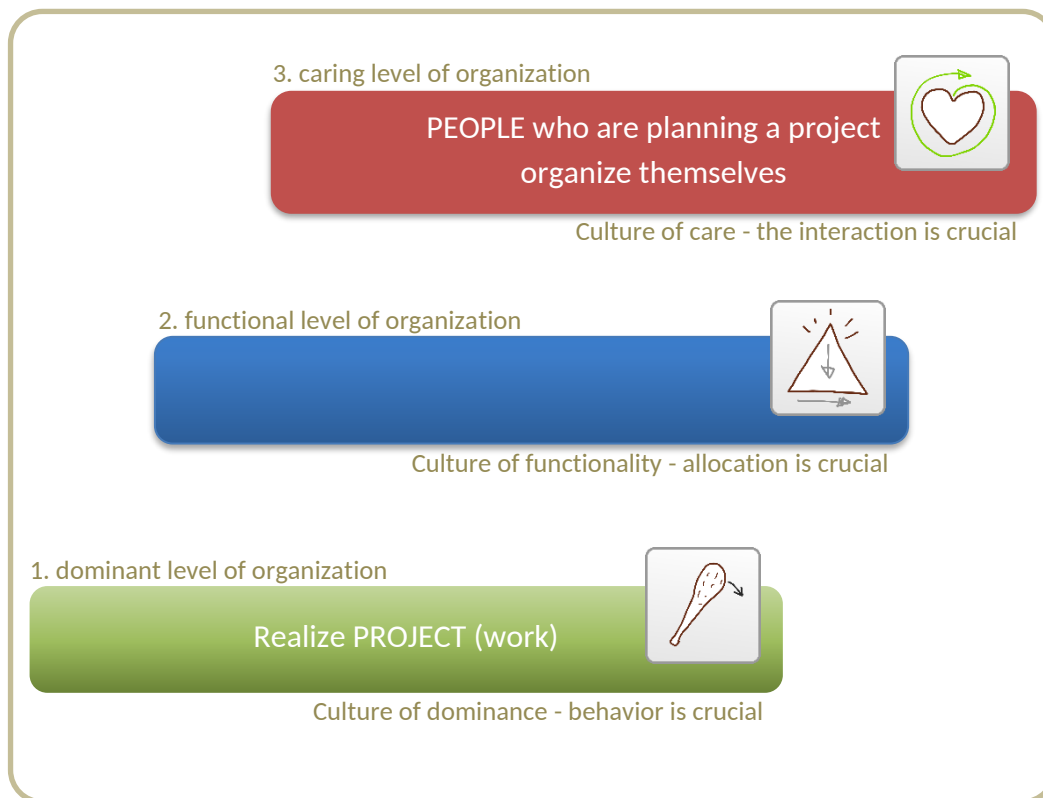


The Team is the Boss

The three layers of organization

What is "The team is the boss" about? It's about a new level of how people organize themselves for a project. There are three levels of organization in projects: At the base is the tactical level (green in the graphic). This is where a project is practically implemented with tried and tested concepts. You can hardly do without this level, because if you abandon experienced and concrete implementation, all other efforts in the company make little sense.

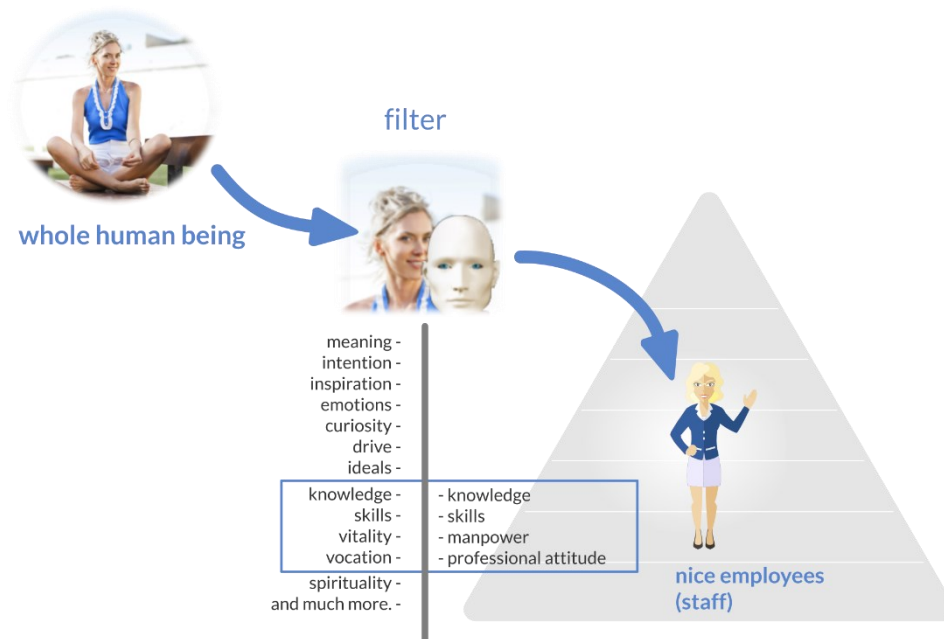
The next level is the level at which we plan and organize a project. We call it the strategic level (blue in the graphic). This is no longer the home of workers, but of technicians, architects, engineers and scientists. Artificial intelligence is also increasingly becoming a player here.



