

ARCA



HOLACRACY ITALIAN  
JOURNEY

Milano 19/10/2016





# Reimagining Everyday Transactions

Since 1998, ARCA has been helping people find better ways to automate financial transactions in bank branches, retail stores and self-service kiosks. ARCA continues to grow worldwide by providing technology and services to make transactions simpler, efficient, and more secure.





## **WE PUT CUSTOMERS FIRST.**

Making our customers' lives better is our primary objective. We always follow through with our commitments to our customers.

## **WE DELIVER GREAT TECHNOLOGY.**

We encourage experimentation in pursuit of better products. We are proud of what we make.

## **WE EMBRACE CHANGE.**

We believe there is always a better way to do something and we are committed to continuous improvement. Learning is a lifelong process.

## **WE SHOW RESPECT TO ALL PEOPLE.**

We treat all people with kindness and humility.

## **WE HAVE FUN.**

We love what we do and look for the positive in all situations. We never take ourselves too seriously.



# HOLACRACY??

<https://vimeo.com/139618687>

Più di 400 aziende censite  
nel mondo



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 Precision Nutrition

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# HOLACRACY: una definizione



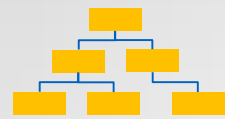
Holacracy is a new management model that transforms the static organizational structure into **dynamic structure** that provides real **clarity** into *roles* and *accountabilities*.

This *structure can be updated in real time* as new opportunities and challenges emerge, allowing your company to **evolve** faster than ever.

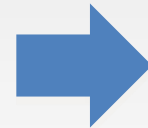
To aid evolution and responsiveness, Holacracy features a title- and manager-less structure where **power** is *meaningfully distributed among roles* that are executing the work.



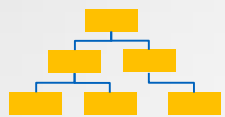
# HOLACRACY: che cos'è?



