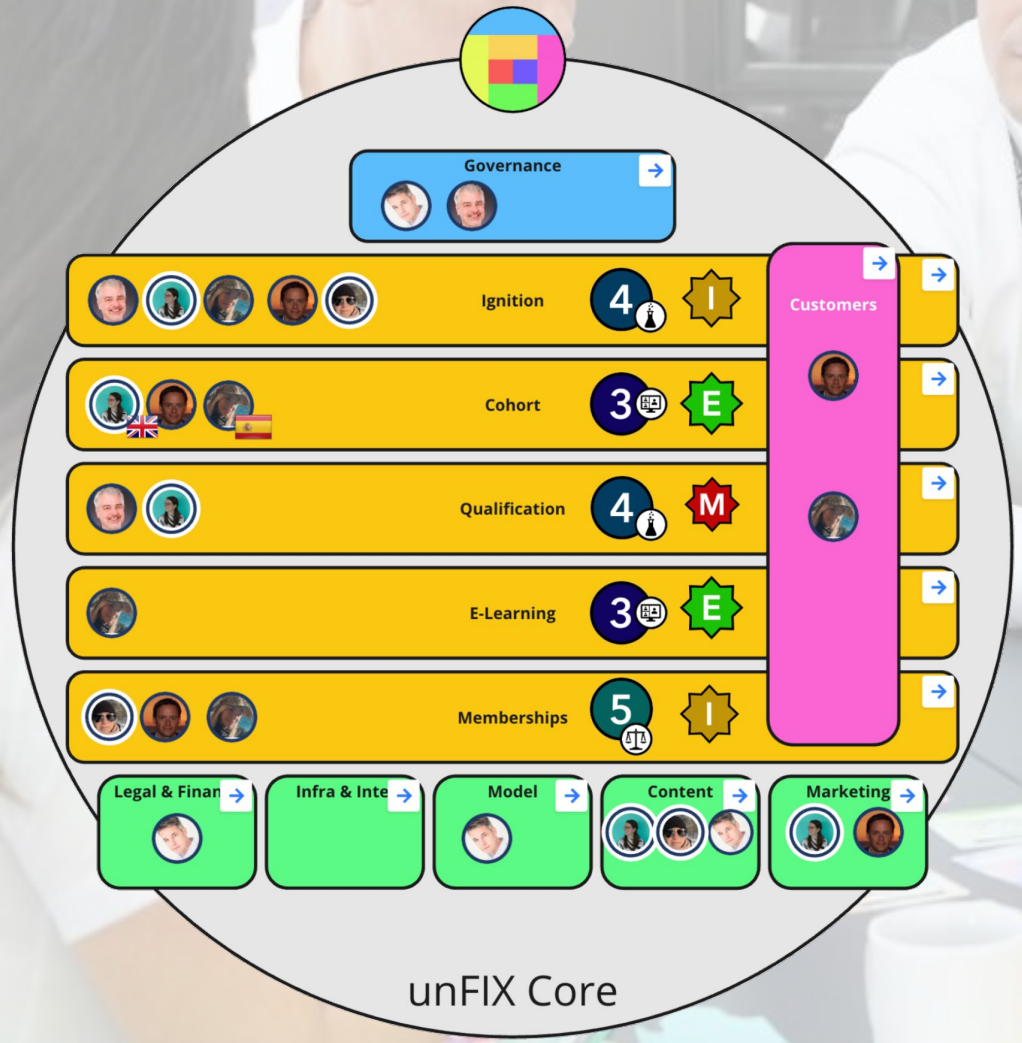
… provides patterns to describe a versatile and flexible organization.

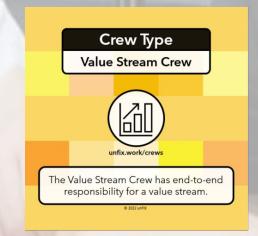
It helps to visualize existing communication and value streams …

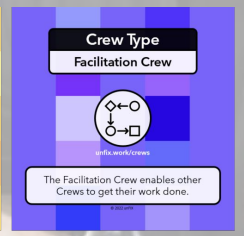


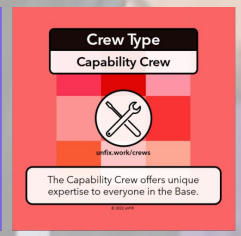
… and offers a common language to talk about necessary changes.

