The different perspectives needed for self-organization

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JOURNEY

Us

Susanne

Coach

Consultant

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Lead Developer

Organisator MongoDB Usergroup Berlin
Organisator Async Cat Herding Meetup
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Stefan

Lead Developer

Me

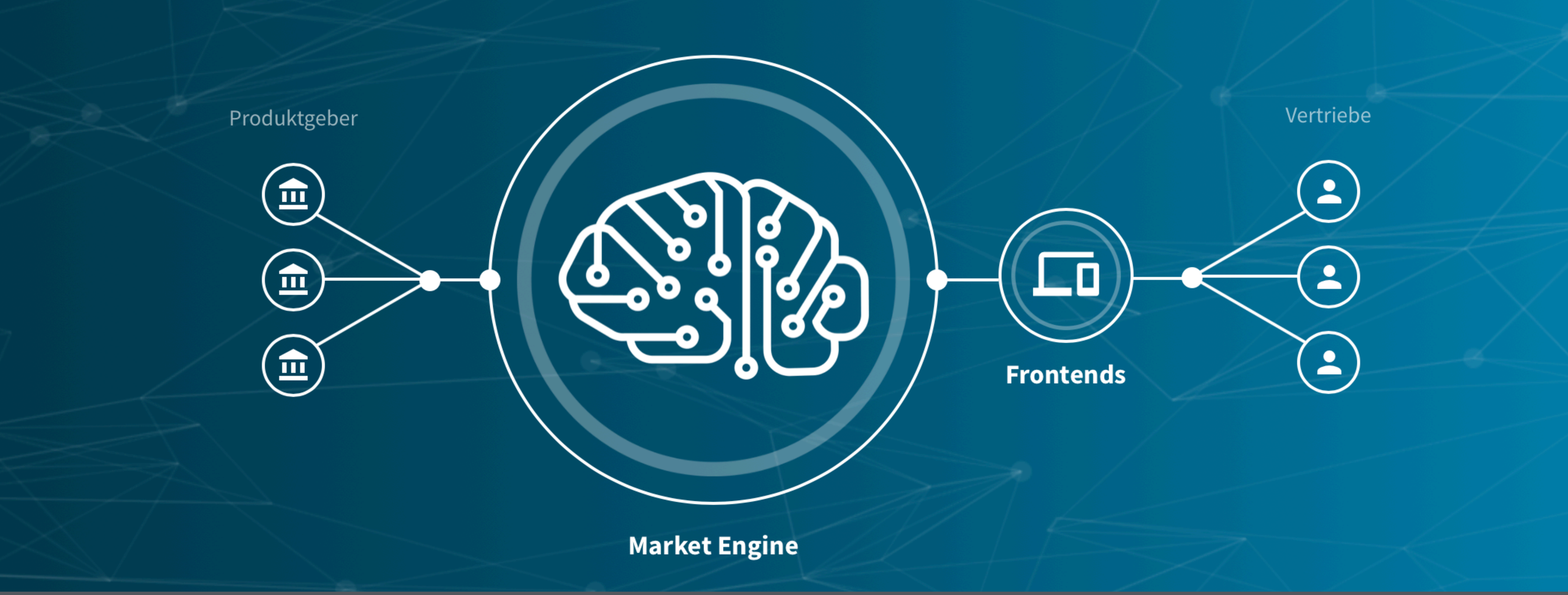
Stefan

Lea Developer

Me

Stefan

lead
contract topics
confidant
budgets
recruiting
facilitator
employer branding
coaching
consultant for self-organization



EUROPACE

B2B2C platform, mortgage, loans

https://www.europace.de

leadership 4yrs ago

- hierarchies
- steering boards
- executive managers
- roles like head-architects

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leadership today

- partly autonomous teams
- leadership facets
  - confidant
  - contract topics
  - coaching
  - technical or functional leadership
- elected by oneself

