OTC® International

Organizational Installation

Keeping execution stable as work moves across the organization

Work can remain stable within individual teams and still become unstable as it moves between teams. Organizational Installation implements the Operating Model across the organization and establishes organization-specific Shared Execution Rules for work that crosses between teams and organizational boundaries.

It provides the shared structural foundation for all employees and AI agents involved in executing work.

What Organizational Installation Enables

– Work moves reliably across teams and organizational boundaries

– Commitments hold when work is handed over between teams

– Priorities are resolved through shared rules rather than negotiation

– Coordination follows a common structure across the organization

What Organizational Installation Puts in Place

Organizational Installation establishes the organization's own Shared Execution Rules for work that crosses between teams and organizational boundaries.

The organization's Shared Execution Rules define how work is accepted, coordinated, and completed across teams. They establish how priorities are resolved and how commitments remain reliable across organizational boundaries. As a result, coordination depends less on escalation.

– How work enters and moves through the organization

– How work is accepted and handed over across teams

– How commitments hold across organizational boundaries

– How cross-functional work is taken to completion

Where AI agents take part in organizational work, they operate within the relevant governed Execution Environments, under human accountability. When their work passes between teams, the organization's Shared Execution Rules govern the handover.

Installation Format

Organizational Installation is carried out inside the organization's real operating environment.

Shared Execution Rules are established where work, priorities, and commitments move across organizational boundaries. This may be a department, division, regional operation, country operation, or business unit.

The installation follows the flow of work rather than the formal org chart. It changes how execution is coordinated and carried through to completion. Changes to reporting lines, formal structures, or authority are not required.

Relationship to the Operating Model

The Workshop implements the Operating Model in the work of each participating person.

Team-Led Installation implements the Operating Model in every team member’s work and establishes the team’s own Shared Execution Rules governing work that crosses between team members.

Organizational Installation implements the Operating Model for everyone across the organization and establishes the organization’s own Shared Execution Rules governing work that crosses teams and organizational units.

One Operating Model. Different Execution Contexts.

Organizations engage OTC to strengthen the way work is executed: in individual work, within a team, or across multiple teams and business units. Each pathway applies whether the work is executed by people, AI agents, or both.

	Workshop	Team-Led Installation	Organizational Installation
Focus	The individual's own work	Work between people inside the team	Work between teams and organizational units
The question it answers	How do I handle my own workload under pressure?	How does work hold as it moves through our team?	How does work hold across our organization?
What changes	Individuals handle their own work more reliably	The manager is no longer the only coordination layer	Teams coordinate more reliably across the organization
What is put in place	Structure inside one person's work	Shared Execution Rules within the team	Shared Execution Rules across teams and organizational boundaries
What breaks without it	Commitments drop inside one person's work	Commitments drop as work moves between people on the team	Commitments drop as work moves between teams
Who carries the structure	Each person, for themselves	The team, by its Shared Execution Rules	The organization, by its Shared Execution Rules
How far it reaches	Across one person's own work	Across a whole team	Across multiple teams and units