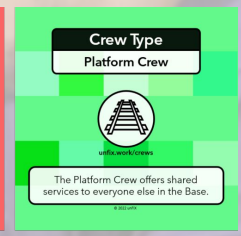
Patterns come with options

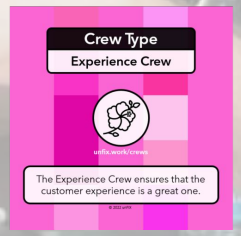


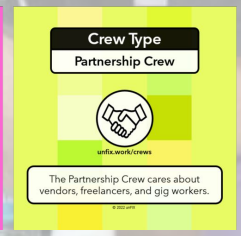


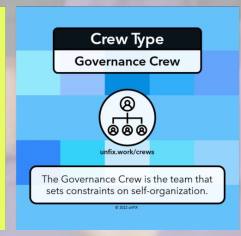












unFIX

For each pattern unFIX Cards exists

Available

Free download
community.unfix.com

Physical cards
shop.unfix.com

Virtual cards
miro.com/marketplace/unfix-cards/

Plotter app
https://plotter.unfix.com/

Usage

- in workshops and meetings
- personal pattern library
- discussions
- transparency
- ideations
- improvements in processes

unFIX is for ...

Organisation Design
Restructure and Re-Teaming
Strategic Goal-Setting
Transparency
Enhancing Team Collaboration
Product Innovation
Decision Making Processes
Enhance User Experience

(& more to be explored!)

Existing unFIX Case Studies

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

Click the icons to read more.

Swiss Re
PROXORA
Boehringer Ingelheim
MINISTRY GROUP
BBVA
SPOT CHILE
vrt nu
BUILD INFORMED
LEROY MERLIN
HSLU Lucerne University of Applied Sciences and Arts
WORLDLINE

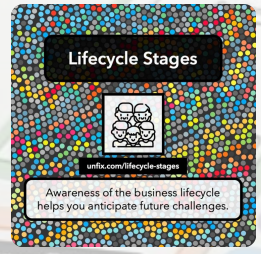
For simple things

If no Leader? Or double?

If a Visitor?
Why you are there?

