

Nyenrode Business Universiteit

Towards a spatial theory of organizations

Principles and practices of modern organizational design

Thesis

with regard to the doctorate/PhD degree

at Nyenrode Business Universiteit

on authority of the Rector Magnificus, Prof.dr. M. Džoljić

in accordance with the Doctorate Committee.

The public defense takes place on

May 25, 2016

in the afternoon at exactly four o'clock.

Francois Roland Everard Lekanne gezegd Deprez

born on May 5, 1955

in Leiden

Examination Committee

Supervisors: Prof. dr. R.J. Blomme

Prof. dr. R.J. Tissen

Members: Prof. dr. H.M.J. van den Bosch

Prof. dr. J.A.C.M. Doorewaard

Prof. dr. B. de Wit

Prof. dr. D. Zandee

Dissertation Nyenrode Business Universiteit
Breukelen, the Netherlands

Cover, Interior Design, and Illustration: Arnoud Bernhard - xpressie
Copy Editor: Laszlo Zala
Publisher: Drukkerij Studio Meijerij, Amstelveen

ISBN: 978-90-8980-085-5

Copyright © 2016 by Frank R.E. Lekanne Deprez

All rights reserved. No part of this publication may be reproduced or transmitted in any form or by any means electronically or mechanically, including photocopying, recording, or by any information storage and retrieval system, without prior permission in writing from the author.

Propositions

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