



# DP-MODEL

Distributed Power

Distributed Power (DP)	<p><i>The DP Model</i> is represented by an image consisting of 12 mobile spheres, symbolising the different areas that constitute the model. Those areas are to be seen as different dimensions or aspects that an organisation needs to take into consideration and work with.</p> <p>Just like a kaleidoscope, rotating and creating new exciting patterns, new conditions at a given time depending on the needs and focus of the organisation.</p> <p>There is an interdependence and a connection between the 12 different areas since the model is systemic.</p>
#1 People	<p>People are central in an organisation. Principles such as psychological safety and equality lead to their engagement and well-being. Since an organisation is a part of a whole, the people in it also need to find balance when it comes to health, well-being, workload, productivity, own development, etc.</p>
#2 Culture	<p>This includes culture-building, degree of trust and openness, type of organisational culture and the approach to innovation and learning. In an organisation, there are individuals with various preferences and needs, based on their social codes and values. Therefore, the culture of the organisation needs to be open to the unique qualities of each person in order to create a psychological safety that enables everybody to meet, to be themselves and to flourish.</p>
#3 Organising	<p>Organising includes various aspects such as organisational units, forums, organisation of work, type of work, cooperation, roles, governance, and context.</p> <p>The DP model promotes self-organising and distribution of power along the organisation instead of it being centralised and only connected to certain roles.</p>
#4 Leadership	<p>This area includes the view of a manager and a leader, leadership styles and leadership within self-organising. Everybody practices some form of leadership, since leadership is a process of influence, aiming to make oneself or others to act, voluntarily and engaged in order to achieve certain goals.</p>
#5 Decision-making	<p>Decision-making includes decision mechanisms, classification of various types of decisions, participation, decentralisation, and ethical aspects. It is important to secure the principle that a decision is being made by those who have the knowledge and, if possible, those who will be directly affected. Within the DP Model, different decision mechanisms are applied, depending on if decisions are operative, tactical (developing) or strategic.</p>
#6	<p>This includes transparency, various forms of communication, the view on and meaning of feedback and the best-before-date for information.</p>

Transparency and Communication	<p>What is needed to create transparency and good communication is clarity, accessibility and openness.</p> <p>An organisation should strive for as much transparency as possible. Feedback should be directed forward, with the purpose of improvement instead of criticism.</p>
#7 Salary Model and Profit-sharing	<p>This includes salary model, views on the value of work tasks, compensation and profit-sharing. Salaries and compensations should be transparent and fair. The gap between the highest and lowest salary should be defined and clear. Individual systems for compensation tend to lead to sub optimisation and should, if possible, be avoided.</p>
#8 Digitalisation and Technology	<p>This includes digital tools, digital and technical solutions that can support self-organising and progressive ways of organising. Technical solutions facilitate and improve things for people in general but are also an important pre-requisite for self-organisation. Digital tools are needed to support collaboration, information sharing, communication, co-creation, learning and the organisation of work.</p>
#9 Competence Provision and Learning	<p>This area deals with competence and with a new approach to roles, beyond work descriptions. This includes recruitment and learning. Individuals can contribute with different talents and resources. Each person must be able to grow individually in their abilities, thereby furthering the group as a whole. Learning must also be built in as a natural part of work.</p>
#10 Workplaces and working hours	<p>This includes the workplace, trust, the design of the physical workplace and the approach to work time. Flexibility to work in different places; the office, at home, at a café, outdoors or somewhere else.</p> <p>In the new paradigm, we need to see time and space as a whole, in the same way as flexibility and responsibility must be connected. Time as a way of measuring work is not a part of modern work life, there must instead be a stronger focus on what is being achieved.</p>
#11 Social Responsibility and Sustainability	<p>Several aspects, such as social responsibility, circular economy, the organisation as a part of society and of the world, must be considered. Human beings should not be seen as exchangeable parts of a machine, they need to be able to make a living through their work. This applies to everybody in the value chain: employees, suppliers, customers, society. The circular view means that you should not waste the resources of the Earth. Social engagement should be encouraged.</p>
#12 Finance	<p>This includes the business model, financial structure, capital, ownership, and financial code of conduct. A financial model should serve employees and society as well, not only the owners. Ownership and who you do business with should be aligned with the values, principles and purpose of the organisation.</p>

