

Drawing the Organisation



ORGANISATIONAL CULTURE, GOUVERNANCE, ROADMAP

01 organisational culture & practices

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In coherence with our vision,
living systems are inspiring our organization
model.

Our working culture is aligned in its
intention with the three interconnected
pillars of "teal organizations":

Self management:

fluid natural hierarchies, distributed
decision making, a network of small
interdependent and self-organized teams.

Evolutionary purpose:

we don't own or run V.O.G.; instead, we are
stewards listening to where it needs to go
and helping it do its work for the world.

Wholeness:

a supportive and safe space where we help
each other reveal our inner greatness and
manifest our calling

* See research of Frederic Laloux



02 a process to get there : Dragon Dreaming

The Dragon Dream Method is a new project management method based on a few basic principles:

PLAY WIN-WIN:

Proposing consensual decision-making tools.

Taking into account life

in the broadest sense so that the choices during the project are at the service of planet earth.

FACING OUR DRAGONS:

Facing our fears, (our dragons) at the source of any conflict.

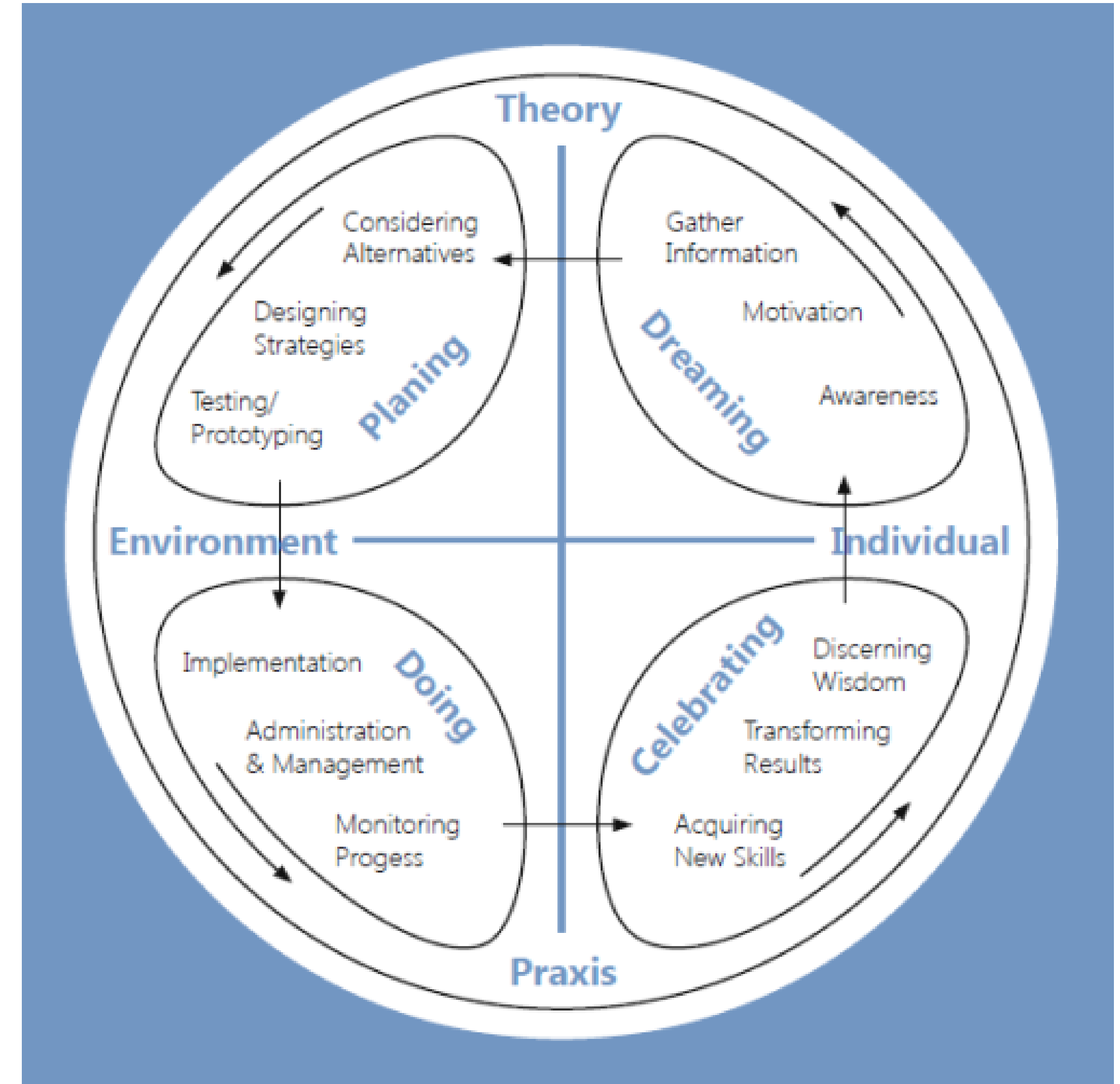
By overcoming them, combine our differences to find solutions we didn't suspect