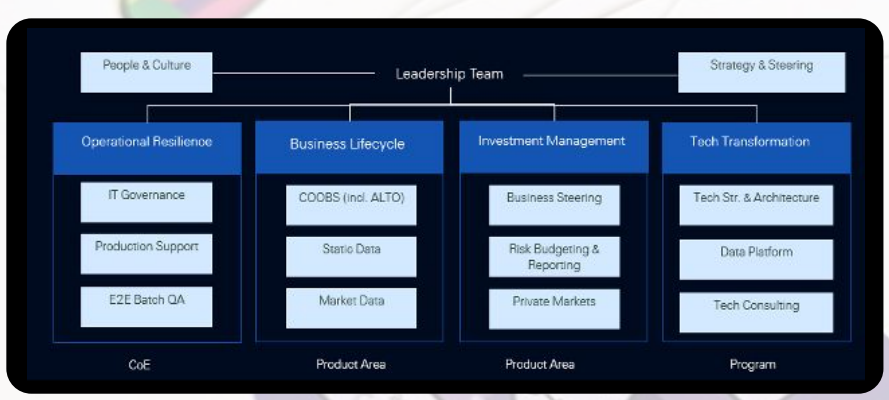
unFIX

Teaming Patterns



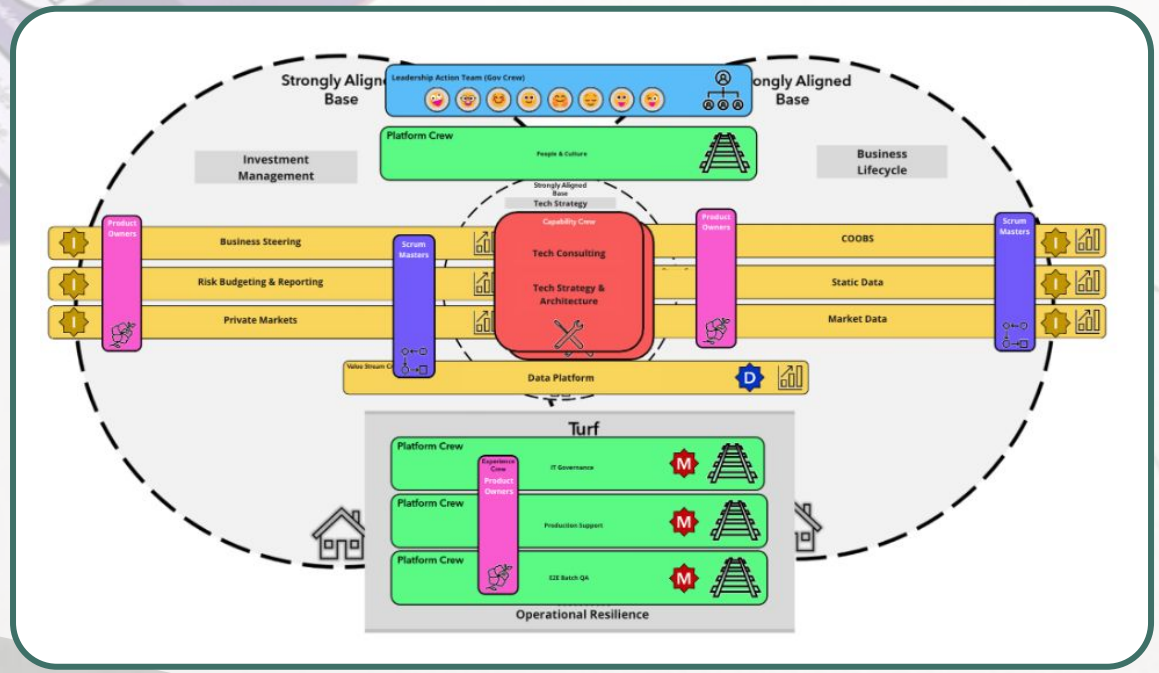
A Crew described with different patterns

…to re-organise the whole Company



From a traditional …

… to a flexible org.



unFIXing a Swiss insurance company

Case Studies
Jun 12

Swiss Re

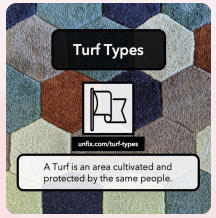
Author: Jan-Paul Ouwerkerk

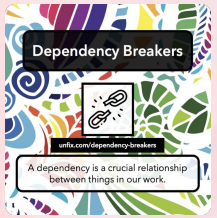
Sometimes agile transformations need a little luck to get their first spark. In 2008 Matthias Gebhardt was offered an extensive 8-day systemic organization training by his manager. It was about people coaching, theory U, systems thinking, and more. It gave him a deep understanding of how (organizational) systems work, and it sparked the journey that we will try to grasp in this case study, the agile transformation within Swiss Re Asset Management IT (AMIT). And, of course, we will tell you how they ended up using unFIX.

