Liberated company

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Introduction

Isaac Getz

"*Thrilling*" Jonathan Haidt

Award-winning International Bestseller

FREEDOM, INC.

How Corporate Liberation Unleashes Employee Potential and Business Performance

Brian M. Carney

Isaac Getz

Revised and Expanded

11% engaged

28% actively disengaged

61% disengaged
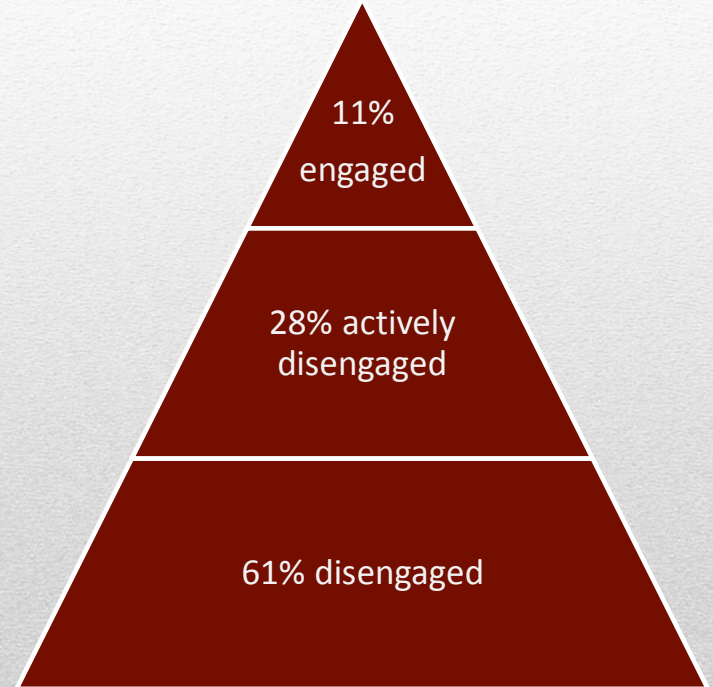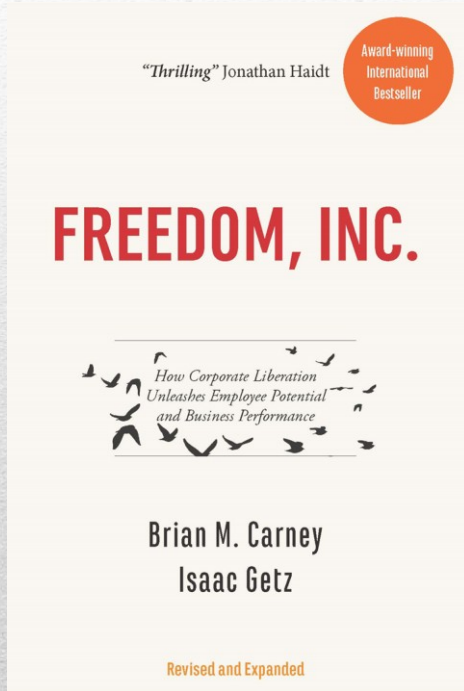
I. Definition, origin and development

1920: first theories about the positive relationship between employee welfare and productivity

2000: first definition by Isaac Getz:

"*Company where the majority of employees can decide what actions they consider to be best for the company without necessarily imposed by decision-makers or any procedure*".

Two assumptions:
1. People are trustworthy, so they must be in heart of the business
2. People long for freedom, even within their work

II. A win-win organizational process

Benefits for workers

- Ally workplace well-being and productivity
- Share strong values
- Delete "control loops" (middle managers)
- Make the workers independents
  - ➢ Auto-management
  - ➢ Auto-organisation
  - ➢ Auto-control
- Inverse the management structure

   Place the employees at the central place. Employees are the ones who create values and ensure the durability of the company.

II. A win-win organizational process

Results for directors

- Make the employees more motivated and more produc
- Reduce costs
- Ensure the durability of the company

The main goal is the durability of the company and the customer satisfaction. Employees well-being is a way to reach this purpose.

III. Limits

**The hierarchical system is not relevant anymore - Cultural limits**

- Hierarchy is more than a way of thinking about organization, it has entered into morals. So, the assimilation of a new culture of the company is necessary.

- According to Getz, when a company decides to liberate its organization, it must train its employees and ensure regular tuitions of its teams.

III. Limits

<u>The hierarchical system is not relevant anymore- Managers</u>

- The leader's ego and control issues.
- The capacity for a leader to retreat and let the employees shine is a salient performance.
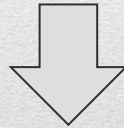
- Undermine and raise questions among the managers regarding their position in a future when the liberated company becomes the norm.

III. Limits

- Informal control : it is no longer the control of one person over the other but the control of all by all.

- "No hierarchical line" also means "no evolution in the company"

- Employees are no longer working on time, but on a piecemeal basis and sometimes, in order to achieve their goals, employees have to make free overtime.

Conclusion

- This concept remains rather vague or even utopian for most of the classical entrepreneurs that's why the concept is not yet widespread.

- Several similar movements have emerged, in particular social and solidarity companies which promotes social utility, ethical implementation, democratic governance.

Thank you for your attention !