

# Are you a Starfish or a Spider?

Questions on the Way from  
Spider (Command & Control)  
to Starfish (Distributed Leadership)



The Way of RESOURCEFUL HUMANS

	TRUE	NOT SURE	TRUE	
Is there one or a few people in charge				There is no one in charge (alternatively everybody can lead)
There is one or a few Headquarters				There are no Headquarters
If you take out a few key people, the organisation halts				If you take out a few key people, the organisation keeps on going and others immediately step in
There is a clear division of roles and silos				There's an amorphous division of roles
If you take out a unit, the whole organisation is harmed				If you take out a unit, the whole organisation is unharmed
Knowledge and power are concentrated				Knowledge and power are distributed
The organisation is rigid				The organisational structure is flexibel and fluid
Units are centrally funded				Units are self-funded
You can count the participants of the organisation				You cannot count the participants
Working groups are organised and communicate through intermediaries (HR, Corporate Communications, etc)				Working groups communicate with each other directly
Fear rules over love in your workplace				Love rules over fear in your workplace
You can only do great work despite the processes, rules and systems in the organisation				You can do great work because of the processes, rules and systems in the organisation
You cannot summarise the value contribution of your organisation to the customer in 5 words or less				You can summarise the value contribution of your organisation to the customer in 5 words or less
You cannot summarise your individual value contribution to the external customer in 5 words or less				You can summarise your value contribution to the external customer in 5 words or less
You cannot overrule your leader in service of the customer without a having to face problems afterwards				You can overrule your leader in service of the customer without a problem
Spider	#	#	#	Starfish