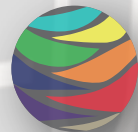




Cohesion through diversity



itw

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



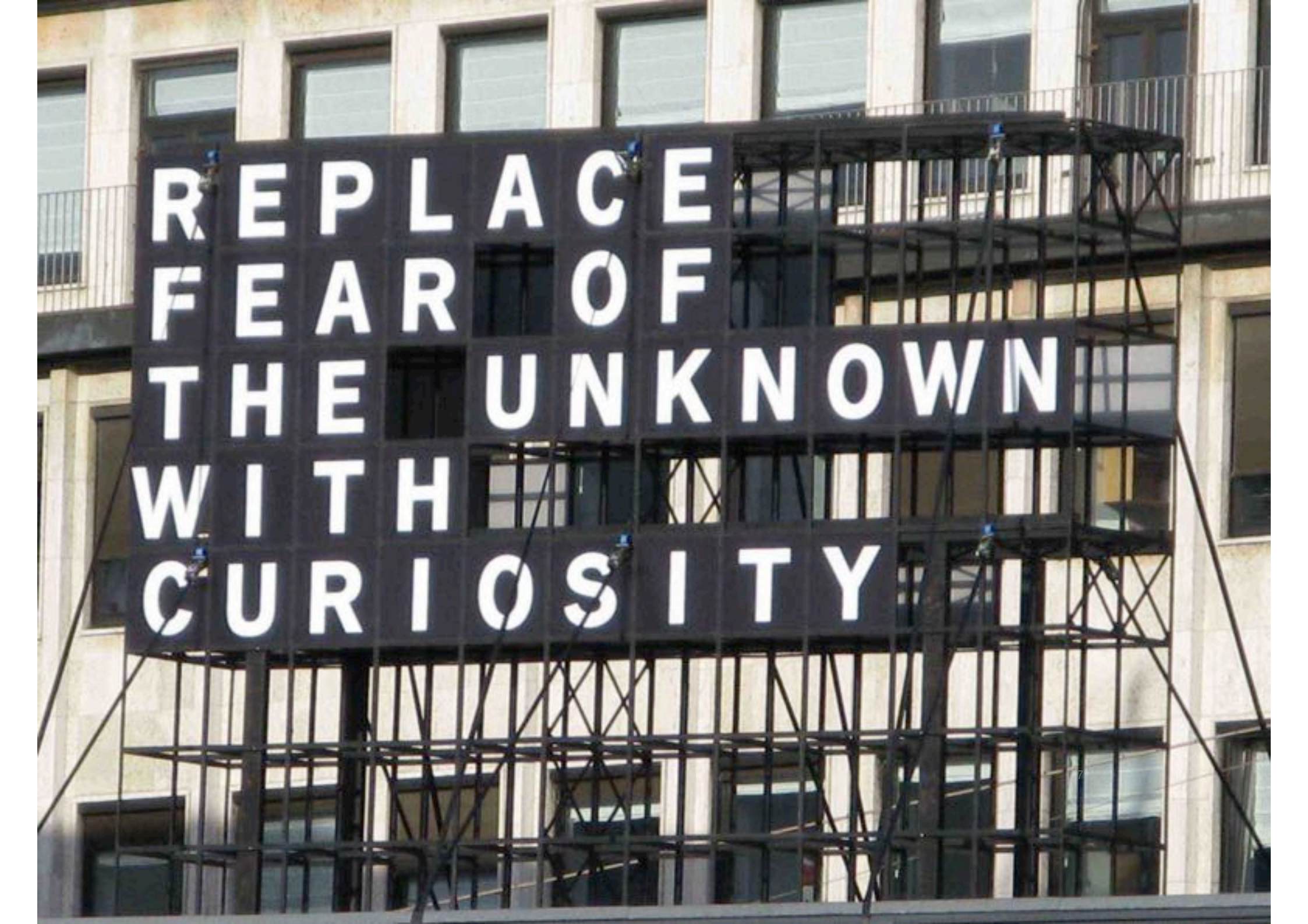
**«All the people of this school are unique,
together we form a dynamic community.»**