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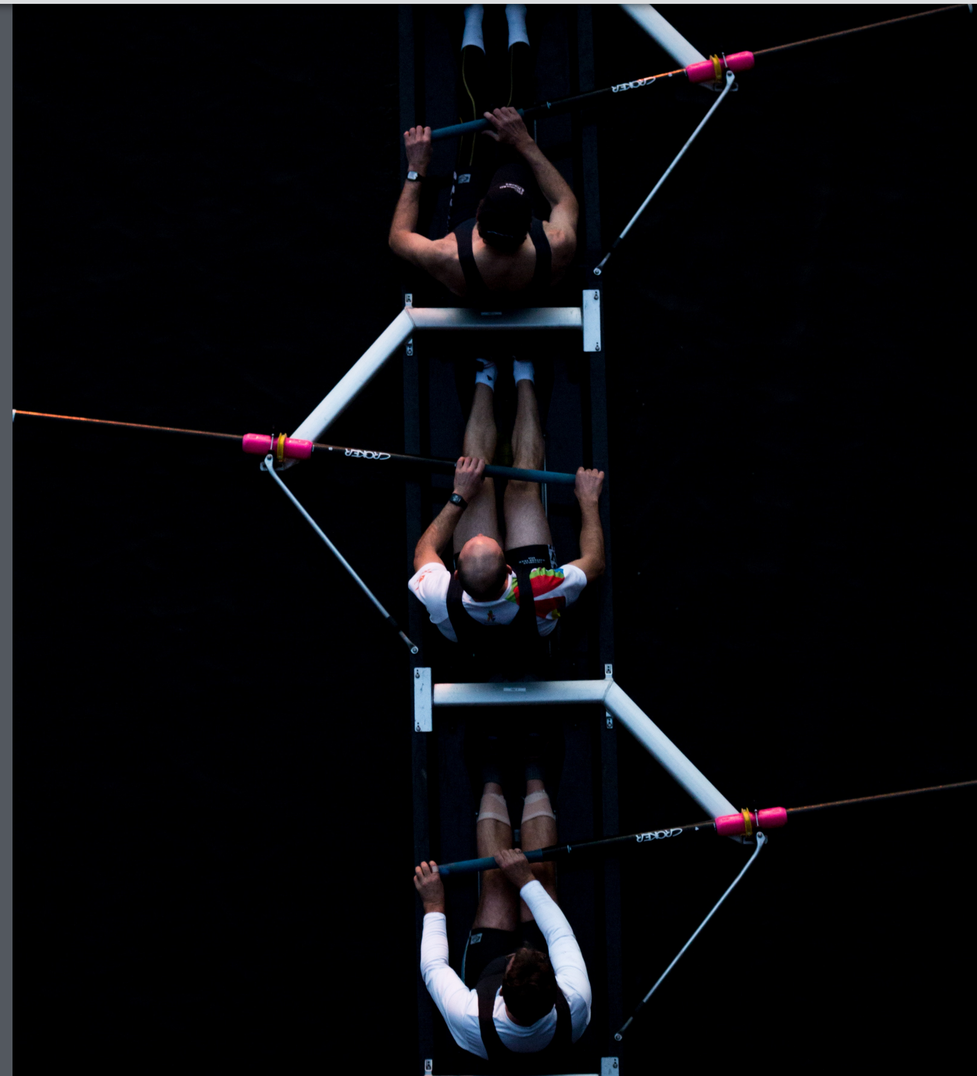
vision

A modern company needs something that comes after „being agile“.

Something where humans can show their full potential and be effective following their perceived responsibilities.



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from a coaching perspective

Bringing the facets of your own beliefs and your working environment to resonance. This allows us as humans to be our true self and understand that this is more than enough.

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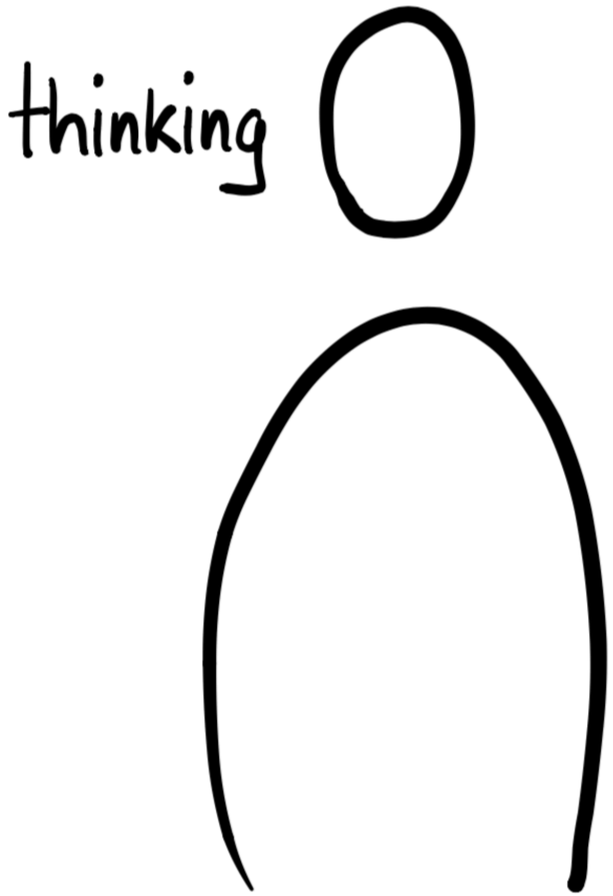
„This is esoteric…“

