

Developing Ecosystem Competences

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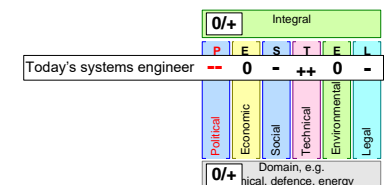
Abstract

This presentation shows what competencies will help across ecosystem organizations.

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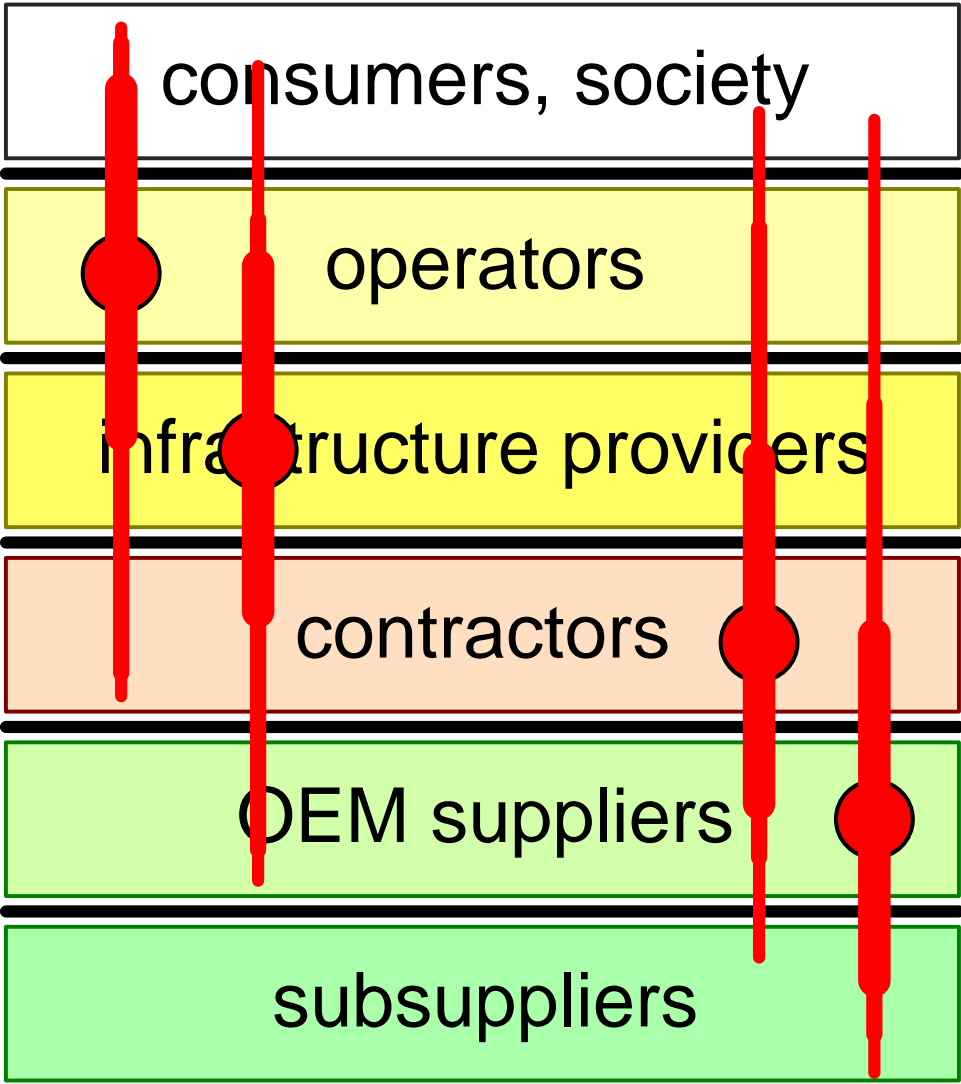
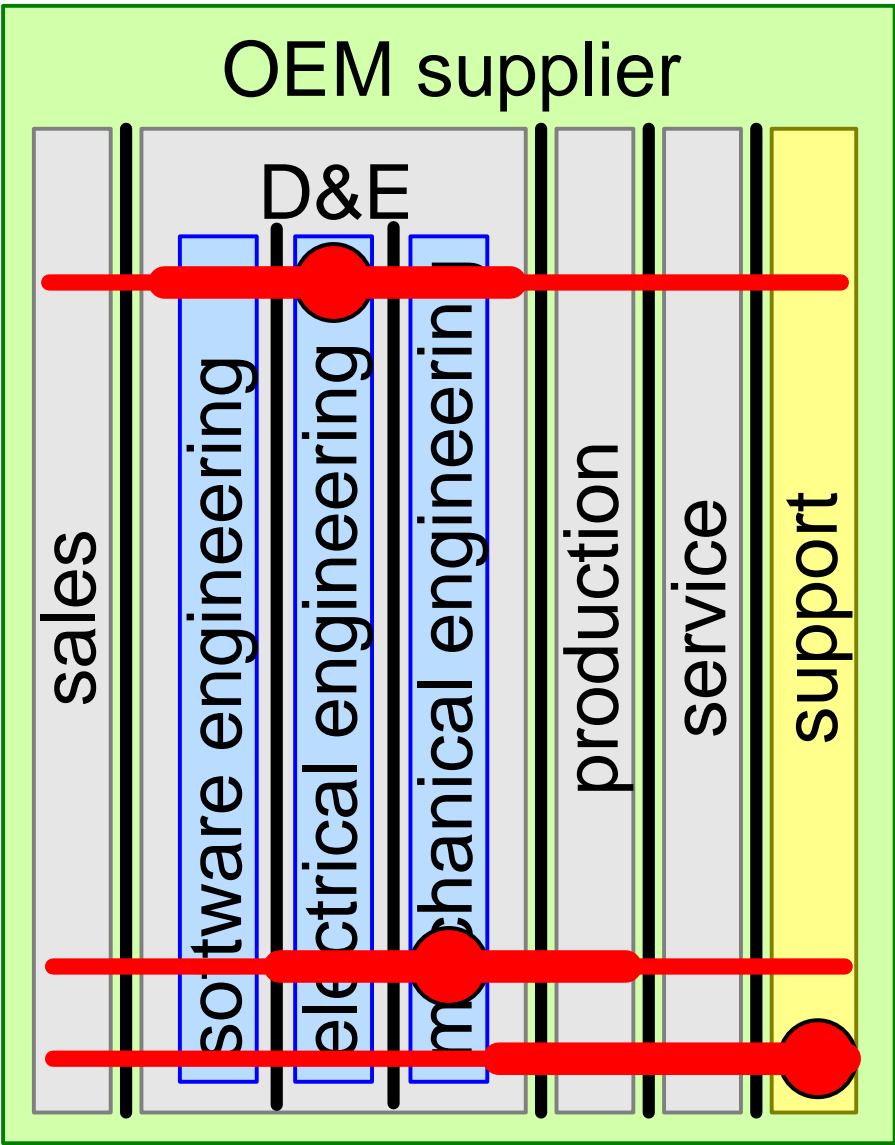
