Global Network for SMART Organization Design

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Network Charter

For over 70 years, there has been a community of academics and practitioners discovering and designing a balance that integrates people, technology, and organization to create humane and productive work systems. A rich body of theory and practice is available, known as "sociotechnical systems" design (STS-D). Central to STS-D is the conviction that successful and sustainable organizations, networks, or ecosystems require an integral and agile design of structure, technology and people aspects.

Now, in a turbulent digital world, "SMART" organizing builds upon this tradition, configuring and aligning information with processes and technology so that everyone is involved in the control, improvement and innovation of the organization—the result is an adaptive, healthy organization for all stakeholders. Thus, the North American STS Roundtable and the Ulbo de Sitter Institute (Netherlands and Belgium) founded a global network for SMART Organization Design to connect 21st century STS designers and like-minded practitioners.

MISSION/PURPOSE:

- The primary aim of the Global Network for SMART Organization Design is to promote and support international growth and vitality of local/regional networks and individuals committed to advancing the values and practice of Sociotechnical Systems Design (STS-D) and like-minded theory updated for the 21st century.
- The Network exists to facilitate communication and shared learning among researchers and practitioners across our respective fields of experience.
- We want to encourage collaborative and comparative (action) research and documentation that can help us all address challenges that are shared globally.
- The Network has also a strong commitment to enhance access globally to STS design theory and practice, especially for students, younger generations and newcomers to the theory of STS-D.
- We want to safeguard the rich historical theory and practice record of international STS-D contributions and further new academic research at universities worldwide.

VALUES:

- The primary value shared by members of the Global Network for SMART Organization Design is the belief that organizations, networks, or collaborative ecosystems can be participatively designed to be viable and productive while fulfilling the needs of their members and society at large.
- We are open to the diverse and manifold perspectives within the STS-D community internationally and recognize their necessity for the viability of our own ecosystem that includes like-minded researchers, academics, and practitioners. No particular perspective can claim primacy or assume that other perspectives are subsets.
- Network members value mutual learning and sharing, allowing each person to integrate that learning within their particular perspective. We recognize that each of the various approaches to STS-D and similar schools of thought and practice across the globe will evolve in its own context.
- We strive for inquiry, dialog, discussion, and codification of the knowledge base of our organization design practice, treating each other with respect and civility even as we may differ on many points.

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STRUCTURE:

- We strive to apply STS design principles in the way our ecosystem is structured. In particular we are convinced that humans function best under conditions of minimal critical specification and intend to organize ourselves primarily based on trust and the strength of a shared purpose.
- Each autonomous regional network or potential start-up STS-D organization may appoint one member to serve as a representative on a global network Coordination Group.
- The duty of the Coordination Group members is to advance the mission of the global network, while remaining responsible to their respective regional/local network organizations.
- To provide guidance and coherence for continuous learning within the STS-D community, the Coordination Group advises on the sequence, thematic focus and process of Global Network meetings.
- The Coordination Group can sponsor and seek funding for marketing of STS Design practice globally
- Admission of organizational members to the Global Network is decided by the Coordination Group.
- Members of the Coordination Group will assign roles/responsibilities among themselves as needed.
- The Coordination Group will function as a virtual team, convening f2f only in conjunction with Global Network meetings.

OPERATING PRINCIPLES:

- Meetings of the Global Network will be rotated among the regions and hosted by the respective local organizations, at a frequency determined by the organizational members of the network, influenced by advice and recommendations from the Coordination Group.
- Design and logistics of each Network meeting will be the responsibility of a regional host organization Design Team, given appropriate consultation with other network organizational members on broad parameters of the meeting such as financial and scheduling matters.
- The Network meeting Design Team led by the regional host organization will include participants nominated by other organizational members of the Network.
- Overall financial risk/reward of Network Meetings will be assumed by the regional host organization.
- All confirmed and current Members of each partner organization within the Global Network will enjoy reduced fees for Network Meetings and for each organization's local activities such as webinars, field trips, etc., while non-affiliated Individuals will also be encouraged to participate in Network events (at a slightly higher fee).

Finally, consistent with our STS design principles, we understand that this Charter is an incomplete, 'living' document, to be revised and improved as a learning process.