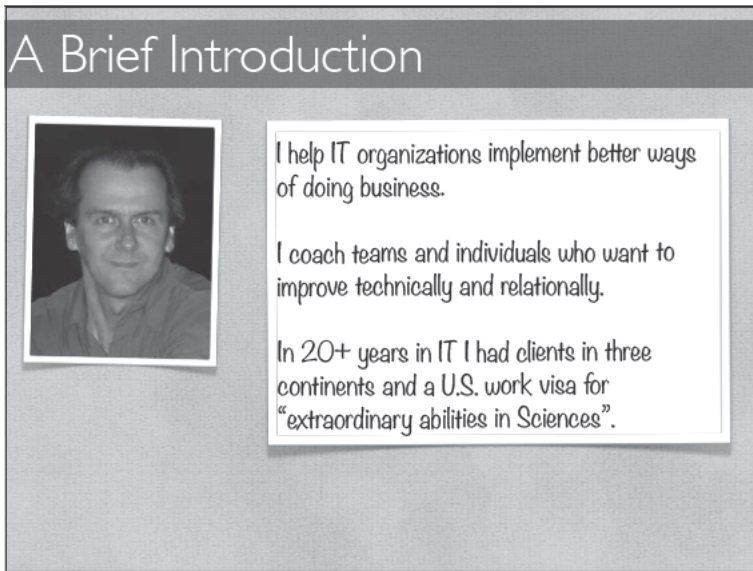




1



2



3

And We'll Get Personal



This is our workshop, not mine.

4

First, Let's Explore Self-organization



What do you think are the:

- Benefits
- Tangible Enablers
- Intangible Enablers

of self-organization?

5

Defining Self-organization

6

Where Is Your Self-organization?

Self-organization can only be enabled, not enforced.

The image shows an iceberg floating in the ocean. The tip of the iceberg, which is above the water line, represents the visible or enforced aspects of self-organization. The much larger part of the iceberg, which is submerged below the water line, represents the hidden, underlying factors that truly enable self-organization. A text box on the left contains the quote: "Self-organization can only be enabled, not enforced."

7

Empowering Self-organization?

This is **Emancipation**

Traits in Leaders

- Share Goals
- Identify and Share constraints
- Provide necessary resources and environment
- Agree on feedback cycles
- Be available

Traits in Teams

- Open Communication
- Commitment and accountability to peers
- Collaboration and Self-transcendence

The image features a background of a person's hands being freed from shackles, symbolizing emancipation. Two text boxes are overlaid on the image. The top box says "This is Emancipation". The left box lists "Traits in Leaders" with five bullet points. The right box lists "Traits in Teams" with three bullet points.

8

Redefining Self-organization As A...

Collective Behavior

that manifests itself when the individuals take

Personal Responsibility

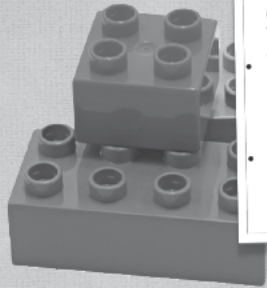
in

Co-creating a Shared Future

The text is centered on a light gray background. It defines self-organization as a collective behavior that arises from individuals taking personal responsibility to co-create a shared future.

9

Some Founding Blocks



- Shared Goal
- Challenging Mental Models
- Developing Personal Mastery (a.k.a. Self Skills, Soft Skills)
- Team Learning (a.k.a. Self-reflection, Retrospectives, Dialogue, Openness)
- System Awareness (a.k.a. Team Awareness)

