

Power in cooperative processes

Governance, ownership, and leadership

Charlotte Root, *Collab Trainer*
charlotte@roundskysolutions.com



offering

© 2017 Round Sky Solutions



All folk in the group are charged with the task of meeting as many people as they can

BUT they must do the following:

1. Shake hands with each person they meet.
2. Look that person right in the eye and say, “My name is _____. Mighty nice to know ya!!!!” **Usually a huge smile helps during this introduction**
3. After greeting one person (and enjoying the boisterous reply), find another person repeat the process.

Our Flow

Introductions and Welcome

WTF is Healthy Power? Into to the Power Matrix

Your Authentic Contribution is Subversive

Listening as a Radical Act of Repair

A New Culture of Consent: powerfully effective decision making

Bold, Experimental Action

Growing a Regenerative Culture that Learns

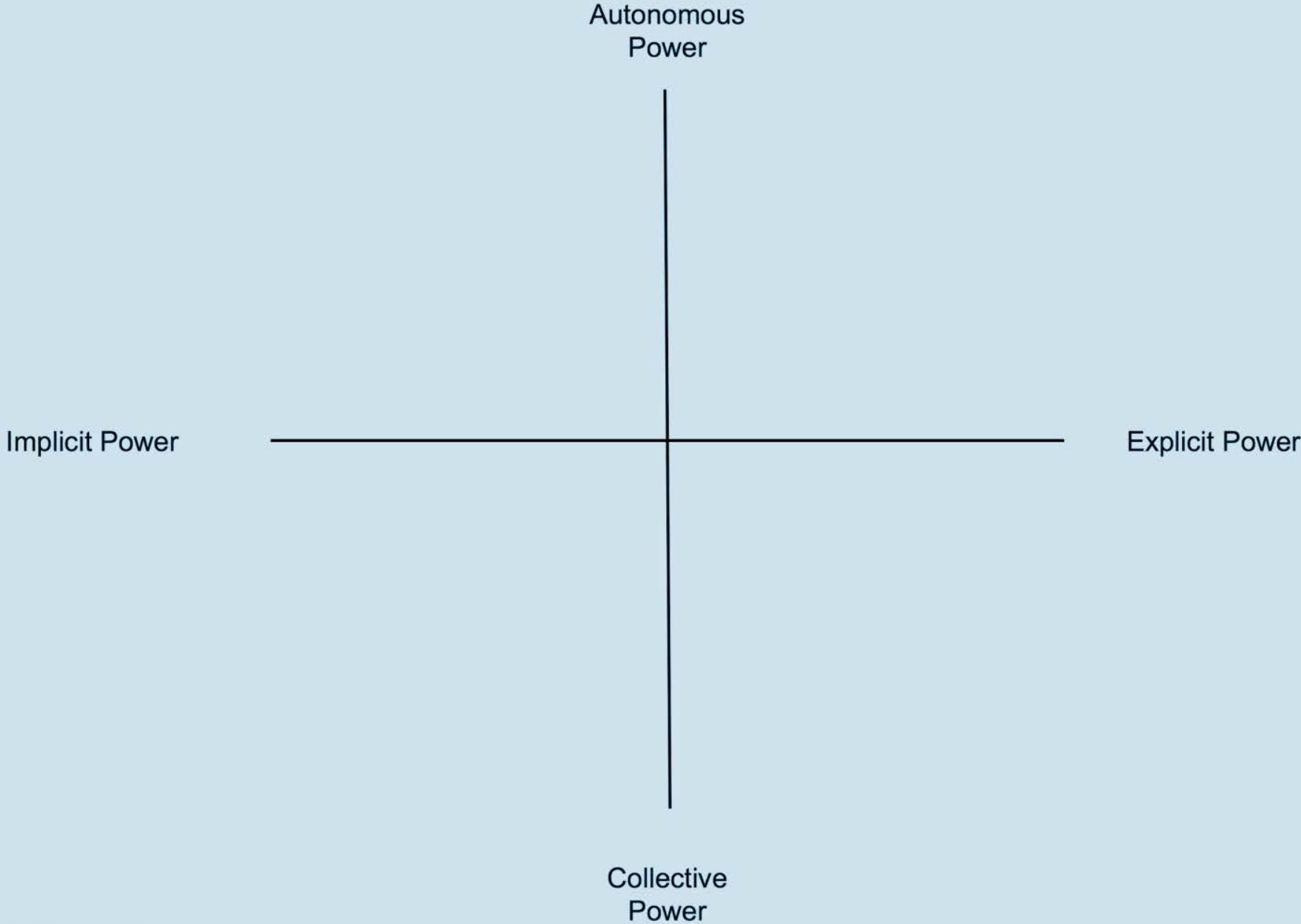
Wrap Up with Whole Group

Lets share examples:

What are some unhealthy expressions of power you've seen in your work?

