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regeneration.

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starfish 's leg it
grows a new one, and
the old leg can grow
into an entirely new
starfish. What ' s the
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the Sand

A spider has eight

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legs and a head; cut
off the spider's head
or legs, and its body
will die.

Decentralized and
hybrid organizations
are more like starfish,
which can regrow
lost limbs. Starfish,...

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The Starfish and the Spider is about

“ what happens when there ’ s no one in charge. It ’ s about what happens when there ’ s no hierarchy. You ’ d think there would be disorder, even chaos. But in many arenas, a lack of traditional leadership is giving rise to powerful

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Groups that are turning industry and society upside down.”

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compares centralized

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and decentralized
organizations. A
centralized
organization is much
like a spider; cut off
its head and the
spider dies. A
decentralized
organization, on the
other hand, is like a
starfish.

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Rod Beckstrom is the
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The Starfish and the
Spider argues that
organizations fall into
two categories:
traditional

“ spiders, ” which
have a rigid hierarchy
and top-down
leadership, and
revolutionary

“ starfish, ” which

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rely on the power of
peer relationships.

The Starfish and the
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happens when

starfish take on
spiders (such as the
music industry vs.

Napster, Kazaa, and
the P2P services that

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Understanding the
amazing force that
links some of today's
most successful
companies. If you cut
off a spider's leg, it's
crippled; if you cut off
its head, it dies. But if
you cut

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In spider companies,
power and
knowledge are
concentrated at the
top. In starfish
organizations, power
is spread throughout.
Each member is
assumed to be
equally
knowledgeable and
has power equal...

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A starfish and a spider look similar, but if you attack them in the same way, you ' ll get different results. You can kill a spider by cutting off its head. However, if you cut a starfish in half, it will

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just regenerate into
two separate
creatures because
they 're
decentralized neural
networks.

Decentralized
organizations are
difficult to defeat or
compete with
because they have no
hierarchy ...

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