



Lead with purpose & collective intelligence

Why corporate leadership must change

20.10.2020

loyco



**«Changing the world
through purpose driven
human ventures»**





An organization dedicated to organizations but focused on people, which has reached 15 mio. turnover and 100 Loycomates in 7 years, without sales force nor hierarchy.



A changing world



Climate crisis



Humanized robots



NOUS N'AVONS
PAS DE PLANÈTE B

RESPECT
T'ES PLUS
BONNE
SANS CARBONE

ON VEUT
UN
AVENIR
!

SAVEZ-VOUS
LA PLANÈTE
C'est la seule planète habitable
Bonne nuit
- 17/09/2019 -

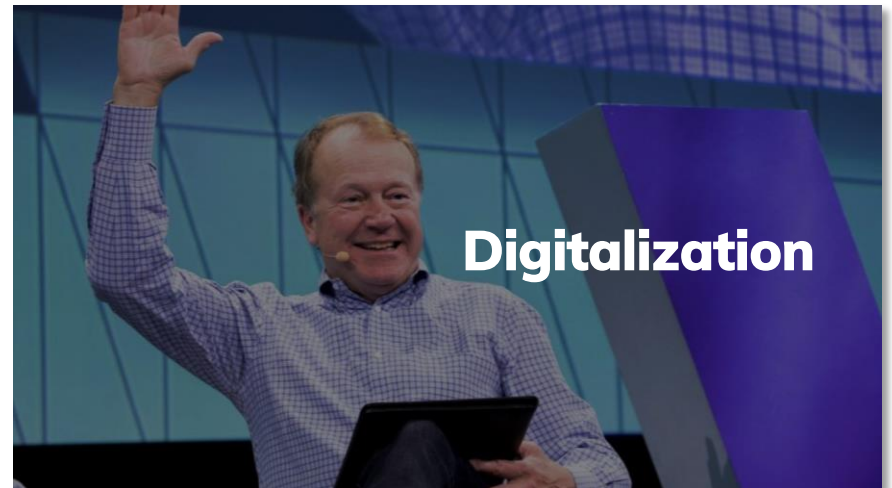
FAITES FONDRE
MON
PAS MA PLANÈTE

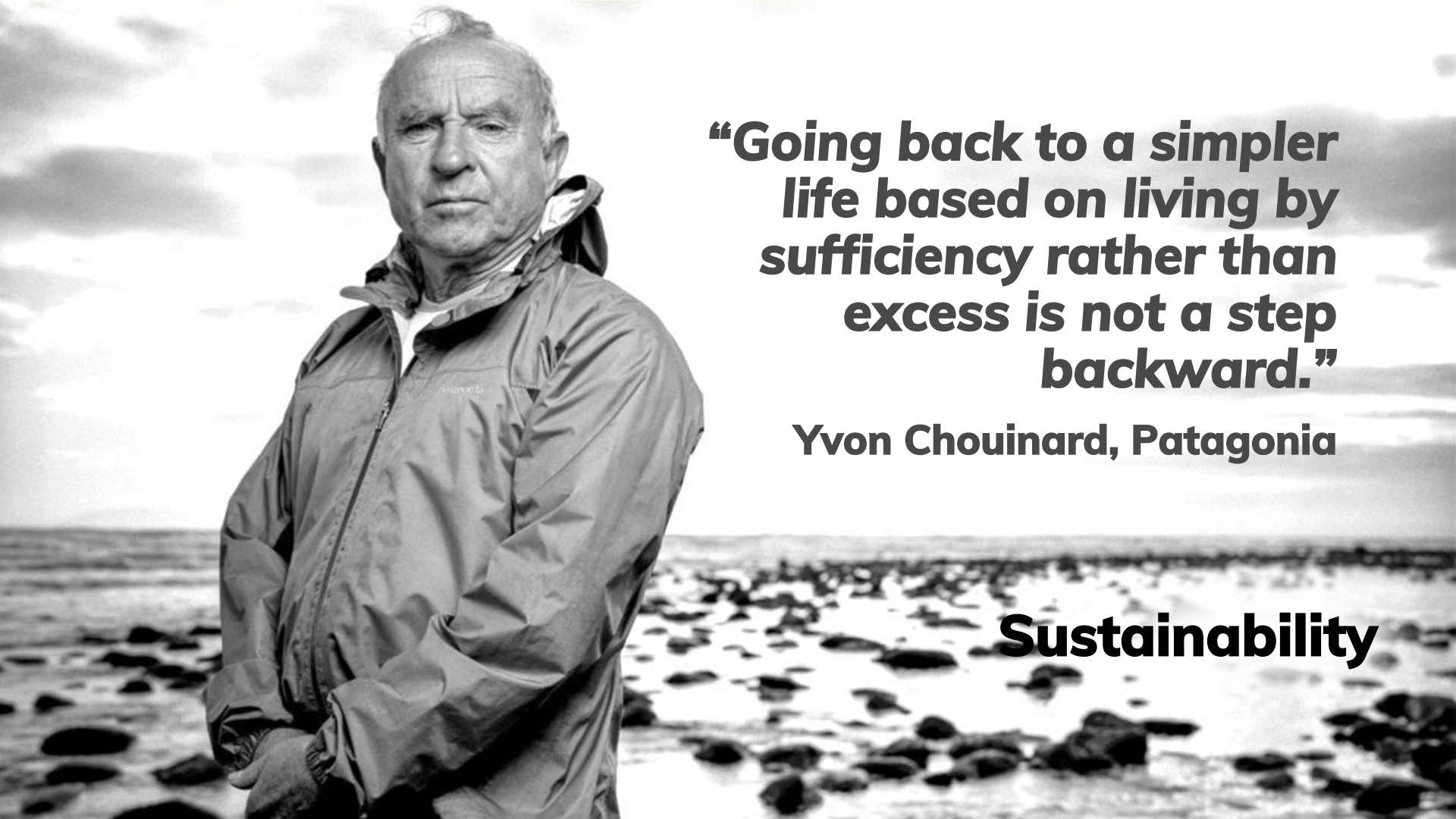
Derobotized humans

**Corporations do not
have the choice...**



A new era of doing business

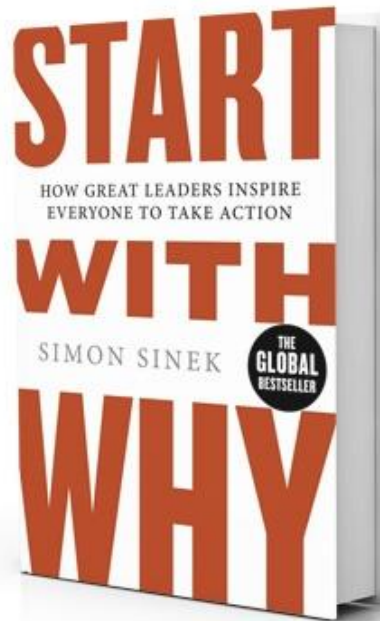




