

The Cadel Group

DEVELOPING A VIABLE DISABILITY ECOSYSTEM MODEL



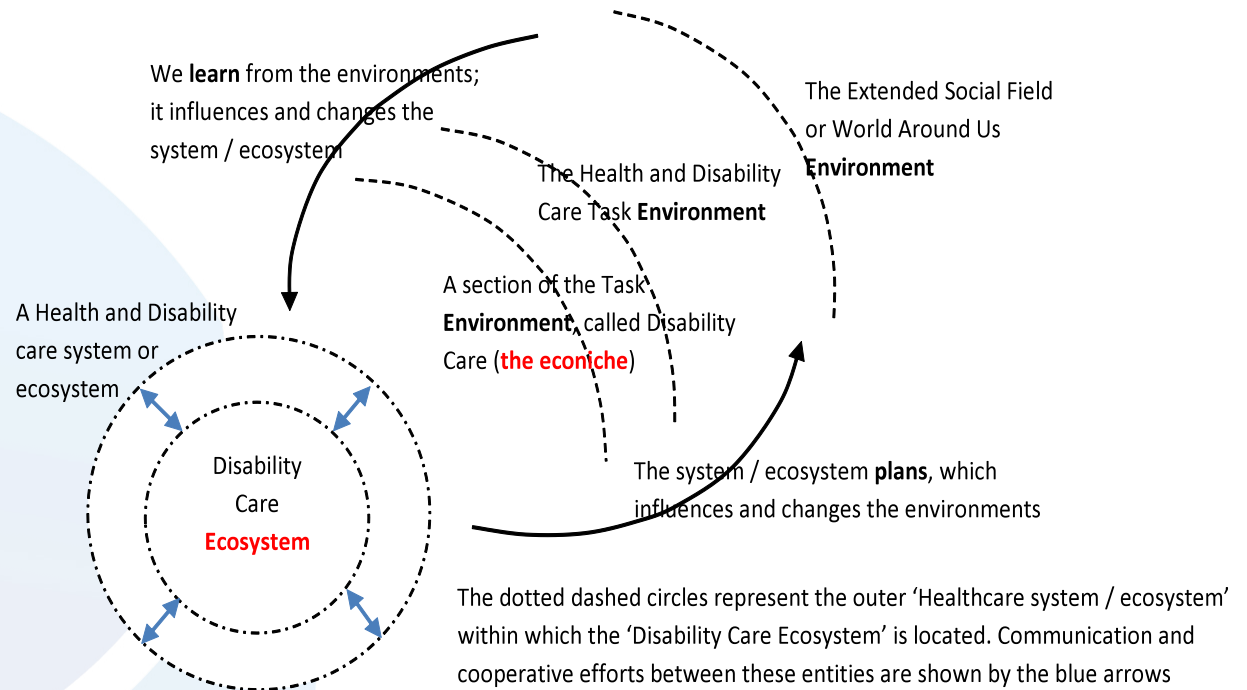
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Maximising Ecosystem Performance



