



Does Our Vision Work?

By

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ICO Vision

In order to support and strengthen the people in the communities we serve, we relieve poverty and advance education by connecting Communities with Resources through processes, technologies, grassroots involvement, team building and Community-driven Initiatives.

Does this Vision Work?

Well - Today in 2020 ICO has:

- Over 1000 Members in 26 countries
- Current ICO Community Initiatives in 16 countries
- Matured ICO Community Initiatives in 5 more countries
- We operate on four continents with over 180 pro-bono volunteers
- **And we have been honoured to serve as friends over 100,000 people!**

and 100% volunteer - 100% donations to the Community Initiative - 100% transparent

So I think it is safe to say that it does!

Covid-19 has enacted a terrible human toll Globally and we must now realise that there is no going back to the pre-Covid days. Many organisations and their people are now working online for the first time, we designed ICO as an Online Organisation in 1989, arguably one of the first if not the first Online Organisation in human history. We do have some considerable experience in the Online World, however it is not cyber computer connections that make it work, for ICO the key is Relationships.

*"...above all we are friends working together,
if the task gets before relationships, don't do the task..."*

So how does ICO really work, what have we done so far, what we need to do and why and where might we be going? Since retiring as Chair of the Board in 2019, I have been focused on Global Strategy and Mentoring Support. We have brought on additional highly talented, motivated and compassionate fellow Team Members to strengthen our organisation and build our ICO Communities into the future Globally. I want to share with you the ICO Journey and our exciting possibilities in a series of articles over the next few months as we bring new ICO Groups to full operation and expand and strengthen our capabilities with existing ICO Groups.

So let us take a step back and explore our foundations first, those foundations that enabled us to share and make a real difference in people's lives and actually work!

And remember, ...above all, we are Friends working together...

The full document which I strongly encourage you to read is located at
https://docs.google.com/document/d/1O0M-iFS7TvNd05Et-L5L3jZfvpiUbQjMd_9C_JVGFZ0/edit

ICO Cyber-Chaordic Organizational Environment

We bring ICO Technologies Systems and organisational culture of relationships and friendship together with chaordic thinking and what emerges is the ICO Cyber-Chaordic Organizational Environment!

The ICO Triad

- **ICO Technologies** - Cyber based, ICO Online Office (ICOOO), seamless integrated systems. Inter-connected within Slack app.
- **ICO Culture of friendships** - Building ICO Communities of friends globally and who are represented in the Council of ICO Communities. Inter-connected within Slack app.
...above all, we are friends working together, if the task gets before relationships, do not do the task...
- **ICO Organizational processes** - Chaordic environment systems. Inter-connected within Slack app.

As can be seen these three parts of the ICO Triad blend together to become the ICO Cyber-Chaordic Organizational Environment and are all inter-connected in the ICOOO and enabled and supported through the Slack app.

For ICO, cyber-chaordic organization allows ICO Community Initiatives and teams to form and operate in ways that are effective and valuable for the people that make up those teams. Cyber-Chaordic organization allows us to support and develop each volunteers unique skill sets, perspectives and processes.

You are the difference!

Additionally, a cyber-chaordic organizational model embraces the inevitability of chaos while working within the order of defined roles. At ICO, ICO Community Initiatives and ICO Special Projects have deadlines and desired outcomes, but the ways those outcomes will be produced within the timeline will be established for each person, task and project. Moreover, while we set goals and work to fulfill them, we accept the chaotic nature of life, innovation, development and, especially, volunteering as a student, professional or job-seeker. Deliverables and deadlines can be changed with changes in or to the team; results are, therefore, achieved through self-motivation and not the pressure of failure. Failure is the catalyst of innovation: have you failed today? If not, why not? The cyber-chaordic model empowers ICO to be collaborative, democratic, dynamic and, above all, to put relationships first!

The cyber-chaordic model enables ICO to be flexible, global and democratic. Time is limited, schedules change and ICO continues to still maintain the relationships that drive our global community initiatives and assist ICO communities in reaching their goals. Primarily, we are friends working together, which means that team members support each other to complete a task--whether that is through collaboration or by picking someone up when they cannot fulfill a commitment. If the task gets in the way of the relationship, do not do the task. The connectivity and dynamism of operating primarily online enables ICO to employ this kind of supportive and fluid management model, wherein we are able to facilitate instant interaction across great distances, maintain a low overhead and a 100 cents on the dollar donation model, and promote accessibility for our volunteers to work when and from wherever they can.

In function, our online office (ICOOO) makes us more adaptable to change and supports a democratic leadership model that embodies cyber-chaordic management by replacing top-down management with

collaboration. At ICO, collaboration means that a volunteer can, in one context, be a project assistant to someone with 30 years of management experience, learning from a mentor in a practical setting, and, in another context, that assistant can be managing a project that requires the Chair of the Foundation to report to them. For our initiatives, collaboration means that projects will emerge depending on what the ICO Community determines is essential for improving their overall wellness and ICO will then act to support the attainment of those goals through the work of passionate volunteers providing financial, operational and administrative services. As such, an ICO Community Initiative can be any project that promotes education or alleviates poverty, and that project will develop in unexpected and exciting ways--from mechanization and computer education programs in Nepal to a project that began to improve widows homes in Rwanda that has evolved into three warehouses that have produced over 10,000 eco-stoves, as well as programs for washable menstrual pads for young women attending boarding school and eco-toilets with water catchment systems and human waste composting.

In practice, the cyber-chaordic model empowers ICO volunteers to form dynamic teams with democratic power structures, which enables volunteers to occupy diverse roles, pursue their interests, build skill sets, assume leadership and collaborate. These teams are able to evolve to tackle changing and complex problems while adapting to changing schedules and accommodating the busy lives of the professional and academic volunteers that power ICO's innovative passion. The ICO Cyber-Chaordic model provides an open space for self-motivated and committed volunteers to create, enact and support the projects and initiatives that underline their values. We all share a common commitment to empower social change and community development;



ICO uses collaboration as the catalyst to explore the infinite possibilities for producing this change. Cyber-Chaordic management is the philosophical foundation that informs our work together to build global community.