

Choosing the Right Organizational Model for Team Autonomy

Feature	Networked organization	Agile & tribes	Holacracy
1  Team autonomy	Varies; autonomy depends on network node structure	High, within sprints and team goals	Very high, roles and circles self-govern
2  Decision-making	Often shared; depends on local team setup	Product Owner/Scrum Master roles guide priorities	Distributed through structured governance
3  Structure	Fluid, team-of-teams model with overlapping roles	Squads, tribes, chapters, guilds	Role- and circle-based with no traditional hierarchy
4  Best suited for	Cross-functional collaboration across business areas	Rapid development, product teams, iterative work	Values-driven orgs, adaptable operations, flat hierarchies
5  Key challenge	Coordination overhead and unclear accountability	Scaling consistency across teams	Complex to adopt and sustain

Autonomy In Organizational Life

Roman Wölfel



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