Helen
student at itw

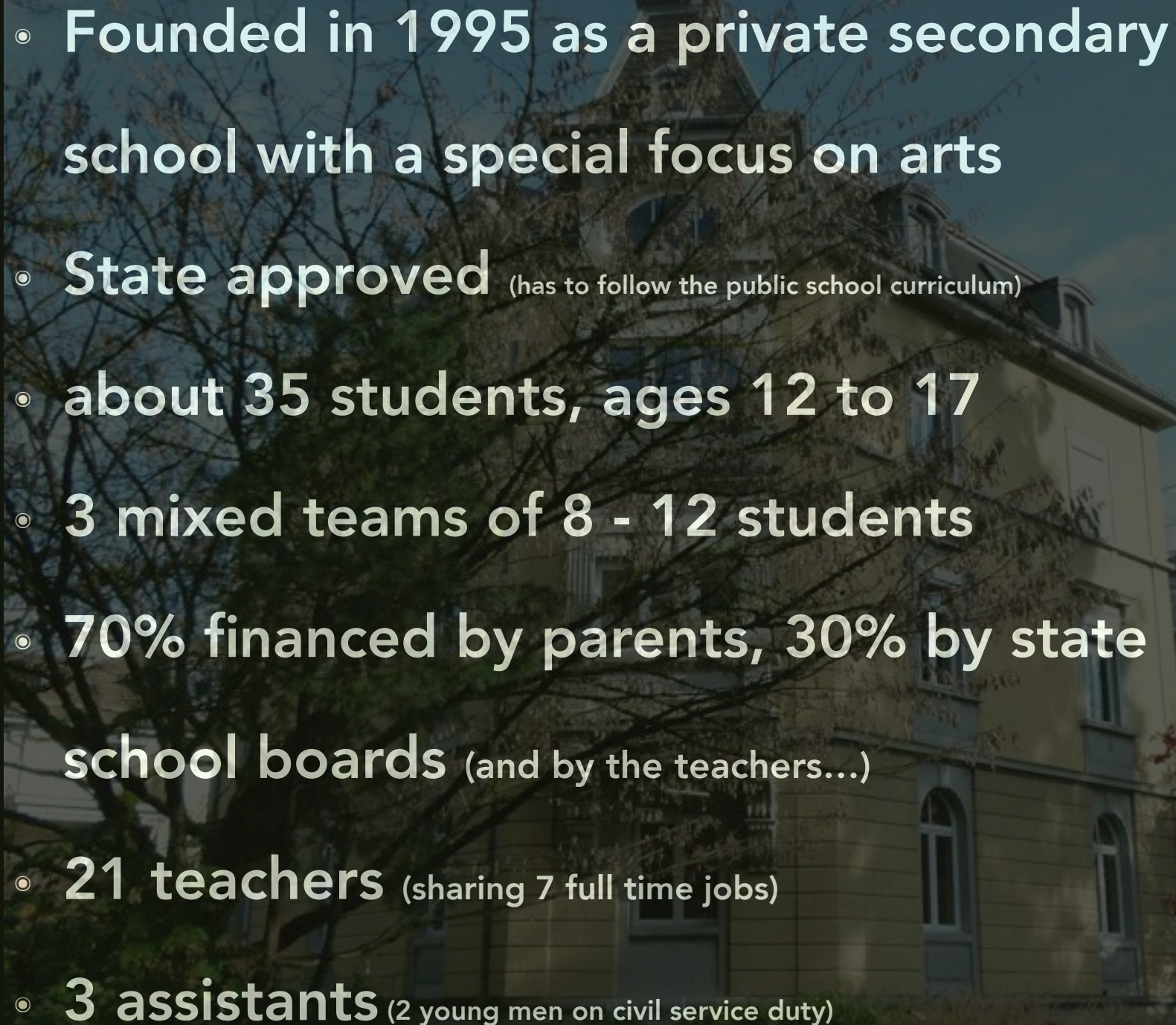




In a time of rapidly increasing complexity, we seek ways to prepare young people for their future (and not for our past) while nurturing everyone's individual as well as the collective growth.



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.**



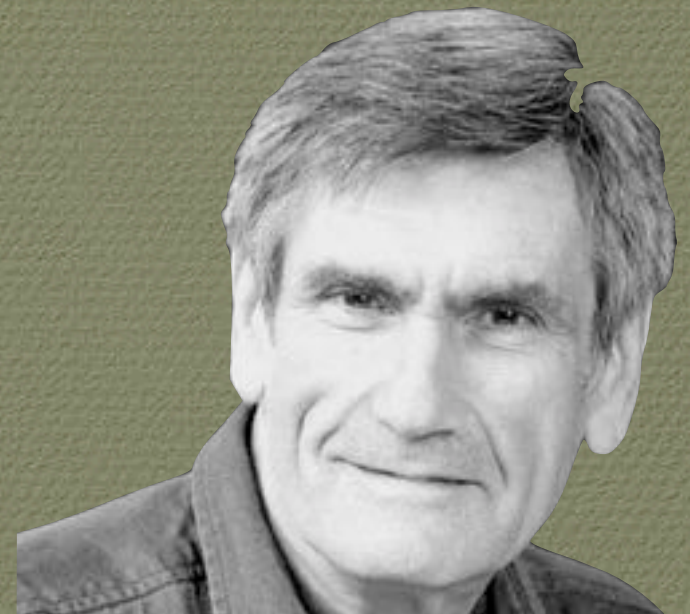
A stack of dark, smooth stones is arranged in a semi-circle on a reflective surface. The stones are dark grey or black and have a smooth, rounded texture. The surface they rest on is dark and reflective, showing a clear reflection of the stones. The background is a dark, textured surface, possibly a wall or a large piece of paper, with a subtle gradient from dark blue to black. Overlaid on the stones is a quote in white, hand-drawn, sketchy text. The quote reads: « No correction before connection. »

