

5 Levels of Autonomy



#01

What do I need to be aware of?

Don't try to change everything at once, start small and build outwards.

#02

What is most important to get right?

Moving as much work and communication from real-time to asynchronous is the most impactful thing you can do.

#03

How should I start this?

Start with one aspect of how you work and think about how you can turn remote from a hindrance to an advantage. For example, your weekly leadership meetings.

#04

Where can it be hardest to get clarity and what should I do?

Giving people autonomy and trusting them can feel like it requires a leap of faith.

To combat this focus on measuring the outcomes of the work individuals, teams, or the organisation is doing.

#05

How do I bring other people into this?

Demonstrate that individual aspects of how you work can be better when done remotely, trust them, re-enforce the flexibility that comes with autonomy.

#06

Where is it common to get stuck?

The first steps into distributed work can feel like a step back, you'll feel like you're losing oversight over what people are doing, and because work and communication aren't yet structured asynchronously, everyone will feel like they are on Zoom calls and in Slack conversations all day.

#07

How do I judge if this is successful?

For productivity, measure the outcomes of the work that the team is responsible for.

Track engagement to measure how effectively your organisation is supporting and enabling distributed autonomy.

#08

If I want to learn more, where should I look?

Read [Matt Mullenweg's original blog](#) where he outlines these 5 levels of distributed autonomy.

Also listen to him talk about it on a podcast with Sam Harris, on "[The New Future Of Work](#)".



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