**“Going back to a simpler
life based on living by
sufficiency rather than
excess is not a step
backward.”**

Yvon Chouinard, Patagonia

Sustainability



**We have to redefine success in
business**

#performance

Certified

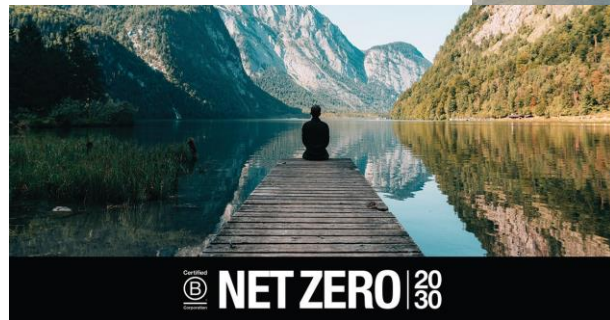
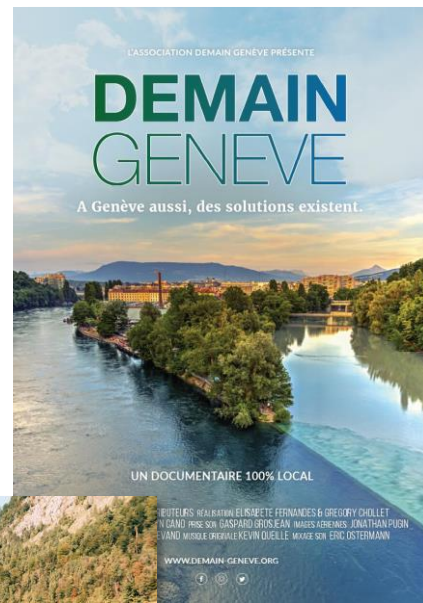


Corporation

loyco

WE have a **DREAM**





A photograph of John Chambers, CEO of Cisco, speaking on a stage. He is wearing a blue and white checkered button-down shirt and has a small microphone clipped to his lapel. His right arm is raised high with his palm facing forward, and he is holding a black tablet in his left hand. The background is a blue wall with a white geometric pattern of lines and triangles. A large, semi-transparent purple shape is overlaid on the right side of the image.