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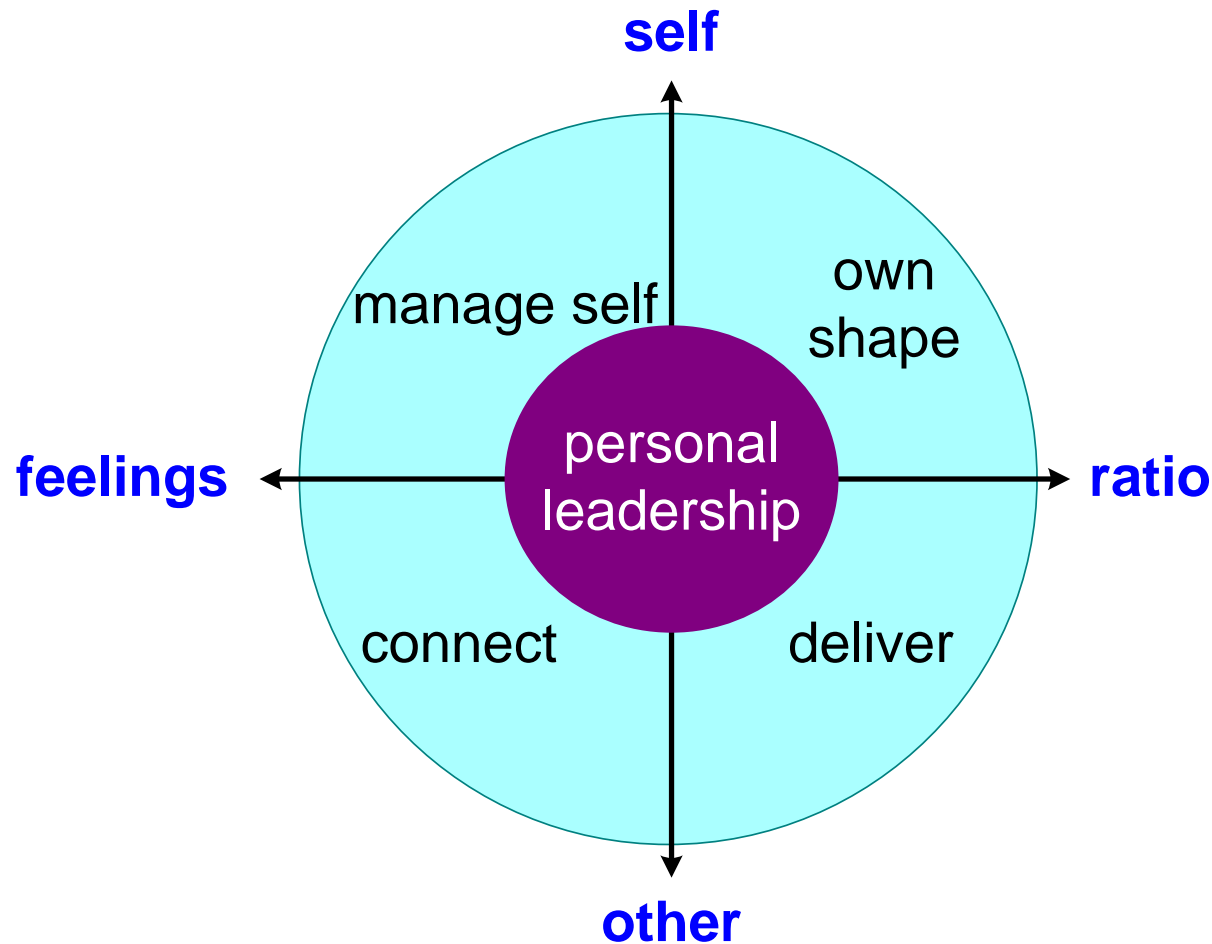
Orchestrating Content and Stakeholders Across Organizations