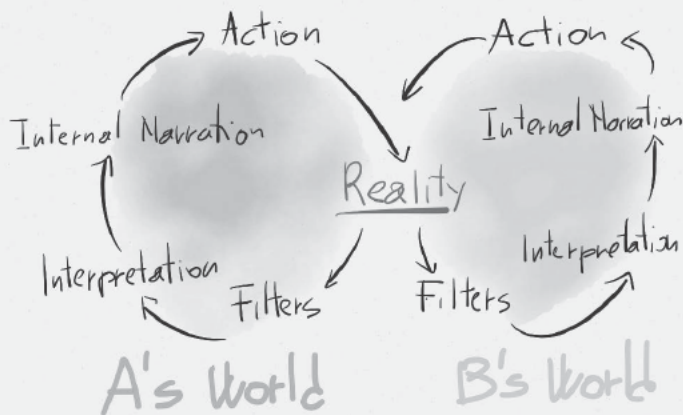
10

A Short Story And Some Discussion



11

Living In Separate Worlds



12

The Mental Models Trap



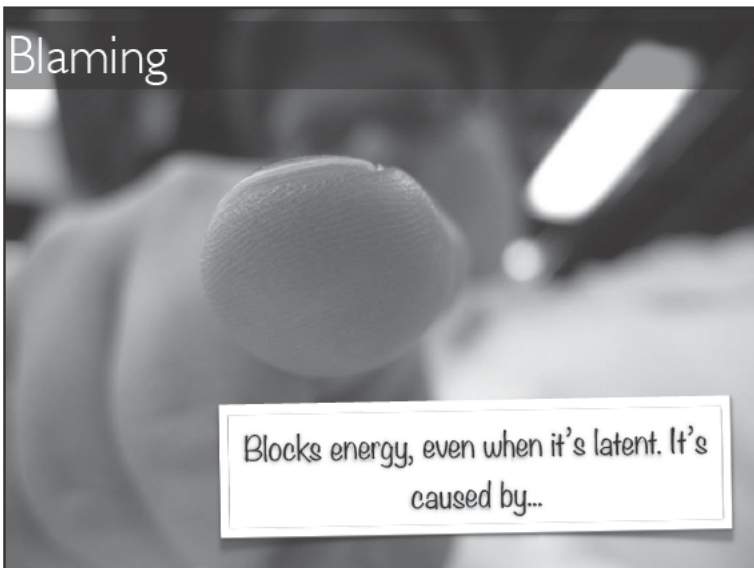
13

The Left Column



14

Blaming



15

Judgement



An evaluation carried on with superiority and emotional content.

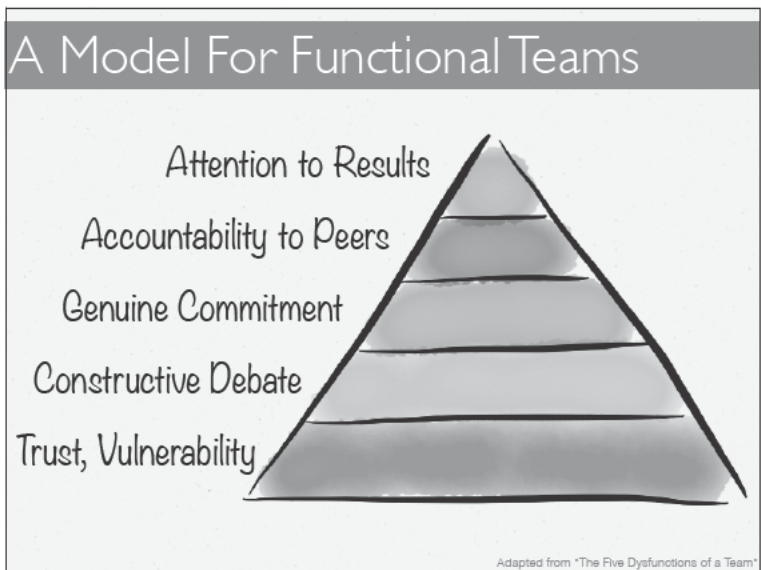
16

The Effects Of Blame



17

A Model For Functional Teams



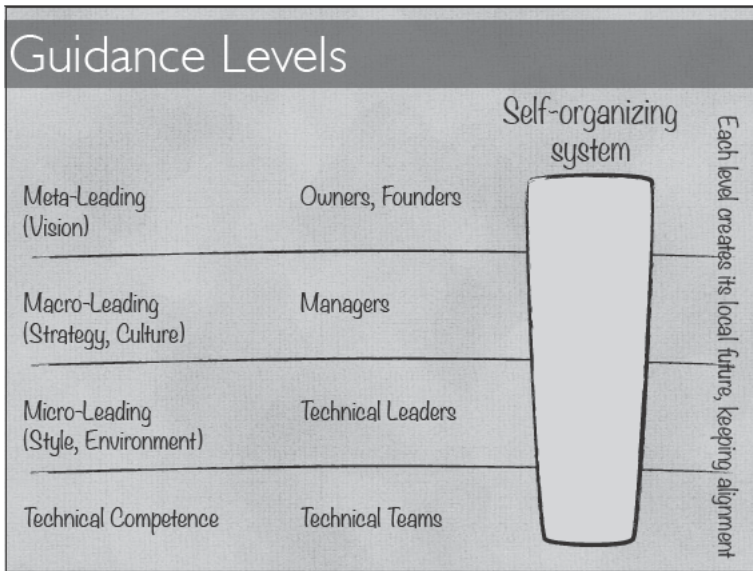
Attention to Results
Accountability to Peers
Genuine Commitment
Constructive Debate
Trust, Vulnerability

