



A Harmonic Organisation[®] is an organisational system that systemically aligns the interests of all resources.

Organisation

An organisation is an organisational system that has a set of mechanisms that supports the value creation of companies. Some organizational systems do this better than others. A good system aligns all resources to make the company forceful, achieves natural collaboration, makes the company fast, adaptive & innovative, reduces the waste of resources, and minimizes friction.

Harmony

Harmony means the systemic alignment of interests, actions, and incentives across the organization.

This can be compared to an orchestra, where each player and instrument aligns toward a shared and common goal, the performance of a musical piece.

Conceptual Foundation

A. Structure by Ownership for Entities:

Responsibility and decision-making derive naturally from ownership. Ownership applies to all entities: assets, products, tasks, and resources. Companies should not be structured by functions, nor should responsibilities be assigned for them.

B. Internal Customer-Supplier Relationships:

All cooperation is based on internal customer-supplier relationships: every department has (internal) customers and delivers products, tasks, assets or resources. A department without customers cannot exist.

C. Value-Based Remuneration: Pay & rewards are based on win-win and reflect value contribution.

Further Principles

1. Collaboration must be inherent, not enforced.
2. Decisions should be made where knowledge and context exist.
3. Resources (people, budgets) belong to the company, not to individual units.
4. All information should be transparent and easily accessible to those who need them.
5. Innovation should emerge from where value is created.
6. Learning is continuous, individualized, and integrated.
7. Efficiency and adaptability must coexist.
8. Behavior aligns with shared values and objectives.