unfix.com/blog/swissre

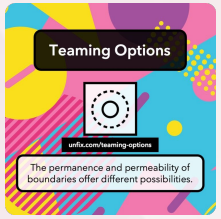
Pattern Library

Structural Patterns

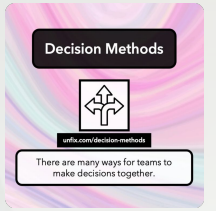


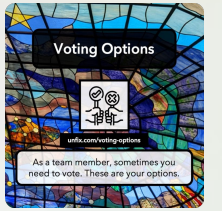


Teaming Patterns

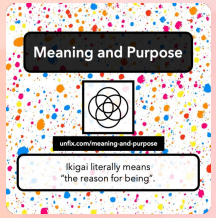


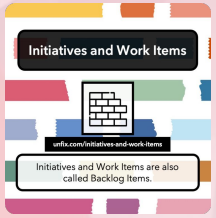
Decision Patterns



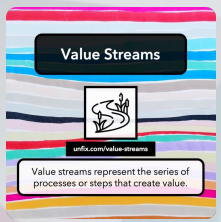


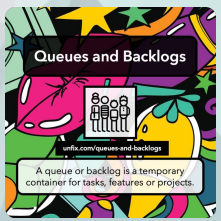
Goal-Setting Patterns

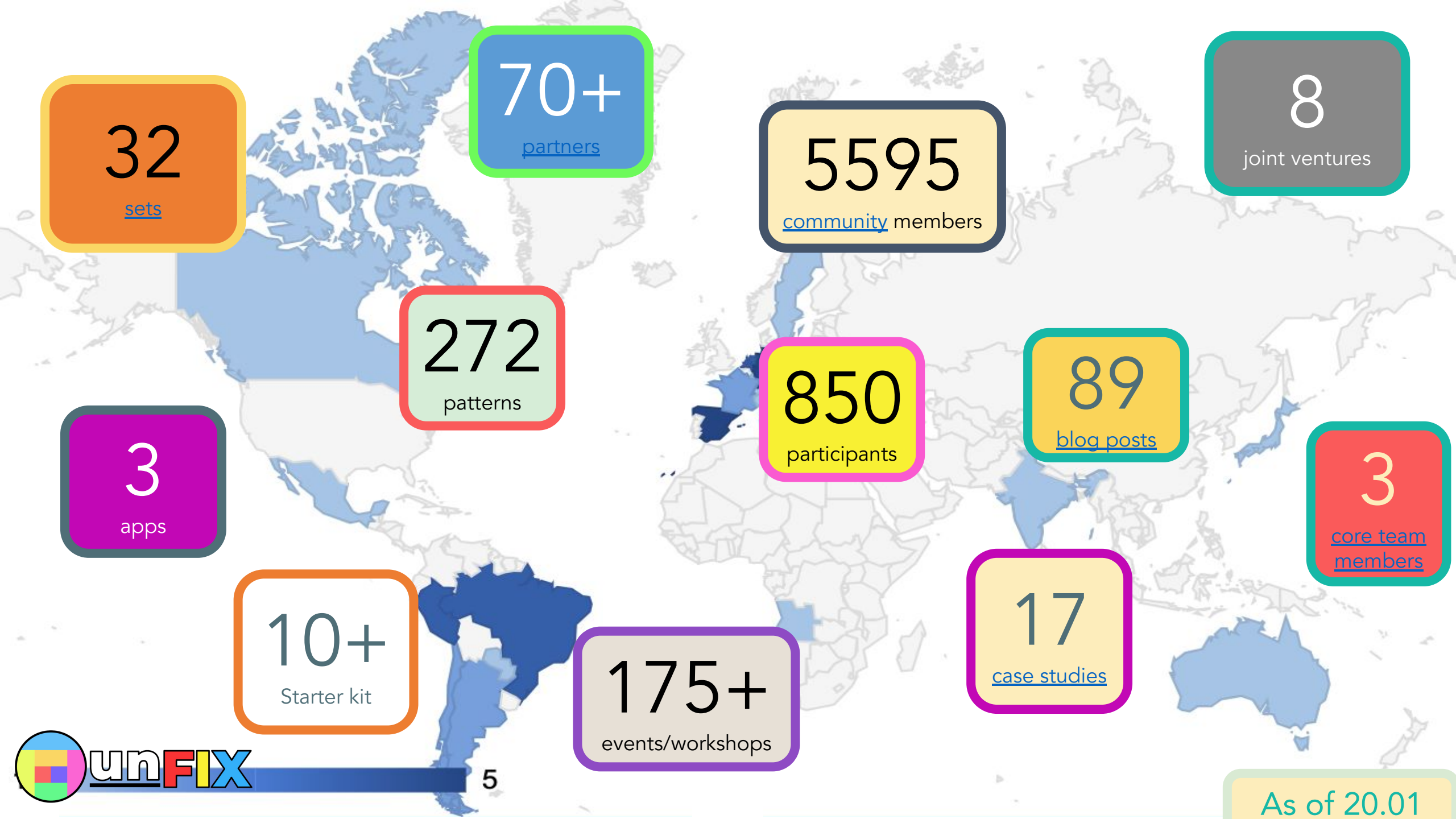




Process & Growth Patterns






32
sets
70+
partners
5595
community members
8
joint ventures
272
patterns
850
participants
89
blog posts
3
apps
3
core team members
10+
Starter kit
175+
events/workshops
17
case studies
unFIX
5
As of 20.01

The unFIX Model enables

- High adaptability of structures and teams
- Start from where you are, using only what you need
- Options for different challenges
- Language to have discussions
- Simple overview and transparency
- More self-organization and interdisciplinary work

What next?

