HOLACRACY

i-NETI

1) Hierarchical structure prevented us from being flexible to changes

2) Our colleagues lacked personal fulfillment within the company.

3) It was unclear how to influence the company development and what exactly you need to do for that.

Lead Link delivers information to a circle from outside; allocates resources and metrics among roles; is responsible for fulfillment of a goal within a circle.

Rep Link accumulates issues, problems and proposals of a circle and tables them at the external circle.

Facilitator moderates meetings of a circle.

Secretary plans meetings of a circle and records the results.

At i-Neti, everyone has the right to speak. In certain cases something interferes with efficient and comfortable work. To assist in that, holacracy suggests the concept of tension (strain) – that is what you are concerned with. Resolution of a tension will improve your work and overall performance of the company

CIRCLE
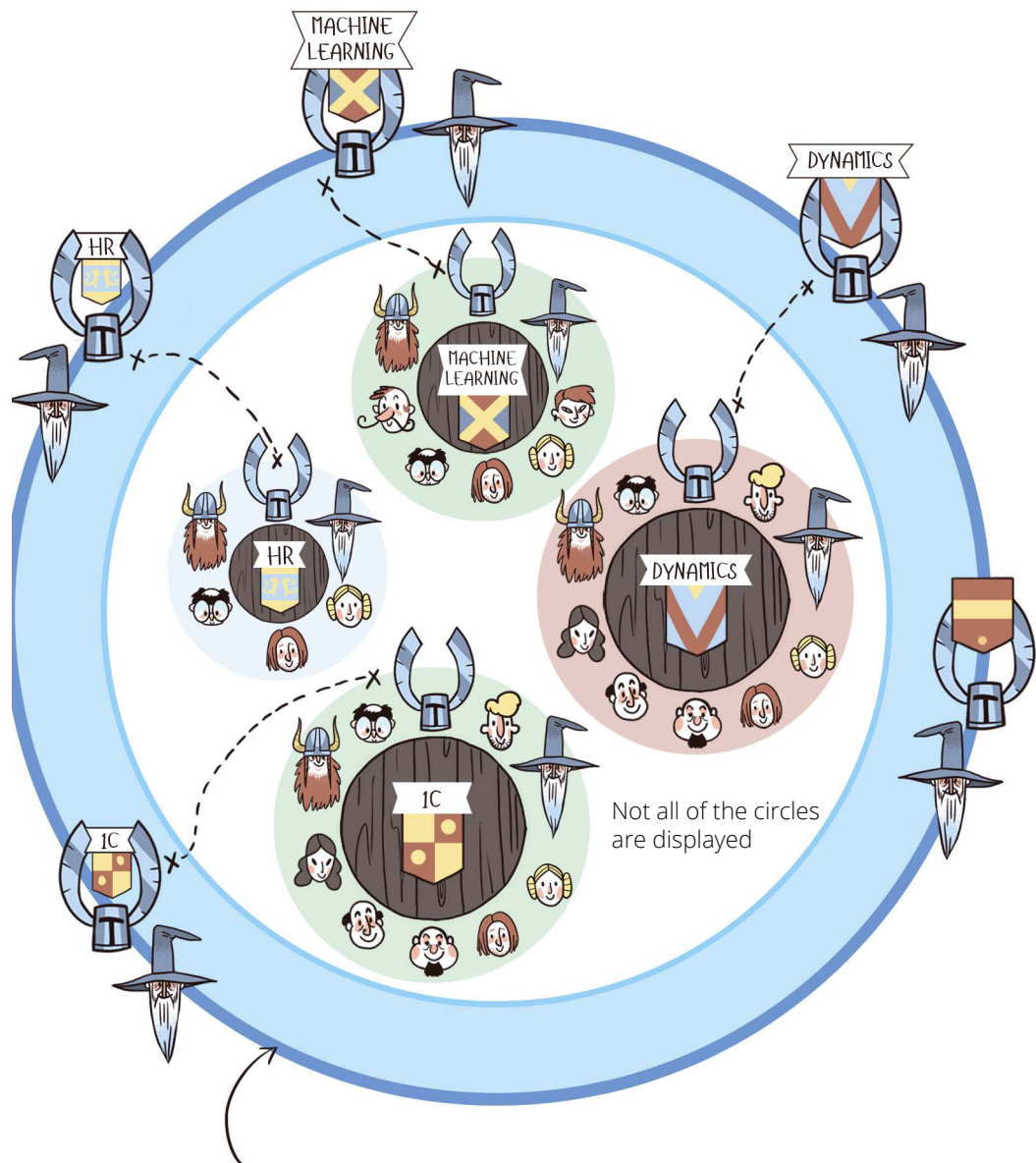
General circle is an anchor joint circle of i-Neti company. It's made up of Lead Links and Rep Links from all circles. Proposals/ tensions that are not solved within your own circle may be tabled at a General circle.

A 100% programmer

It's cool and honourable to be a programmer! But what do you do if you're tired of the same work or want to try something new in the company? This was the case with Evgeniy, a 1C programmer from Belgorod. He worked as a 1C programmer, but wanted to try out other roles at i-Neti.

Lead Link at "Internal IT-Systems" circle. 25-30% working time

Project manager at "Machine Learning" circle. 60% working time

Staff care role / "Care man". 5% working time

Belongs to "1C Jedi" circle, interviews candidates. 10% working time

More opportunities appeared with the transition of i-Neti to holacracy, and Evgeniy could try himself in new roles. He can return to programming at any time. And everyone in the company can do the same; you only need to express your will.