

Open Organizational Concept

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Essay Describing Open Organizational Concept

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### Essay Describing Open Organizational Concept

The Open Organizational concept is a modern method of management using self-leadership in all positions within an organization. “The Open Organization is defined as the sharing of ideas, knowledge, resources, and skill across organizational, generational and cultural boundaries within, and in some case outside, a highly adaptable, Flat, Agile, self-led, dispersed formal organizational system for the purpose of achieving a stated outcome”(The Open Organization, 2016, p. 27). This concept is a new style of management and developing constantly.

The Open Organization has the potential to reward every person’s input within a company. The concept is in complete contrast to the CEO at the top and workers at the bottom structure that once dominated companies. The concept welcomes knowledge from everyone.

#### **Questions**

Here are a few questions that came to my mind while reading:

- Would this open concept be chaotic?
- Would this concept be effective within most organizations?
- Would people abuse this concept in the workforce?
- How do you monitor employees if everyone has so much freedom?
- How many senior level management would be excited to lead with this concept?

I am excited to learn of this new management style. I personally think about platforms like Uber, Lyft, Door Dash and the other App related companies and see the success in the Open Organization concept.

## References

Foster, Philip A. (2016). *The Open Organization*. Ohio: Maximum Change Press