–N.N.

„Leadership requires two things: a vision of the world that does not yet exist and the ability to communicate it.“

–Simon Sinek


thinking

purpose

- project?
- vision?

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purpose

- project?
- vision?

honest

touching

inspiring

moving

genuine

Photo by Austin Chan on Unsplash

purpose

- project?
- vision?

Why-How-What
Golden Circle

honest

touching

inspiring

Big 5 for Life

moving

genuine

purpose for
existing

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consciousness development

- different perspectives
- different opinions
- different point of views

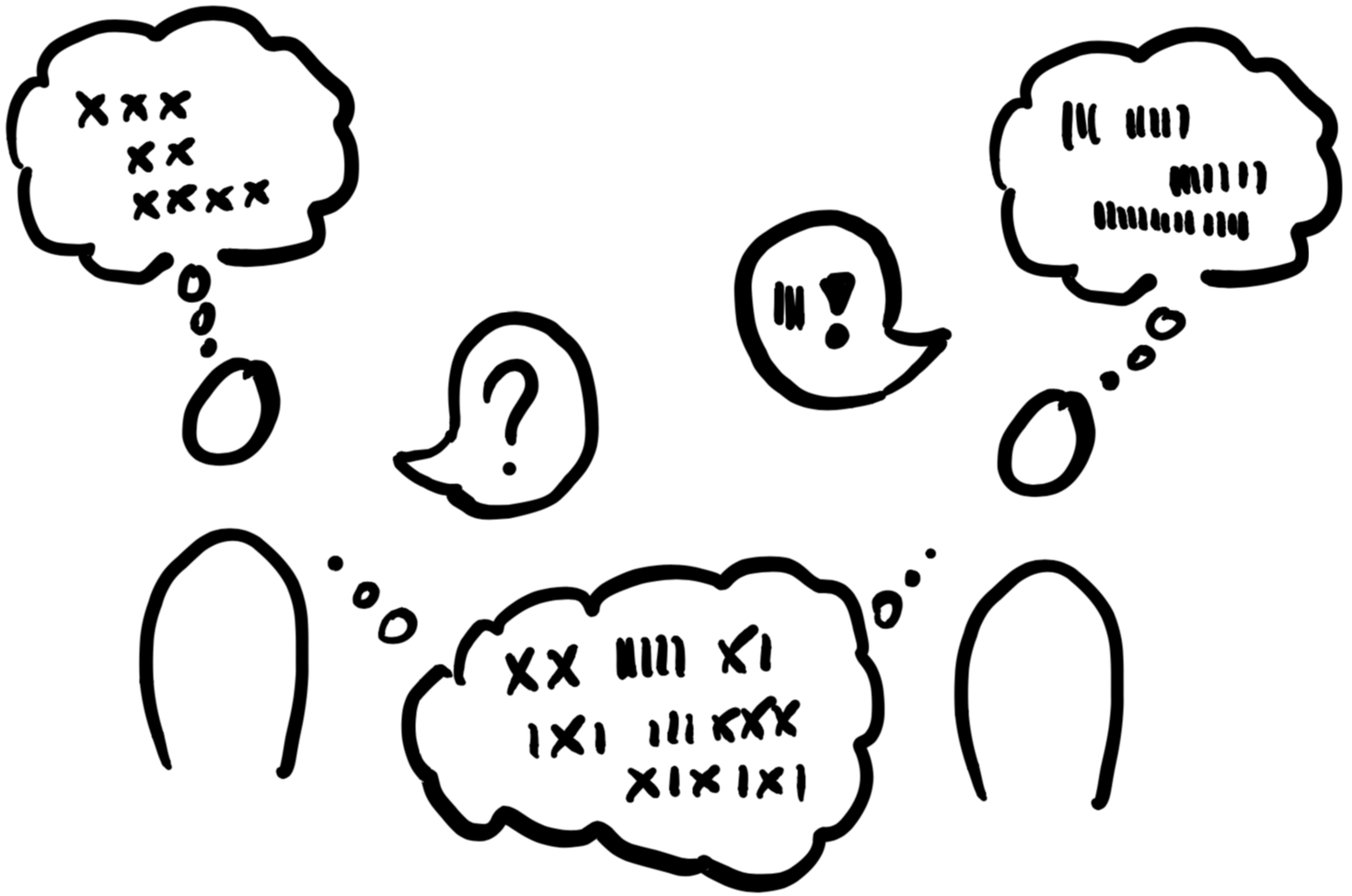
- integrated and cross-linked

Photo by Providence Doucet on Unsplash

„It’s not what you look at that matters, it’s what you see.“

– Henry David Thoreau

consciousness development



models, models, models…

- Teal Frederic Laloux
- Spiral Dynamics
- StAGEs
- Graves

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… and methods

- transactional analysis
- positive psychology (e.g. affective balance, Zurich Resource Model, focus on strengths)
- Personal-System-Interaction theory (Kuhl)

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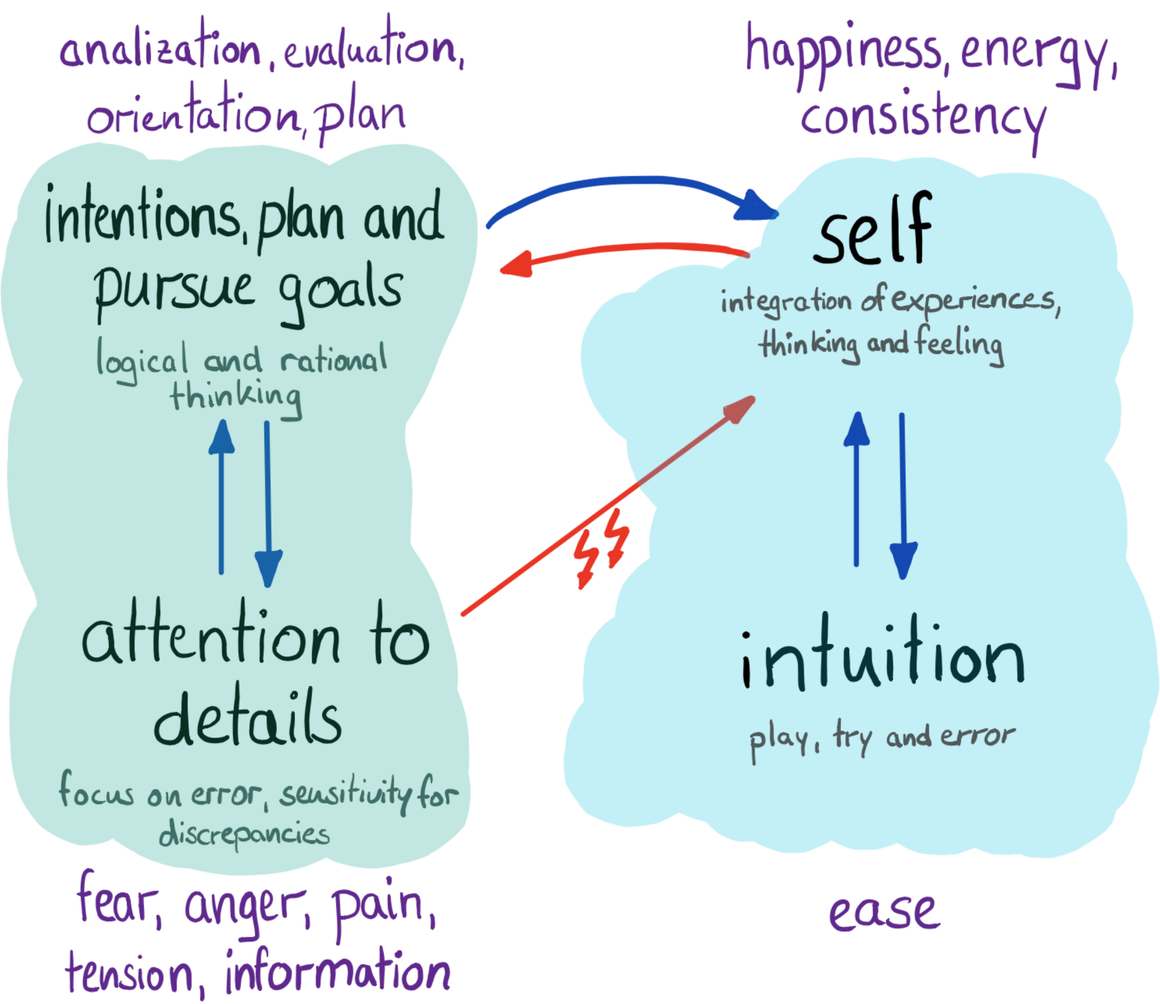
interpretation of PSI theory (Kuhl)



