

Distributed Decision Making

An Approach for Co-ordinated Participation

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Let organisation be just not a structure. Let it be a formation. Let it be a stable and able combination of direction and participation. Let there be interconnected liberation in your organisation.

1.0 The concept of organisation

An enterprise is really an integration of different business centres, areas or groups.

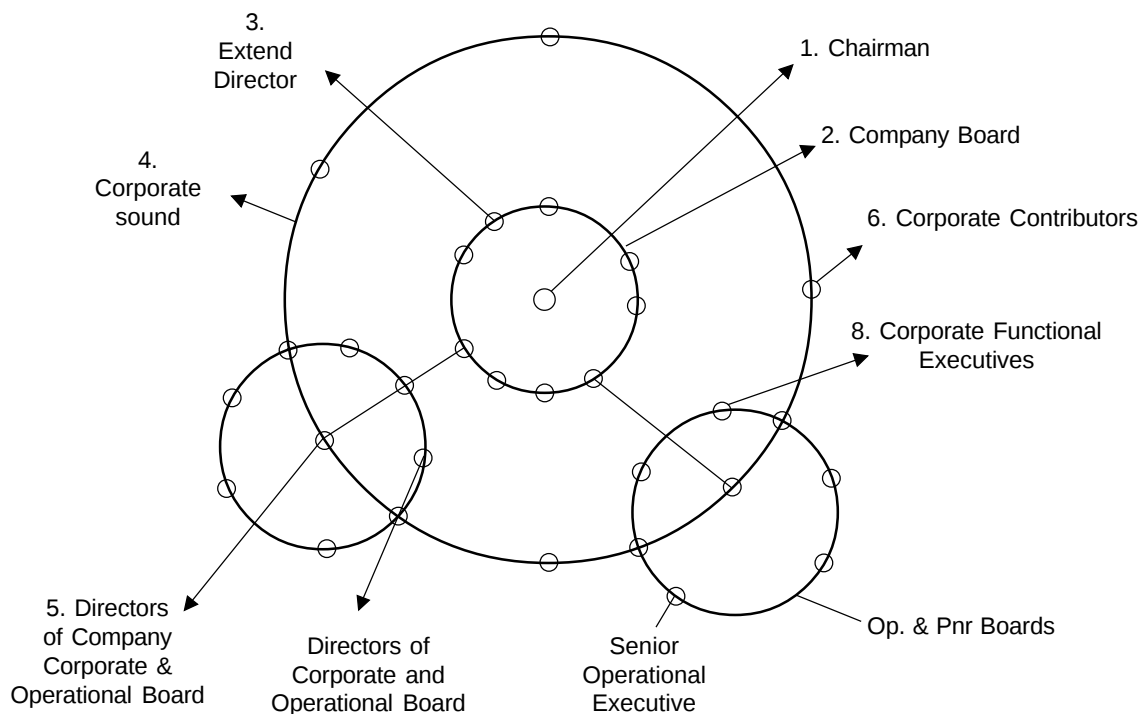
Each business area requires specific, special and concentrated attention. This proposal attempts to create an organisation of enterprise, which is beyond normal hierarchical structure, and which facilitates distributed decision processes without losing direction.

2.0 Decisions

There are three levels of decision making, monitoring and ensuring performance and progress.

These three levels are:

1. Company Board
2. Corporate Board
3. Operational Board



3.6.0 Boards

These are leaders of concerned business area and they shall ensure the participation and contribution by the members of operational boards. Further they shall ensure that all operational board matters are co-ordinated and synchronised with corporate board matters.

Members of Operational Board shall be the chief/top executives of the concerned Business Area and also some of the senior/key executives who are proven contributors are crucial for organisation.

The decision/business process

1. The Company Board is the source of policy.
2. The Corporate Board is the source of strategy.
3. The Operational Board is the source of implementational direction.

Corporate Board and Operational Board facilitate development of responsible leaders at Corporate, Functional and Operational levels and shall create scope and opportunity for key executives to contribute at thinking, relational and working levels and to generate a spirit of belonging.

This is basically a group process. GODs can be realised and experienced in this system because Group, Organisation, Direction and system can be integrated in this process.

No system or plan is successful by itself. It becomes success because of people.