Perhaps we don't want to leave the management of our powers of consciousness to a boss, a set of rules, a framework, an app or a computer program. Then it is time to let the forces of consciousness organize themselves. To this end, we are opening up a new third level (red in the graphic) on which employees organize themselves in a meaningful way with regard to the joint project and reposition themselves time and again. This requires sufficient awareness, which includes a good sensitivity for the project, the tasks at hand and the colleagues. The aim is to network the natural humanity and potential within the team in a well-organized project.

The Team is the Boss

Integral people or only functional employees



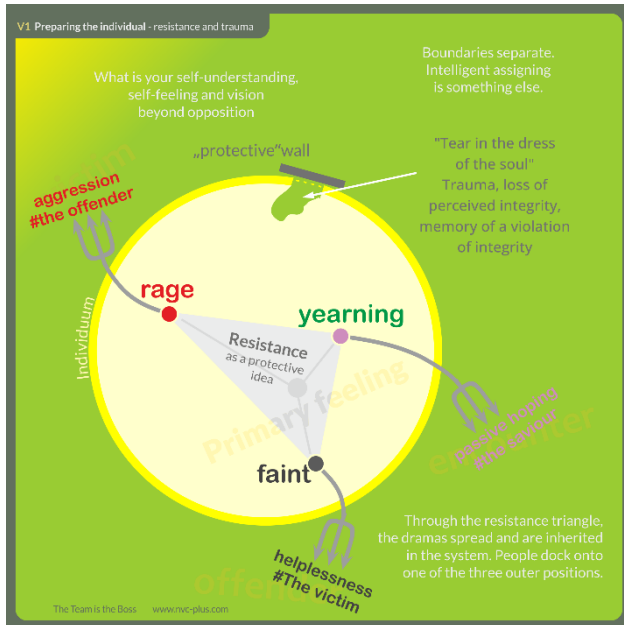
Since functionally oriented companies are looking for employees and not people, a lot of human and interpersonal potential has always been filtered out of the teams. This is not only done by the company, but also by the people themselves, who join the company and have internalized self-restriction at least since their school days. A team as a boss can deal with people's potential. Employees must be prepared to really get involved with their projects and colleagues. Because their potential can only be managed by themselves, they definitely need a suitable form of self-organization. In this way, processes become livelier, easier and more natural.

Despite all the significant improvements in modern management, people and much of their potential remain hidden behind a business-like façade. Little of their full inner potential flows through the filters of business life into their work. This is not because that would be their personal optimum. In most cases, people only hold themselves back out of a subliminal fear and a kind of need for protection. The price for this is quite high for everyone.

With enough trust, the team can switch to a caring collaboration. Only then do people come to peace, their inner potentials unfold and intertwine with each other to form a powerful field of potential. The six hurdles must be taken into account.

The Team is the Boss

The individual dimension and its significance for the team/company



Here we see two of the cards from the NVC-plus card set that are helpful for "The team is the boss". You can use them to easily grasp many contexts. The card on the left is a preparatory card. It shows the resistance triangle, consisting of anger, powerlessness and longing. Outwardly, these emotions express themselves in aggression, helplessness and passive hope and thus open up the option of three roles:

The perpetrator, the victim and the rescuer. This is how personal dramas express themselves (2nd card) and invite others to join them on stage and take on such a role. Although this is a very common occurrence, it is a very poor basis for networking in creative and constructive contexts. So how do you move away from drama and towards an individual utopia and from there to a shared vision, strategy and tactical implementation? These questions are all answered, either in the book "The team is the boss" on the website, in a video call or in a seminar/meeting.