self

- X and Y
- purpose is within the self
- need for clarity to connect with our self

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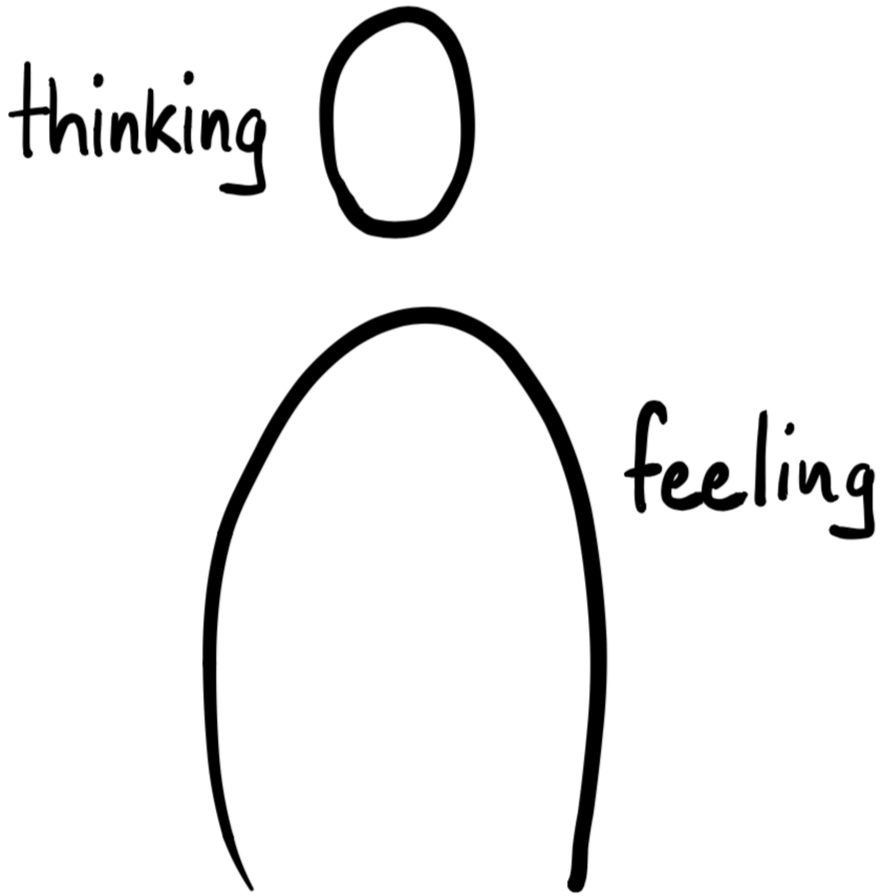
„Empathy is about standing in someone else's shoes, feeling with his or her heart, seeing with his or her eyes. Not only is empathy hard to outsource and automate, but it makes the world a better place.“

–Daniel H. Pink


thinking
feeling

horizontally?

- methods
- processes
- workshops
- models

- more of the same

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vertically!

