

La Fondation CGénial Case Study

COMPANY SIZE: 22 EMPLOYEES
METHODOLOGY : HOLACRACY



The mission of the CGénial Foundation is to promote science, technology and the associated professions among young people. It also aims to bring together the worlds of business and education to meet the challenges of today and tomorrow.



THE FOUNDATION'S OBJECTIVES:

- To promote scientific and technical professions among young people and to make their interest and diversity better known.
- To reveal scientific vocations, among girls and boys.
- Involve company employees - technicians, engineers, researchers - in promoting their professions.
- To illustrate the teaching of science in secondary schools with examples of applications in companies.

CHALLENGE OVERVIEW

The team was gaining competence in Holacracy practice and quickly felt the need to equip their practice to improve the management of governance tensions, the multiplication of sub-circles and the implementation of OKRs. The team needed an all-in-one tool at an affordable price.

THE TRENDS IN YOUR INDUSTRY THAT LED YOU TO USE HOLASPIRIT?

"The Foundation is growing rapidly and the organization needed to be equipped with a powerful tool to support this growth (creating new roles, new sub-circles, cross-functional roles, making proposals asynchronously to save time)."

HOW HAS THE SOLUTION HELPED YOU SINCE YOU STARTED USING IT?

"Since we designed our organization on Holaspirit, we conduct all our team meetings on the tool and document all decisions.

We are putting more and more use cases in place. We manage the distribution of resources and roles by updating our time spent in the roles every quarter. We regularly consult the governance and make regular points to make it evolve.

Recently, we have been managing and updating our goals on the tool in the OKRs application."



HOW DID HOLASPIRIT DIFFER FROM OTHER SOLUTIONS?

"The price and the variety of features that the tool offers made us decide to give it a try. The ease of use and the quick learning curve made us stay. The very user-friendly interface is also a real point of differentiation from other tools."

WHAT WERE YOU LOOKING FOR IN A SOLUTION?

"The Foundation has employees from all walks of life and all levels of digitalization, we needed a simple to use solution that made it easy to access and understand the principles of Holocracy.

The user experience was our main criterion given that new employees join the Foundation almost every month, we needed lightning adoption."



METRICS AND KPIS

"We have documented the organization more. In one year we went from 3 to 5 circles and from 50 to 107. We also gained maturity in our practice by completing more than 223 asynchronous evolutions."

PRACTICAL TIPS IN USING HOLASPIRIT

"At La Fondation CGénial, it is very important to have two administrators for the organization in case of absences, etc., and to avoid that the whole team gets a hold on the general settings."

In addition, we opted for a gradual adoption of features, starting with the most used ones: meetings. Then, block by block, we integrated Holaspirit into our other meetings, processes and habits."

TRANSFORMATION JOURNEY

"It was very fast! Within a month we were up and running on the triage and governance meetings. Within 6 months the whole team mastered most of the fundamental aspects of the platform. Today we are using Holaspirit at nearly 90% of its potential with the implementation of our OKRs."

TESTIMONIAL



"The interface is very simple and really nice. Behind that simple appearance are a lot of possibilities. The more we use it, the more tools we find that allow us to grow together as an organization."

LA FONDATION CGÉNIAL