DREAM AND CELEBRATE

Encouraging the use of intuition

By affirming the importance of dreaming and celebration, constantly renew our enthusiasm and create sustainable actions over time.

The dragon's dream is broken down into 4 stages. These 4 steps can be applied to any action, whether global, punctual or sustainable over time.



03 governance model

5 interdependent colleges :

- founders
- active partners,
- country ambassadors
- subscribers
- operational team

Each college elects two representatives at the steering Committee (election w/o candidates except members rep who are drawn by lot)

The steering Committee is running V.O.G endowment fund.

Its mission is to maintain VOG purpose and health and to facilitate its inclusive and participatory governance.

It may also nominate the operational manager.



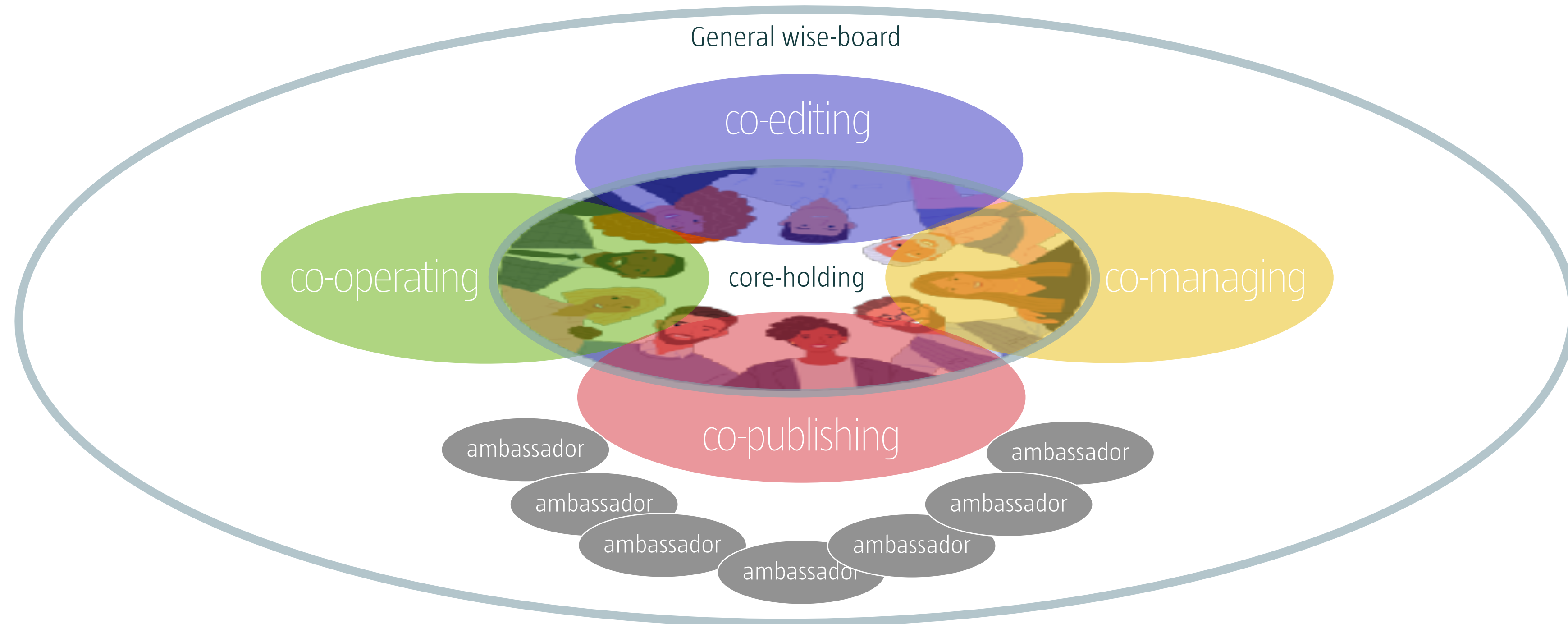
The operating team's surrounding

General wiseboard

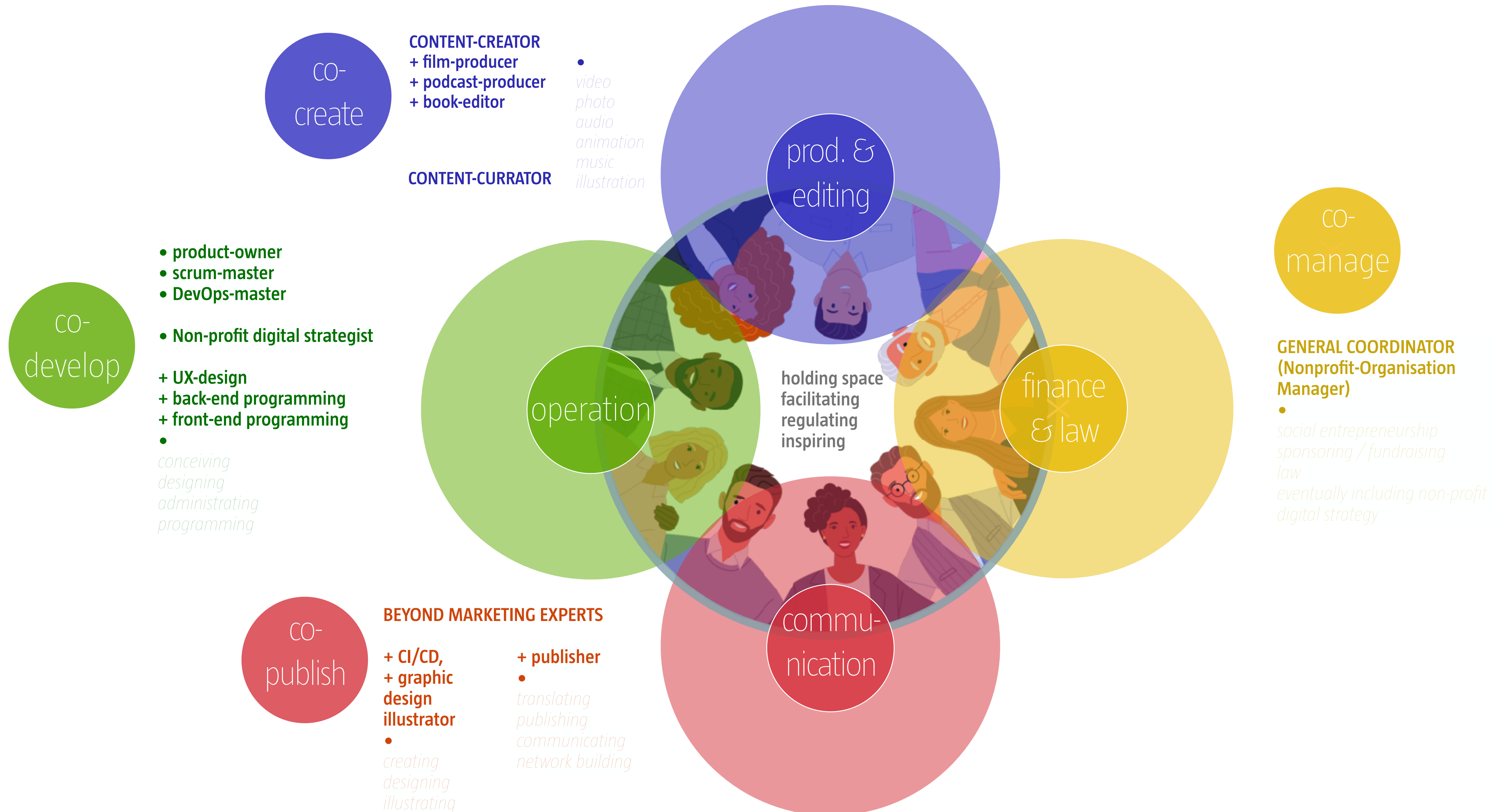
inspiration, purpose,
general orientation

operative advisory & mentoring board

governance &
strategy



Welcoming high potentials – open roles for the operating team



Roadmap to grow with

