Who we are?
What we do?

Vienna, February 2017
An innovative organization-design and strategy partner for the 21st century.
LET’S FACE IT: WORK DOESN’T WORK.

Organizations as we know them – formed by needs of the industrial revolution, hierarchies of people and power – are the answer to questions from the past. Shaped by a dominant mindset of a bygone century - where leaders and economists believed in equilibrium, unlimited growth and rational behavior of people.

We now live in a world that is defined by exponential change and inescapable uncertainty. Current and future organizations and their leaders need to find answers in a world facing new challenges.

In its pivot toward 21st century organizational design, a global movement – and dwarfs and Giants being a hub in it – is developing an emerging practice of leading, organizing and working with revolutionary potential.
We support you to navigate the complexity of the 21st century and to transform your organization, your culture, your work.

WE ARE DEVELOPING RESPONSIVE ORGANIZATIONS. TOWARDS NEXT:LAND.
WE SUPPORT YOUR WAY TO START THE JOURNEY TOWARDS NEXT: ...
dwarfs and Giants supports organizations to hack the cultural matrix and become more agile. We enable organizations to continually change their shape and their way of working in response to the emerging needs of customers and associates.

Holacracy is a system for self-management in organizations. Holacracy replaces the traditional management hierarchy with a work-based hierarchy and a new peer-to-peer “operating system” that increases transparency, accountability, and organizational agility. dwarfs and Giants helps you to create the cultural shift to work with Holacracy effectively.
FROM STRATEGY TO STRATEGIZING - ITERATE YOUR WAY FORWARD

The longer you spend time in an uncertain world by perfecting your strategic plan, the more likely it is to be outdated by the time it’s completed. Co-create and start an ongoing, iterative process to create evolutionary strategies. BUILD-MEASURE-LEARN as the new strategic paradigm. The first step is figuring out the strategic challenges that need to be tackled and then developing a strategic minimum viable products MVP and implement a process to increase the speed of learning.
some of our clients 2017
We are ...
Rewriting the future of organization. Catalyzing the evolution of wholesome organizations.

Organizations are among the most powerful forces on our planet. Yet, the way most organizations operate today gets in the way of leveraging their full potential for the benefit of our society. We believe in a different way of organizing for a complex world: responsive organizations that provide a wholesome space for people to reach their highest potential. This is the goal we aim to achieve together.

The metaphor of dwarfs standing on the shoulders of giants (Latin: nanos gigantum humeris insidentes) expresses the meaning of “discovering truth by building on previous discoveries”. Although attributed to Bernard of Chartres in the 12th century, its most familiar expression in English is in Isaac Newton’s letter of 1676, “If I have seen further, it is by standing on the shoulders of giants.”

The clarity of our purpose shapes and guides our work and how we organize ourselves. We live what we say. We practice what we want to catalyze in your organization.
Simply pushing harder within the old boundaries will not do!

Karl Weick