

Discover and experience Shared governance

Description

Le monde change, et vous? Les organisations humaines rencontrent certaines limites et celles-ci nous appellent à évoluer. En observant notre impact sur l'écosystème, de plus en plus de personnes prennent conscience des limites de notre modèle de civilisation. Qu'en est-il de nos organisations? Les logiques d'organisations classiques montrent aussi leurs limites et sont progressivement remplacées, par des modèles qui répondent mieux aux besoins de notre époque. Comment faire pour opérer cette mutation ? S'organiser en équivalence de manière agile et efficiente. Cette formation explore le pilotage d'organisation agile inspiré par la Sociocratie¹, l'Holocratie² et la Gouvernance Cellulaire³. Cette dimension de la "Gouvernance Partagée" s'inspire aussi du Dragon Dreaming⁴, un autre modèle d'organisation collectif dont la culture puise ses racines systémiques dans la Perma Culture⁵.

La culture qui émerge de cette rencontre n'est pas sans rappeler le livre à succès « Reinventing organisation » de Frédérique Laloux ou la "Collaboration générative" de Robert Diltz. Cette émergence est le coeur de notre proposition de culture et de méthode collaborative, le "Modèle Z". Cette expérience apprenante donne aux participants l'opportunité d'effectuer un véritable voyage dans le pilotage d'un projet collectif. L'exploration de cette culture collaborative favorise l'intelligence collective dans les projets et les réunions.

1. Sociocratie : modèle de gouvernance, en licence libre, reposant sur quatre éléments. Créateur Endenburg G.

2. HolocratieTM : technologie managériale intégrant des aspects de la Sociocratie, utilisée par de nombreuses entreprises. Créateur Robertson B.

3. Gouvernance Cellulaire : modèle de gouvernance, en licence libre, intégrant des aspects de la Sociocratie, de l'Holocratie. Créateur Christin J-L.

4. Dragon Dreaming : culture et méthodologie de conception de projet durable s'inspirant des lois de la nature

5. PermaCulture : culture et méthodologie de conception de mode de vie durable s'inspirant des lois de la nature

Course Content

This approach offers a balance of individual and collective dimensions, verticality and horizontality as well as a model allowing to apprehend the different tensions inherent in the life of an organization. This approach allows us to organize ourselves in the service of a common goal by balancing efficiency and relational quality. It offers a range of meetings and processes that allow you to transform each tension felt by members into a concrete stage of evolution, to integrate complexity and to adapt with agility.

- Explain the philosophy, vocabulary and concepts specific to this mode of organization: steering by reason of being, vision, mission, circle, sub-circle, role, accountability, area of ??authority, rule, structural roles, facilitation, memory, piloting, representation
- In a meeting of meaning, define or question the intention of the project to adapt to the change of context, in a strategic meeting, define axes of priority projects to channel individual energies: information gathering, aspirations, fears, levers risk reduction, evolution of internal issues, of the environment, co-creation or adjustment of the raison d'être, values ??and principles, general course to be followed, priority axes, process of the six hats
- In a reorganization meeting, adjust the organizational structure to support cooperation and autonomy:

election without candidate for a role, management by consent to create-modify-delete a rule, a circle or a role

- In an operational meeting, clarify the needs to translate projects into action: decision making in a role, synchronization on project monitoring, information sharing, consultation by opinion process and majority consultation, project proposal and of action, making an appointment for a session dedicated to a specific subject
- In an evaluation meeting, share on the collaborative dynamic: evaluate the learning and areas for improvement

Lab / Exercises

Our pedagogy promotes learning by experimentation in a playful atmosphere. The theoretical content transmitted is linked to human issues and values. Demonstrations and experience sharing times complete awareness and learning. The teaching materials can be used freely thanks to a CC-BY-SA license. As far as possible, the program is adapted in an agile manner according to the expectations of the participants. For this training, a fictitious project based on a real project, serves as a starting point for this collective adventure. Residential training allows immersion in the dynamics of a group and facilitates the integration of concepts. This training offer is part of an educational ecosystem including dimensions: advice, theoretical discovery, practical experience, support in practice, supervision, community of peers.

Documentation

- Digital courseware included

Participant profiles

- Anyone interested in the theme of shared governance
- Project managers
- Managers

Prerequisites

- No prerequisites

Objectives

- Develop the collaborative dynamic to a new stage
- Expand your range of collective practices
- Discover a contributing culture: combining world view and ethics, methodology and process, roles supporting group dynamics, continuous adjustment process
- Experiment with powerful levers to improve collaborative dynamics throughout the life of an organization: better orient yourself and prioritize, structure and distribute authority, decide and cooperate, celebrate the result and the path

Niveau

Fondamental

Classroom Registration Price (CHF)

1950

Virtual Classroom Registration Price (CHF)

1950

Duration (in Days)

2

Reference

TEAM-GVP