Adapted from "The Five Dysfunctions of a Team"

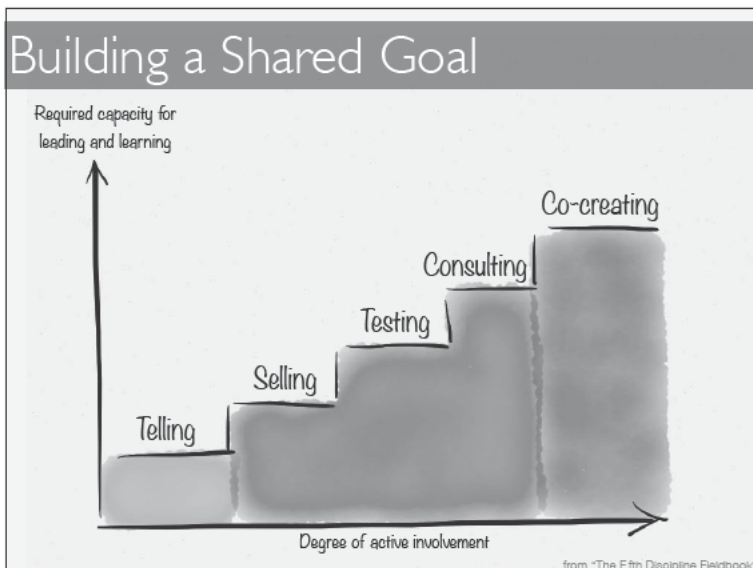
18



19



20



21

The Stakeholders' Wheel

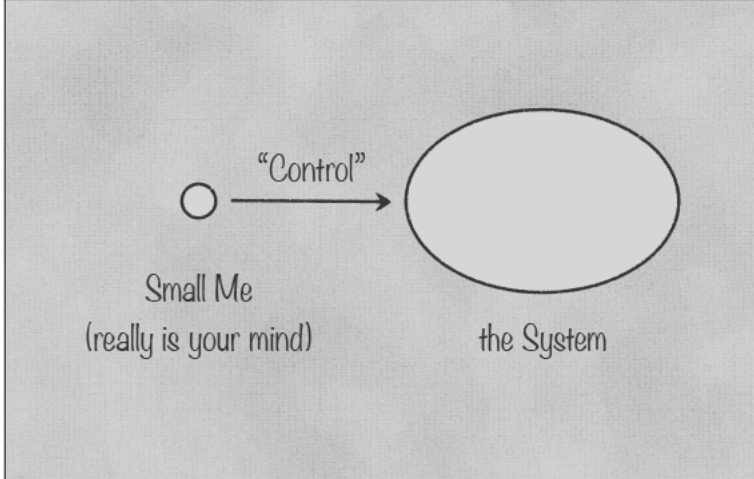


22

On Social Systems

23

Systems Thinking



24

System Awareness

Big Me, the System

25

System Thinking vs. System Awareness

A is A
A is not B

A is B

26

Anthropological Systems

27

Everyone Has Equal Right To Belong



28

Systemic Precedence Goes To...



29

Give And Take Must Be Balanced



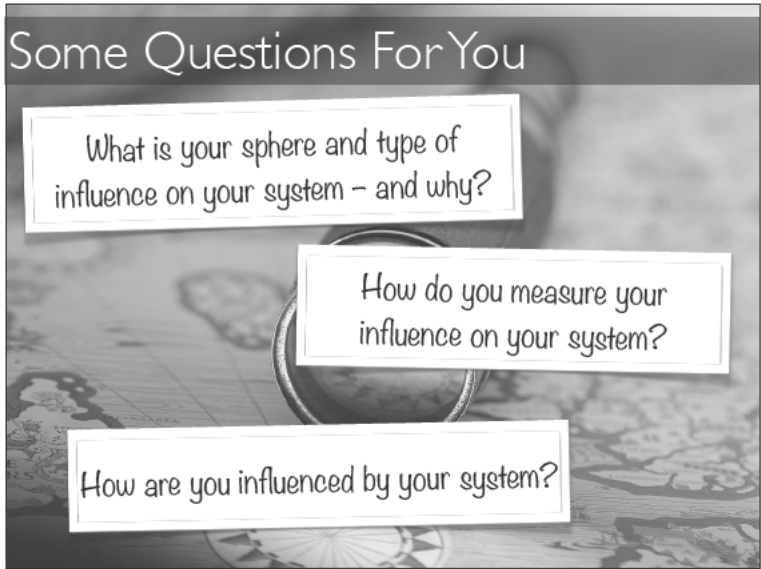
30

Some Questions For You

What is your sphere and type of influence on your system – and why?

