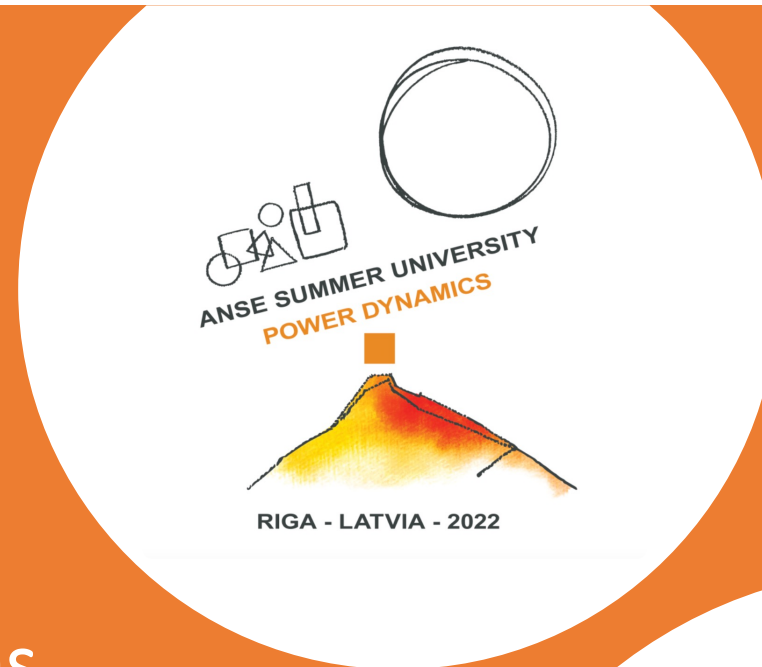


Power Dynamics & Empowerment in self-organized teams

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CIEL COMPETENCY CENTER FOR
INTEGRAL EVOLUTION
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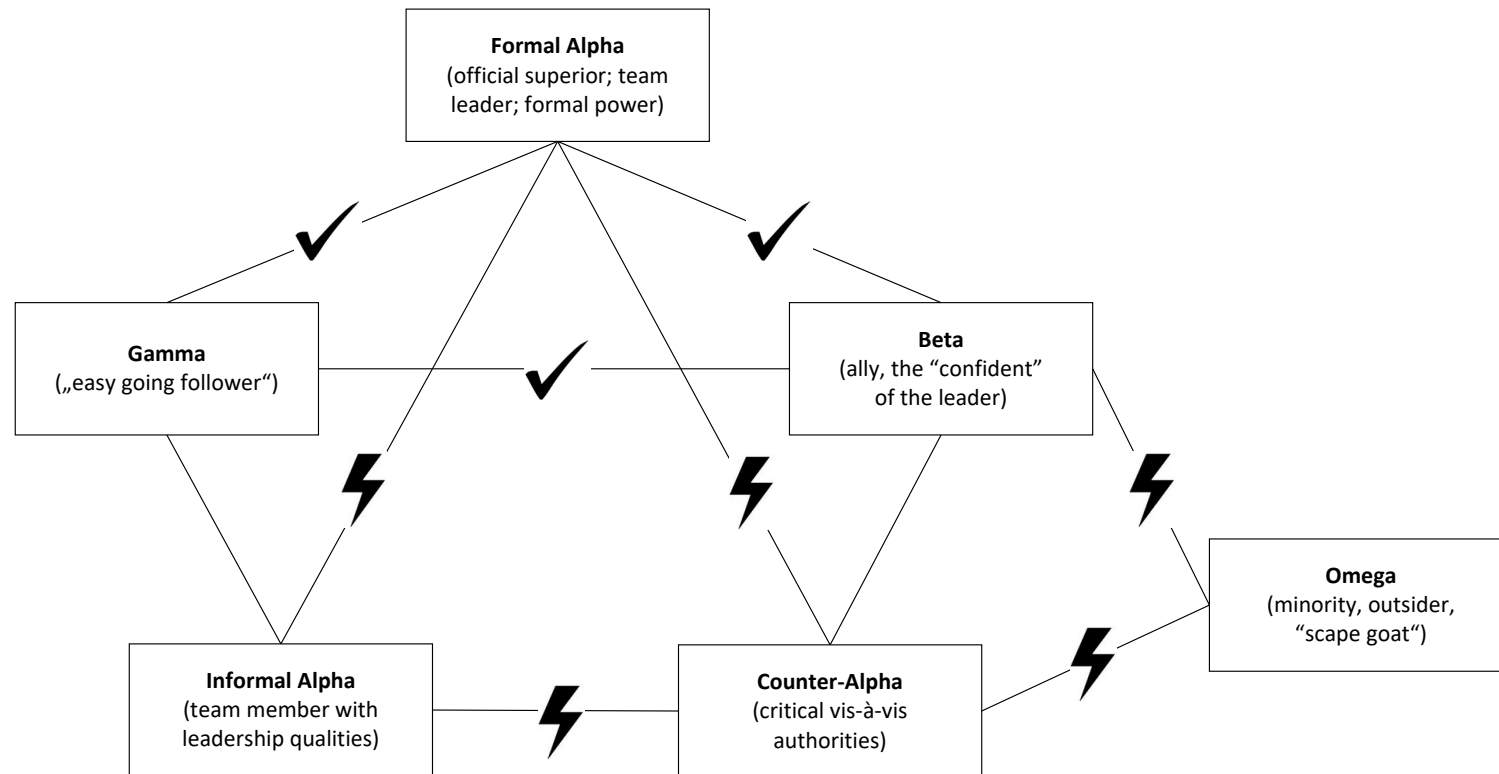


