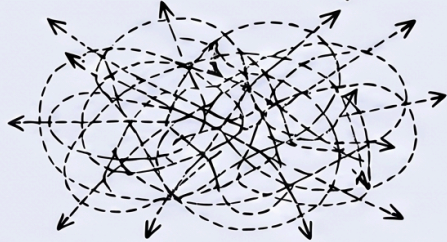


From Span of Chaos to Human Connection: Lessons from Meta's Managerial Pivot

THE ANATOMY OF "SPAN OF CHAOS"

The Coordination Explosion



As teams grow, communication links increase exponentially: a 50-person team has 1,225 potential links.

Innovation Suppression



Large teams excel at refining ideas, but small teams (under 5) drive disruptive breakthroughs.



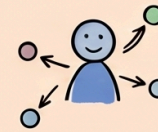
The "Triage" Trap

Overwhelmed managers default to crisis management and execution, abandoning long-term coaching and development.

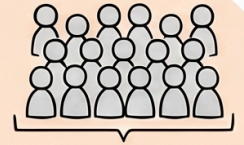
Match Span to Task Complexity ?!



Creative/
Interdependent Work
5-10 reports



Routine,
Modular Tasks
15-20 reports

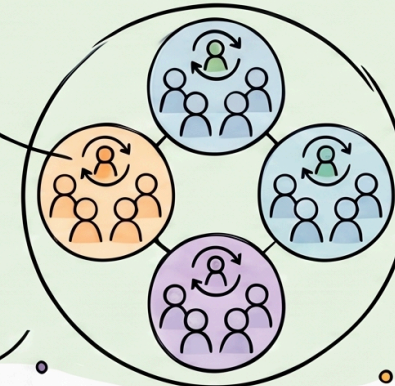


EVIDENCE-BASED RIGHT-SIZING

Distribute Leadership via "Pods"

Rotating
Peer Leads

Organize large teams
into self-managing
pods of 4-6 with
rotating peer leads.



AI as an Augmenter, Not a Replacement ?



Admin Tasks
Use AI for
admin tasks.



Relational &
Developmental Work
Keep human judgment
for relational and
developmental work.