

Nyenrode Business Universiteit

Towards a spatial theory of organizations

Principles and practices of modern organizational design

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Propositions

Accompanying the dissertation 'Towards a spatial theory of organizations. Principles and practices of modern organizational design' by Frank R.E. Lekanne gezegd Deprez.

- 1 Without space, no progress.
- 2 "The spaces and places around us construct us as we construct them" (Karen Dale & Gibson Burrell).
- 3 Flexible minds are as important as flexible (organizational) designs.
- 4 Outlier companies are like jazz fusion bands: Whatever they do, it sounds like them.
- 5 Keeping spatial organizations as 'liquid' as possible requires transforming the classic Lewin's 'unfreeze--change-freeze' stages of change into 'unfreeze-change-permanent slush' (adapted Hamel & Zanini, 2014).
- 6 Because most of today's organizations are on the route to disappearance, one should proceed very cautiously with design prescriptions from today's managers, employees, consultants, and organization design researchers.
- 7 An excellent organizational designer is perfect in co-creating imperfect organizational forms.
- 8 "You don't have to change the situation you're in; you have to change your mind about it" (Margaret Wheatley).
- 9 "Man's mind, stretched to a new idea, never goes back to its organizational dimensions" (Oliver Wendell Holmes).
- 10 "The nice thing between man and woman is that they don't understand anything about each other" (Godfried Bomans, Dutch writer).
- 11 "Over course of its lifetime a business needs first a risk taker, then a caretaker, and finally an undertaker" (Old Saying).
- 12 "The best way to make your dreams come true is to wake up" (Paul Valéry).