

ARCHITECTURE

COMMUNICATIONS

GOVERNANCE

STRATEGY

LEADERSHIP

SOURCE CODE FOR
EMERGENT CULTURE

OPO PLAYBOOK

A PRACTICAL GUIDE
for
BECOMING AN OPEN PARTICIPATORY
ORGANIZATION

BONNITTA ROY

October 27-29

Emergent Themes in Organizational Life

OPO: Principles, Practices, Processes

**A 3-day intensive on the fundamentals of Open Participatory Organizations
with Bonnitta Roy from APP Associates, CT, USA**

This workshop is about organizational development that deals with self-organization, elegant architectures and those principles that foster emergent behavior, team intelligence, distributive power and decision-making with organic governance. We will explore and examine the key principles, central practices and deep processes of open authentic participation in organizational life.

Playing with complex adaptive and complex responsive systems, participants will gain a new understanding of the nature of emergent processes. We explore new **design principles** for organizational life. We look at how to negotiate organizational and personal intentions, value streams and identities, how to solve the tension between asymmetrical needs and the distribution of energy, at decision making and power in a group. We look at the architecture of the organizational space— one that allows for the release of artificially built up complexity, for emergent behavior and novelty to arise. "I call this new design The Open Participatory Organization, or OPO for short. The OPO is a fully integrated design. It is an open architecture that is supported by a participatory communications platform and is backed-up by a governance that evolves as the organization evolves". At the end, we 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.

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. www.appassociates.net

TOPICS

- Drivers and modulators of values and behaviors
- How self-organization happens and why we can trust it
- Succeeding with uncertainty
- Expanding our trust network
- Intention, identity and interaction in group dynamics
- Negotiating power relations
- Strategic conversations in four languages of change
- Participatory governance
- How resource allocations drive innovation
- Building team synergy and high velocity performance
- Method-free facilitation
- Catalyzing insight in teams

CERTIFICATION

This is a standalone course and at the same time part 1 of a 4-part [Certification Training](#). Part 2 takes place October 20/21. See [here](#) for more details.

WORKSHOP DETAILS

DATE:

OCTOBER 27 -29, 2017
(arrive Oct. 26)

COST: € 1250, - PLUS VAT ALL INCLUSIVE;
INCLUDES SEMINAR, FACILITIES, FULL BOARD &
ACCOMMODATION (SOME ROOMS ARE SHARED)
Ask for group discounts.

PLACE:

SCHMAGEROW 11, 17312 RAMIN, GERMANY
NEAREST AIRPORTS BERLIN (D) OR SZCZECIN
(PL). We are two hours North of Berlin; we help you organize transport here.

www.schmagerow.com

REGISTRATION:

PLEASE REGISTER WITH ANNE:
anne.caspari@ezc.partners
or over skype annecaspari.

Hosted by:

ENTZ VON ZERSEN, CASPARI & PARTNER

www.ezc.partners
more details about this course [here](#).



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