



APRIL 1- 3

FACING ORGANIZATIONAL CHALLENGES

PRINCIPLES PROCESS PRACTICES

3- DAYS with **BONNITTA ROY** - An invitation to step into a new way of understanding organizational life, based on principles of open, authentic participation.

This is for you if you are into the kind of organizational development that deals with self-organization, creating elegant architectures that foster emergent behavior, team intelligence, distributive power and decision-making - *without* rigid new governance models.

During the 3-day workshop, we will explore in depth what is actually happening with relational dynamics in groups. You gain a new understanding of how self-organization works and why you can trust it, whether you work in a conventional setting or an open one. You learn how to negotiate organizational and personal intentions, value streams and identities, how to solve the tension between your uniqueness, asymmetrical needs and the distribution of energy, decision and power in a group. Then we look at the design of the architecture of the organizational lab - one that allows for the *release* of built up complexity, for *emergent behavior* and *novelty* to arise. We do that with real organizational problems, so bring your cases. At the end, we will explore why this really matters: *we are working and living in environments where we have to make choices when we cannot predict outcomes*. Knowing how to allow group dynamics to be emergent becomes invaluable.



APPLIED PARTICIPATORY PRACTICES
Next Generation Practices for New Generation Organizations



Bonnitta Roy is well known and awarded in the integral theory community for her contributions that go beyond IT. She is the founder of APP Associates, International, a community of professionals applying next generation practices for a new generation of organizations. Please register with Anne Caspari: anne.caspari@mindshift-integral.com or over skype. For more information about content or logistics just ask.

WHY YOU CAN
TRUST SELF-
ORGANIZATION

RESOLVE THE
DILEMMA BETWEEN
INDIVIDUAL &
GROUP

OPEN
ARCHITECTURE
& EMERGENT
CULTURE

GOVERNANCE THAT
EVOLVES

SUCCEEDING WITH
UNCERTAINTY

**ENTZ VON ZERSSEN, CASPARI
& PARTNER**

DATE: APRIL 1 – 3, 2016
(ARRIVE ON MARCH 31)
PLACE: SCHMAGEROW 11, 17312 RAMIN,
NEAREST AIRPORTS
BERLIN (D) OR SZCZECIN (PL)

WWW.SCHMAGEROW.COM

COST: 900, - EURO
INCLUDES SEMINAR, FACILITIES,
BREAKFAST, LUNCH, DINNER &
ACCOMMODATION (SHARED ROOMS)