

Super-Docility in Organizations: An Evolutionary Model*

Davide Secchi, Ph.D.

Department of Management
University of Wisconsin, La Crosse (U.S.A.)
secchi.davi@uwlax.edu

Emanuele Bardone

Department of Philosophy, Computational Philosophy Lab
University of Pavia (Italy, E.U.)
bardone@unipv.it

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ABSTRACT

Herbert Simon introduced the term “docility” to define the tendency of human beings to get information from social channels. In this paper, we enrich this first definition, and present a new meaning for this term based on interaction, defining docility as the tendency that individuals adopt in order to obtain and provide information through social channels. We also suggest that docile individuals do modify the information that they get, before passing it on to others. Does this concept fit organizational studies? What can be studied in terms of docility in organizations? We present a model based on the interaction between docile, and non-docile individuals. Then we try to define how individuals showing different docility attitudes (behavior) fit the organizational setting. In standard conditions, we found that the above average level docile individuals remain below 20% of workers in a given organization. This helps us in defining how organizations are structured (or might be shaped) if we refer to data enrichment and flows, and to social interaction in general.

Key-words: docility, distributed cognition, external resources, rationality, information flows, social networks

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