Cohesion through diversity

Stepping stones on our path towards becoming a Sociocratic Organization
Check in

What brings you here?

What is your best hope for this exchange?

or

What is your most burning question?
«I enjoy myself when it's raining. Because if I don't enjoy myself it's still raining.»

Karl Valentin
«All the people of this school are unique, together we form a dynamic community.»

Helen
student at itw
In a time of rapidly increasing complexity, we seek ways to prepare young people for their future (and not for our past) while nurturing everyone’s individual as well as the collective growth.
REPLACE FEAR OF THE UNKNOWN WITH CURiosity
Founded in 1995 as a private secondary school with a special focus on arts

- **State approved** (has to follow the public school curriculum)
- about 35 students, ages 12 to 17
- 3 mixed teams of 8 - 12 students
- 70% financed by parents, 30% by state school boards (and by the teachers…)
- 21 teachers (sharing 7 full time jobs)
- 3 assistants (2 young men on civil service duty)
• 2000 • introduction of Solution Focused Approach (Steve deShazer/Insoo Kim Berg)
• 2003 • Non Violent Communication
• 2005 • Spiral Dynamics integral
• 2007 • first elements of FlexFlow/FlowTeam organization
• 2009 • Restorative Justice Circles
• 2014 • Transition towards Sociocracy 3.0
Systemic Solution Focused Approach

Steve deShazer & Insoo Kim Berg

Problem talk creates problems - Solution talk creates solutions.

The client is the expert.

The activity is with the client.

Use the question «Why» wisely to explore resources.
'No correction before connection.'
«There is no criticism or blame - there are only more or less helpful messages about unmet needs.»
The **FlowTeam** method is a working principle that allows innovation teams to work simultaneously with a set of rules and the necessary freedom to create.

The method was developed by Martin Gerber, a Swiss physicist, and US scientists. An essential feature of the method is the so-called „FlowFlower“, which is the basic principle of an efficacy scheme.
HOLISTIC EDUCATION
Experience the wholeness of existence through mind & spirit

INTEGRATIVE EDUCATION
Live life fully & responsibly as what you are & how to become

COMMUNITARIAN / Egalitarian Education
Seek peace within, explore with others the carrying capacity of the world

Strategic / Opportunistic Education
Act in your own self interest by playing the game to win

Purposeful / Authoritarian Education
Life has meaning, direction & purpose with pre-determined outcomes

Impulsive / Ego-centric Education
Be what you are and do what you want, regardless...

Magical / Animistic Education
Keep the spirit happy & the tribe’s nest warm & safe

Instinctive / Survivalistic Education
Do what you must to stay alive

Dr. Anna Storck based on Ken Wilber AQA
«All human beings have the right to be who they are. Teach people to optimize the quality of their actions by acknowledging their thoughts and mindset and not by trying to convince them of your own point of view.»

Clare W. Graves
collective
VALUES
CULTURE
source: imu-augsburg.de
Sociocracy 3.0
Effective Collaboration At Any Scale

Sociocracy

- Social ideals
- Scientific method
- Democracy
- Quaker meeting practice
- Cybernetics

1.0
Auguste Comte
Lester Frank Ward

1.5

2.0
Kees Boeke

2.5

3.0
Brian Robertson
Gerard Endenburg

3.5

Engineering

Agile/Lean

Holacracy

1.0

4.0
<table>
<thead>
<tr>
<th>Monday</th>
<th>Tuesday</th>
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<tbody>
<tr>
<td><strong>English</strong></td>
<td><strong>Math</strong></td>
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<td><strong>French</strong></td>
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<td><strong>French</strong></td>
<td><strong>Atlantis</strong></td>
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<td><strong>History Geography Economy</strong></td>
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**Monday:**
- **French power**
  - Job Skills technical professions
  - Job Skills social professions
  - 7th grade Me and the World
- **Individual Learning & Working** ILW
  - Math power
  - Job Skills technical professions
  - Job Skills social professions
  - 7th grade ICT Skills
- **Atlantis**
  - Learn to play an instrument | Comic Art | Animation film | Creative Writing | Career choice prep. | ILW
  - Music improvisation | 100% Football | Artistic design | Film | Career choice prep. | ILW
- **Atlantis**
  - Music production | Craft and design | Photography | Garden | Musical | Repair & maintenance

**Tuesday:**
- **BC-Time/Boost**
  - Math
  - Math
  - Math
  - Math
  - Math
  - Atlantis
<table>
<thead>
<tr>
<th>Wednesday</th>
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<tr>
<td><strong>History Geogr. Econ.</strong></td>
<td><strong>Teamtime &amp; Reflection</strong></td>
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</table>

**Student Circles:**
Solution League | ICT | Learning |
Experience | Community

7th grade • itw Walking

**Quests**

Teamsitzung

BC-Time/Boost

BC-Time/Boost
Nationalities:
Swiss, German, Belgian, Greek, French, Macedonian, Peruvian, ...

Age Span:
From 21 to 65 years

Gender balance
10 women • 10 men
«If we want the world to improve, then we will need schools that learn.»

Peter Senge
The Fifth Discipline
**Foundation**
Recognizing and promoting people in their uniqueness.

**Learning**
Finding your own way into the world in a mixed learning team.

**Communication**
Building an effective connection with yourself and others in a compassionate way.
How can we prepare our students for THEIR future and not for OUR past?
• reliability
• structure
• rules
• responsibility
• hierarchy
• clarity
• justice
• tried and tested
• stability
• discipline
• control
- efficiency
- knowledge
- learning
- research
- personal success
- benefit
- performance
- speed
- innovation
- rewards
- risk
• community
• mutual respect
• harmony
• care
• tolerance
• authentic humaneness
• empathy
• confidence
• openness
• partnership
• peace
• consciousness
• connection
The triangle diagram illustrates the distribution of roles:

- **Motivator** (35%)
- **Instructor** (18%)
- **Travel Guide** (25%)
LP-Kreis
Lernen

SuS-Kreis
Lernen

Valerie Glauser

Frau Mastro
Repräsentantin

Kreisleitung
Protokoll

Delegierte/r
Our students

Some students are at our school because they appreciate the concept, the individuality, the vast opportunities to focus on expressive arts, …

… but the majority didn’t fit successfully into the system of public school.

There are a lot of reasons that lead to suffering and loss of joy and confidence:

- ADD • ADHD • ASD • Asperger • NVLD • Dyslexia • Dyscalculia • …
- Highly gifted students • Borderline diagnosed students • …
- Bullying traumatized students/family systems
- physical handicaps
Topics in 2017

- Parental strength versus dictatorial power
- How to guide adolescents to a balanced and helpful use of social media and games
- Sailing Camp in Holland • questions and concerns
- Compassionate Communication 101
«The most important thing I’ve learned at itw: Self-awareness, self-confidence and a different view of things.»
«Pedagogy is a pathway to complexity.»

Roger de Weck
Gardening, not architecture