

Organization evolution

Organisation Images and Metaphors

The last 2 centuries the most used image for organisation was the [Machine](#). Our organisational language is loaded with terminology alluding to this image.

Alternative images best inform and define our evolutionary journey:

1. “ **Flux and Transformation:** an organisation is an ever-changing system indivisible from its environment
2. “ **Organism:** an organisation is a collective response to its environment and, to survive, must adapt as the environment changes

If we understand a DHO is a living part of an ecosystem in a permanent flow and transformation, to concepts become important:

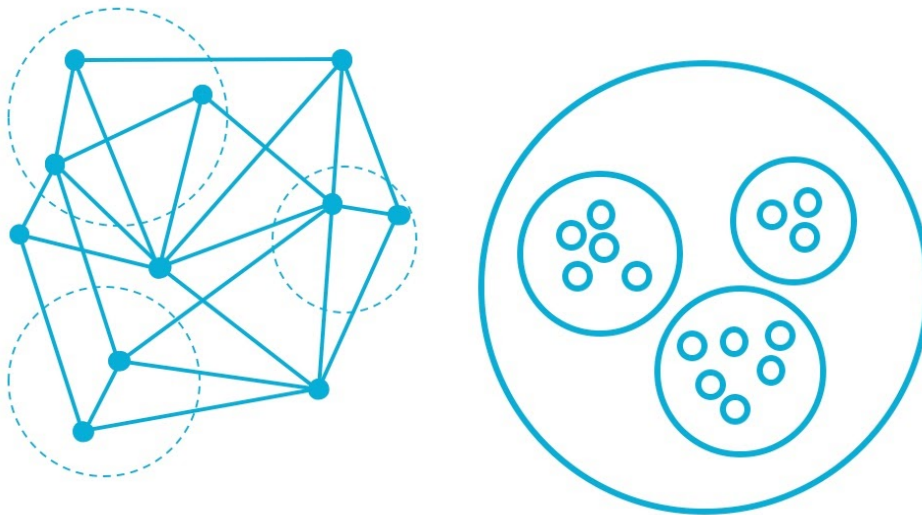
***Autopoiesis:** (from [Greek](#) ???o- (auto-) 'self', and ???????? (poiesis) 'creation, production') refers to a [system](#) capable of reproducing and maintaining itself by creating its own parts and eventually further components.*

Exopoiesis: "In exopoiesis, an organism functions not for its own benefit, but rather for the benefit of something related to it, to which it is therefore of instrumental value. Tabbi, Joseph (2002) Cognitive Fictions.

A DHO Journey is a journey into decentralisation requiring new language, new thinking, new concepts, new images, new metaphors and new stories.

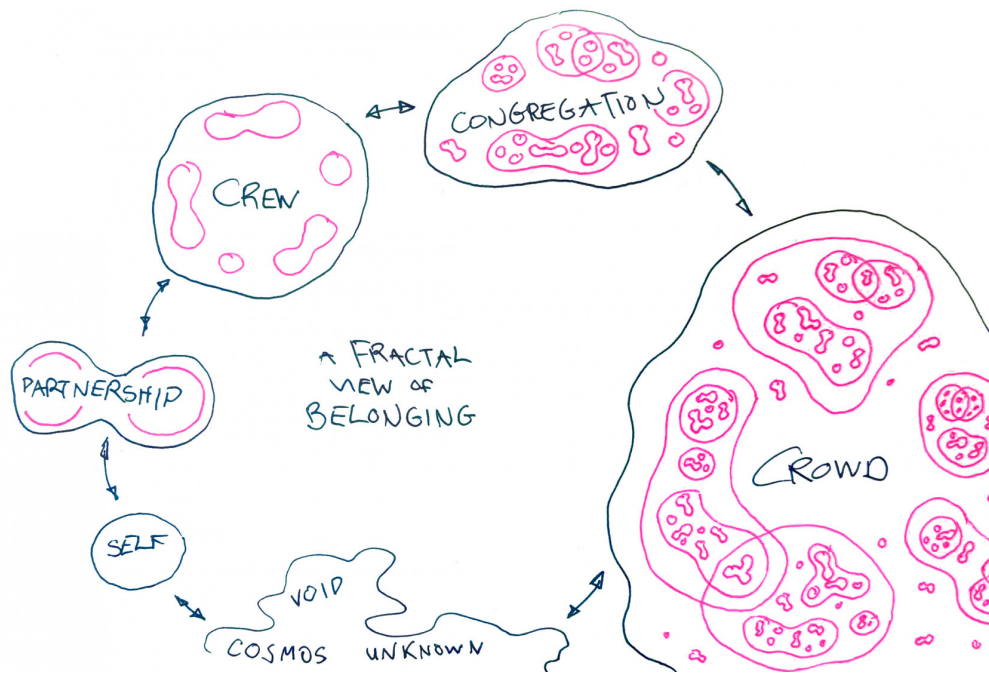
Also [Frederic Laloux's *Reinventing Organizations*](#) used [Integral Theory](#) approach to classify organisations, from which a Teal organisation seems to be relevant bases for a DHO.

More in <https://reinventingorganizationswiki.com/theory/organizational-structure/>



Both the Web of interconnected individuals or the Nested [Holonic](#) circles are good graphical bases for the DHO organisation archetypes.

While the above are good bases for the [Organisation DHO archetype](#) they come short for the remaining archetypes.



Richard D. Barlett [Micro-solidarity](#) exploration reveals some natural patterns of humans coming together. These ideas are relevant for any Type of DHO.

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