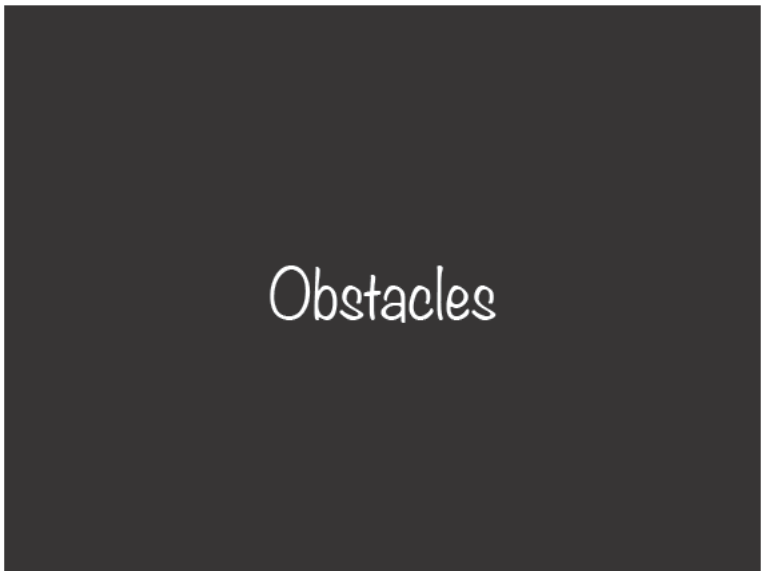
How do you measure your influence on your system?

How are you influenced by your system?



31

Obstacles



32

Building Fences

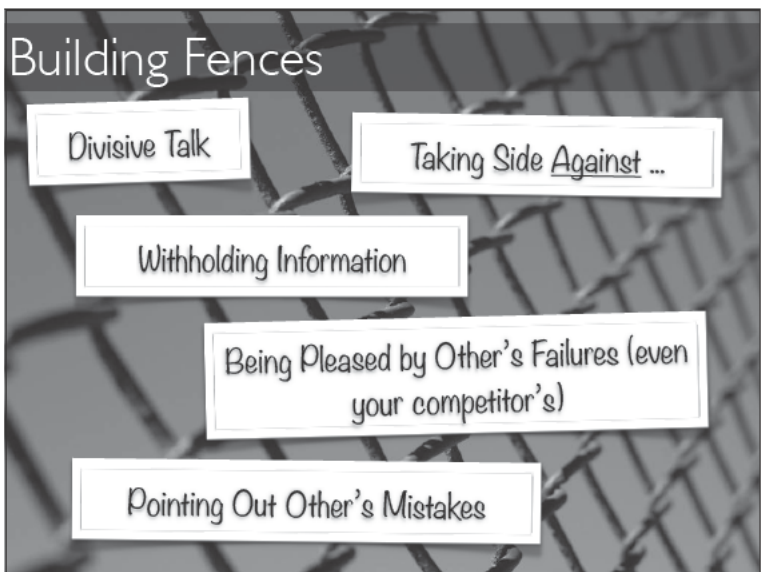
Divisive Talk

Taking Side Against ...

Withholding Information

Being Pleased by Other's Failures (even your competitor's)

Pointing Out Other's Mistakes



33

I Know What You Have To Do

The diagram, titled "Ego States", shows two columns of three ovals each. The left column contains "Parent", "Adult", and "Child" from top to bottom. The right column also contains "Parent", "Adult", and "Child" from top to bottom. Lines connect the top "Parent" oval to the middle "Adult" oval, the middle "Adult" oval to the bottom "Child" oval, and the bottom "Child" oval to the top "Parent" oval, forming a triangular path between the two columns.

Ego States

34

So, we're done.

35

Let's Wrap It Up

Self-organization is a systemic behavior based on self awareness and team awareness.

You ARE the system – you influence it and get influenced by it.

If you change something inside, something outside changes as well.

36

Thank You!



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