

**Название публикации:**

Holacracy and Obliquity: Contingency management approaches in organizing companies

**Авторы:**

Velinov, E.a,b, Vassilev, V.c, Denisov, I.d

- a) Riga International School of Economics and Business Administration (RISEBA), Riga, Latvia
- b) Skoda Auto University, Department of Management and Marketing, Mlada Boleslav, Czech Republic
- c) Department of Transport Management, University of Transport-Kableshkov, Sofia, Bulgaria
- d) Department of Management Theory and Business Technologies, Institute of Management, Plekhanov Russian University of Economics, Russian Federation

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**Аннотация:**

The paper aims to examine the development of modern innovative management methods and practices such as Holacracy, Obliquity, Adhocracy and Sociocracy, which are novelty in the Management science and practice. The study illustrates contingency approaches in designing, managing and developing agile companies from wide varieties of industries. The paper sheds light on contemporary methods in organizing, planning and setting goals of companies in a post-knowledge era. It is like an operating system for business that requires the installation of different applications as applications for hiring employees, for setting salaries, for planning or logistics. In the paper, literature review on management innovations is conducted and subsequently statistical operationalization through STATA software has been employed to examine how particular organizations design and set up their organizational structures such as lean, agile or scrum. Paper results show that smaller companies are more agile and they tend to acquire Holacratic Management models thanks to the fact that self-managing teams exist internally and their organizational structures are flatter and more adaptive in comparison to the multinational corporations. Consequently, the paper concludes with suggestions on innovative management implementations for future development of companies and emphasizes the need for further research on what is the impact of Holacracy and Obliquity on shaping the organizational culture of companies. © Emil Velinov, Vasko Vassilev, Igor Denisov, 2018.

**Ключевые слова:**

Holacracy, Management innovations, Obliquity, Organizational structure