Warm-up around Self-Organization & Power

- Definitions & Trends
- Successes & Challenges
- Experiences & Learnings
- Interests & Questions

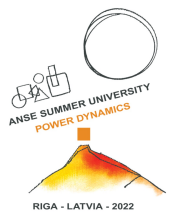


Rank-dynamic Positions Model*



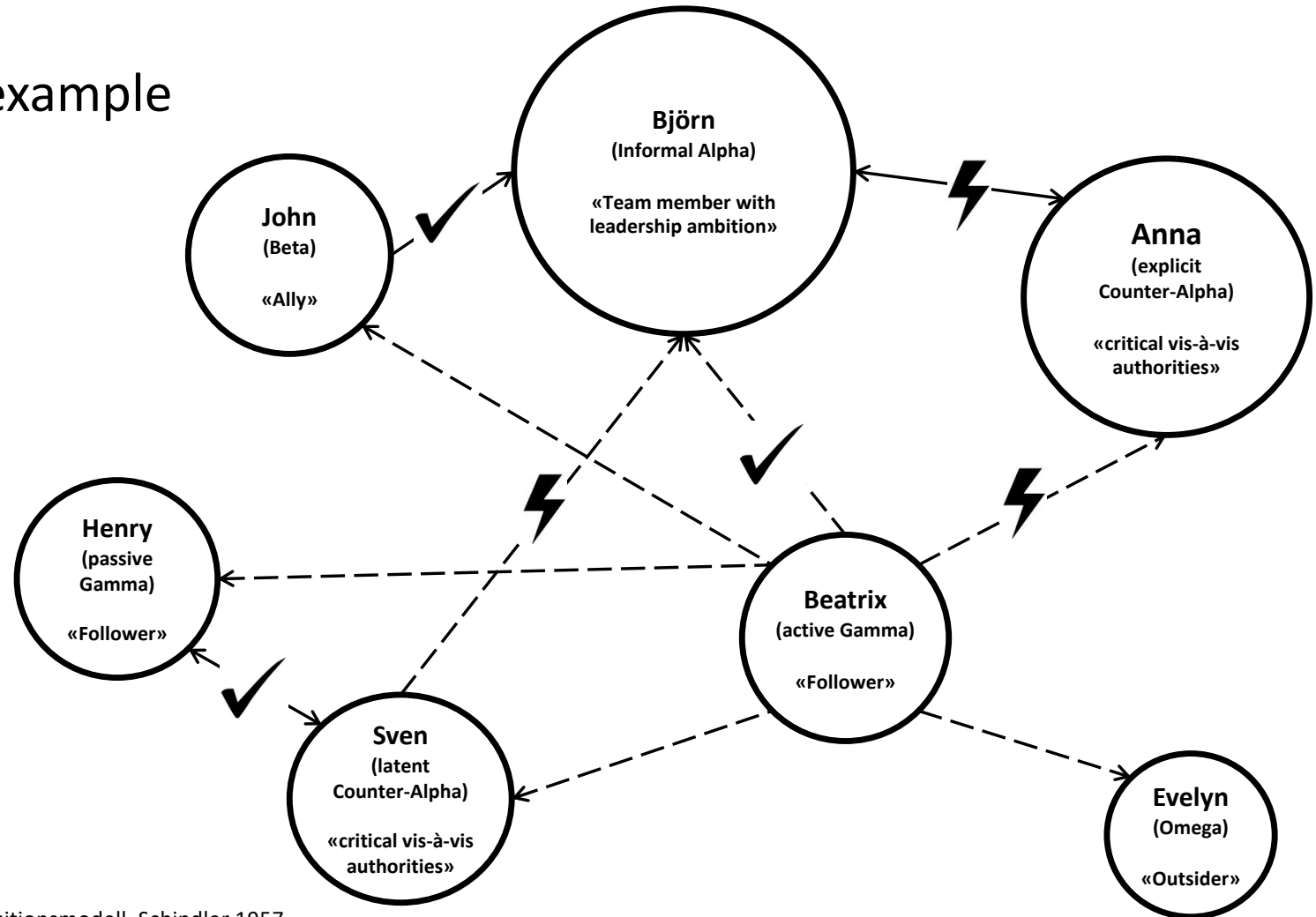
✓ harmonious, supportive relationship
⚡ tense, conflicting relationship

