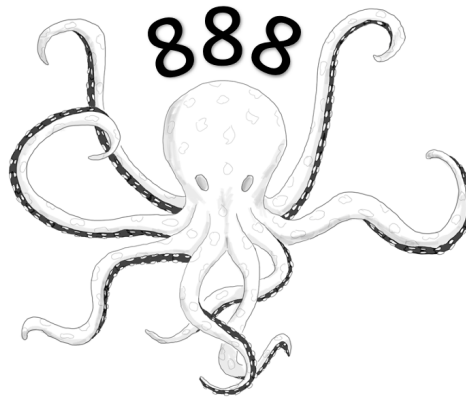


How to increase relevance in your business and organization: Octocracy, and how it operates under the 888 principle

2.2.2024, David Fiorucci



To cope with present and future challenges, businesses and organizations are seeking to distribute power and organize themselves differently.

On the one hand, the need is to skilfully combine the strengths of systems such as holacracy, ensure good leadership and draw inspiration from nature (in my case, with the octopus and its fascinating abilities); on the other, to have a clear, well-structured methodology to ensure overall relevance.

Why 888?

For me, several elements have crystallized in the last 30 years and have contributed to this system based on three 8s.

Firstly, if I take the logo of my company (LP3 SA), it incorporates a red wave. This is because I want to take people to a new level of competence and, above all, awareness. When combined with its opposite, this wave gives us a recumbent number 8, the symbol of infinity.



This recumbent 8 also represents the two apprenticeship loops of the learning enterprise and the dimension of the circular economy, so vital as I see it in helping to create a better world.

Moreover, the octopus, which has given its name to the new “LP3 Octocracy” system, has 8 arms (or tentacles).

If we combine all of these factors, we get 888.

In my system, 888 comprises 8 indicators, 8 stages and 8 principles.

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8 indicators

I'm not going to tell you the 8 key indicators of your business, but let me ask you this question:

“Why do you want to change the organization of your business or organization?”

In asking you this question, I want to elicit the primary intention of the measures you are enacting, the core and motivation of your thinking. The “purer” the motivation, the more meaningful and sincere, the more relevant the measures and results will be.

By reflecting on this, you will be able to arrive at the 8 key indicators to adopt to see if your measures are achieving the desired ends, the relevance you are aiming for.

It may be that one or more of the indicators is financial, even the net profit (EBIT/EBITDA); this is not a problem in itself. The most important thing is to know why you want to achieve this level of profit or what/who it is intended for. The intended use of this money will strengthen the purity of the measures you take or, on the contrary, reduce the impact.

Once you have defined these 8 indicators, you should establish a baseline indicating the point of departure – where you are now – which will enable you to gauge the progress of the project and the desired impact or impacts.

8 stages

1. **Intention/indicators**

The first stage is set out in the previous section on the 8 indicators.

2. **LP3 Momentum**

Analysis of the transformation index of the business or organization using the online “LP3 Momentum” tool (see the article “How to calculate the transformation index of your business and set the right priorities for the future”).

Having obtained these results, you will better understand where you need to exert your energies and define priorities.

3. **Key principles of LP3 Octocracy** (Impact, Buddy/Tension, Octopus)

Explanation and implementation of the basic principles of LP3 Octocracy: the concepts of impact, tension, the octopus, and the setting up of buddy pairings within the organization.

4. **Vision, values, behavioural principles**

Development of a vision (image, storytelling), and the values and principles of the conduct and behaviour needed to realize the vision and prepare the way ahead.

5. **OKRs and decision-making**

Defining the key results you want to achieve in relation to the various strategic pathways, reflecting on decision-making and defining the room for manoeuvre of each person involved.

6. Organization (“micro-enterprises”)

In parallel with stage 5, structuring the organization or business into “micro-enterprises” with a clear indication of the contribution each micro-enterprise should make to the overall vision and global result, and of the links between the micro-enterprises – among themselves and with the outside world (clear inputs and outputs) – on the basis of a structured information sheet for each enterprise and a wall display representing the enterprise or institution as a “living organism”.

7. Learning enterprise (meetings 1 and 2: double loop)

Implementing the principles of the learning enterprise and apprenticeship culture by arranging two types of meetings: first-loop meetings (self- or **in**-team reflection on team-related topics) and second-loop meetings (sharing the knowledge with others, ensuring they benefit from the lessons learned and working **on** the organization, enterprise or structure).

8. Follow-up and monitoring

This is an ongoing, recurrent stage. The indicators are measured and their “relevance”/performance is monitored. This stage is intended to ensure coherence, congruence and, above all, consistency. In the follow-up and in parallel with the measures implemented, it is important to establish a common language at the Leader, Team and Partner levels. Leadership training is ideal if this is to be achieved. Finally, there needs to be a main communication channel.

8 principles

These 8 principles are of course integrated with the 8 stages of implementation of LP3 Octocracy. Each principle has been presented in one of the preceding articles. The title of each article is mentioned below the principle itself. The principles are as follows:

1. Buddy/tension

“Tension (an underexploited resource) and Buddy”

2. Impact

“Impact and awareness: being consistent!”

3. Octopus

“New forms of organization: ten critical points that nature can teach us (the octopus)”

4. Decision-making

“Power-sharing and decision-making”

5. Vision

“How to develop and harness the true potential of a corporate vision: storytelling and OKRs”

6. Behavioural principles

“Principles of behaviour and conduct: the “domino effect”, driver of enterprise culture”

7. **Micro-enterprises**

“What if your business consisted of several different micro-enterprises with entrepreneurs in charge of each one?”

8. **Learning enterprise with double loop**

“The double loop of the learning enterprise: a driver of new forms of organization”

This 888 system should enable you to achieve relevance and therefore the desired impact, while getting your teams on board through the deep meaning and purity of your intentions, and thus contributing to a better world.

Which leaves me to wish you the greatest possible relevance and impact.