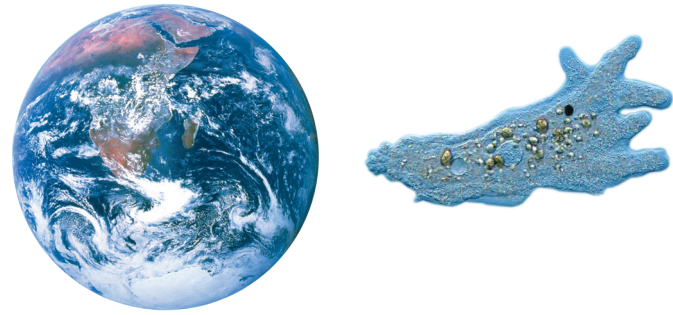


VMCL: Build an Adaptive Organization

V VISION: concise, measurable future state or goal*



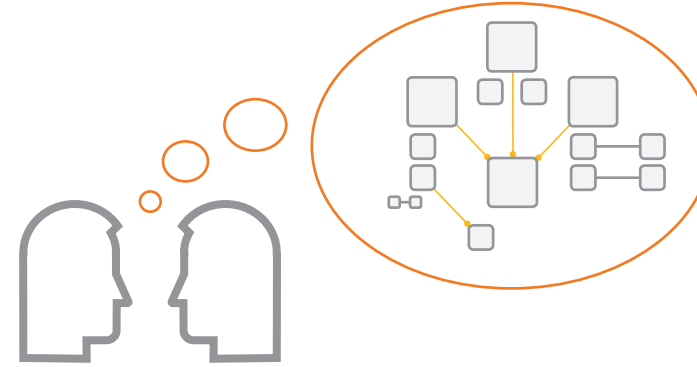
Biodiversity

M MISSION: simple rules, known by all, that in repetition lead to vision*

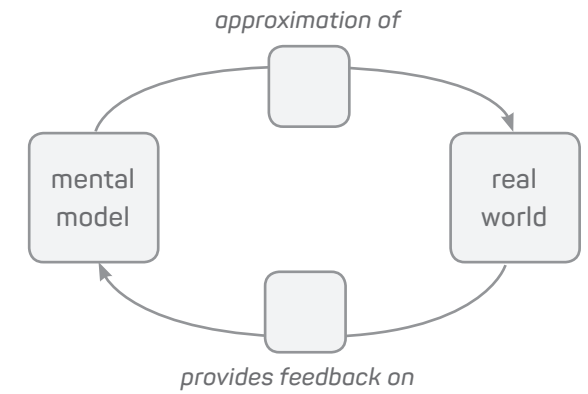


Go forth and multiply

C CULTURE & CAPACITY: shared mental models that support vision, mission and management of mission critical systems*



L LEARNING: constant adaptation based on feedback from the real world*



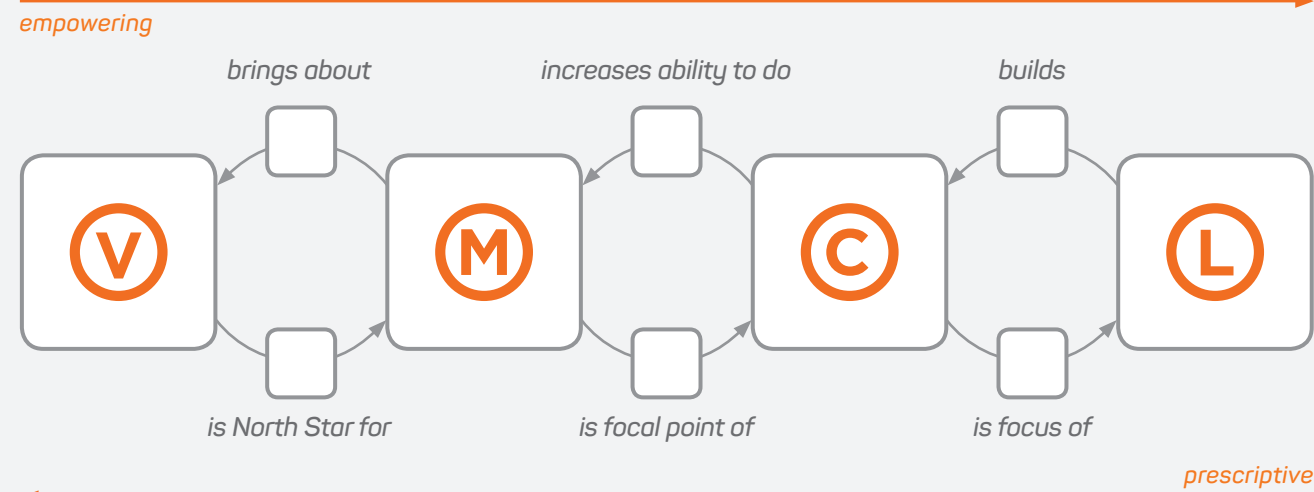
Mental model describes, predicts, and leads to behavior in the real world. Real-world consequences inform adaptation, viability, and competition among models.

* See 10 tests for designing and assessing your vision-mission in *Systems Thinking Made Simple*

* See 3 Things Systems Thinkers Do Infographic and *Systems Thinking Made Simple*

VMCL: Components

Vision, Mission, Capacity & Culture, & Learning are the design principles for the modern organization.



VMCL is empowering because it tells you what to focus on if you don't know what to do. LCMV is prescriptive because it tells you what to do next.

From SUPERORGANISM to SUPERORGANIZATION

Organizations are complex adaptive systems (CAS). Those that adapt, thrive. We can learn a lot from the self-organizing CAS found in nature (e.g., bird flocks of thousands can turn in sync in a single instant). Scientists call them super-organisms because many independent agents behave as one. These agents follow simple rules, learn from the environment, and adapt their behavior accordingly.

VMCL is a model that shows us how to design and lead a superorganization.