*own interpretation and visualization of the Rangdynamisches Positionsmodell, Schindler 1957



Rank-dynamic Positions* in self-organized teams

- A stereotype example

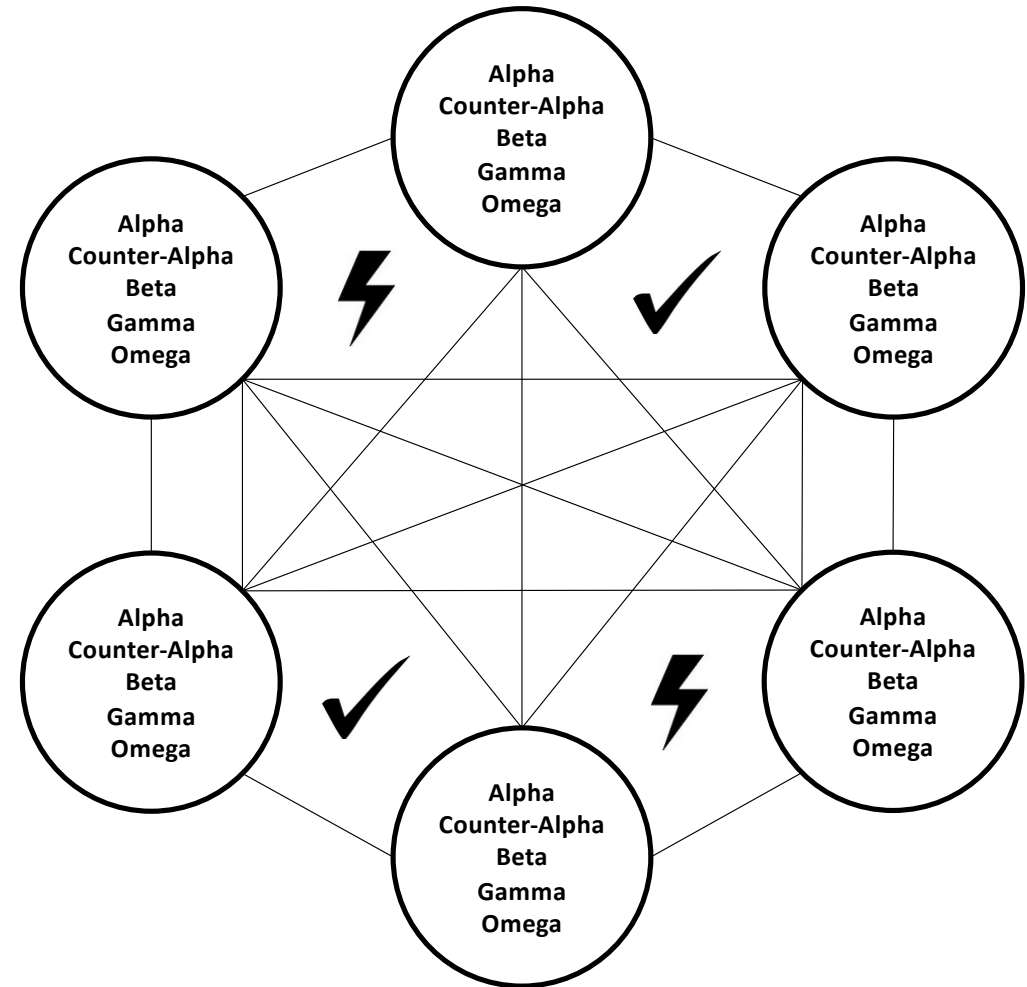


*according to the Rangdynamisches Positionsmodell, Schindler 1957

Hypothetical potential of power and dynamics* in self-organized teams

- Hypothetically, **every member** of a self-organized team **bears the potential of any role, position**
- **Any relationship** between members **bears the potential of harmony or conflict**
- **Roles, positions may swap** (intuitively) depending on the **topic** (content), the **people** (sympathy, opposition), or **dynamics** (situation)
