

# Integrated Work Case Study

COMPANY SIZE: 20 EMPLOYEES

METHODOLOGY: KOAN (KIND,  
OPEN, ADAPTIVE NETWORK)

Integrated Work is a woman-owned, woman-led firm devoted to building the leaders our society needs through real-world work.

They focus exclusively on mission-driven organizations, and are fond of working with leaders who are out to create meaningful impact at scale.

They have deep experience and expertise in building high-performing teams, purpose-driven strategic planning, developing leadership content and training curricula on many topics, and providing the kind of thoughtful and engaging facilitation that moves groups to action.



## METHODOLOGY

Integrated Work started with Holacracy and overtime have developed their own KOAN (Kind, Open, Adaptive Network) system, complete with a constitution.

## CHALLENGE OVERVIEW

Integrated Work was looking for a platform that would help them to distribute leadership, and increase collaboration & coordination

## WHY HOLASPIRIT?

"We liked the flexibility Holaspirit offers. We are always iterating and improving and appreciate the ways Holaspirit evolves with us. We also appreciate the responsive and personal service when we have questions or need help."

## FEATURES FROM HOLASPIRIT THAT HELPED TO THE SUCCESS OF SOLVING OLD ISSUES

"Flexible customization: We like being able to name core roles that resonate with their system and constitution."

Network view: the nested circle view was fine, and the network view gave us additional insights about circle relationships and balance."

## MOST COMMON FEATURES USED IN HOLASPIRIT?

"Frequency for all of these is daily or weekly depending on the user:

1. Adding items to the meeting agenda → we use the notes field and links to give members context before the meeting, at the meeting everything we need is ready to go.
2. Tension in-box → log things as they come up and process when it's convenient
3. Proposals → especially for changes we think are pre-conditioned and don't need a lot of discussion.
4. Projects and actions.
5. OKRs → we're early in our OKR journey, still trialing to see what is most valuable."

## INTEGRATED WORK'S GROWTH WITHIN THE PLATFORM

Integrated work started off with one circle and now they have developed their KOAN or anchor circle – they count with six main circles, and 15 sub-circles. With a total of 21 circles! The team, adds: " This level of granularity provides clarity on where work lives and issues need to be processed."

## PRACTICAL TIPS WHEN USING HOLASPIRIT?

"We're fans of David Allen's Getting Things Done and strive to get things out of people's heads and into the system so we can collaborate more freely."

## TESTIMONIAL



"Flexibility of features and warm, friendly and responsive customer service."

## INTEGRATED WORK TEAM