

CMGT 500

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# HOLACRACY



Julie Acosta



# Hello JD!

(new CIO)



Holacracy is a self-managing, functional structure that replaces a typical hierarchy structure of managers and supervisors with distributed authority amongst teams. The framework upholds autonomy and accountability that requires individuals to fully take on responsibility for their jobs and projects without the need to gain approval or wait for direction from upper management.





# Benefits

## **Empowers employees + encourages innovation**

- Holacracy allows employees to self manage and take liberties on approvals and direction of their work scope
- Encourages employees to take innovative approaches
- Allows employees to have full ownership of their work

## **Speeds up decision-make (no top-down delays)**

- Since employees have full control of their work, there are no waiting periods for approvals

## **Builds collaborative and modern culture**

- Collaboration is built in to the framework for projects to get done

## **Attracts talent despite lower pay**

- Self management process attracts higher talent despite a lower pay bracket than competing companies





# Challenges

## **Role Confusion**

Employees may be unclear on responsibilities and expectations.

## **Accountability Gaps**

Lack of Oversight can Lead to inefficiencies.

## **Budget cuts and layoffs**

Limited resources for training and support.

## **Not aligned with government bureaucracy**

Hard to implement in a regulated, hierarchical environment.

## **Steep learning curve**

Adopting new structures takes time and practice.





# Implementation



## Strategy

- **Alignment with Organizational Values**
  - WaTech's core values would be used to develop strategies to ensure all efforts contribute to a shared purpose.
- **Collaborative Goal Setting**
  - No top-down objectives. Team would set their own goals that align with WaTech's mission.

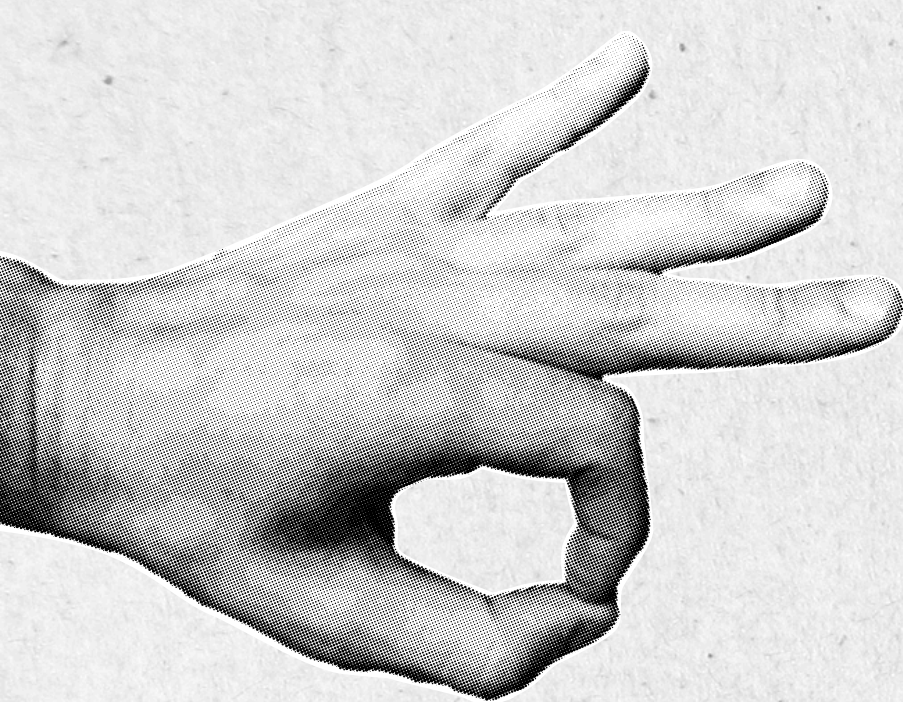
## Processes

- **Tactical/Governance Meetings**
  - Focus on work execution and role definitions for transparency and accountability.
- **Feedback Loop**
  - Receive continuous feedback to assess and adapt team experiences and outcomes.

## Structure

- **Role Based Organization**
  - There wouldn't be fixed job titles. Instead, employees would have specific roles based on their responsibilities.
- **Circles**
  - Team would form "circles" to manage their own work and decision-making.





# Testimonials

\*All testimonials are fictional and generated through Chatgpt



"Since we moved to holacracy at Watech I actually feel more ownership over my work. I pick the roles where I can add the most value and decisions move faster because the right people are empowered to act."

Kyram Pou, Product Circle Lead  
(Fictional / Sample)



"I used to wait months for approvals. Now, in my circle, we adapt week-to-week. Holacracy made collaboration practical — fewer meetings, clearer action items, and real accountability."

Summer Gomez, UX Researcher  
(Fictional / Sample)



"Holacracy doesn't mean chaos — it means structured autonomy. At Watech I can experiment, fail fast, and iterate, but within clear governance so nothing slips through the cracks."

Jo Managan, Data Product Partner  
(Fictional / Sample)



# Next Steps

## **Pilot Model Across Teams**

Launch the new framework with specific teams that are rooted in Innovation and design to test adaptability, efficiency, and productivity.

## **Communicate With Employees**

Keep an open flow of communication with employees who are working under holocracy. Report data of employee satisfaction to measure the process of the implementation.





Our priority is to balance innovation with accountability. A hybrid model of Holacracy offers the best of both worlds – empowering employees while ensuring WaTech stays efficient, accountable, and aligned with its mission.

Thank You