- strengthen personal qualities
- scope: precise focus that will be changed
- iterate

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speech forms meaning…

- influences thinking
- focusses our awareness
- self perception (e.g. inner attitudes)
- social perception (how others perceive ourselves)

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consistency

„When a persons self perception is congruent with the social perception.“

„be authentic“

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a question of openness

- psychological save
- positive energy
- strengthen strengths
- appreciation
- attitude: assume best intentions
- trust in the skills of others
- cooperation and truthful interaction

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a question of openness

- psychological save
- positive energy
- strengthen strengths
- appreciation
- attitude: assume best intentions
- trust in the skills of others
- cooperation and truthful interaction

- essential: continuous self-reflection

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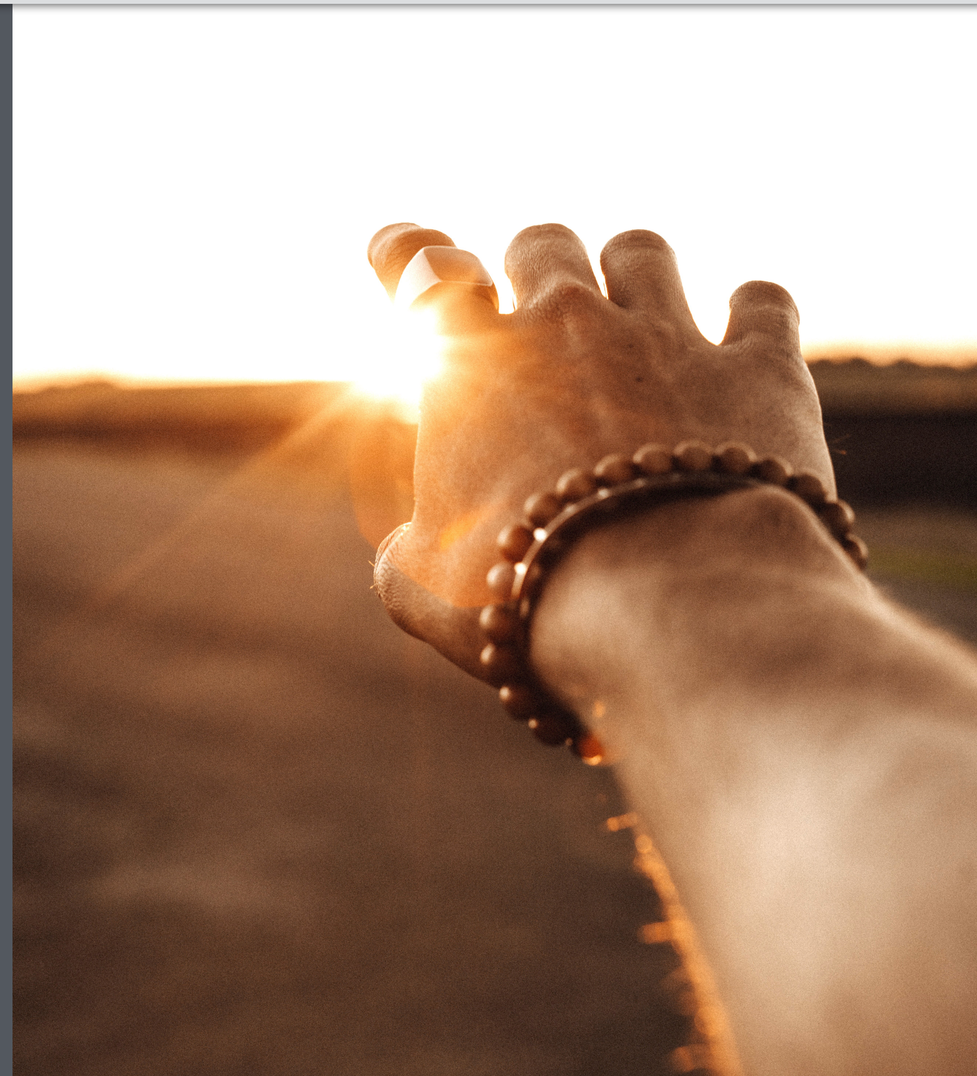
what is the point?

