

Organizing for Work: CAANs and Project Management for the Future



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Today we will . . .

» WHAT?

Reflect on the shifting patterns of work 1980s to today

» SO WHAT?

Explore five Coordinated Adaptive Action Networks

» NOW WHAT?

Plan for your own CAAN do!



Work in the 1980s



Work in the 1990s



Work in the 00s



What is work today and tomorrow?

- » Infinite not finite game:
 - » Open boundaries
 - » Many measures of success
 - » Entangled relationships
- » Networks not org charts
 - » Complex relationships
 - » Shifting roles
- » Projects not employment
 - » Fit for function
 - » Learning on the run



What is work today and tomorrow?

- » Collaborative
- » Adaptive
- » Action
- » Networks

CAANs



CAAN

Prevent Child Abuse

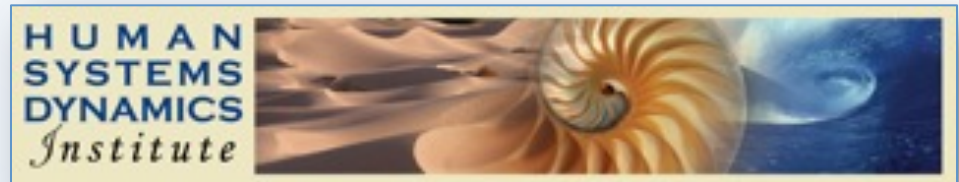
- » **What?**
 - » Diverse institutions
 - » Competing for funds
- » **So what?**
 - » Need national cooperation
 - » Keep local identity
- » **Now what?**
 - » Shared vision
 - » National projects
 - » Local relationships



CAAN

Learn in Community

- » **What?**
 - » 500 scholar practitioners
 - » Navigating complex dynamics of human systems
- » **So what?**
 - » Unique challenges
 - » Shared curiosity
 - » Short list of simple rules
- » **Now what?**
 - » Conference to share learning
 - » On-line learning ecology



CAAN

Respond to Disasters

- » **What?**
 - » Frequent and extreme disasters
- » **So what?**
 - » Local resources
 - » Local solutions
- » **Now what?**
 - » Build local capacity to respond
 - » Create network to share information and resources



CAAN

Tap Global Intelligence

- » **What?**
 - » Mid-level managers in global organization
 - » Shared learning & practice
- » **So what?**
 - » Challenging environments
 - » Large scale change
- » **Now what?**
 - » Network
 - » Learn
 - » Influence strategy



CAAN

Protect Species

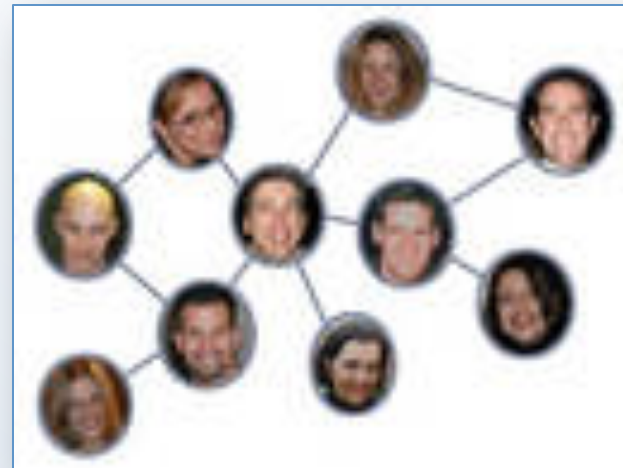
- » **What?**
 - » Conservation
 - » Evaluation
 - » Systems thinking
- » **So what?**
 - » International collaboration
 - » Shared learning/action
- » **Now what?**
 - » Research & Practice
 - » Teaching & Learning



CAAN

You Build Your Capacity?

- » **What?**
 - » Is your most daunting challenge?
- » **So what?**
 - » Can you give?
 - » Can you get?
- » **Now what?**
 - » Build connections
 - » Explore opportunities
 - » Prepare to adapt



More resources

» Books

- » *Adaptive Action: Leveraging Uncertainty in Your Organization*
(Eoyang & Holladay)
- » *Linked*
(Barabasi)

» Web

- » www.adaptiveaction.org
- » Wiki.hsdinstitute.org
- » www.hsdinstitute.org
- » Twitter: #hsd #adaptact @GlendaEoyang

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Dec 4, 2014 11:00 – Noon CDT	<i>Assessing Complex Learning: The Story of HSDP Certification</i>
Dec 18, 2014 11:00am – 1:00pm CDT	<i>Associates and Friends Networking Holiday Celebration</i>

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