

Self-managing organisations

Why the shift is about more than just new structures

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Impromptu Networking



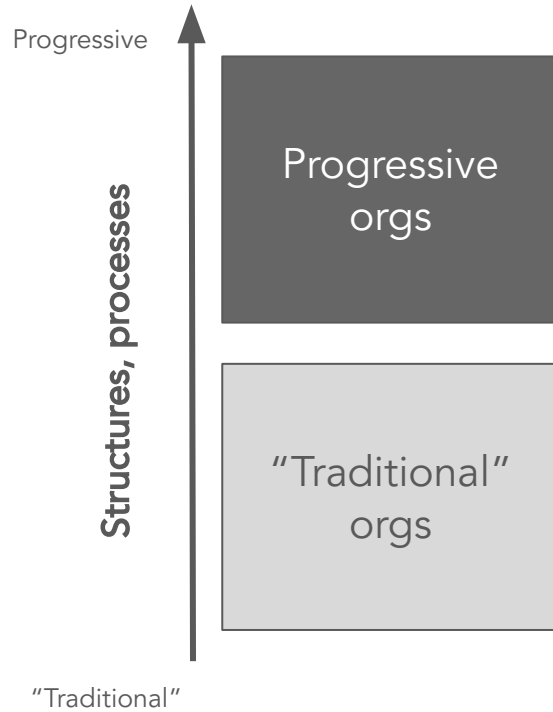
In pairs (there will be three rounds), answer these two questions:

- 1. What is most on your mind today regarding reimagining work?**
- 2. What is your biggest challenge when it comes to reimagining work in your context?**

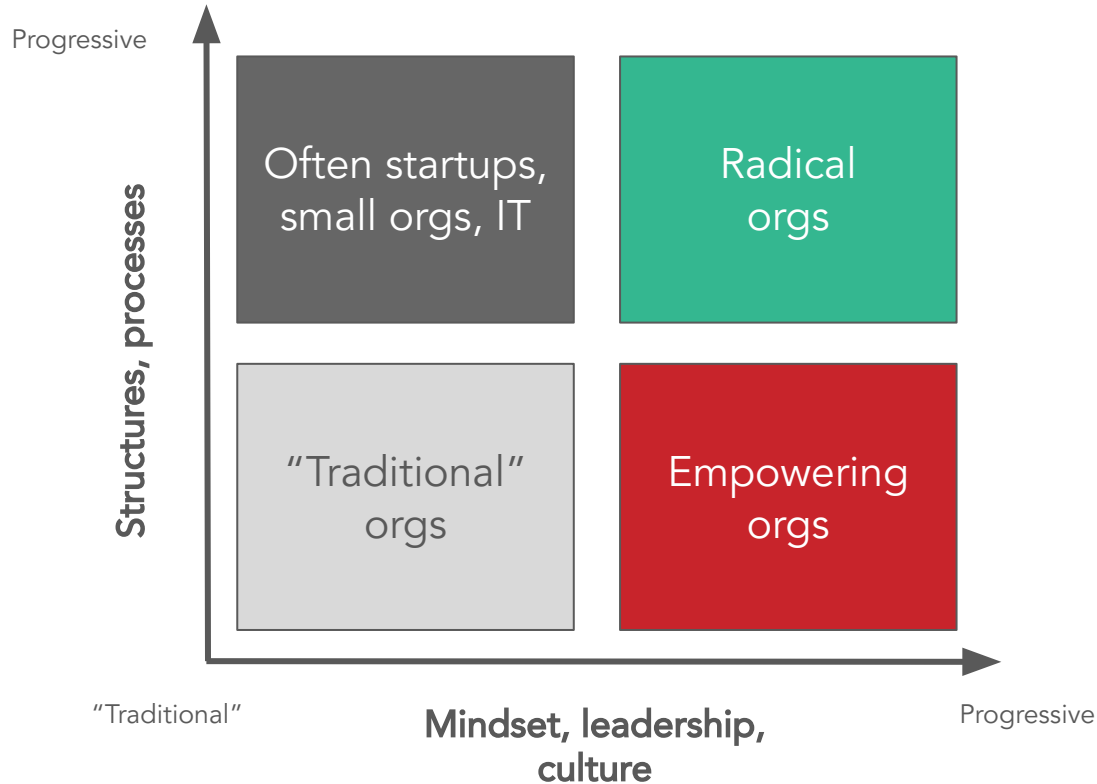
We just need to blow up the pyramid, right?



Reimagining work by reimagining structures and processes...



Reimagining structures and processes...is not enough



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In order for self-managing organisations to work, shifts must take place in three places:

1. In the people who hold structural power
2. In the people who don't hold structural power
3. In the structures within which we operate



Miki Kashtan

Author, practitioner and teacher of Nonviolent Communication

1. **In the people who hold structural power**

→ transforming habits, becoming open to hearing different perspectives and needs

2. **In the people who don't hold structural power**

→ overcoming fear and habits of deference

3. **In the structures within which we operate**

→ changing the core systems and agreements (otherwise we inherit the old ones)



Mary Parker Follett

See her work on the distinctions of "power over" and "power with"

1-2-4-All



Choose one of the three shifts for yourself – how can you help facilitate this shift in your organisation/context?

- 1. Silent self-reflection individually (1 minute)**
- 2. Generate ideas in pairs (2 minutes)**
- 3. Share and develop ideas from your pair in foursomes (4 minutes)**
- 4. Hear several important ideas from some of the small groups (5 minutes)**

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