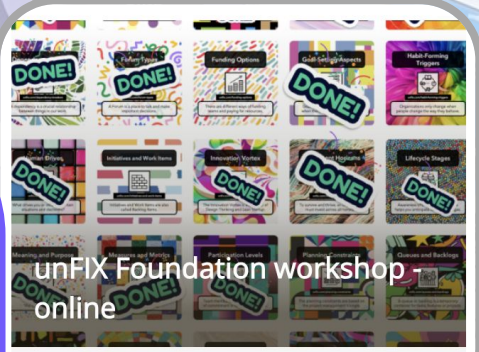
- Read
  - it's free
- Want more?
  - Meetups
  - Workshops

SAT20 gives 20% off Kadri's workshops

miro.com/marketplace/unfix-cards/

Plotter app
https://plotter.unfix.com/

Events
https://unfix.com/events



unFIX

Initiative Starting Decision Board

Scope of this initiative

Transformation | Portfolio | Venture | Solution | Excursion | Assignment | Individual

Initiative Name / Description

Reasonable outcome of the imy contribution to this initiative

What is my time commitment?

h/w

What dis my main driver to do it?

How does this initiative touches your Ikigai?

What role would I like to take there?

Your decision

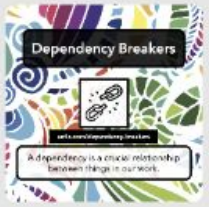
Is this decision mine?

What is my commitment level?

What type of commitment it is?

What type of work is it?

Who will I be dependent on? How to manage them?



What is your objective on participating in it? What kind of bet it is?

The unFIX Model

"It's not another scaling framework! It's like LEGO - you can design your own (agile) methods & frameworks using the unFIX pattern library."

unFIX
MAKE YOUR OWN METHOD

unFIX

Feedback for the session!

My Linkedin

www.unfix.com

Let's start & unFIX the (agile) world together.

