

Building the Flexible Firm: How to Remain Competitive

Dr. M.G. Heijltjes

Volberda, H.W. *Building the Flexible Firm: How to Remain Competitive*, New York: Oxford University Press, 1998, 349 pagina's

Volberda behandelt in zijn boek "Building the Flexible Firm: How to Remain Competitive" de vraag hoe ondernemingen flexibiliteit kunnen realiseren zonder dat dit ten koste gaat van efficiëntie en kwaliteit. De assumptie die aan deze vraag ten grondslag ligt, is dat ondernemingen in de hedendaagse concurrentie-omgeving niet meer kunnen overleven wanneer zij slechts aandacht besteden aan één van bovengenoemde aspecten. Wanneer echter aan alledrie aspecten aandacht wordt besteed, behandelt de onderneming in een krachtenveld van tegenstrijdige eisen. Enerzijds moet zij een adaptief vermogen ontwikkelen; anderzijds vraagt efficiëntie om verbetering van de status quo. De onderneming moet derhalve leren omgaan met een continue paradox tussen verandering aan de ene kant en stabiliteit aan de andere kant. Het is deze paradox die ten grondslag ligt aan het strategisch raamwerk voor flexibiliteit dat de auteur in de loop van het boek ontwikkelt.

Flexibiliteit wordt in het boek gedefinieerd als de interactie tussen de dynamische vaardigheden van het management enerzijds en de bestuurbaarheid van de organisatie anderzijds. Het ontwikkelen van dynamische vaardigheden is in deze een managementtaak, en de bestuurbaarheid van de organisatie een vraagstuk van organisatie-ontwerp. Het in het boek ontwikkelde model van strategische flexibiliteit bestaat derhalve uit drie bouwstenen:

1 de mate van turbulentie in de omgeving (in termen van dynamiek, onvoorspelbaarheid en complexiteit);

- 2 de dynamische vaardigheden van het management (in termen van variëteit in capaciteiten en snelheid van reageren) en
- 3 het organisatie-ontwerp (in termen van technologie, structuur en cultuur).

Het vermogen om deze drie elementen op elkaar af te stemmen – en zo een oplossing te vinden voor de paradox – wordt metaflexibiliteit genoemd. Deze metaflexibiliteit resulteert in een typologie van vier mogelijke flexibele organisatievormen:

- In een stabiele omgeving leidt een optimale configuratie tot de *rigide organisatievorm*, waarin het management weinig dynamische vaardigheden bezit en er sprake is van een mechanische structuur, routine-technologie en conservatieve cultuur.
- In een matig turbulente omgeving leidt een optimale afstemming tot de *planmatige organisatievorm*. In deze organisatie beschikt het management over meer dynamische vaardigheden en wordt gebruikgemaakt van een niet-routinematige technologie in de context van een mechanische structuur en conservatieve cultuur.
- Wanneer de omgeving turbulent te noemen is, voldoet de *flexibele organisatievorm* het best. In deze vorm beschikt het management over

Dr. Mariëtte C. Heijltjes is als universitair docent verbonden aan de sectie Organisatie van de vakgroep Managementwetenschappen van de Universiteit Maastricht. Haar onderzoek- en onderwijsactiviteiten richten zich met name op de gebieden strategisch management, management control en human resource management. Tevens is zij directeur van het Executive MBA Program, Universiteit Maastricht - Haus der Technik.

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au maghreb et au moyen orient de 1955 à 1975 ce récit témoigne de ce que fût la grande aventure pétrolière française élément de la réindustrialisation de la france lancée par le gouvernement de gaulle ce sont les racines de la création d elf en pleine période de l indépendance des colonies françaises dans les étendues