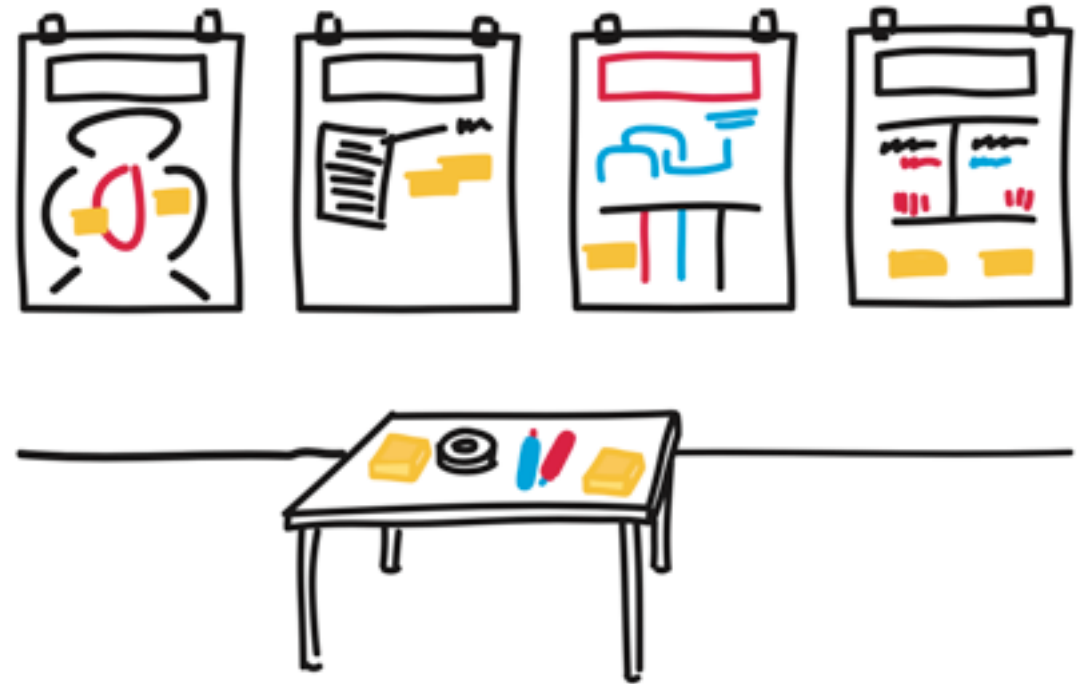
« No correction
before connection. »

«There is no criticism or blame -
there are only more or less
helpful messages about unmet
needs.»



Bedürfnisliste
Auf mich selber
Gelassenheit Harmonie
Leichtigkeit Humor Lebensfreude
Freiheit Unabhängigkeit Autonomie
Kreativität Abwechslung
Selbstgefühl Wachheit
Inspiration
Stärke Entschlossenheit
Echtheit
Wirksamkeit
Glück
Wissen
Gesundheit
Freie Zeit
Information
Bedeutung Wichtigkeit
Aktivität Abenteuer
Kooperation
Zuversicht
Veränderung Wachstum
Schönheit
Ordnung





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.

- access to world
- blends feelings and technology
- bring past to life
- maximize the brain



HOLISTIC EDUCATION

Experience the wholeness of existence through mind & spirit

- become self-directed
- whole-day package
- tuned to interest
- non-rigid structure



INTEGRATIVE EDUCATION

live life fully & responsibly as what you are & learn to become



- to explore feelings shared experience
- social development
- learn cooperation



COMMUNITARIAN / EGALITARIAN EDUCATION

Seek peace within, explore with others the carrying capacity of the world

- experiments to win
- high tech, high status
- how to win niches
- mentors and guides



STRATEGIC / OPPORTUNISTIC EDUCATION

act in your own self interest by playing the game to win



- truth from authority
- traditional stair steps
- moralistic lessons
- punishment for errors



PURPOSEFUL / AUTHORITARIAN EDUCATION

life has meaning, direction & purpose with pre-determined outcomes

- rewards for learning
- tough-love tactics
- work on respect
- controlled freedom



IMPULSIVE / EGOCENTRIC EDUCATION

be what you are and do what you want, regardless...



- paternalistic teachers
- rituals and routines
- passive learners
- oral history stories