- **Orchestrating** is the competence to **proactively nudge** involved **parties** towards a **fitting solution**.
- Orchestrating requires the abilities:
 - to relate with a wide **variety of stakeholders**, to understand their **interests** and **concerns**, to **connect** with them such that they can **influence** them
 - to **understand** the **problem and solution space** sufficiently
 - coping with **ecosystem complexity**, **uncertainties** and **unknowns**, and helping stakeholders to navigate them
- Orchestrating requires the attitudes:
 - to see the **big picture**, while still have an eye for the devilish details
 - to **own**
 - to be **pro-active**
 - to be **genuinely interested** in stakeholders

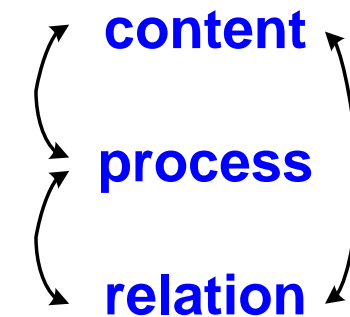
Most Organizations Need Orchestrators



Orchestration Builds on Leadership, as We Teach It

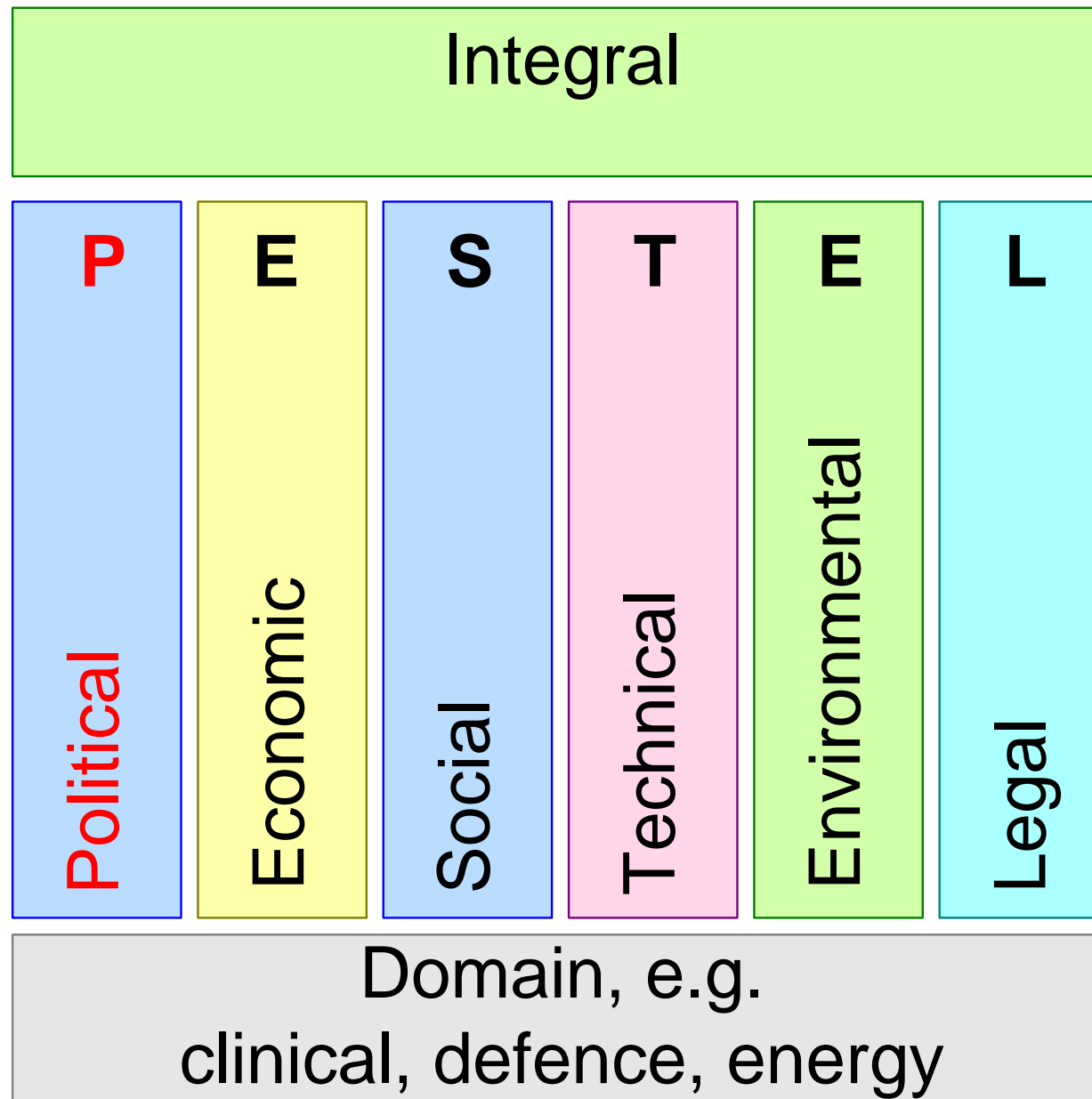


when stuck, change level

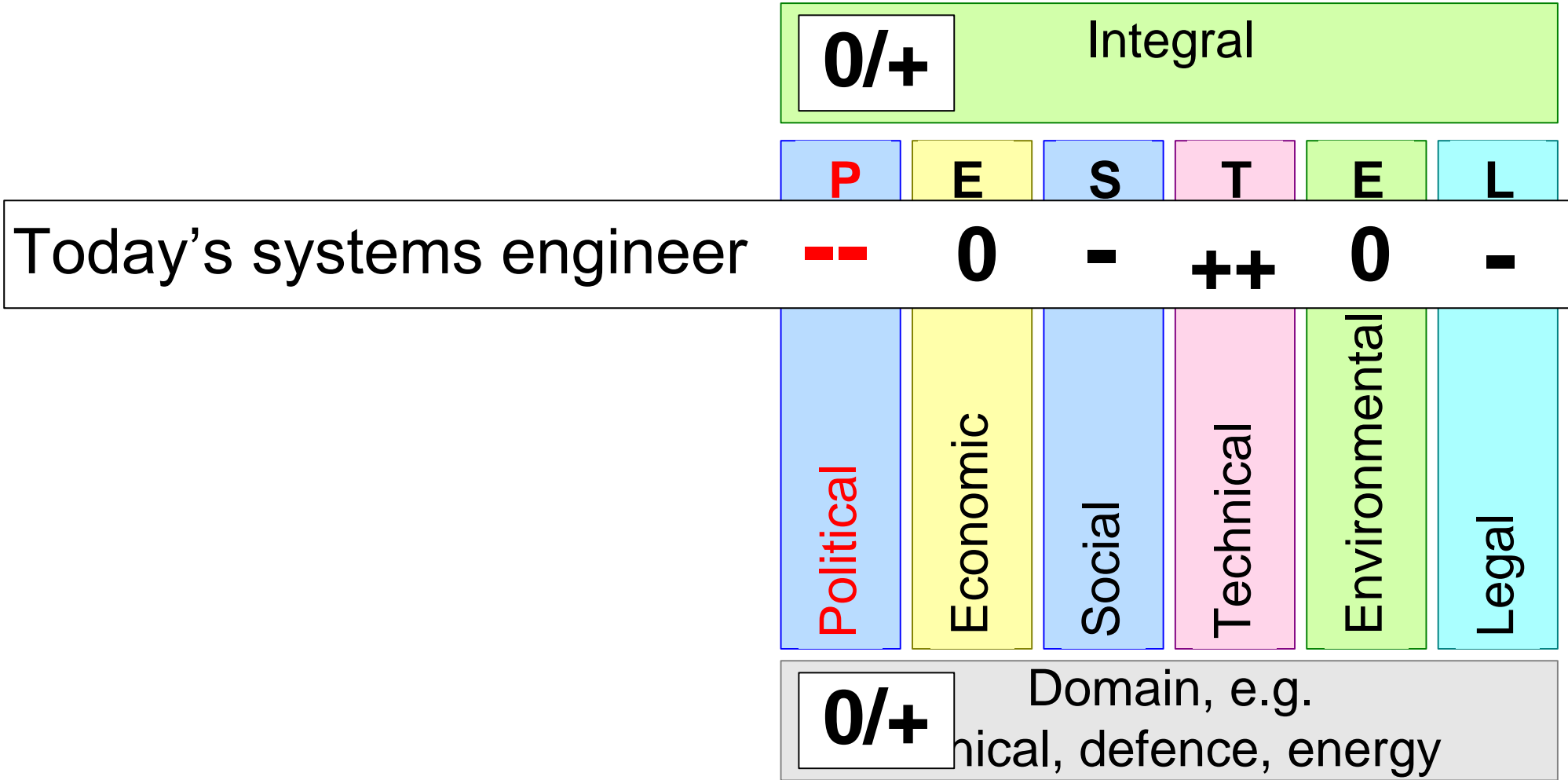


source: the LMS group