Many companies would benefit from less internal resistance and more proactive vision. However, this can only be achieved through self-organization. The team as boss learns the tools for this, but without slipping into psychologizing, because "The team as boss" is a practical systemic approach and by no means a seminar method or form of therapy.



The Team is the Boss

The 6 hurdles for a team as a boss

It is always about successful practice. All methods, models and tools are aids and are only useful if they prove themselves in everyday life. Will the team be open to trying out the "The team is the boss" program? That is the most important question and decision. People already tend to be skeptical individually and in communities they rarely break new ground. However, if you look at things a little more deeply, you realize that with a team as boss, everyone has to get involved with themselves and their team and not with a method. The method just makes it easier for them.



Self-organization runs - who would have thought - as if by itself. However, there are six hurdles that need to be taken into account. The team should prepare for these, as it may take some training to overcome them with ease. These six hurdles are

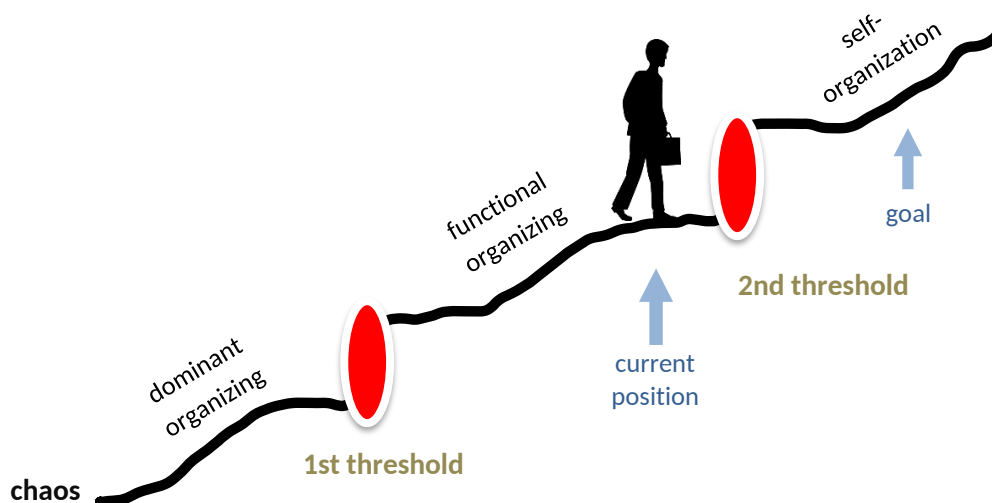
1. **Team culture:** Establishing a caring team culture
2. **Emotions and intuition:** gaining an interactive sensitivity
3. **Conflicts:** freeing each other from divisive tensions
4. **Self-organization method:** learning the connections
5. **Toolbox:** Knowing how to help yourself at all times
6. **Integral management:** letting several teams act as bosses

The first three hurdles are preparatory hurdles that the team should consider and deal with in order. To ensure that this succeeds, the "The team is the boss" program is structured according to these hurdles.

The Team is the Boss

Complexity, awareness and culture - the 2 transformation thresholds

People move forward together and as they progress, the nature of their communities inevitably changes. This is happening with increasing speed. The conclusion is simple: We are in a *complexity trap*. Progress that we cannot keep up with means the end of our team, our company or even the end of an entire civilization. We will have to overcome certain hurdles along the way and in any case we will come up against two decisive thresholds. At them, the way we organize ourselves must not only be optimized, but completely transformed. If we don't succeed, we will fail due to the complexity of our systems, projects and tasks, which will inevitably result from progressive growth. We have already successfully overcome the first of these thresholds in many places by saying goodbye to the dominant leadership of teams and institutions. With dominance, beings are trained and not educated. They are forcibly adapted to a collective of subjects and not trained in the finer social skills.



Today, we are already facing the second threshold and this is yet another challenge. The complexity of many projects overwhelms our pyramid-like decision-making structures. Centralized management thus becomes the bottleneck of the company. If we continue to decentralize project management in response to this, at a certain point we are talking about self-organization: the teams become the boss of the projects. However, a reorganization of collaboration in which the team becomes the boss also requires the team members to be their own boss and not subordinates. Genuine self-organization is based on the networking of independent people. Of course, this requires more than just independence and the will to work together. A clear methodology and good tools are indispensable in practice.