“At least 40% of all businesses will die in the next 10 years... if they don’t figure out how to change their entire company to accommodate new technologies.”

John Chambers, Cisco System

Digitalization





Return

How lucrative a business area is for the company.



Expected Return

How lucrative a business idea could be for the company if it turned out to be successful.

Return

Exploit

Death & Disruption Risk

Expected Return

Explore



Innovation Risk

The risk that a (convincing) business idea is going to fail. Risk is high when there is little evidence beyond slides and spreadsheets to support the success chances of an idea. Risk decreases with the amount of evidence that supports the desirability, feasibility, viability, and adaptability of a business idea.




Death & Disruption Risk

The risk that a business is going to die or get disrupted. Risk is high when a business is either emerging and still vulnerable, or when a business is under threat of disruption from technology, competition, regulatory changes, or other trends. Risk decreases with the moats protecting your business.

Innovation Risk

Projet **Reskilling** by **loyco**



A man is sitting on a couch, wearing large headphones and has a shocked or excited expression with his mouth wide open. A baby is sitting on his back. In the background, there is a large television displaying a landscape image. A large white quote is overlaid on the left side of the image.

**«99% of organizations
were built on the
principle of cascading
control and
deresponsibility»**

Me, myself & I

Agility

An organization

Built on trust

@Loyco, we don't have...

- Work schedule
- Compulsory place of work
- Dress code
- Numerical targets
- Sellers
- Chiefs...



An organization

Without hierarchy

- Constitution: same rules for all
- Role authority rather than hierarchical authority
- Support & Operations
- Coordinators rather than leaders
- Information & digitalization
- Collective strategy



Plus de chefs chez Loyco

Pour ses cinq ans, la société Loyco s'offre un nouveau modèle de management. Ce sont les collaborateurs qui détiennent officiellement le pouvoir.

de hrtoday.ch • 29.05.2018



'AGEFI

EN CONTINU ACTEURS ENTREPRISES POLITIQUE MARCHÉS FOCUS

Loyco remet les clés de l'entreprise à ses employés

L'ÉCONOMIE, 28.07.2018

La direction de la société de services Loyco donne officiellement le pouvoir à ses collaborateurs.

Créé il y a 5 ans, Loyco, se dote d'un nouveau modèle de management sans chef, appelé "Leycoorat", ainsi que d'une constitution attribuant officiellement le pouvoir à ses collaborateurs.

"L'objectif de notre nouveau modèle d'organisation est de garantir la participation et la coordination, sans atténuer de strates hiérarchiques que nous jugeons destructrices pour l'esprit intrapreneurial", explique l'ex-CEO Christophe Barman.

>>> A lire aussi: Loyco change de modèle

"Il s'agit d'un processus d'implémentation progressif et nous nous considérons comme des acteurs à la fin 2018", précise Stéphanie Dahrovski, ex-DRH.

Fondé le 1er juillet 2013 à Genève, Loyco a connu un succès commercial inédit pour une entreprise de services en Suisse romande. Active dans l'externalisation pour les fonctions de l'entreprise compte à ce jour quatre succursales à Genève, Lausanne, Sion et Zurich, employant plus de 120 collaborateurs pour un chiffre d'affaires de plus de 12 millions de francs.



L'ex-CEO de Loyco Christophe Barman



Une PME vient de dissoudre sa direction

Gestion d'entreprise À Genève, Loyco imagine son avenir sans chefs. Pour responsabiliser davantage ses employés.



Téléchargez Uber Eats commander maintenant



Petit glossaire de l'entreprise sans chef

Holacracy

Les nouveaux modèles d'affaires qui sont construits autour d'une intelligence collective. Chez Loyco, le nom provient de loyalty, mais a donc inventé le terme de Loyco qui renvoie à celui d'holacracy.

