Drawing the Organisation





ORGANISATIONAL CULTURE, GOUVERNANCE, ROADMAP





O'l organisational culture & practices

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

Self-Management

Trust / assumption of positive intent Collective intelligence / advice process

Responsibility and accountability

Evolutionary purpose

Space to inquire into the meaning of what we are doing individually and collectively

The organization has a purpose of its own

Sense & respond rather than predict & control

Wholeness bring one's whole self

to work

safe and caring work environment

Tensions as opportunities to grow and learn

Learning to approach situations from a space of love and compassion



$02\,$ 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.

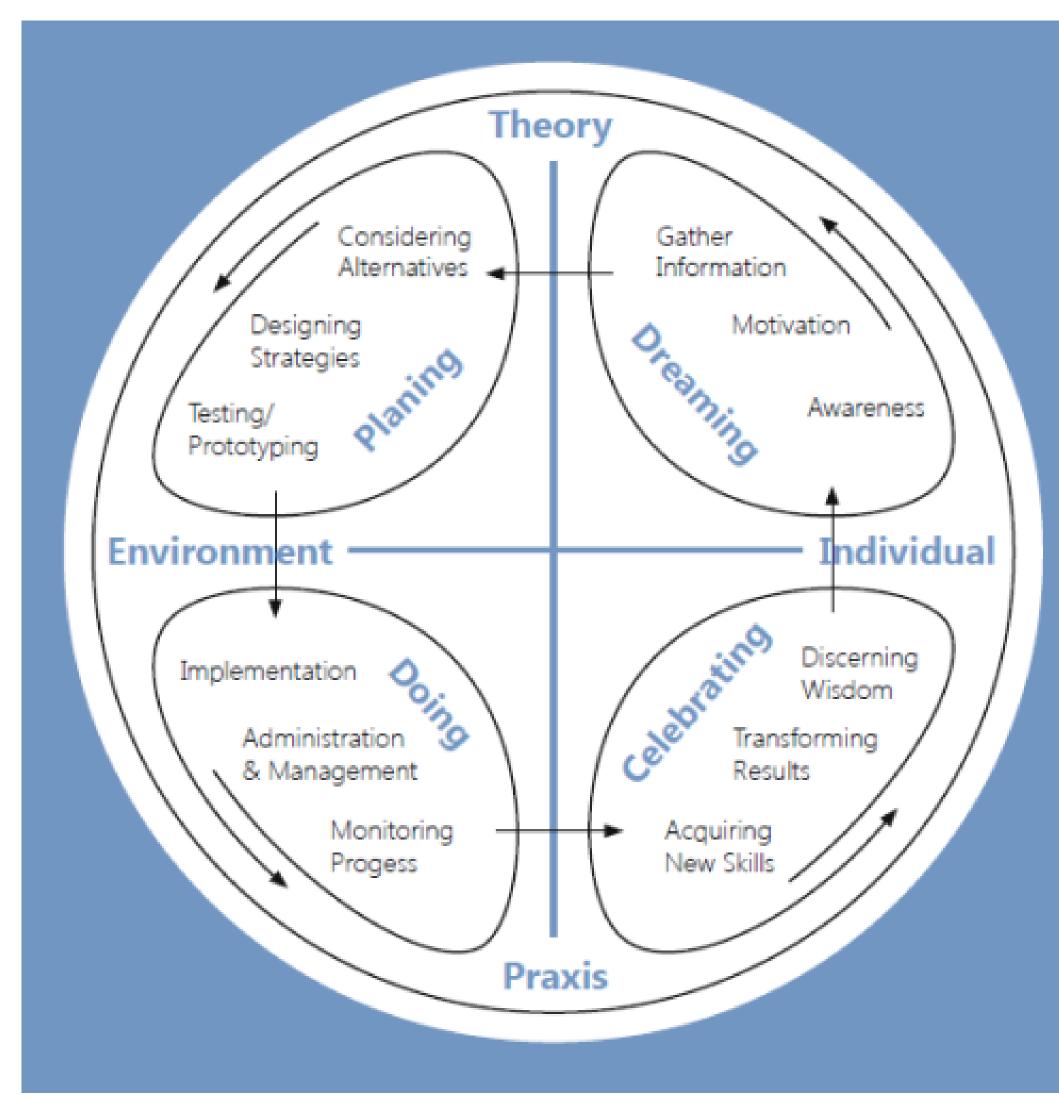
FACING OUR DRAGONS:

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 :

