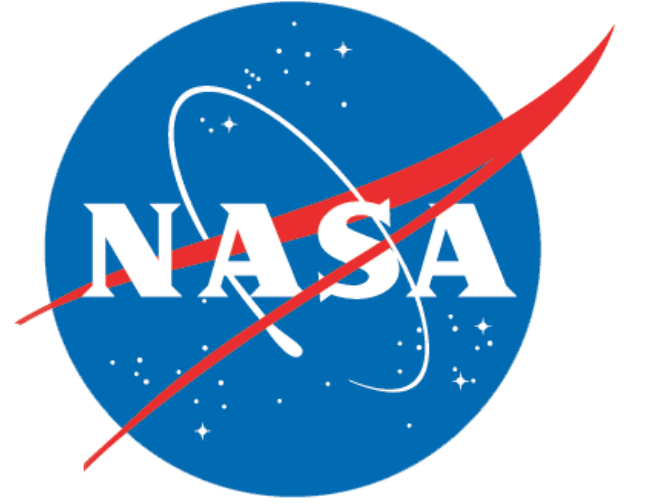




2022 Innovation Fair - Systems Thinking for Organizational Design: Vision, Alignment, and Execution

Project Lead: Anupa Bajwa (ARC-TI) anupa.r.bajwa@nasa.gov

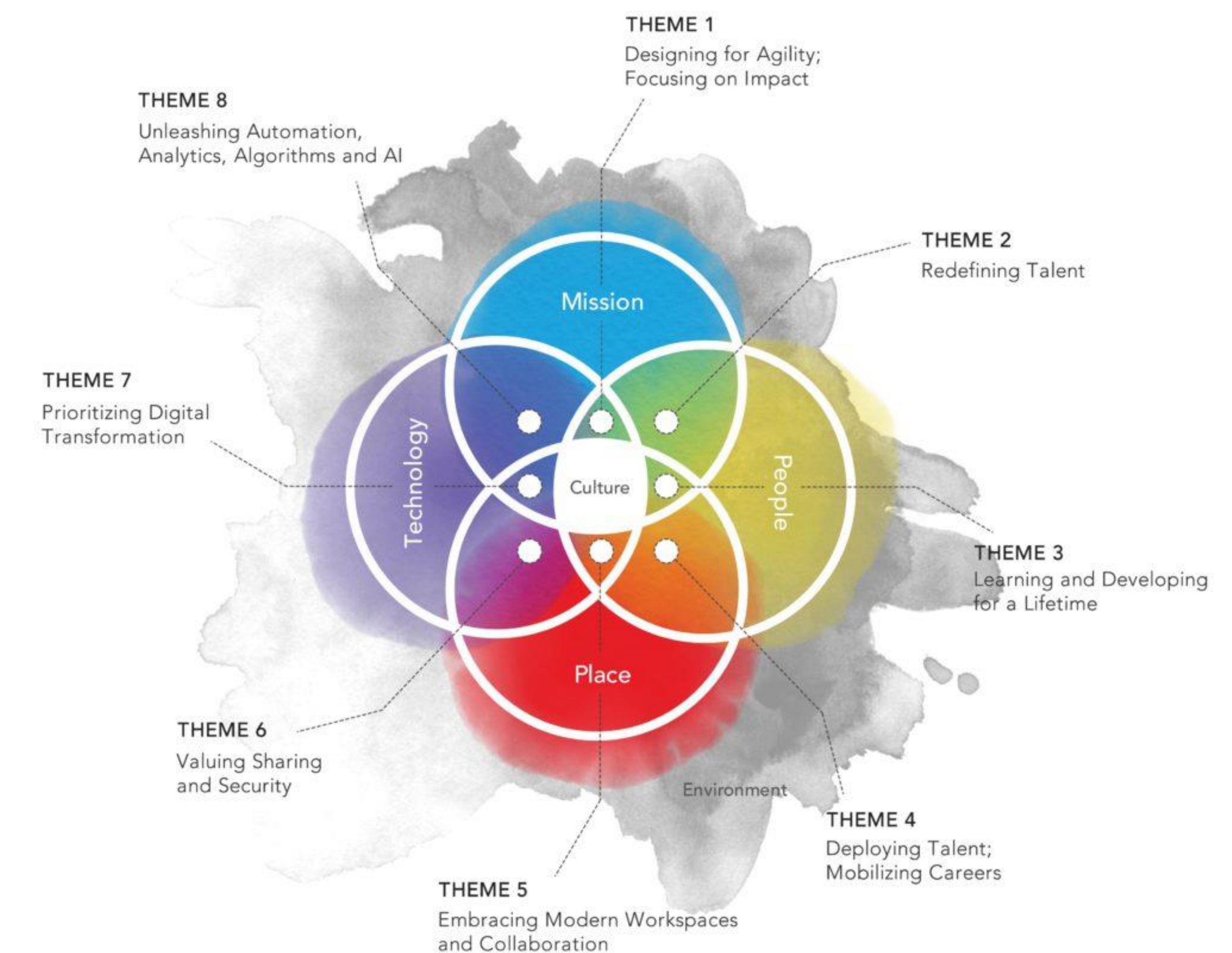
Project Summary

Vision: Nurture NASA as a Chaordic Organization – an embodiment of a community based on shared purpose calling to our higher aspirations