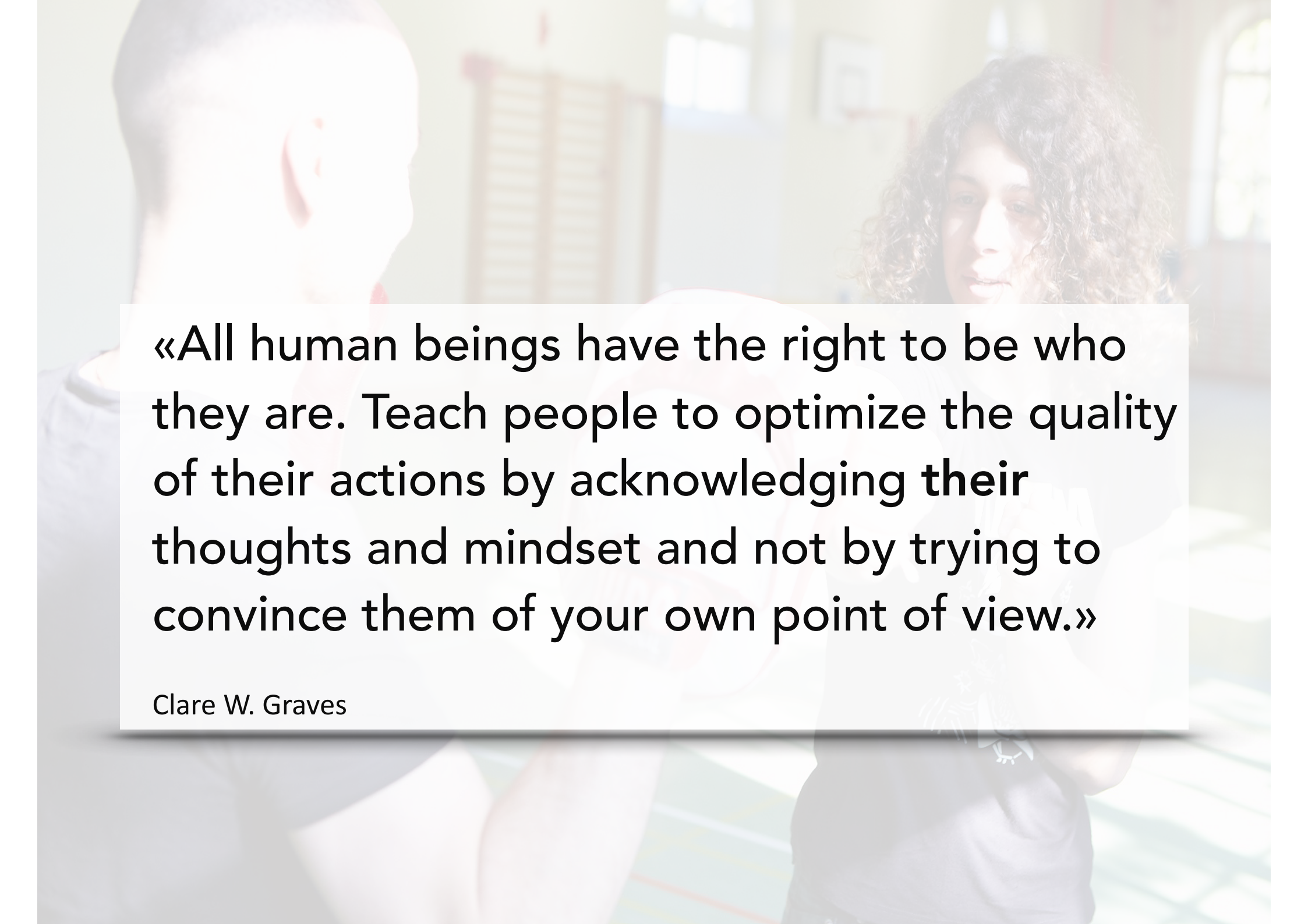
- use instincts & habits just to survive
- lives off the land as other animals
- highest priorities are food, shelter, sex & safety
- oral history stories

MAGICAL / ANIMISTIC EDUCATION

keep the spirit happy & the tribe's nest warm & safe

INSTINCTIVE / SURVIVALISTIC EDUCATION

do what you must to stay alive



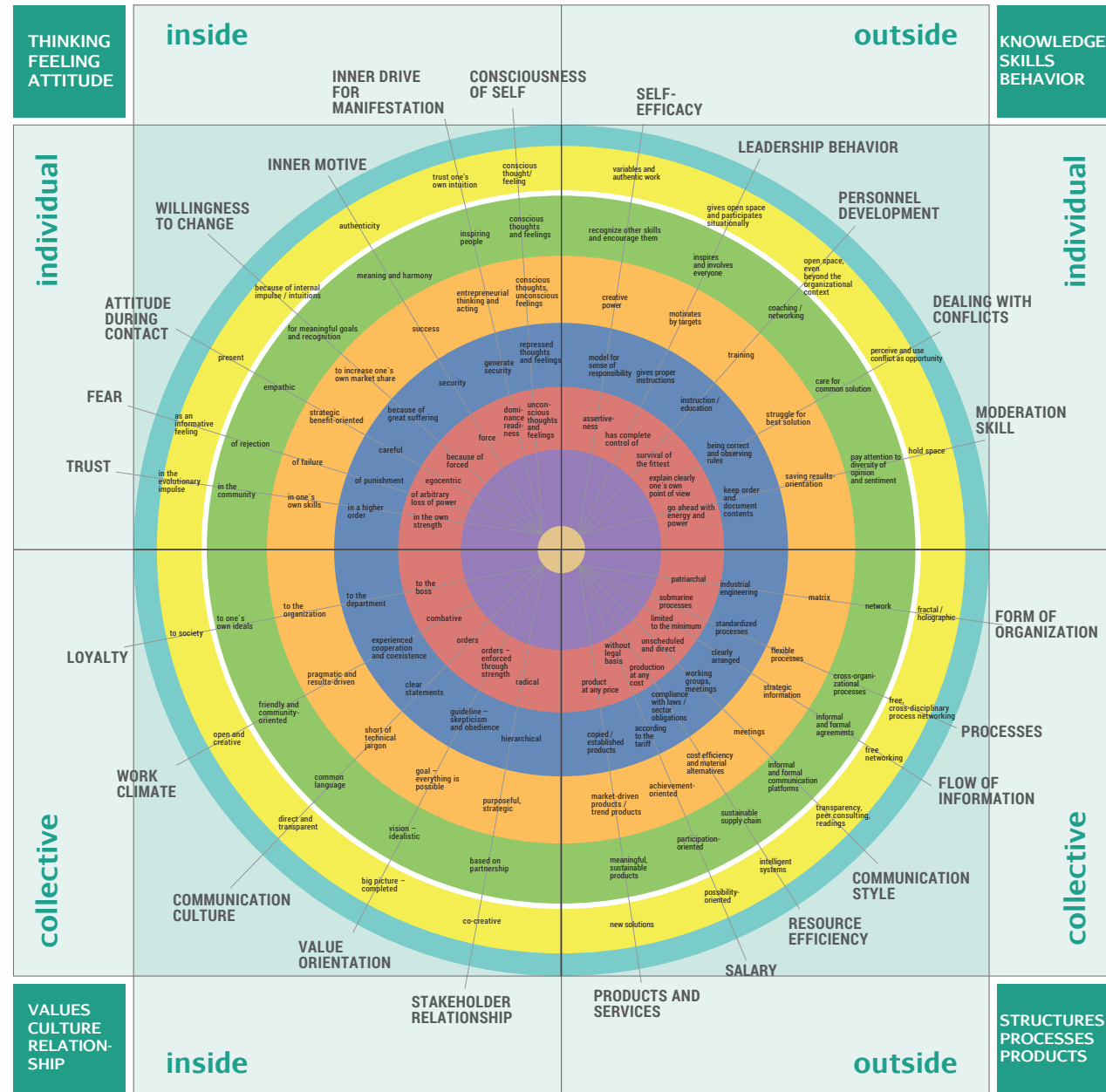
«All human beings have the right to be who they are. Teach people to optimize the quality of their actions by acknowledging their thoughts and mindset and not by trying to convince them of your own point of view.»

