either
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THE ORGANIZATIONAL DESIGN
INSPIRATION LAB

The Either/Org Project is on a mission to bring innovation and integrity to organizational design and inspire liberatory futures of work.

Our dream is to equip everyone with inspiring alternatives so they can be deliberate and brave in designing workplaces that align with their values.

Workflow & Operations
Decisions, Planning & Change
Relationships & Human Dynamics

WAYS OF WORKING TOGETHER

Structural Logic
Role Design
Talent Mobility

PEOPLE STRUCTURE

Compensation & Benefits
Expectations & Policies
Feedback & Growth

INDIVIDUAL PERFORMANCE & INCENTIVES

ORG DESIGN

Legal Structure & Ownership
Governance
Funding Models
Boundaries & Ecosystem

FUNDAMENTAL STRUCTURE

PURPOSE & VALUES

EXPERIENTIAL CONTEXT

Location of Work
Workspace & Environment
Systems & Tools

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Every aspect of an organization's design should be an intentional choice inspired by a diverse set of options.
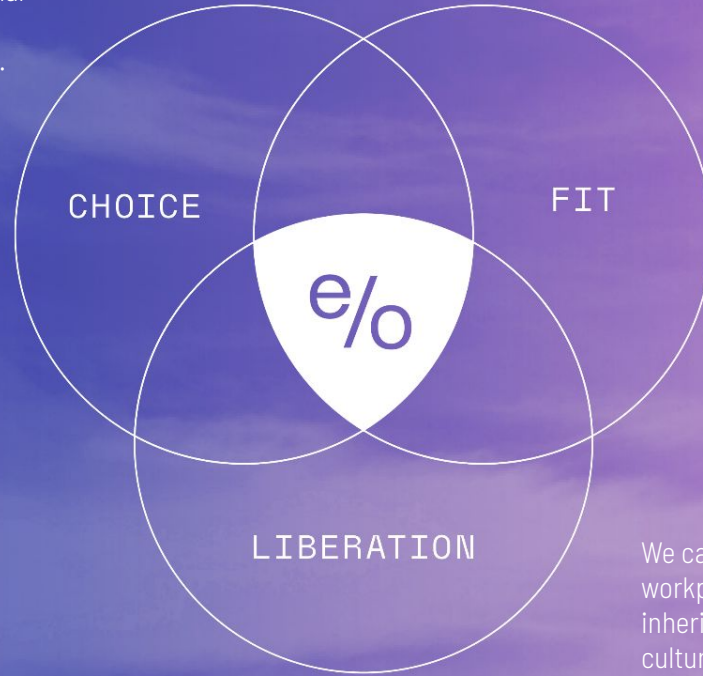
Organizations are most effective when their organizational design tightly aligns with purpose, context, business model, and values.

CHOICE

FIT

e/o

LIBERATION

We can stop replicating workplaces steeped in the inheritance of supremacy culture, colonialism, and patriarchy. We can reimagine a brave new generation of organizations.
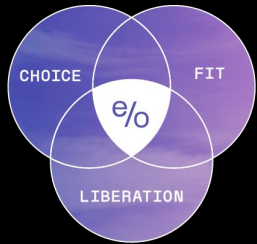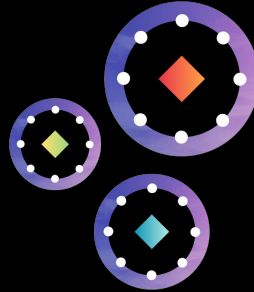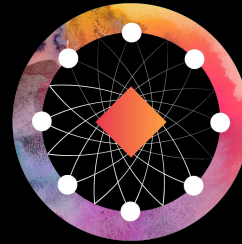
IF...
We share inspiring alternatives for values-driven organizational design

THEN...
We will fill a major gap in what it takes to design organizations with integrity

WHICH SUPPORTS...
A generation of diverse founders and leaders who are inspired, deliberate, and brave in designing organizations that are better than anything we've experienced before

THUS...
Organizations (the units of human collaboration and foundation of all societies and economies) evolve to be more effective, humane, and responsible
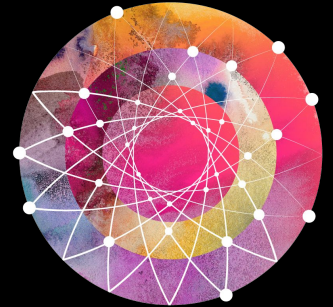
ULTIMATELY...
We work toward a pluriverse liberated from all forms of supremacy

The Inspiration Library contains hundreds of org patterns and case studies.

You can browse by category or by organizational values.

START WITH VALUES

- **Collaboration** - We want people to work together easily and reduce friction and barriers between teams

- **Compliance/Control** - We want to ensure rules are followed consistently

- **Efficiency** - We want to reduce resource waste (time, money, effort) to the minimum

- **Empowerment** - We want individuals to have as much autonomy and decision-making power as possible

- **Equity/Inclusion** - We want people of all backgrounds, especially those with marginalized identities, to feel they belong and can succeed

- **Growth** - We want to scale up or are experiencing a growth trajectory

- **Health/Wellbeing** - We want people's physical, mental, and emotional health to be supported

- **Innovation** - We want to consistently cultivate new ideas and intentionally evolve

- **Quality** - We want our work to meet a very high standard and have low tolerance for errors

- **Resilience/Agility** - We want to be able to respond nimbly to shocks and setbacks

- **Retention/Loyalty** - We want people to stay with the organization for a long time

- **Safety** - We want to reduce risk of physical injury at work

- **Sustainability** - We want reduce negative environmental impacts and hold regenerative relationships with our planet

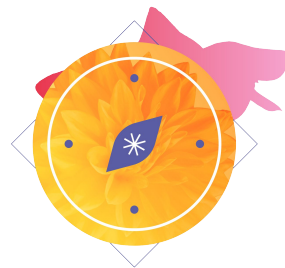- **Transparency** - We want what we do to be visible to stakeholders
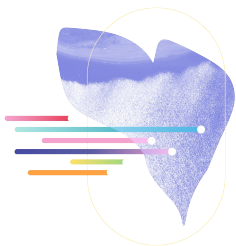
SHARE great organizational design at www.eitherorg.org

JOIN our LinkedIn community

USE the inspiration library in your work

Share what happened with your community + either/org

BECOME an Either/Org Curator

6 month commitment to community and learning. New Curator Teams forming now!