<https://thelmsgroup.nl/en/>

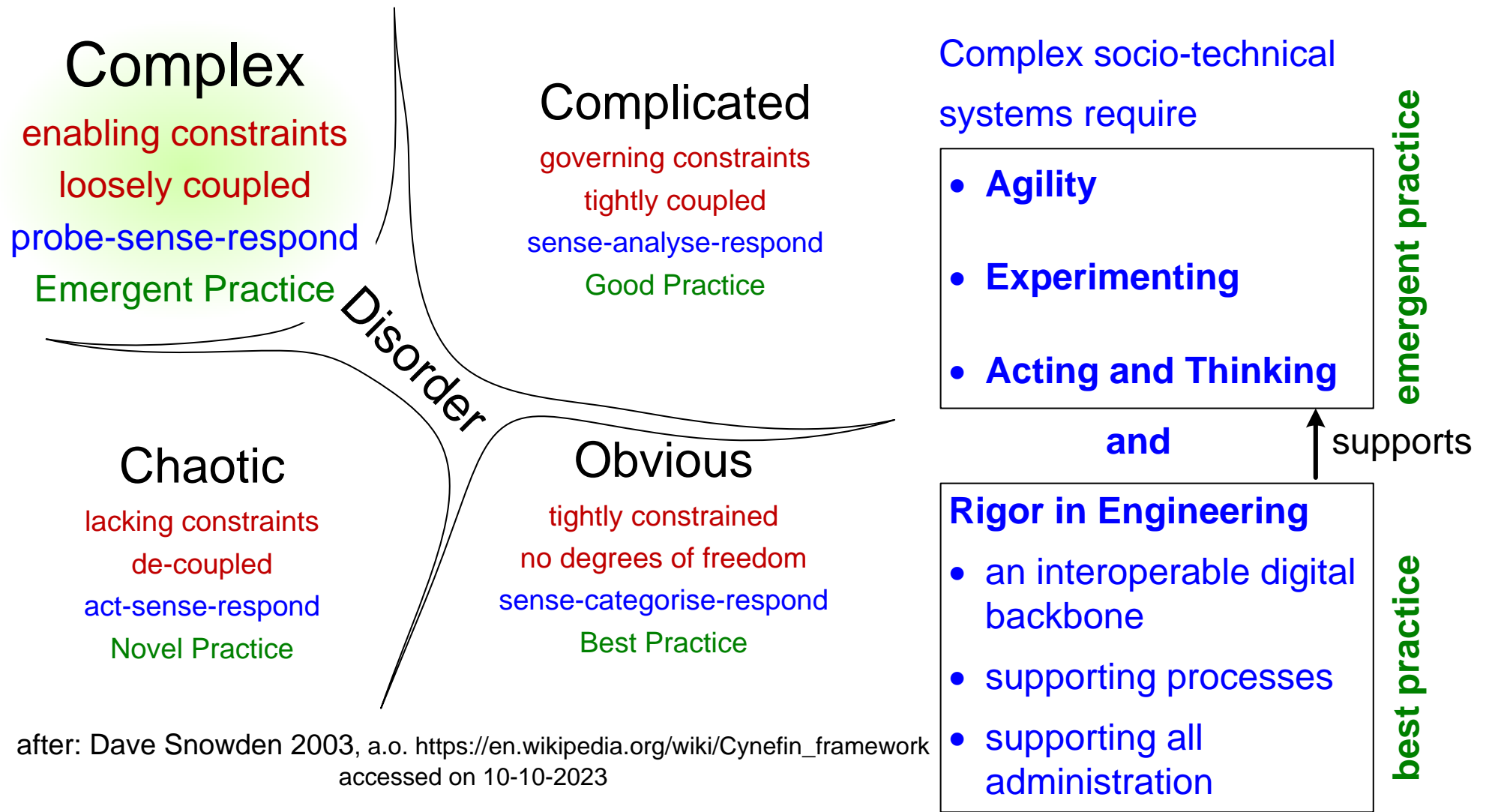
Capability to Handle a Breadth of Content



Significant Growth Needed!



Need: Fast Responding to Disruptive Changes: Agility!



after: Dave Snowden 2003, a.o. https://en.wikipedia.org/wiki/Cynefin_framework
 accessed on 10-10-2023

- **orchestration**, which requires **leadership**
- **content** breadth: integral, PESTEL, domain
- **Experiment, Act**, and **Think** to respond fast, **rigor** in engineering management