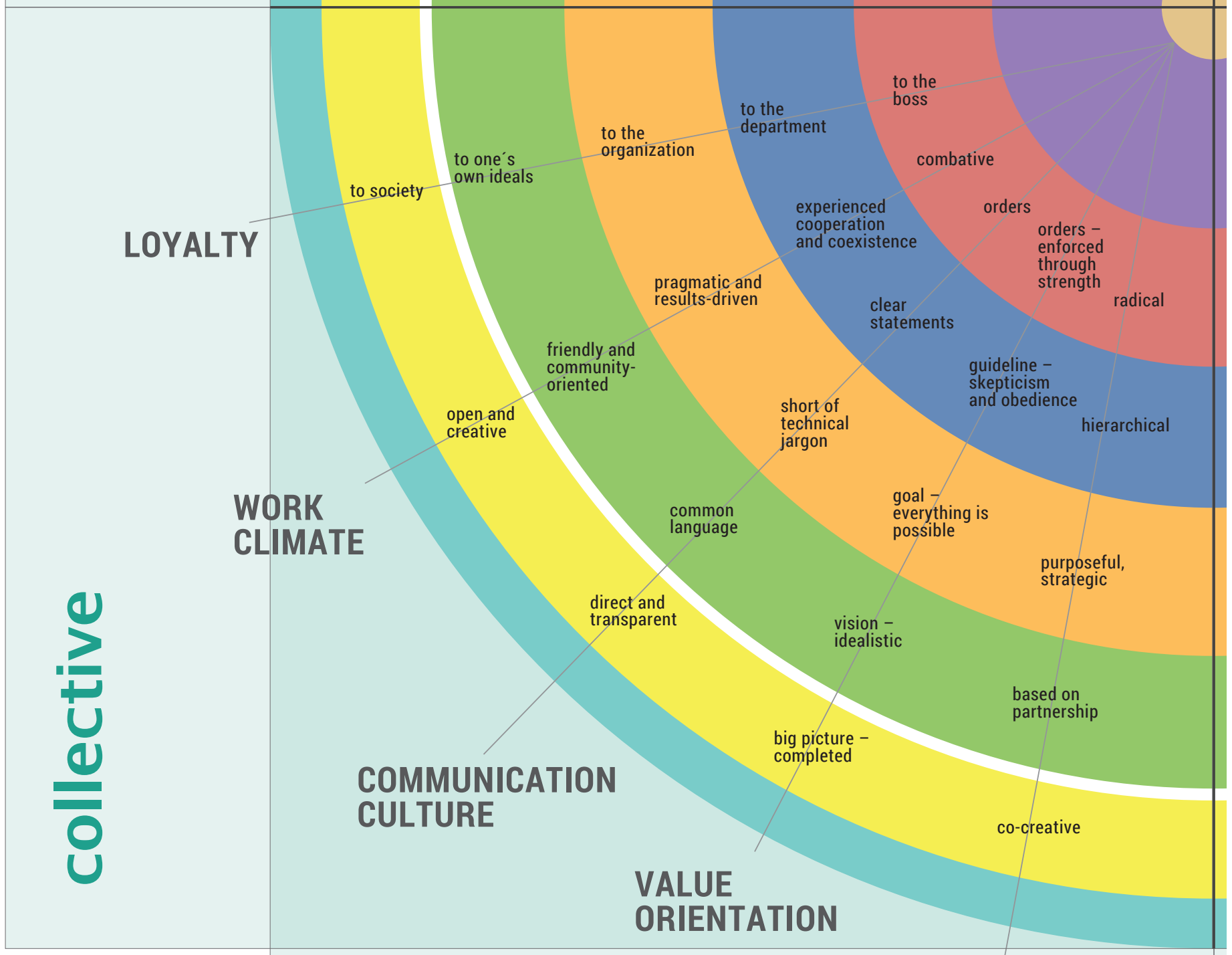
Clare W. Graves

INTEGRAL COMPETENCE MODEL

Analysis- and Development-Tool for Organizations

Referring to Spiral Dynamics® (Don Beck/Chris Cowan) and AQAL (Ken Wilber)

