A Future without Managers
Management is the least efficient activity in your organization.

Think of the countless hours that team leaders, department heads, and vice presidents devote to supervising the work of others. Most managers are hardworking; the problem doesn’t lie with them. The inefficiency stems from a top-heavy management model that is both cumbersome and costly.

A hierarchy of managers exacts a hefty tax on any organization. This levy comes in several forms. First, managers add overhead, and as an organization management rise in both absolute and relative terms. More managers and employees cost a lot less.
Huan ying,

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$1 billion in revenue
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“If I need something done to make my job easier, I get advise and then I just do it.”

“I make decisions and take actions at work the same way I do at home. It’s natural.”

“After working this way, working in a hierarchy feels caveman-ish”
What if?

• About your speaker:
  – Name: Michael DeAngelo
  – Passions:
    • Transforming organizations
    • Thinking outside the box
    • Making a difference
    • Having a positive impact on the people around me
  – Reading:
    • “Reinventing Organizations”
    • “Tribal Leadership”
    • “Holacracy” go to ocio.wa.gov/Holacracy-blog