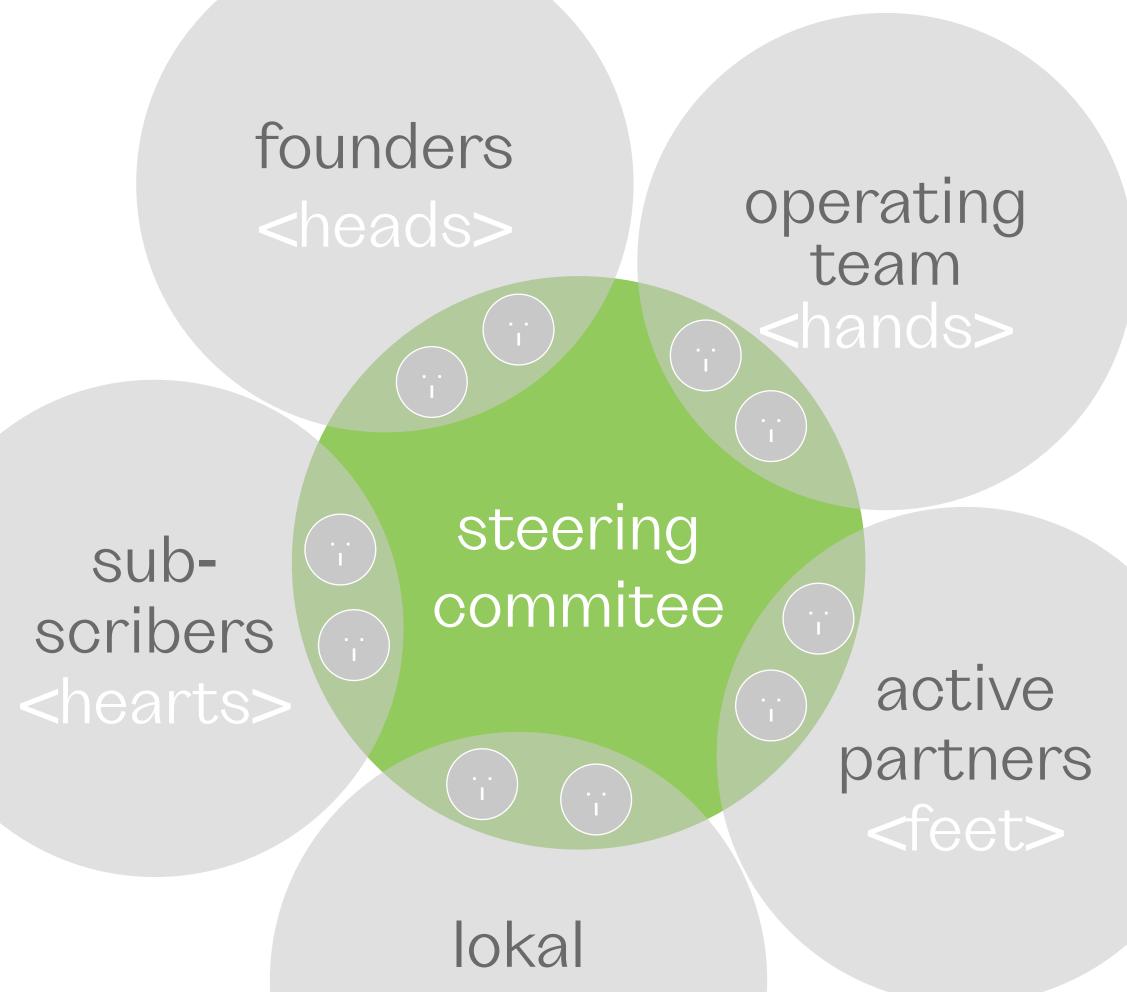
- o founders
- o active partners,
- o country ambassadors
- o subscribers
- o operational team

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.