- self-fulfillment
- self-actualization
- personal responsibility
- self-management
- self-care
- self-awareness



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resonance of purposes

- purpose is everywhere
- real alignment exists between us, our selves and our surrounding
- clarity about potentials, purposes and goals

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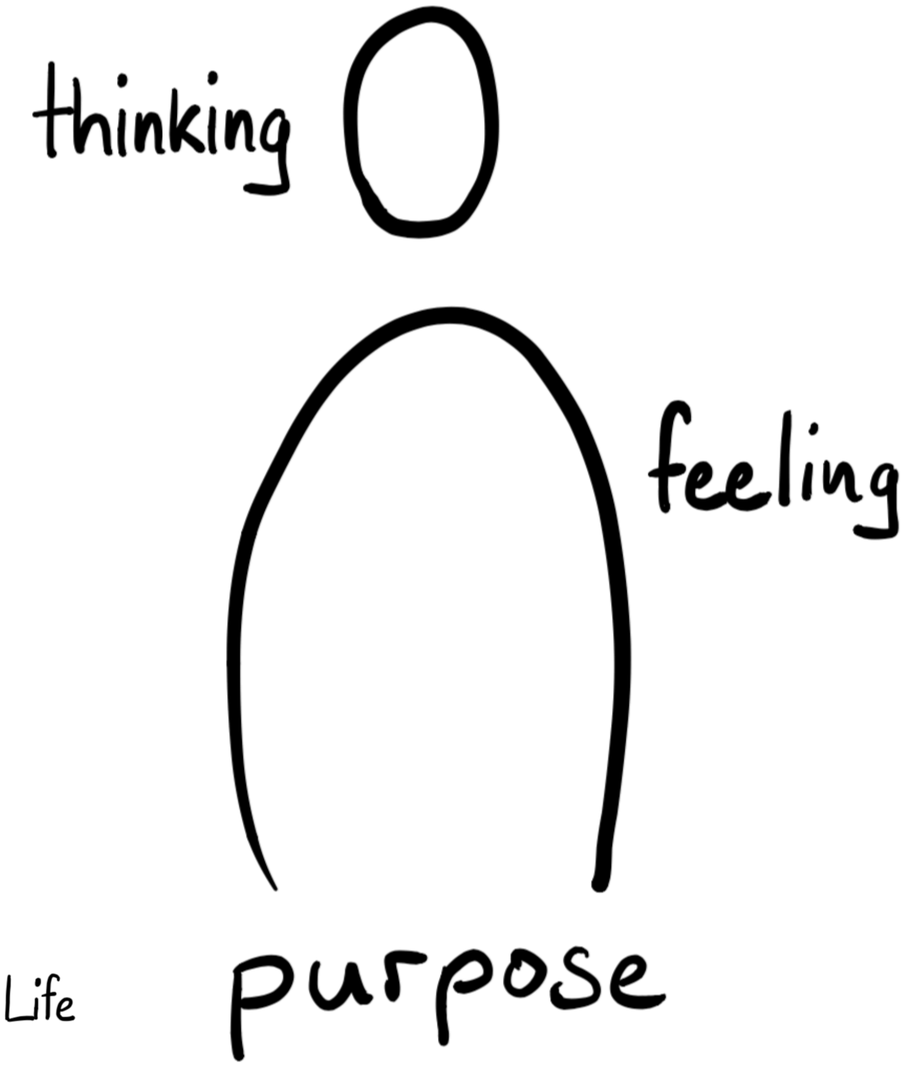
Zurich Resource Model

transactional analysis

affective balance

PSI theory

models, methods, processes



trust

assume best intentions

empathy

mindfulness

Big 5 for Life

Purpose of Existence

Why

Self-organization especially means: „to be committed within the cooperation between humans and for each other“. Not: freedom, fun, „something-purpose-something“ or „i can do whatever i want“!

–Niels Pflaeging (translated from german)

https://twitter.com/NielsPflaeging/status/1036221546950479872

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Questions?

Reinventing Organizations - Frederic Laloux

Holacracy - Brian J. Robertson

Das kollegial geführte Unternehmen - Bernd Oestereich & Claudia Schröder

Thinking fast, thinking slow - Daniel Kahneman

PSI theory - Julius Kuhl

Cultivating Empathy - Dajana Günther & Leslie Hawthorn
https://www.youtube.com/watch?v=PpcEjkAF6mM

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