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dwarfs  
and  
Giants  
rewriting  
the future of  
organization

GUIDING YOUR WAY  
INTO NEXT:LAND



As the world has become increasingly volatile, complex and uncertain, traditional ways of working and organizing in **now:land** are no longer helpful. dwarfs and Giants exists to guide organizations into the **next:land** of organizing. All of our work shares the same basic goal: to co-create organizations that are more responsive and meaningful. And to unleash potential for everyone involved. That is what we mean by **rewriting the future of organization**. That is the **meaning of next**.

## NEXT: - A DIFFERENT FUTURE OF ORGANIZING



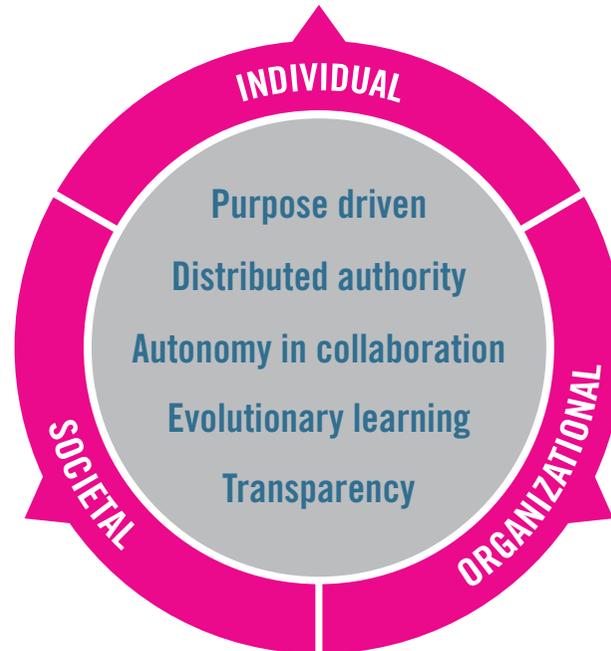
### INDIVIDUAL

Meaning, freedom, accountability, equality, development, impact, acceptance, self-responsibility, peer-to-peer relations, clarity.



### SOCIETAL

Post-growth perspective, eco-driven, wholeness, more perspectives and sensors, collaboration for societies challenges, reducing income-gap, fostering equality.



### ORGANIZATIONAL

VUCA-anchor, orientation, ownership, entrepreneurial spirit, faster and better decisions, responsiveness, adaptive structures, innovation culture, failure culture, diversity, clear responsibilities.

## THERE ARE DIFFERENT WAYS INTO NEXT:LAND

### STEP INTO THE HIGHLANDS OF AGILITY OR THE PLAINS OF SELF-ORGANIZATION

Wherever you are starting from, we co-create with you the context, the inspiration, the momentum and an agile path to a new way of working and organizing. Based on systemic transformation practice. By design. We support organizations to hack their 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. Our approaches in for-profit enterprises and other organizations are to become responsive, purpose driven and holarchic – i.e., building a natural hierarchy of purpose. Utilizing distributed authority in which people operate self-organized and autonomous as independent actors with other independent actors.

### CHANGE OVER TO HOLACRA-CITY

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.**

### MOVE INTO THE HILLS OF STRATEGIZING

The longer you spend time in an uncertain world perfecting your strategic plan, the more likely it is to be outdated by the time it's complete. 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 minimum viable strategic product plan and implementing a process to increase the speed of learning.

### FOLLOW THE PURPOSE RIVER

Finding your organization's purpose is not an easy task. To undergo a Purpose Quest with dwarfs and Giants means following the Purpose River, finding your answer to the question: *“What is it that we want to bring into the world...?”*

### BECOME A NEXT:PEDITION MEMBER

We are looking for curious entrepreneurs, managers, change agents and frontrunners. Our **next:pedition** is an intensive hands-on learning experience on how to create a fundamental shift in the way we work, lead and organize. Together with you, we set up and co-create a LAB under the conditions of volatility, ambiguity and uncertainty. The program is rooted in action, and reflects that. It is not simply a training course, but a LAB in which you can develop the skills, tools, knowledge and attitudes you will need to thrive in a world of constant change on your **expedition into next:land.**



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