- A **high performing team** is capable of constructively coping with **content and relationships ...** while staying **focused on the purpose** and keeping **roles and dynamics evolving** (beyond patterns and stigmas)

-> **Key capability: Collaborative reflective practice**

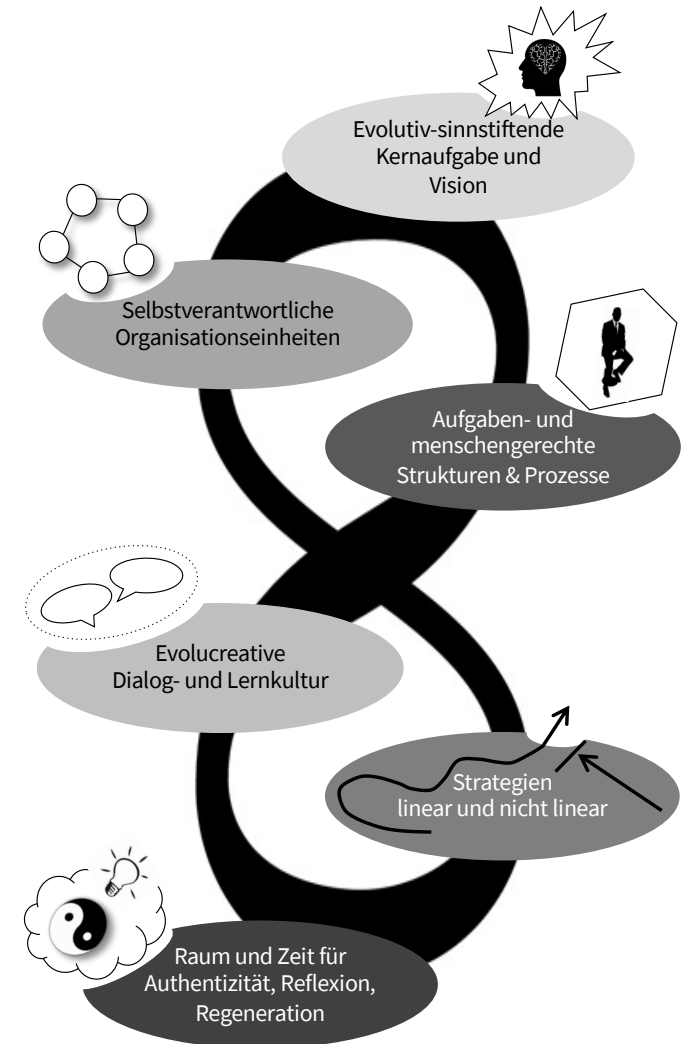


*in Schindler's terms of the Rangdynamisches Positionsmodell, 1957



Six Guiding Principles to empower a self-organized team*

- Evolutionary **Purpose and Vision**
- **Self-responsible** organizational units
- Task- and people-oriented **Structures and Processes**
- “Evolucreative” **Dialogue and Learning Culture**
- Awareness and integration of **linear** and **non-linear Strategies**
- Space and time for **Authenticity, Reflection, Regeneration**



