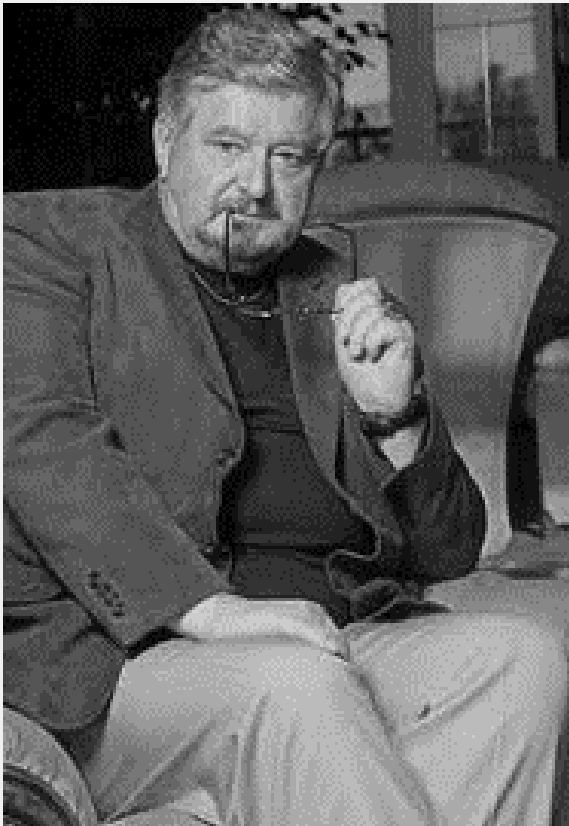




DEFINITION, TRENDS AND WHY

Adrián Podskl'an

Inspiration



For everything there is a season: time to plant, and time to harvest. Never let yourself to be out of season.

Je třeba žít tak, jako bychom měli zítra zemřít: tedy naplno a v duchu Má dáti-Dal. Je třeba se učit tak, jako bychom měli žít navždy: tedy naplno a do posledního dechu.

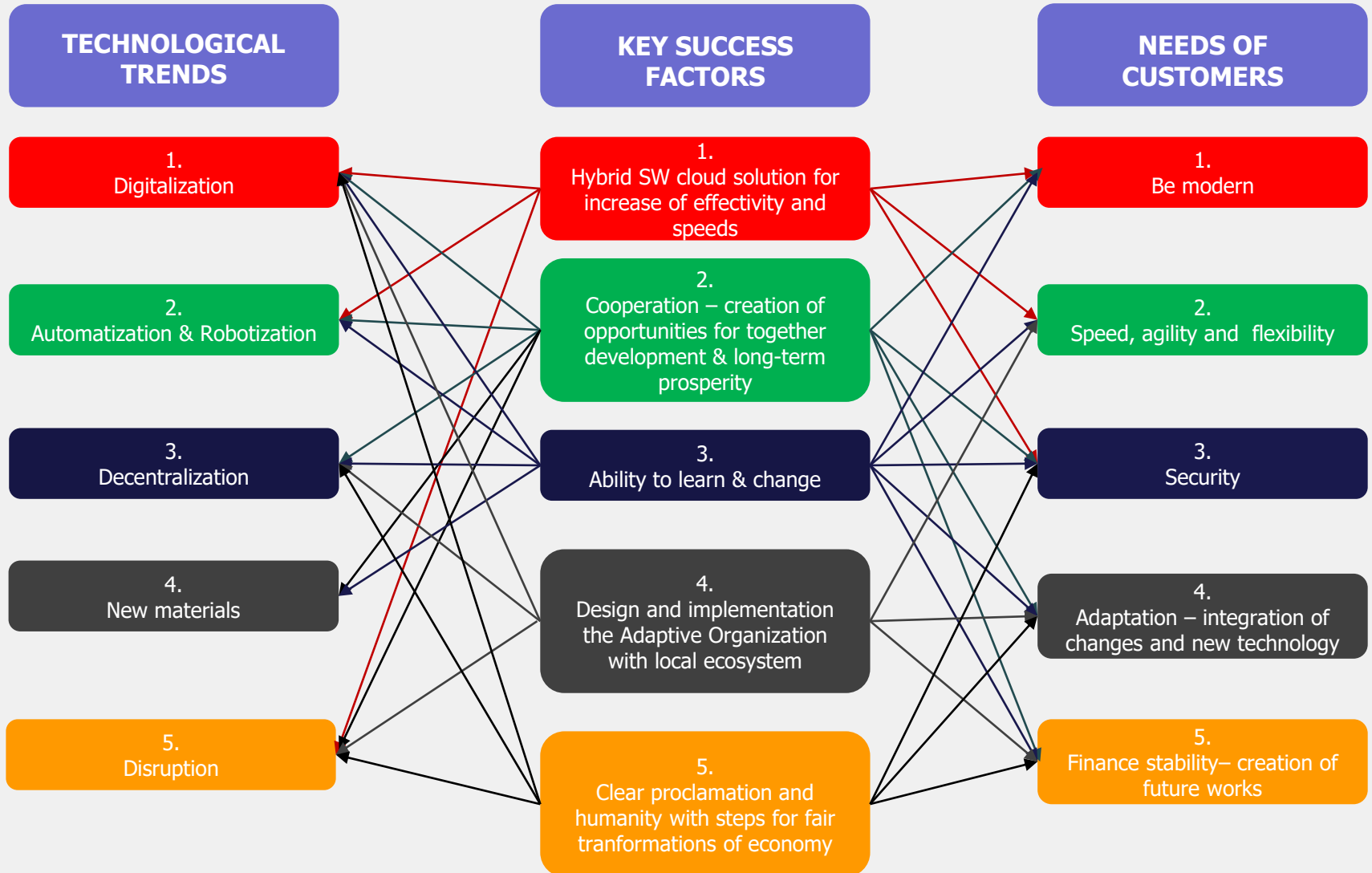
- Prof. Milan Zelený, Top Candidate for Nobel Prize 2021
- Reference: Institut Equilibrium, www.milanzeleny.com
 - His Value Added for World is in Chain: Evolutionary economics -> transformations -> metamorphosis -> deglobalization -> relocalization -> from central to local equilibria.