Job Descriptions  
Statiche



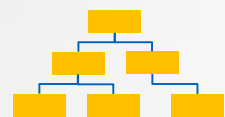
Ruoli Dinamici



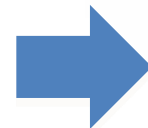
Autorità Delegata



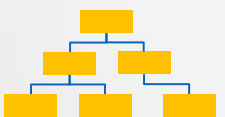
Autorità Distribuita



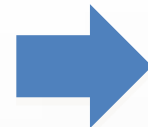
Ri-Organizzazioni  
su vasta scala



Iterazioni Rapide



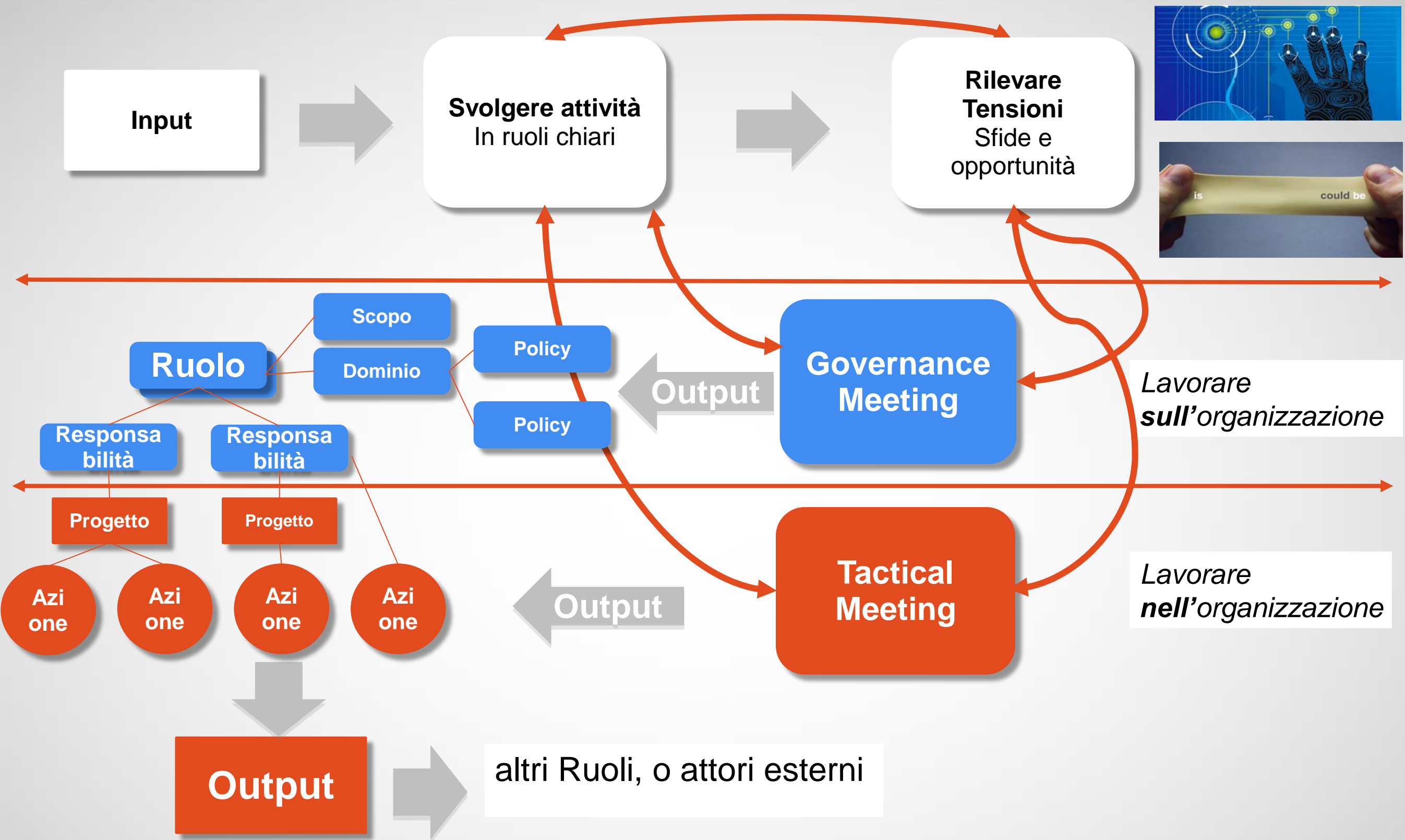
Molte regole  
implicite



Poche regole esplicite



# HOLACRACY: centralità del ruolo



# HOLACRACY - ITALIA

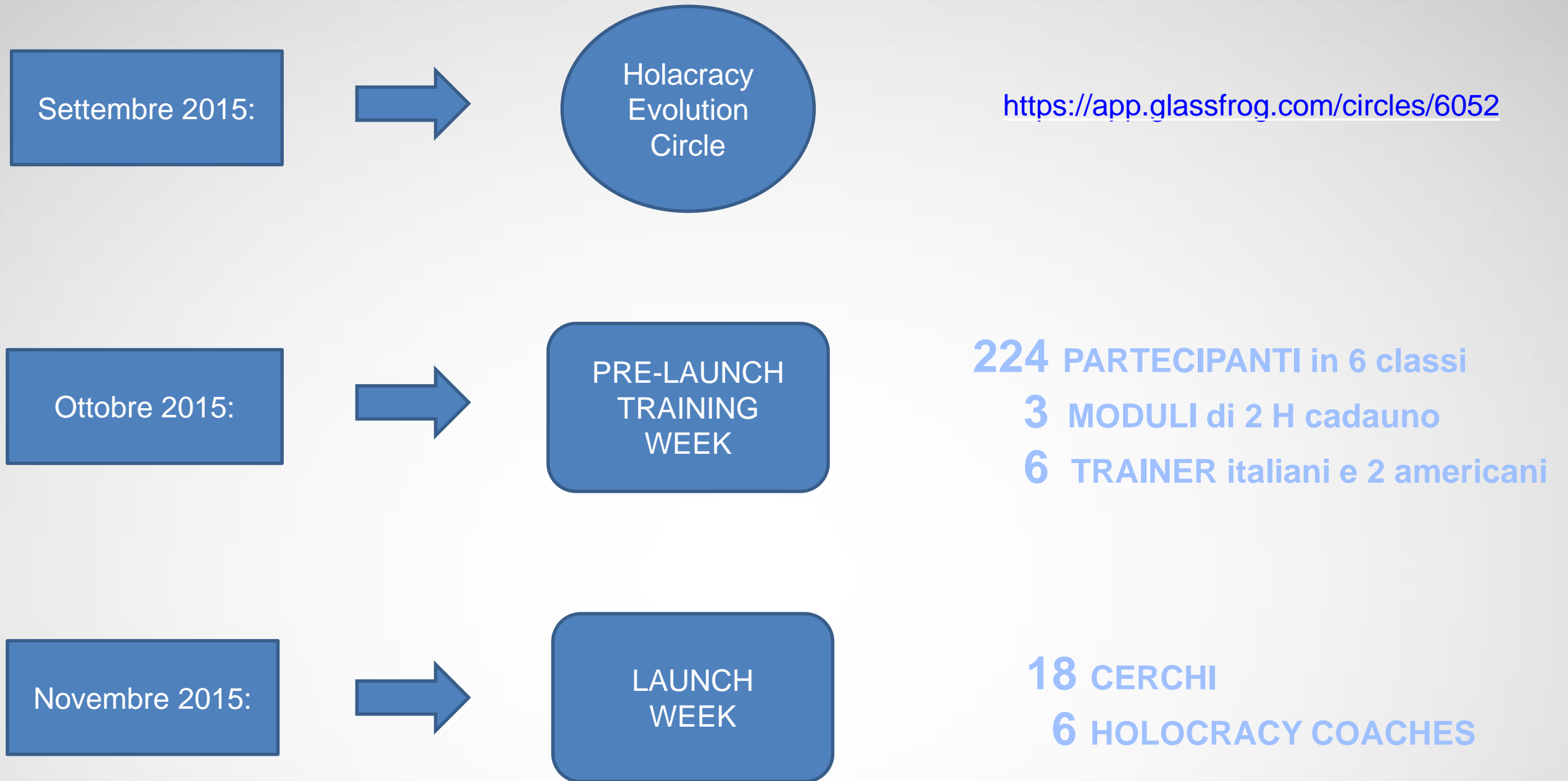


Settembre 2015, Mebane (NC),  
il viaggio comincia:

VIDEO



# HOLACRACY – ITALIA : il lancio





# Il Training secondo HEC

## LE REGOLE DEL GIOCO:

### IL PROCESSO

**6 HOLACRACY  
COACHES**

**“Facilitatori”**

*Novembre - Luglio  
20% - 30%*

**CALENDARIO  
TRAINING**

**Ruoli previsti dalla  
Costituzione**

**Basics per neoassunti**





# La Formazione secondo P&T

## IL FOCUS SUL ROLE FILLER:

### LA PERSONA

#### IL LEAD LINK

**Business Coach**  
*(Pilota)*

La **Leadership** in  
sistemi autogestiti

**LEADERSHIP  
DISTRIBUITA**



# La vera sfida...

**FORMARE A DISIMPARARE  
VECCHI COMPORTAMENTI**

**FORMARE AD APPRENDERE  
(LEARNING ORGANIZATION)**

**NON SOLO PER REAGIRE AL CAMBIAMENTO E QUINDI SOPRAVVIVERE  
MA PER PRODURRE SENSO**

*UN'ORGANIZZAZIONE CHE APPRENDE E' UN' ORGANIZZAZIONE CHE SI  
RICORDA PERCHE' ESISTE*



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Thank you.