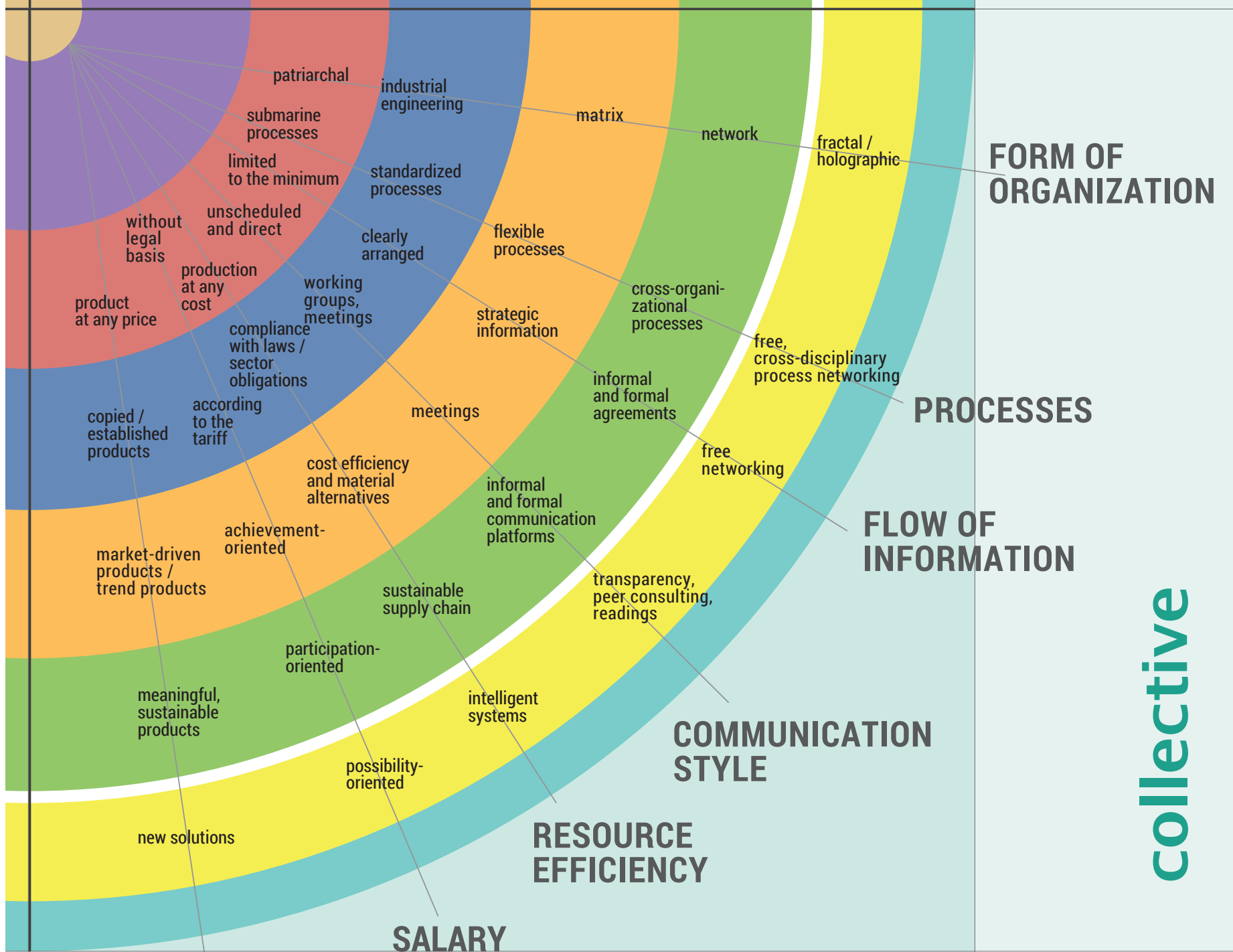




VALUES CULTURE

source: imu-augsburg.de

STAKEHOLDER RELATIONSHIP



source: imu-augsburg.de



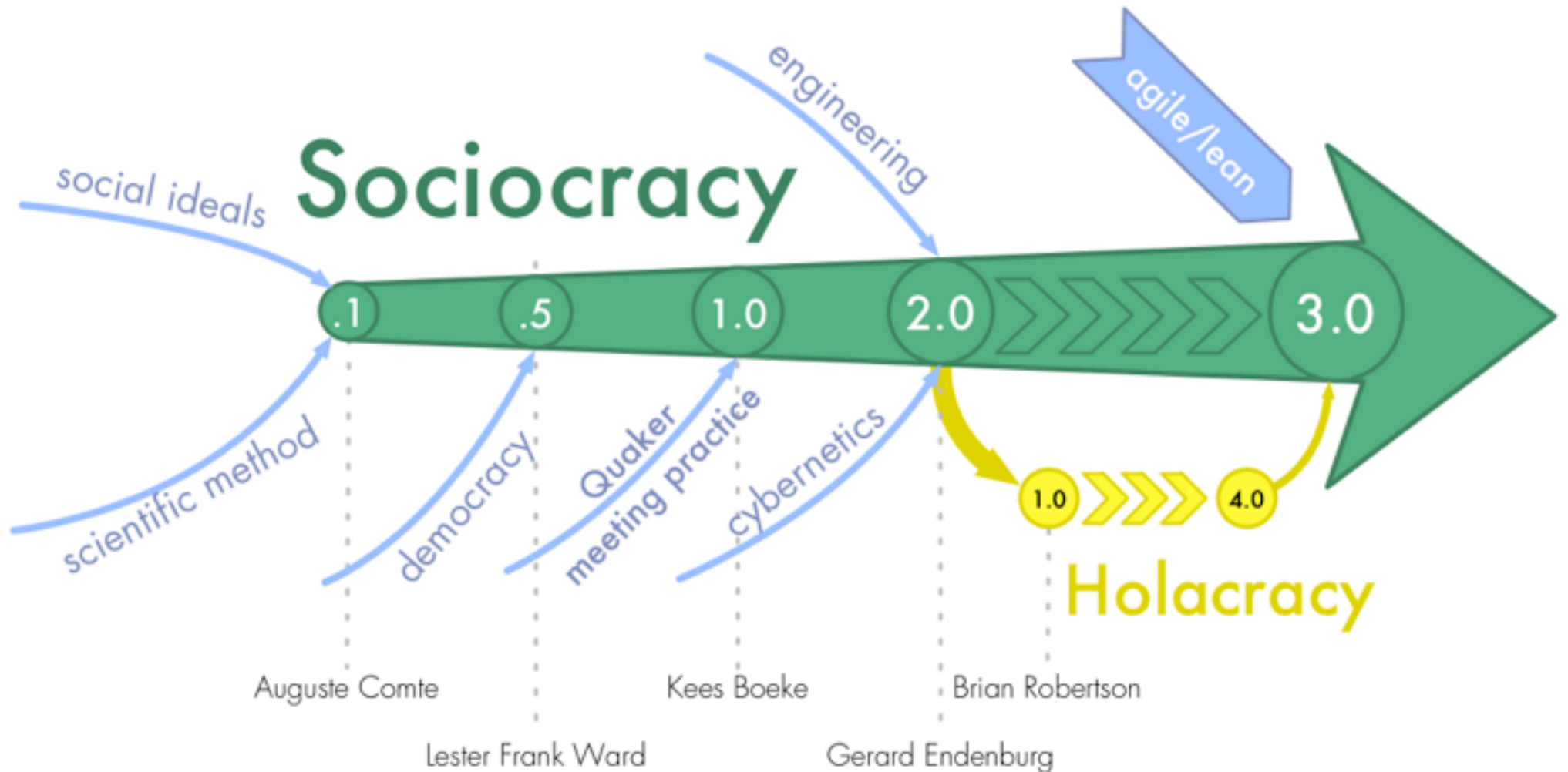
Reinventing Education Podcast



<https://reinventingeducationpodcast.podbean.com>

Sociocracy 3.0

Effective Collaboration At Any Scale



Monday					Tuesday				
BC-Time/Boost					BC-Time/Boost				
English	French	French	History Geography Economy	Atlantis	Math	Math	Math	Math	Atlantis
French	English	German	French	Atlantis	German	German	English	English	Atlantis
French power	Job Skills technical professions	Job Skills social professions	7th grade Me and the World	ILW Individual Learning & Working	Math power	Job Skills technical professions	Job Skills social professions	7th grade ICT Skills	ILW Individual Learning & Working
Learn to play an instrument Comic Art Animation film Creative Writing Career choice prep. ILW				Atlantis	Bandworkshop Fit for fun Work and design Creating Memes Literatur Club				Atlantis
Music improvisation 100% Football Artistic design Film Career choice prep. ILW					Music production Craft and design Photography Garden Musical Repair & maintenance				

Wednesday

BC-Time/Boost

History
Geogr.
Econ.

English

Science

French

Atlantis

French

History
Geogr.
Econ.

English

History
Geogr.
Econ.

Atlantis

BC-Time/Boost

Thursday

BC-Time/Boost

Teamtime & Reflection

Cooking

BW

Coaching

ILW

Cooking

BW

Coaching

ILW

Student Circles:

Solution League | ICT | Learning |
Experience | Community

7th grade • itw Walking

Quests

SUT

Teamsitzung

Atlantis Airlines Boarding Pass **itw**

Datum: _____

check-in time: _____

boarding time: _____

Reisebüro: _____

Reisegrund: _____

Name des/r Reisenden: _____

Reiseziel: _____

Reiseziel erreicht: 0-----10 Visum Reiseleiter

Nach dem Aufenthalt in Atlantis
 Ich fühle mich: 😊 😐 😞
 Reisende/r wirkt: 😊 😐 😞

1201211420919





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.



