DDOs Deliberately Developmental Organizations

- DDOs are built around the simple but radical conviction that an organization can prosper only if its culture is designed from the ground up to enable ongoing development for ***all*** of its people
- 12 Principles
  - We can bring ourselves to work, fully engage in honest conversation
  - Discontinuous Departures from Familiar Organizations
    - Principles
      - Running on Principles
        - Huge transparency
      - Adults can grow
      - Weakness is a strength; error is an opportunity
      - The interdependent bottom line
    - Practices
      - Destabilization can be constructive
        - Intention of empowering you and helping you grow
      - Closing the Gaps
        - Close the gap via dialog and conversation
      - Timescale for Growth, Not Closure
      - "interior Life" is Part of What is Managed
        - You as Human being first and how do we as an organization connect to that?
    - Communities
      - Rank does not have its Usual Privileges
      - Everyone is HR
      - Everyone needs a Crew
      - Everyone Builds the Culture
- Qualities
  - Accountability
    - Not flat organizations
    - Highly accountable
  - Transparency
    - Decurion: downsizing
    - Bridgewater: Taping meetings
  - Support
    - Instrument of destabilization
      - How to do this in a constructive and safe way, a human way?
    - Support of one's growth through vulnerability
- For more info
  - Bob Kegan, Lisa Leslie Lahey, Andy Fleming, Claire Lee
  - Way to Grow Inc
    - http://media.wix.com/ugd/4940a7_3d9e104e2d2d4971ad9518bdd9a6f3aa.pdf
  - HBR article
- Examples
  - Way to grow
  - Bridgewater