# Dissolving the Problems – detailed overview

### Input

- The organizational problems seen by the employees, from different levels of the organization

#### SPPA -**Systemic Problem Picture Analysis**

By asking why on the problems, we connect the problems with each other, as well as down to the root causes\*, i.e., the resulted output is the total problem picture.

## Output

The problem picture including root causes to the organizational problems (all kinds of problems)

# Input

#### SOSD -**Systemic Organizational Systems Design**

SOSD transforms the organization and its way of working\*\* in order to dissolve\*\*\* the organizational problems, i.e. following the science for people and activities. This is done by doing a new top-down\*\*\* systemic organizational systems design of the organization's way of working.

### Output

The plan with actions to be taken to dissolve the organizational built-in problems, all in order to achieve an innovative and flourishing organization where the people thrive.

- Normal problems
- Recommended product development method

<sup>\*</sup>a root cause is always a non-fulfilled organizational principle for us humans or the activities we are handling, i.e., non-fulfilled science that has already been proven

<sup>\*\*</sup>for the total organization; including people structures (like the line hierarchy), bonus systems, KPIs, portfolio, etc.

<sup>\*\*\*</sup>to dissolve organizational problems, is the only way to avoid sub-optimization, and can only can be done in a top-down (iterative) approach to reduce complexity