Collaborate on Values and Purpose

Let the Product Serve the Experience

Accelerate the Speed of Innovation

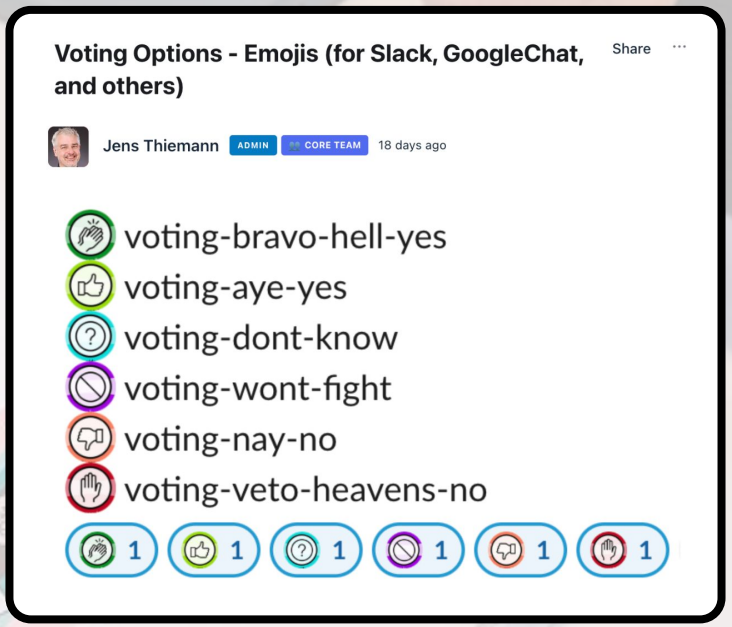
Increase Simplicity, Embrace Variety

Balance Optimization with Coordination

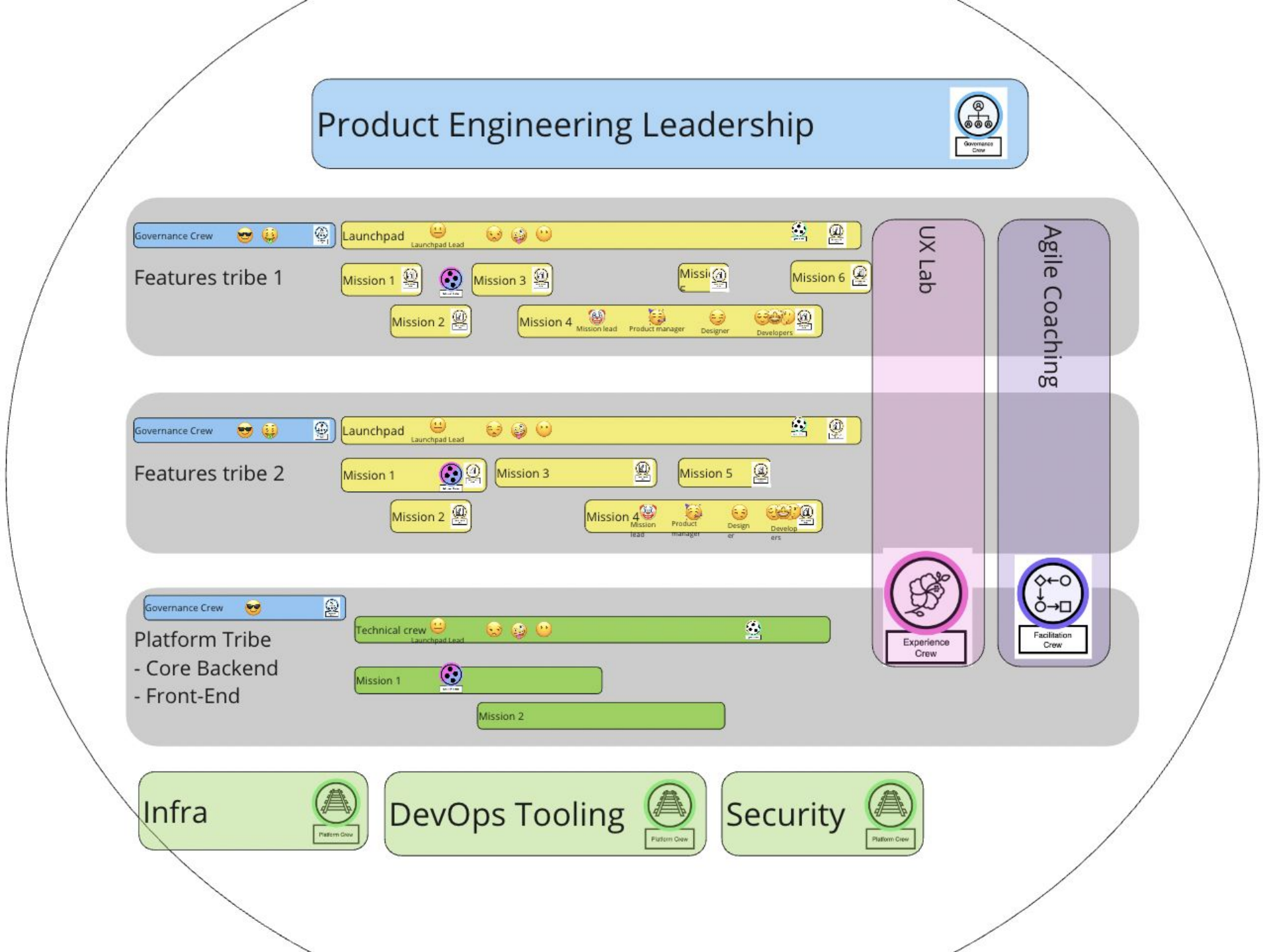
Manage the System, Lead the People

Take Small Steps from Where You Are

Decision Patterns



Proven practice for “daily use”


Product Engineering Leadership
Governance Crew
Launchpad
Launchpad Lead
Features tribe 1
Mission 1
Mission 3
Mission 6
Mission 2
Mission 4
Mission lead
Product manager
Designer
Developers
Features tribe 2
Mission 5
Platform Tribe
- Core Backend
- Front-End
Technical crew
Infra
DevOps Tooling
Security
Platform Crew
UX Lab
Experience Crew
Agile Coaching
Facilitation Crew