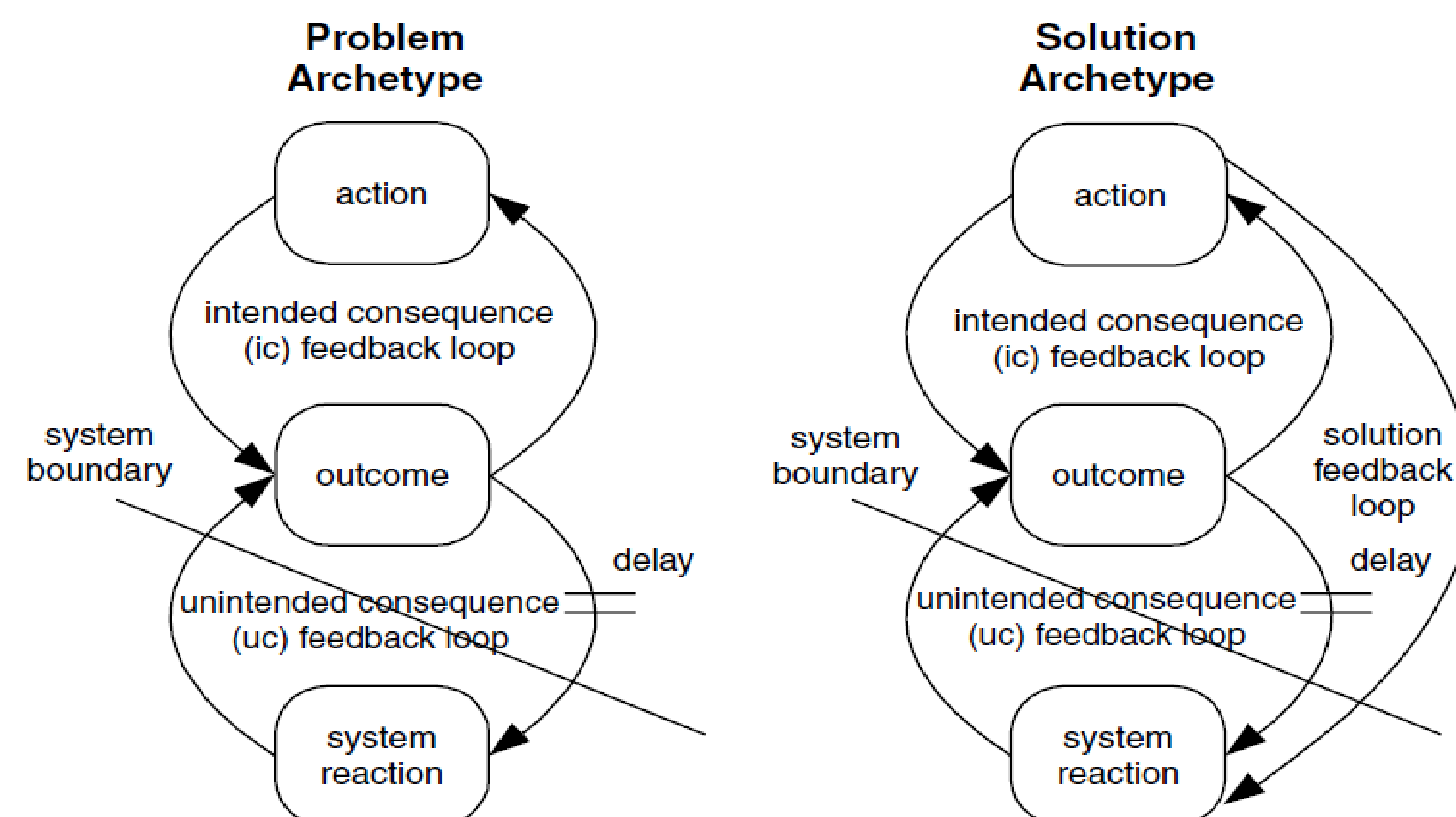
Alignment: NASA's Moon to Mars Objectives for human exploration include Recurring Tenets, Science Objectives, Infrastructure Objectives, Transportation & Habitation, and Operations

Execution: Apply Systems Thinking to NASA's Future of Work (FoW) Themes to

1. Uncover interdependencies of Themes and Moon to Mars Objectives
2. Identify leverage points for Mission, People, Place, and Technology
3. Deliver Solution Archetypes for **Ames Mission Support** teams to implement the FoW



Innovation: Identify Organizational Leverage Points With a Systems Thinking Lens



Prof. Eric Wolstenholme's System Dynamics Review Vol. 19, No. 1, (Spring 2003): 7–26

Problem Archetype	Action	Outcome	System Reaction
Limits to Success	Effort	Performance	Limiting Action
Tragedy of Commons	Activity	Reward	Resource Use
Fix that Fails	Fix	Problem	Problem Growth
Shifting the Burden	Fix	Problem	Fundamental Solution
Accidental Adversaries	A's Fix	A's Success	B's Success
Success to the Successful	Promotion of A	A's Success	B's Success
Escalation	A's Action to Gain Advantage	A's Advantage	B's Reaction
Drifting Goals	Action to Control an Outcome Relative to a Target	Outcome Relative to a Target	Target