

Team Self-Organisation Visual

Assess where your team sits on the autonomy spectrum

Self-organisation is not binary. Teams exist on a spectrum from manager-led to self-governing, each level shifting who holds responsibility for what. Use this visual to assess your team's current position and chart where you want to go. Based on Hackman's team authority matrix (Chapter 4).

	Manager-Led Direction from above	Self-Managing Team owns the "how"	Self-Designing Team shapes its own structure	Self-Governing Team sets its own direction
Responsibility	Manager-Led	Self-Managing	Self-Designing	Self-Governing
Executing the Team Task	Team	Team	Team	Team
Monitoring & Managing Work Process	Management	Team	Team	Team
Designing the Team & Its Context	Management	Management	Team	Team
Setting Overall Direction	Management	Management	Management	Team

Where are we now?

Current team type

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Evidence — what tells us this?

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What's working well at this level?

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Where do we want to be? →

Target team type

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What needs to change to get there?

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First experiment to try

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CDE Tuning Panel — Conditions for Self-Organisation

Containers Boundaries that hold the team together: purpose, identity, membership, physical/virtual space. Tighter containers create more structure; looser ones create more freedom.	Differences The diversity within the team: skills, perspectives, roles, opinions. Differences generate creative tension and energy for change. Too little = stagnation; too much = conflict.	Exchanges What flows between team members: information, feedback, resources, decisions. Rich exchanges enable adaptation; blocked exchanges create silos and dysfunction.
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