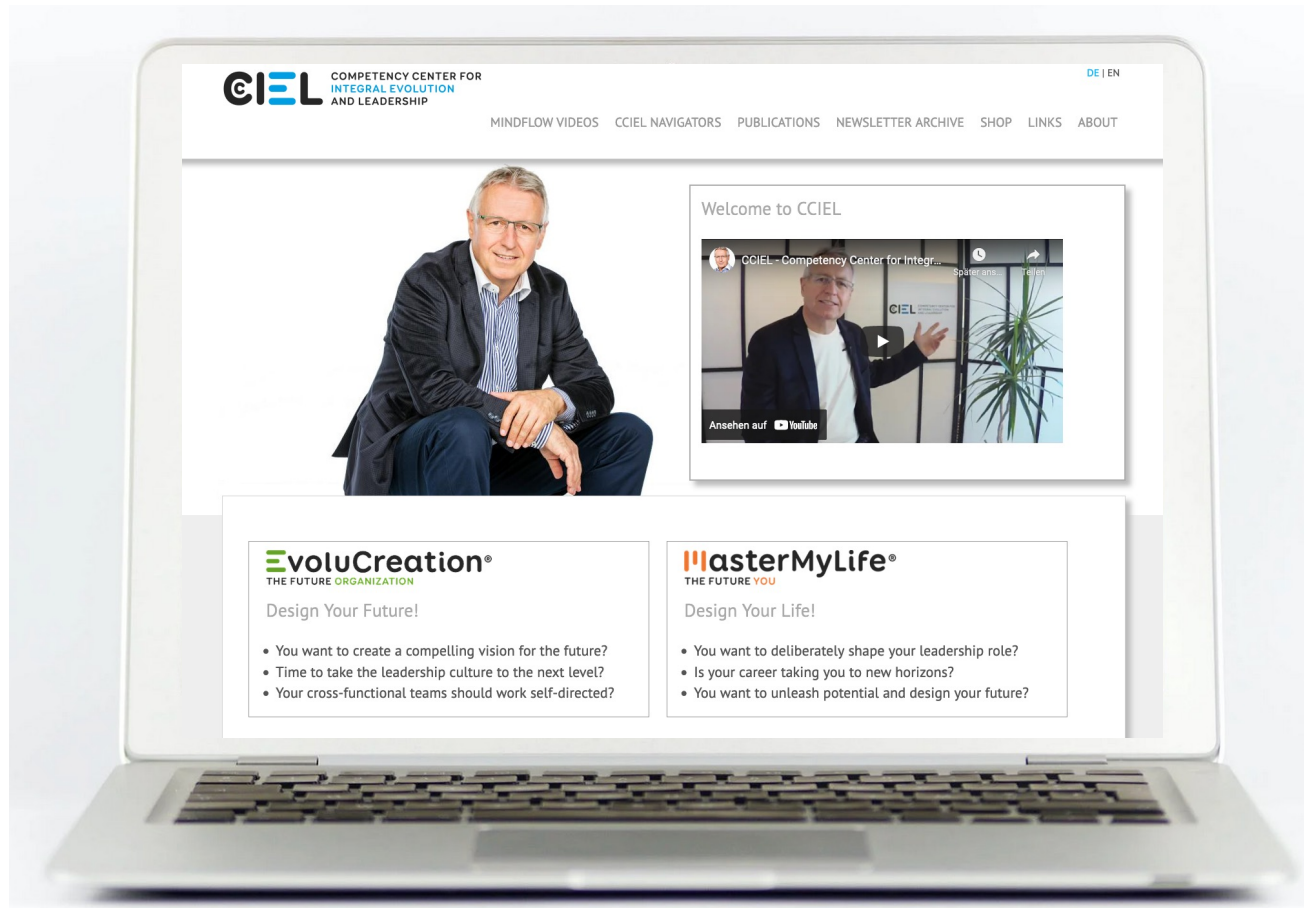
*Dialog- und Lernkultur in Organisationen, Schlumpf 2019

Sharing around Power & Empowerment

- Reflections & Ideas
- Questions & Answers
- Key Learnings & Take-aways
- Transfer to Practice



Thank you and much success!



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