Vital Adaptive Organization (VAO)

VAO is an organization in which the goods or services demand and supply are matched and synchronized at all times. Such an organization optimizes the use of its resources (including its information technology resources), always using only those it needs and paying only for what it uses, yet ensuring that the supply is adequate to meet demand.

Source: Adrian Podsklan: **Why Chameleon Likes VITAL Adaptive Organization? Are Organizations Bat'a or Google Adaptive?**, <https://www.linkedin.com/pulse/what-adaptive-organization-google-ba%25C5%25A5a-ideal-examples-adri%25C3%25A1n-podsk%25C4%25BEan/?trackingId=qrCjakVPQIW0wMXe%2B1m5Yw%3D%3D>

Trends & Needs vs VAO



Gary Hamel and Adaptiveness



Adaptivita

je „schopnost překonfigurovat svůj základní obchodní koncept tím, že dramaticky přehodnotíme své hlavní poslání, svůj primární hodnotový návrh, své základní kompetence, trhy nebo průmyslová odvětví, ve kterých soutěžíme, svého koncového zákazníka,“ mimo jiné.

Adaptiveness

is “the capacity to reconfigure its underlying business concept, by dramatically rethinking its core mission, its primary value proposition, its core competencies, the markets or industries in which it competes, its end customer,” amongst other things.

- Gary Hamel
- Reference: What Matters Now: How to Win in a World of Relentless Change, Ferocious Competition, and Unstoppable Innovation

Flexibility vs. Adaptation

Flexibility is really reaching into your toolbox for a different tool (likely one you've used before), to attack a process or problem (likely one you've seen before).

Whereas adaptation is reaching into your toolbox, pulling out a half-formed tool, and forging the final pieces of it to create a new process and tackle a new problem you've never seen before.

So adaptation requires a lot of learning and unlearning. Whereas flexibility is just pivoting between known tools and known processes for known problems.

Source: Jackie Harman: The Adaptation Advantage with Heather McGowan, <https://www.leadinglearning.com/episode-242-the-adaptation-advantage-heather-mcgowan/>

Why Chameleon Likes VAO

Chameleons are able to keep up with the rapid changes in its environment. One of the strategies these organizations employ (to stay fast and flexible) is entrusting of more decision making powers and associated resources to the employees. These organizations are adaptive.



Source: Adrian Podskl'an: **Why Chameleon Likes VITAL Adaptive Organization? Are Organizations Bat'a or Google Adaptive?**, <https://www.linkedin.com/pulse/what-adaptive-organization-google-ba%25C5%25A5a-ideal-examples-adri%25C3%25A1n-podsk%25C4%25BEan/?trackingId=qrCjakVPQIW0wMXe%2B1m5Yw%3D%3D>

VAO Precedes Positive Results

- 1) McKinsey:** Companies with a strong culture perform **30%-200% better** than their competitors.
- 2) Deloitte:** Organizations that live by their purpose are **30% more innovative**.
- 3) EY:** Being fearless and having a purpose increases corporate ability to transform by **84%** and increases customer loyalty by **80%**.

Adaptive Leadership

- ❑ **Traditional top-down leadership isn't fast or flexible enough to deal with rapid change and complex challenges**
- ❑ **Instead, adaptive leadership helps leaders – and entire organizations – adjust the way they work for continuous growth**
- ❑ **Emotional intelligence, organizational justice, ongoing development, and strong character are key to getting it right**

Why VITAL Adaptive Organization?



AEPM Learning by Doing: Our Projects

Focus on Creating, Building and Development of Vital Adaptive Organizations with Adaptive Integrated Productive Environment.

WHAT IS IMPORTANT FOR US?

Global Thinking with Local Actions through New Technology As AI, Digital Twins, 3D Printing, Drons, Vertical Farms, Internet, New Materials, Blockchain,

ARE YOU READY TO COOPERATE WITH US?

Thank you for your attention. Question?



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