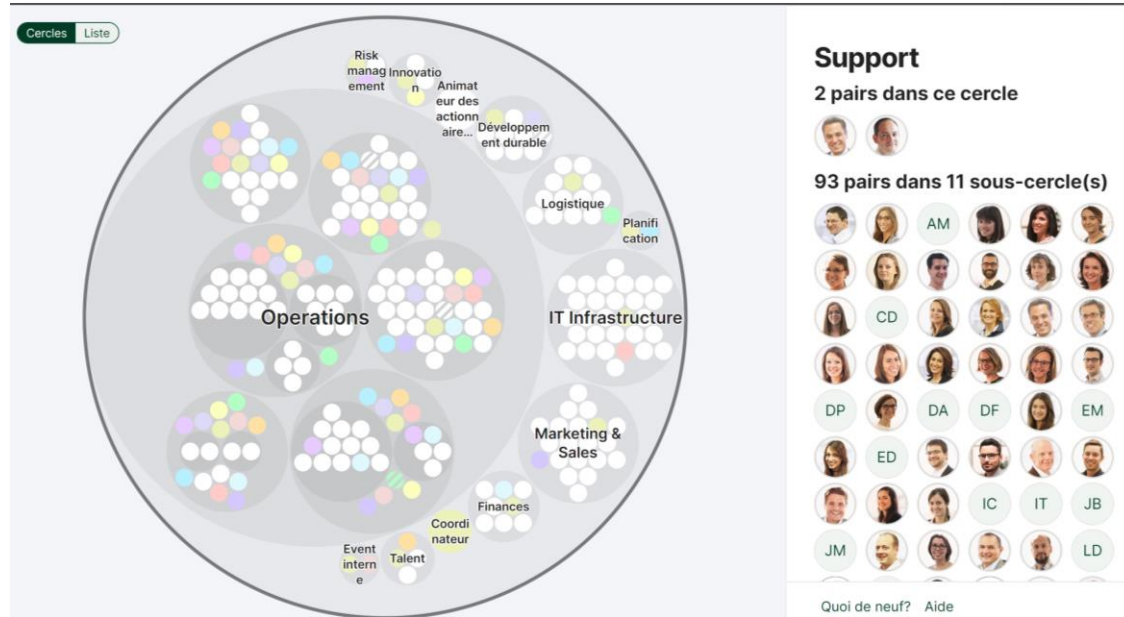
Entreprises libérées

L'idée selon laquelle une société



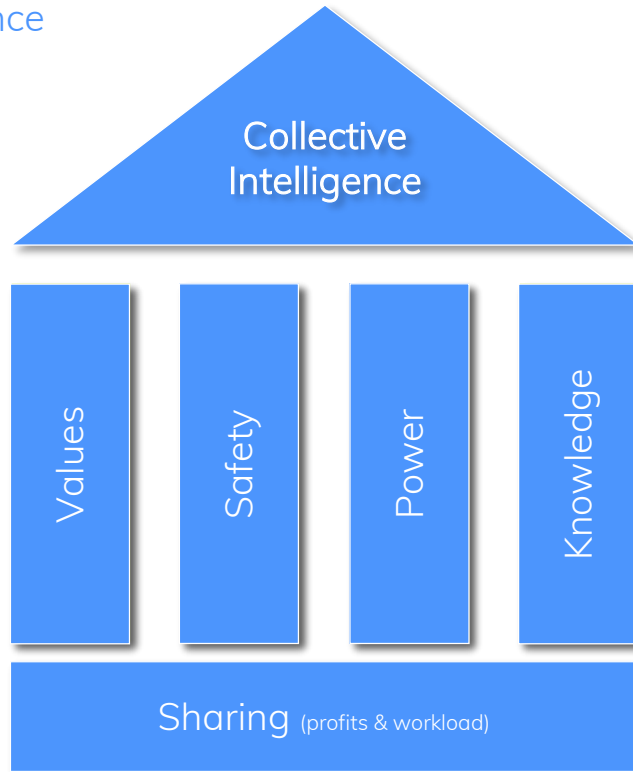
An organization

Without hierarchy



A leadership

Based on collective intelligence



**Why don't organizations
change faster?**

A high-contrast, black and white close-up portrait of Albert Einstein. His face is the central focus, showing deep wrinkles on his forehead and around his eyes. He has his characteristic wild, white hair and a thick, white mustache. The lighting is dramatic, with strong highlights and deep shadows. The background is dark and out of focus, showing some geometric shapes.


**«It is harder to crack bias than an
atom»**

Albert Einstein

A person with long hair, seen from behind, stands in a high-rise office looking out at a sprawling city skyline. The person is wearing a dark, long-sleeved top and dark trousers. The office has a large window and a long, dark conference table in the foreground. The city skyline is dense with skyscrapers, and the sky is bright and hazy. The overall mood is contemplative and inspiring.

**«The experience is a lantern that
you carry on your back and that only
lights up the path you have already
travelled»**

Confucius

A man with glasses and a dark suit is speaking at a podium with two microphones. The background is a blurred indoor setting with wooden paneling and a Swiss flag on the left.

**«How dare you fight
glyphosate, when
Syngenta employs 1000
people in Monthey»**

Philippe Nantermod, PLR



**«We are opposed to
state interventionism in
the fight against the
Covid19»**

**Monika Rühl, EconomieSuisse
08.03.2020**

Suivez-nous sur les réseaux!



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Merci
DE VOTRE ATTENTION