

OUR GUIDING PRINCIPLES

These are the fundamental operating principles that guide our own work, and provide the basis for how we begin to help our clients.

1. Be purpose-driven

Focus on the impact you're trying to achieve together, and use that clarity of purpose to shape and guide your work.

2. "Networks over hierarchies"* // ALT: Build networked teams

Enable people to work easily with others who are best suited to the purpose, across functions, divisions, levels of seniority, and even beyond the formal boundaries of the organization.

3. Consent-based self-management // ALT: Organize around the work

Everyone has the authority to do what they think needs to be done, as long as they've sought the *advice* (not permission) of the colleagues who are affected.

4. "Responding to change over following a plan"* // ALT: Plan to change the plan

Adopt a make → ship → learn → iterate approach to all work, combined with a steady rhythm of shipping and reflecting on a weekly basis.

5. "Default to open"*

Make information easily accessible and open by default.

This is a [/public](#) document created by [August](#), an Organizational Transformation company in New York City. [FAQs about these documents in general are here.](#)