What are healthy or generative uses of power you've seen?

Figure #2: The Organizational Power Matrix



To know what we want is in itself an
act of power.

If I'm going to use my power as an individual to try and make something good happen in the world,

I need to be on track with what's really true for me, and be bringing forward the best version of myself that I can find.

I need to know myself deeply.

We have to be awake in order to sense
outside of ourselves what's wrong with
what's going on

in order to sense within ourselves what our
contribution is

A Mindfulness Practice For Your Team

- Being present
- Cultivating Somatic Intelligence

We need to be able to make healthy
supportive choices in our responses to each
other and to ourselves.

Some statistics say up to 93% of communication is non-verbal.

That means that our body language and facial expression (55%) and the tone of our voice (38%), along with the words we are saying and the context ***directly impact our ability to communicate.***

Developing Somatic Intelligence

*Become better coworkers/revolutionaries through
building the foundation of deeply listening
(to self and others!)*

- We start with our capacity to sense in and to notice sensation in our body.
- Bring attention to it and feel what's there.
- Then, practice listening with your whole body while another is speaking.

Listening as a radical act of Repair

Listening

Listening to each other and really getting it

This is foundational!

But just listening may not be enough

Listening

Do Good People
+
Good Intentions
=
Good Organization?

Maybe not.
What's missing?

Good Process!

The Tyranny of Structurelessness

1970 Jo Freeman (Joreth)

There's always a structure of communication! It may just be implicit.

A new culture of consent

powerfully effective decision making

Integrative Consent

1. **Propose:** create a proposal for a shared agreement via
 - a. proposal surfacing, or
 - b. proposer only
2. **Questions and Comments:** via round ask clarifying questions, share clarifying points of information, or make any desired responses including better ideas
3. **Amend:** proposer amends based on input from previous two steps if desired
4. **Integrate:** via round, all present state their objections, or lack thereof
 - a. objections surfaced, recorded by title one at a time
 - b. objections processed one at time via open discussion to an amended version of proposal that resolves proposer and objector's tensions
 - c. objections surfaced and integrated till none remain

Objections are any articulable reason that a proposal will cause harm to the team or organization. Objections are not a reason I don't like a proposal, a better idea, or based on predictive concern

one of the key principles for sustaining shared power:

make the use of power explicit

and

define areas of autonomy

How can we be the agents of bold experimental action?

By knowing and agreeing on what our scopes
of work are and what roles we are
empowering in order to do our work.

So what are roles and scopes?

Accountability really only works when

1. the boundaries of our obligations to the team are clear

AND

2. we have a regular time to report on our progress.

Trainer:

