

12TH ICCRTS
Adapting C2 to the 21st Century

**Hypothesis Testing of Edge Organizations:
Modeling the C2 Organization Design Space**

Track Session:
Organizational Issues

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Abstract

The *Edge* represents a fresh approach to organizational design. It appears to be particularly appropriate in the context of modern military warfare, but also raises issues regarding comparative performance of alternate organizational designs. Building upon prior C2 research, we seek to understand the comparative performance of the *Edge* and *all* organizational forms, across 21st Century and *all* mission-environmental conditions, and hence characterize the entire *organization design space* systematically. Leveraging recent advances in computational organization theory, we extend our campaign of experimentation to specify six, diverse, archetypal organizational forms from theory, and to evaluate their comparative performance empirically. Results should confirm that no single organizational form is “best” for all circumstances; highlight contingent circumstances for which the *Edge* and other kinds of organizations perform relatively better than one another; and elucidate specific performance measures that provide multidimensional insight into different aspects of organizational performance. This research grounds the *Edge* organization firmly in well-established organization theory, and provides empirical support for and against claims regarding this novel organizational form, particularly in terms of *agility*. We discuss the model, experimental setup and results in considerable detail, which offer theoretical implications for the organization scholar and actionable guidance for the C2 practitioner.