

# Organization vs. Network Scorecard

Adapted from "The Starfish and The Spider"

There's **someone** in charge

There are **headquarters**

There's a **clear** division of roles

Knowledge and power are **concentrated**

The organizational structure is **rigid**

Units are **funded** by the organization

You **can count** the employees

Working groups communicate through **intermediaries**

If you take out a **unit**, the organization is **harmed**

If you **thump** it on the **head**, it **dies**


There's **no one** in charge

There are **no headquarters**

There's a **fluid** division of roles

Knowledge and power are **distributed**

The organizational structure is **flexible**

Units are **self-funding**

You **cannot count** the members

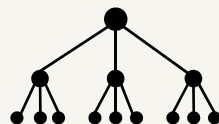
Working groups communicate **directly**

If you take out a **unit**, the organization is **unharmed**

If you **thump** it on the **head**, it **survives**



ORGANIZATION



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NETWORK