WaiveNET

A Disability Care Ecosystem in Context with its Task Environment Econiche



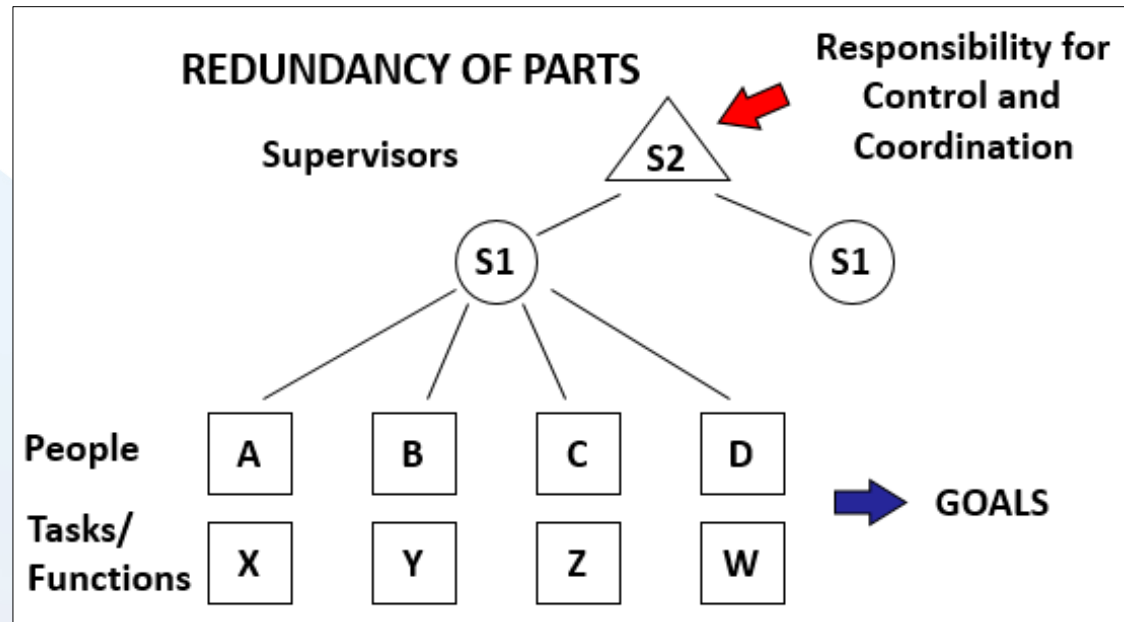
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Design Principle 1 The Bureaucratic Structure



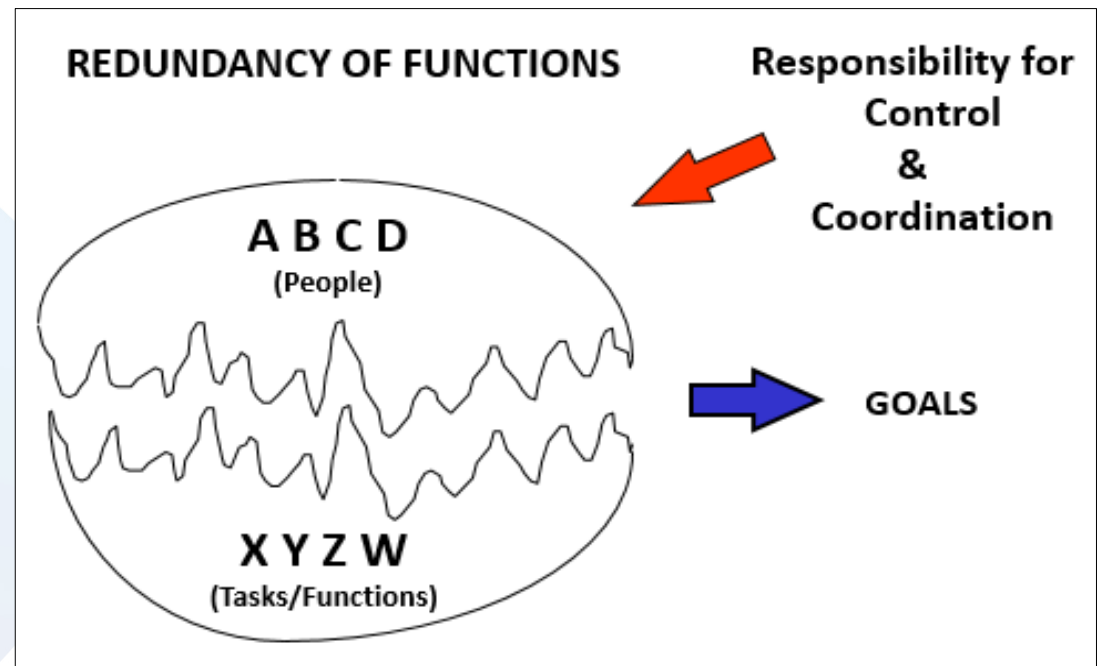
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Design Principle 2 The Democratic Structure



