

THE 3EO MAP

3EO TOOLKIT 1.0

org name and notes

VALORIZING AND INTEGRATING PERFORMANCE

Setting objectives and orienting how the various nodes engage with the org's evolution: targets, incentives and value sharing.

IDENTIFYING THE STRATEGY

Continuously choosing what to do, where to allocate resources and the directions of exploration.

ECOSYSTEMIC

How is non-financial and cross-node value creation sustained and shared in line with contribution?

ENTREPRENEURIAL

How is ambition for entrepreneurial activities decided, set and evaluated?

ENABLING

Who/what enables the integration of everyone's performance

ARCHITECTING

Which actors, mechanisms and structures let desired dynamics and outcomes emerge coherently?

ENABLING

Who/what nudges and helps nodes at identifying their priorities?

ENTREPRENEURIAL

Who/what senses and picks the direction the node should pursue?

ECOSYSTEMIC

How is a strategic direction that builds on the open participation of a network of external actors set and maintained?

Which actors and services support alignment, coordination, decision making and ultimately execution?

Who participates in and how does the entrepreneurial activity of venturing out and exploring opportunities happen?

PERFORMING EXECUTION

Distributing and coordinating effort through natural leadership, decision making, collaboration and feedback.

How are activities executed and coordinated among multiple internal and external actors?