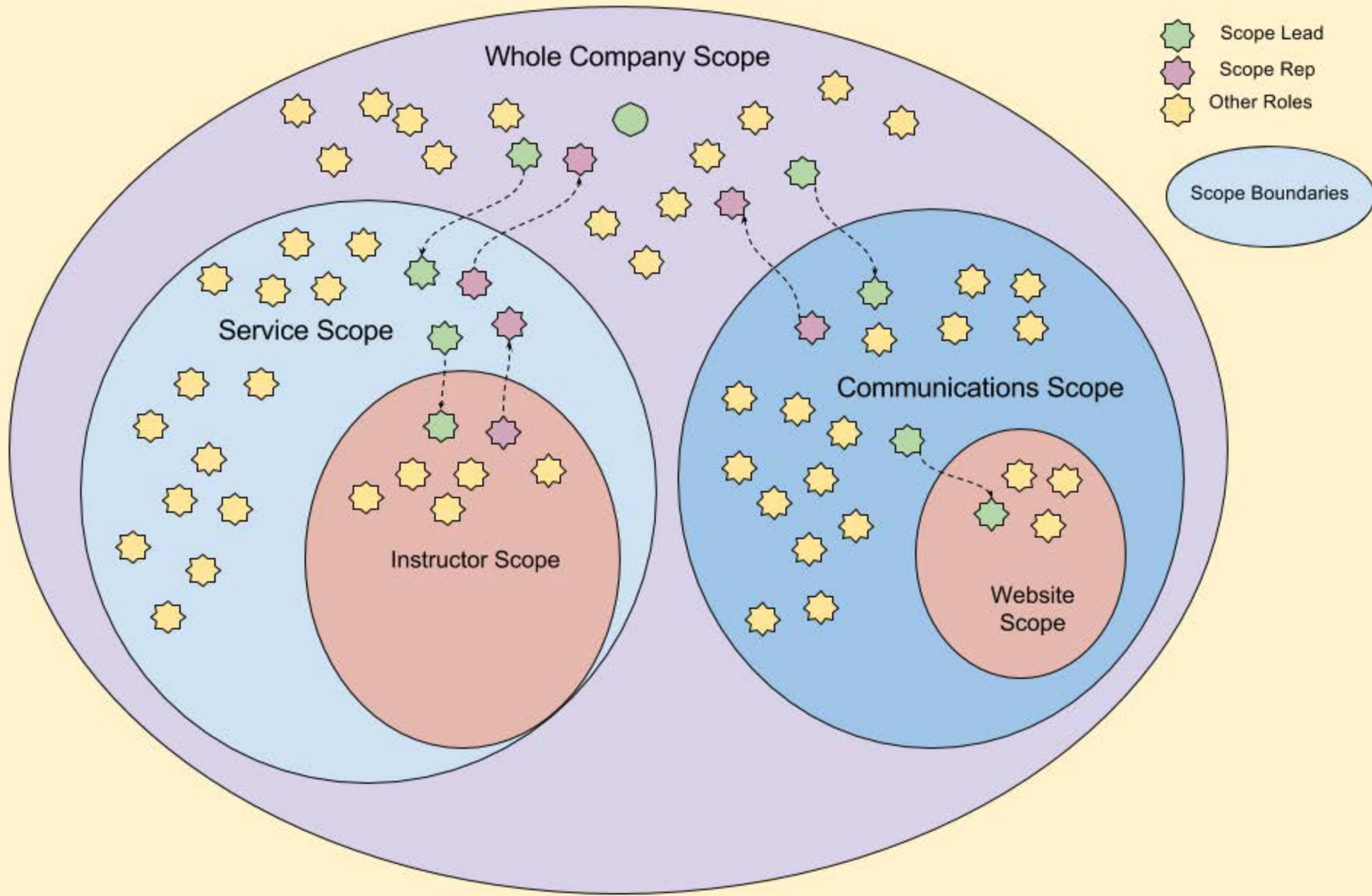
- Working with the client and Trainers team to deliver the best training possible
- Providing training materials for my lessons

We report *regularly* and *briefly* on:

1. Recurring tasks
2. Projects
3. Metrics
4. Scopes

We *listen*,
then have the opportunity to offer:

1. Constructive feedback
2. Offers of support
3. Appreciations for the work



roles confer authority and autonomy

and this builds

ownership and creativity

Role Generation Activity

1. Reflect on your experience working in your scope
1. Identify what you are personally responsible for.
 - a. Take some time to write that down using the **-ing** format

Create a role name.
Make it colorful and specific!

“Coaching Guru”
“Programming Wizard”
“Finder and Seeker”

Take this role to your coop to be
integrated!

Collaborative, Self-Organizing Environment Needs

- An effective set of communication practices that clarify and distribute power
- To be motivated to grow yourself
- To be able to identify your tensions
- To be willing to synthesize perspectives that are different from yours
- To be concise and clear when you speak
- To find common interpersonal ground with people you don't like
- To allow others autonomy to deliver on their explicit roles

Collaborative, Self-Organizing Environment provides

- It Increases creativity, productivity, and job satisfaction by fostering empowerment and investment.
- It distributes the work of management to all members of a team
- It empowers everyone in the organization to see what's needed and to do something about it
- It builds conflict resolution capacity because we're regularly practicing synthesizing differing perspectives
- And it develops the capacity to recognize and reduce bias in action by consistently and actively making room for all voices

It's a cycle of learning and growing as we go

- Building our shared understanding
- Bringing Your authentic contribution
- **Listening** and welcoming the contributions of others
- Using **good process** to align ourselves
- Taking **action** and **experimenting**
- **Repeat the steps** and create learning

Thank You!

Leave your contact information with us to get copies of these resources and to stay in touch with us :)

Our Contact Information:

Charlotte Root, *Collab Trainer*
charlotte@roundskysolutions.com



offering

© 2017 Round Sky Solutions