BBVA
Advice hub
150 ppl

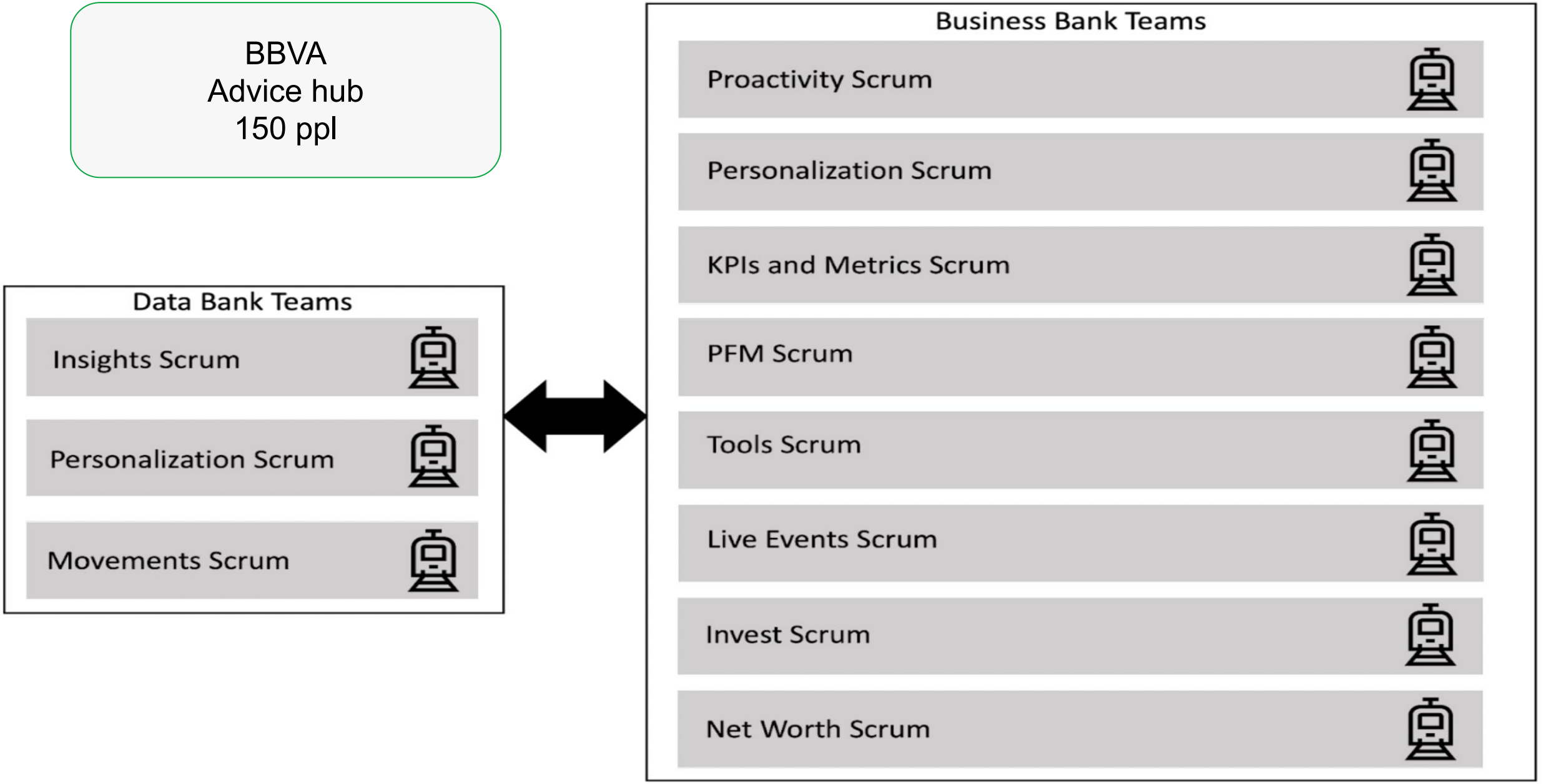
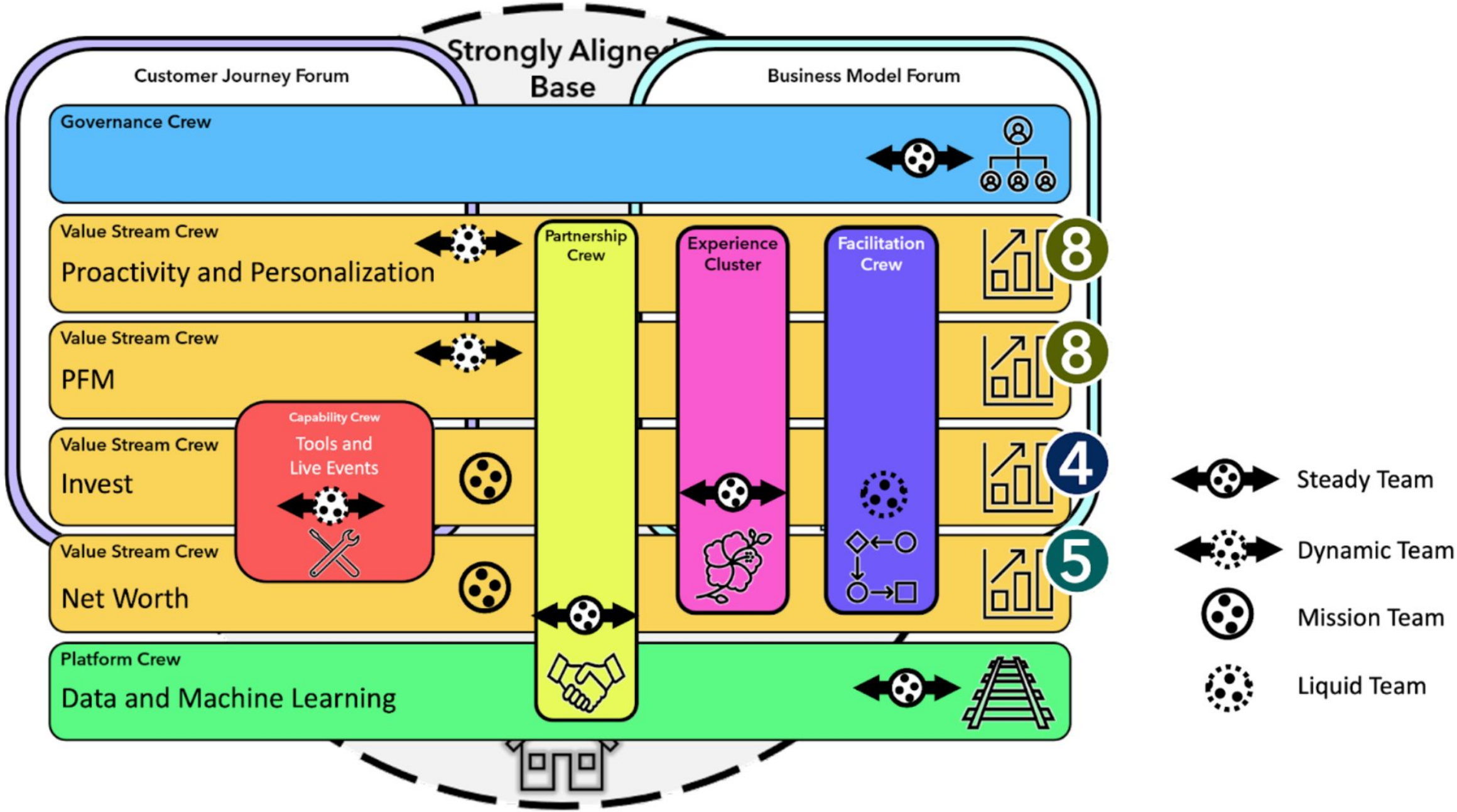