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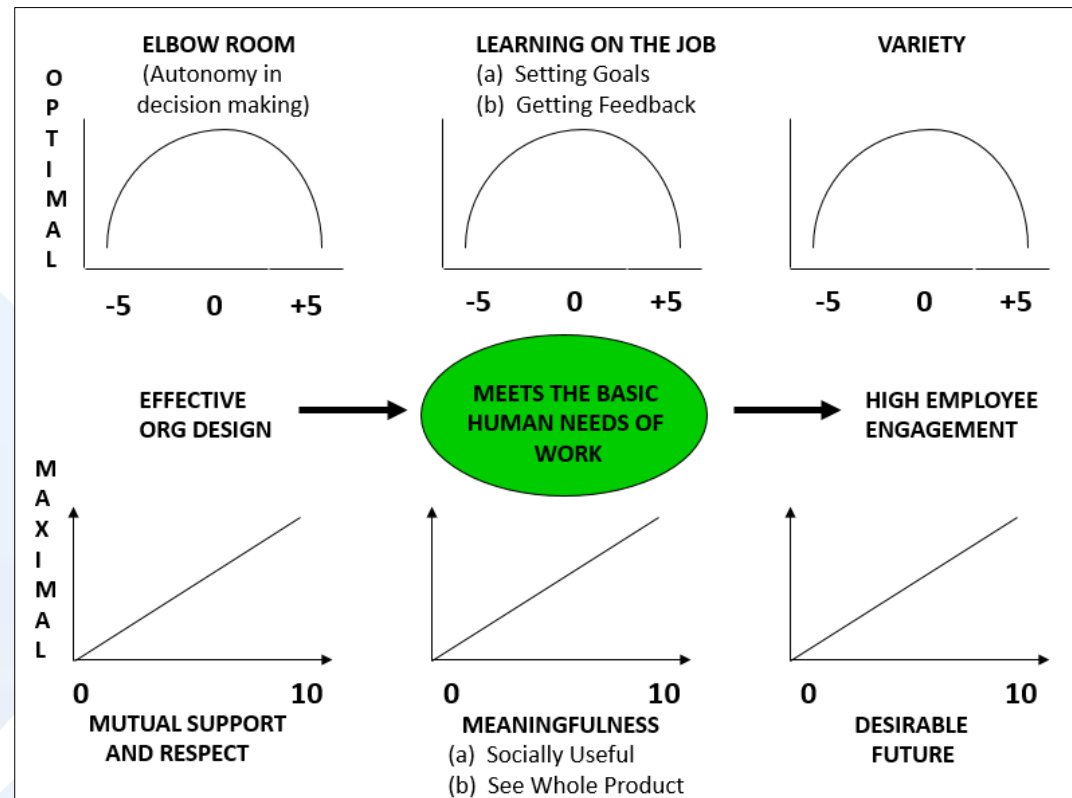
Ecosystems & Econiches

An **ecosystem** in social science is a community of systems, usually organizations and individuals, which:

- Occupies a particular section of the task environment known as an **econiche**
- Is more closely related to the econiche than other ecosystems, and
- To survive, the **ecosystem** needs to work toward adaptation with the **econiche**



Intrinsic Motivators



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The Conditions for Influential (effective) Communication

Theoretical	Design and Management
1. <u>Openness</u> For exploration and checking that things are as they appear	Pre-briefing on content and process Minimize threat to participation Clarify roles and values All records are public (flipchart paper) visual, verbal, vernacular
2. <u>Mutually shared objective field</u> ‘We all live in the same world’ It is commonly but implicitly perceived as background to joint action	Scan the external social field using ground rule - ‘all perceptions are valid’ Data is analyzed and synthesized by groups, then reported and negotiated to status of collective ownership



The Conditions for Influential (effective) Communication

Theoretical	Design and Management
3. <u>Basic psychological similarity</u> ‘We are all human with the same human concerns’ Each person is an action centre and can talk as equals and learn from each other	Provide opportunities to see commonalties – e.g. a desirable future based on ideals Use these as basis for cooperative work and the rationalization of conflict
4. <u>Trust: the emergence of individuals as open systems</u> Will initiate communication that builds confidence, which generates energy leading to action diffusion that builds more self confidence	No status difference between participants and workshop managers No management interference in the content Workshop managers only manage the learning / planning environment and process for all the above



**Business ecosystems are the new drivers of customer value in today's digital World.
To remain viable an ecosystem needs to:**

1. Work towards adaptation with its econiche
2. Manage complexity using a state-of-the-art IT platform



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