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The SMT, an all-encompassing solution enabling everyone to perform together and for everyone to benefit

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ABSTRACT

What if making organizations sustainable was the key to sustainability for the planet? All human organizations revolve around projects. And projects mean teams. However, we know that tensions are high, both within and between teams: "We mustn't waste time!" proclaims the time-to-market manager, "time is money!". And as soon as a project is finished - often with the overcoming of numerous obstacles - we dive headfirst into the next project, learning little or nothing from previous projects... "You must do more and do better, but with less!" encourages the team leader, in search of results at all costs, even if it means pitting team members against each other! Surpass yourself, yes! But how can we do more and do better with everyone onboard? The first phase of the Sustainability Mirror Tree (SMT) structures the project's key objectives in triangles (silver) in order of importance. In mirror mode, the second phase of the SMT converts the objectives - upcoming, ongoing or achieved - into sustainable and shared fruit (gold). Achieving objectives is no longer the final goal for teams, but rather a means of reaping fruit...Reaping fruit is not the end of the process, it enables the fruit to be passed on...Passing on is not a management procedure, it is the means of achieving assimilation and unity ...Assimilation and unity are not an alternative for organizations and for the planet, they are the key to their sustainability! Reaching objectives is silver, reaping fruit from them, to pass on to achieve unity and assimilation, is gold. We will present practical, agile, universal, direct ways to implement SMT everywhere.

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