ambassadors



he operating team's surrounding

General wiseboard

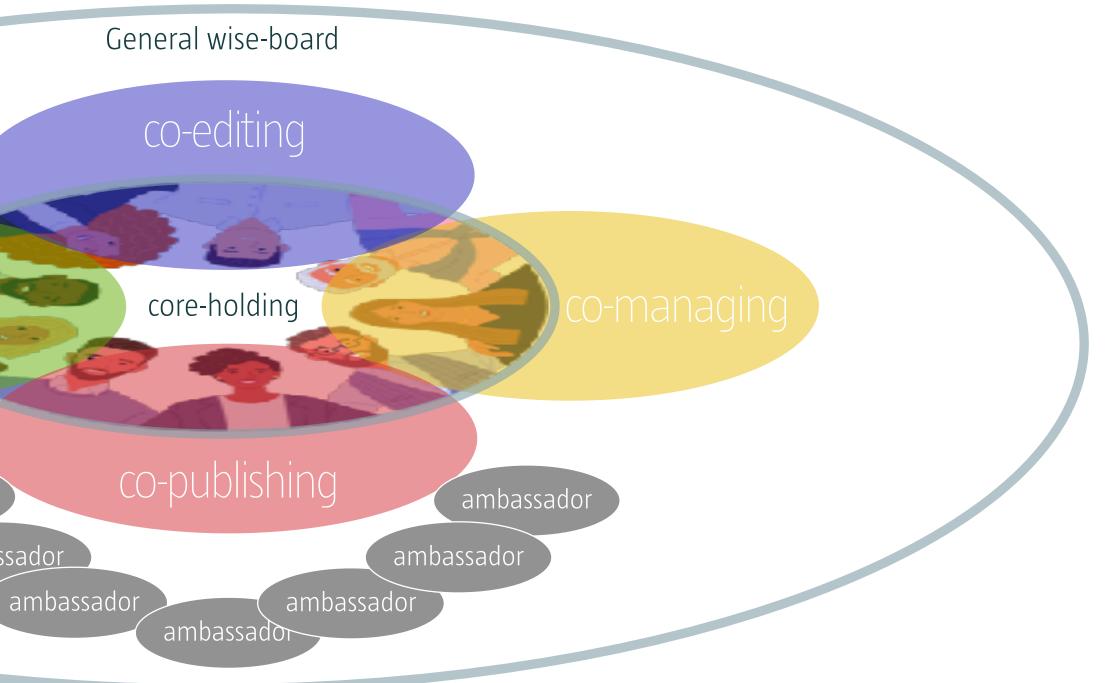
inspiration, purpose, general orientation

operative advisory & mentoring board

governance & strategy

ambassador

ambassador





Welcoming high potentials – open roles for the operating team



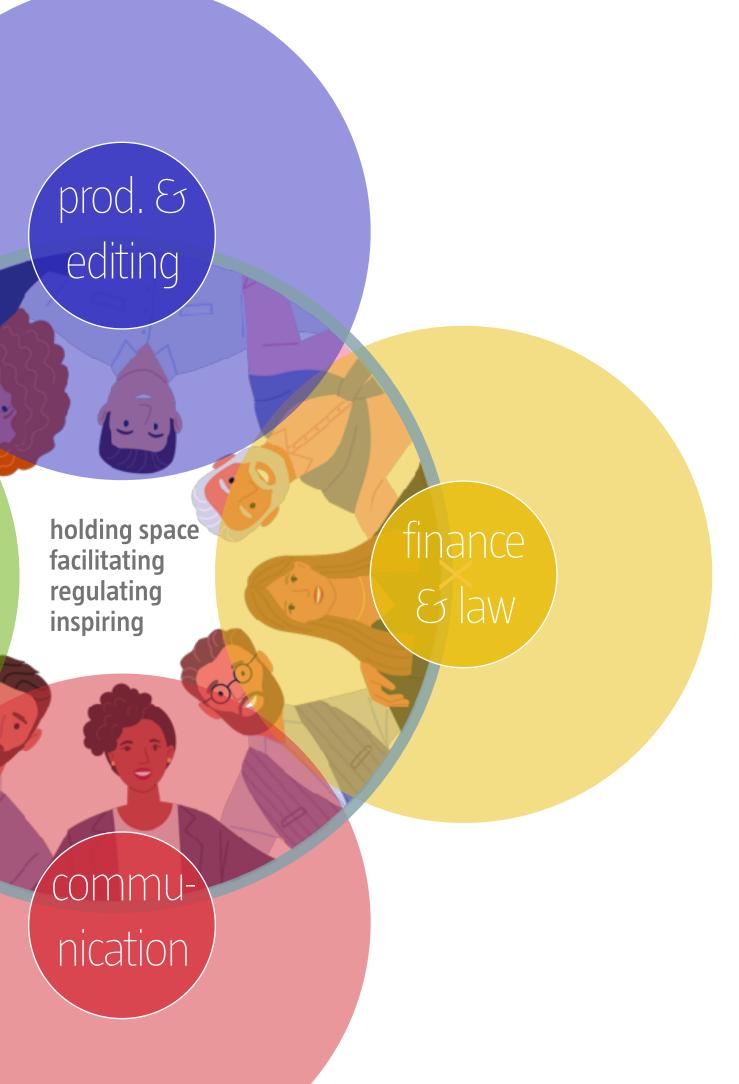
- product-owner
 - scrum-master
 - DevOps-master
 - Non-profit digital strategist
 - + UX-design
 - + back-end programming
 - + front-end programming
 - - publish

BEYOND MARKETING EXPERTS

- + CI/CD,+ graphic design illustrator
- + publisher •

operation







GENERAL COORDINATOR (Nonprofit-Organisation Manager)