Image: The old structure when I arrived at the HUB.


Strongly Aligned Base
Customer Journey Forum
Business Model Forum
Governance Crew
Value Stream Crew
Proactivity and Personalization
Value Stream Crew
PFM
Value Stream Crew
Invest
Value Stream Crew
Net Worth
Capability Crew
Tools and Live Events
Partnership Crew
Experience Cluster
Facilitation Crew
Platform Crew
Data and Machine Learning
8
8
4
5
Steady Team
Dynamic Team
Mission Team
Liquid Team

Offerings

Community

- Discussion Forum and Regular Meetings
- First hand info about new patterns
- Free download of basic material
- Qualification Profile (instead of certificates)

Partnership

- Become an unFIX trainer or consultant
- All unFIX materials (slides, exercises, videos)
- Learn from us & the community in exclusive monthly meet-ups

Foundation

- Learn about the fundamental unFIX Patterns
- Workshop offered by Jurgen Appelo, and many partners world-wide.

Ignition

- Get to know unFIX with your own company
- Bring a case study to apply the patterns
- In-house two day training for 6-12 participants
- By unFIX Company (or with partners)

"Very knowledgeable and into the topic. Always trying (and almost always able) to understand the problems and answer our questions."

★ *Evaluation 10 / 10*

– Julian, Business Process Excellence Coach

unFIX