



Implementing and Navigating your Viable Organization

In order to support you in the process of designing and steering your (new) organization, we have developed a software application which makes the configuration of your organization blindingly easy and makes its implementation and management as easy and intuitive as can be. **VSMinteractive®** is the only software-based organizational design toolkit and management navigation system based on and safeguarding the principles of the Malik Viable System Model®.

Why to apply **VSMinteractive®**

The **VSMinteractive®** software application serves two main purposes:

1. The configuration and (re-)design of any type of organization based on the principles of the Malik VSM®.

- › By guiding you through each and every step along the Malik VSM Design methodology, the software application makes organizational design a cinch for every manager.
- › Even though the process is cut into logical sequences so as to guarantee that every building block of the organization is taken care of, the application does not limit you to the suggested sequence.
- › No matter which sequence or organizational design you choose to follow, the application ensures that the relevant information for previous or following steps is fed in accordingly.
- › Thus, organizations are granted the flexibility required for their specific needs and level of maturity.
- › A balanced blend of built-in rules and room for maneuver safeguard the principles and guarantee the promised benefits of the VSM®; customer-centricity, clarity and transparency, operational efficiency, adaptability to changing needs of the environment and thus the long-term viability of your organization.

2. The assurance of the transformation in a situation of change and steering of your organization along the Malik VSM® logic.

- › After a restructuring process many managers are faced with the challenge of implementing and managing the change. Failure to implement is not uncommon, as business as usual is calling and managers fall back into their well-tried habits.
- › The **VSMinteractive®** safeguards the transformation process by becoming the management system of your organization.
- › It serves as a navigation and therefore information system for all management levels as all relevant information for steering your organization is mapped and embedded into the new structure in VSM logic becoming intuitively and easily accessible at one click of the finger.
- › It becomes a communication platform for management, as information can be updated and tracked on an individual task level.
- › The customizable level of transparency regarding the access of different levels of information allows you to steer your management team efficiently and effectively.

*“Effective and efficient!
We save tremendous amounts of time,
which we normally need
for coordination and agreements –
now we are able to focus
on the essentials!”*

Advantages when using VSM^{interactive}®

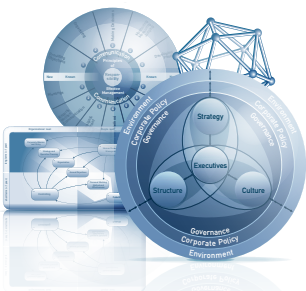
- › Guidance of how to do an organizational design based on the Malik VSM logic
- › Server-based and always updated illustration of the own organization
- › Improved internal information flow via real-time access to relevant management information
- › Generating a common understanding of the organization as a whole
- › Saving data and documents at the right place regarding the VSM logic
- › Facilitation and acceleration of the integrated development process

What do our clients say

"VSMinteractive is more than just a tool to design your company – it really enables change!"

"VSMinteractive version 2.0 is fascinating; organizational design has never been that easy and safe."

"We live the new organization with VSMinteractive!"



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Maria Sourlas is one of Malik's most skilled VSM experts. Her experience with complex VSM projects ranges across all fields, both business and non-business. Maria Sourlas is the program and product manager of VSM^{interactive}, an interactive company navigation system based on the VSM.



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