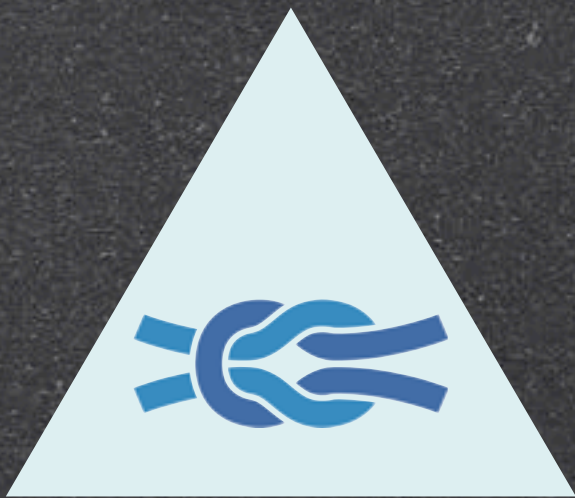
How can we prepare our students
for THEIR future
and not
for OUR past?







- **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**



motivator

35%



18%



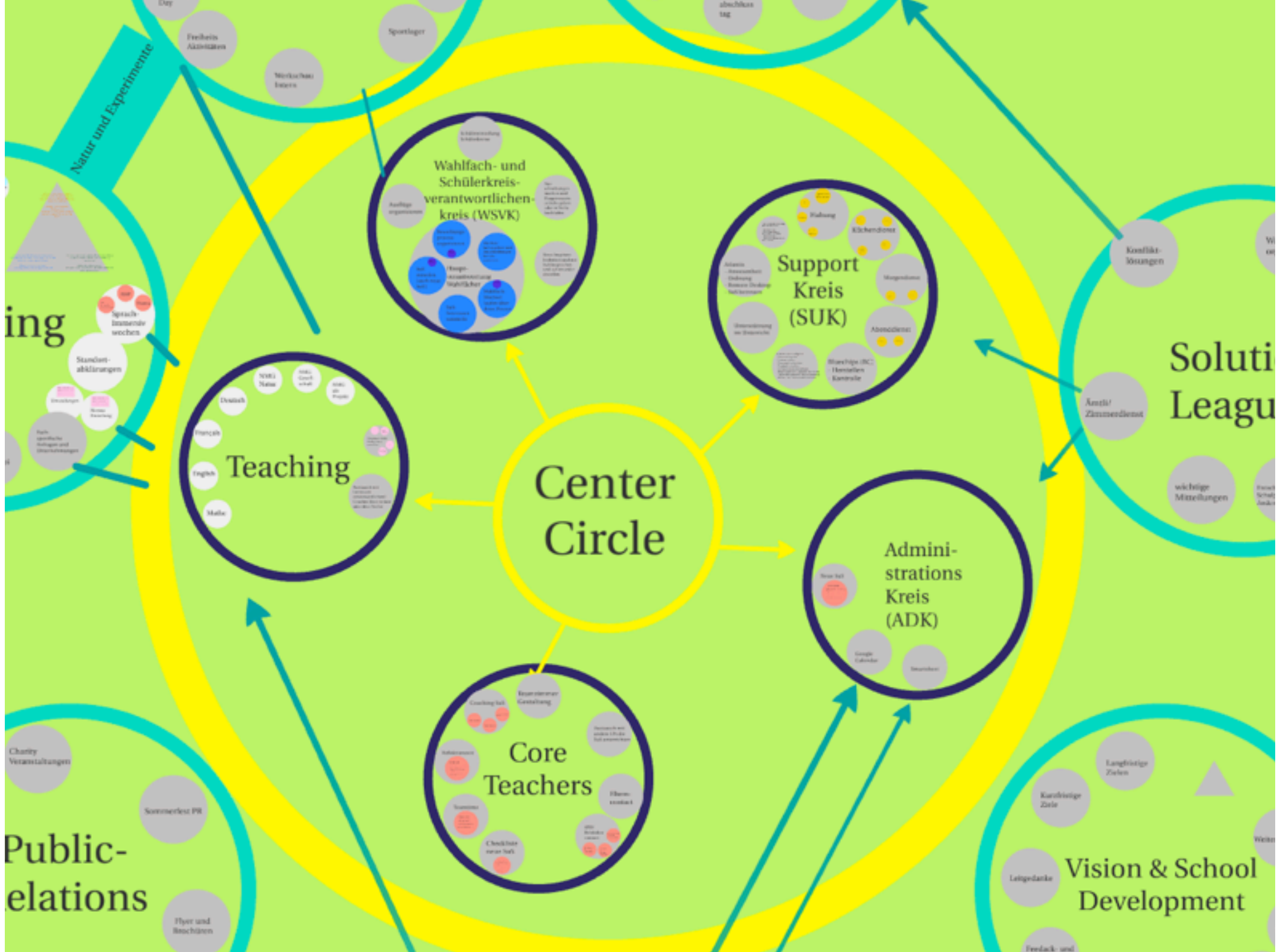
25%



instructor

travel guide







Valerie Glauser



Frau Mastro
Repräsentantin

LP-Kreis

Lernen

Delegierte/r



Frau Mastro
Repräsentantin

- Kreisleitung
- Protokoll



Delegierte/r

SuS-Kreis
Lernen

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





























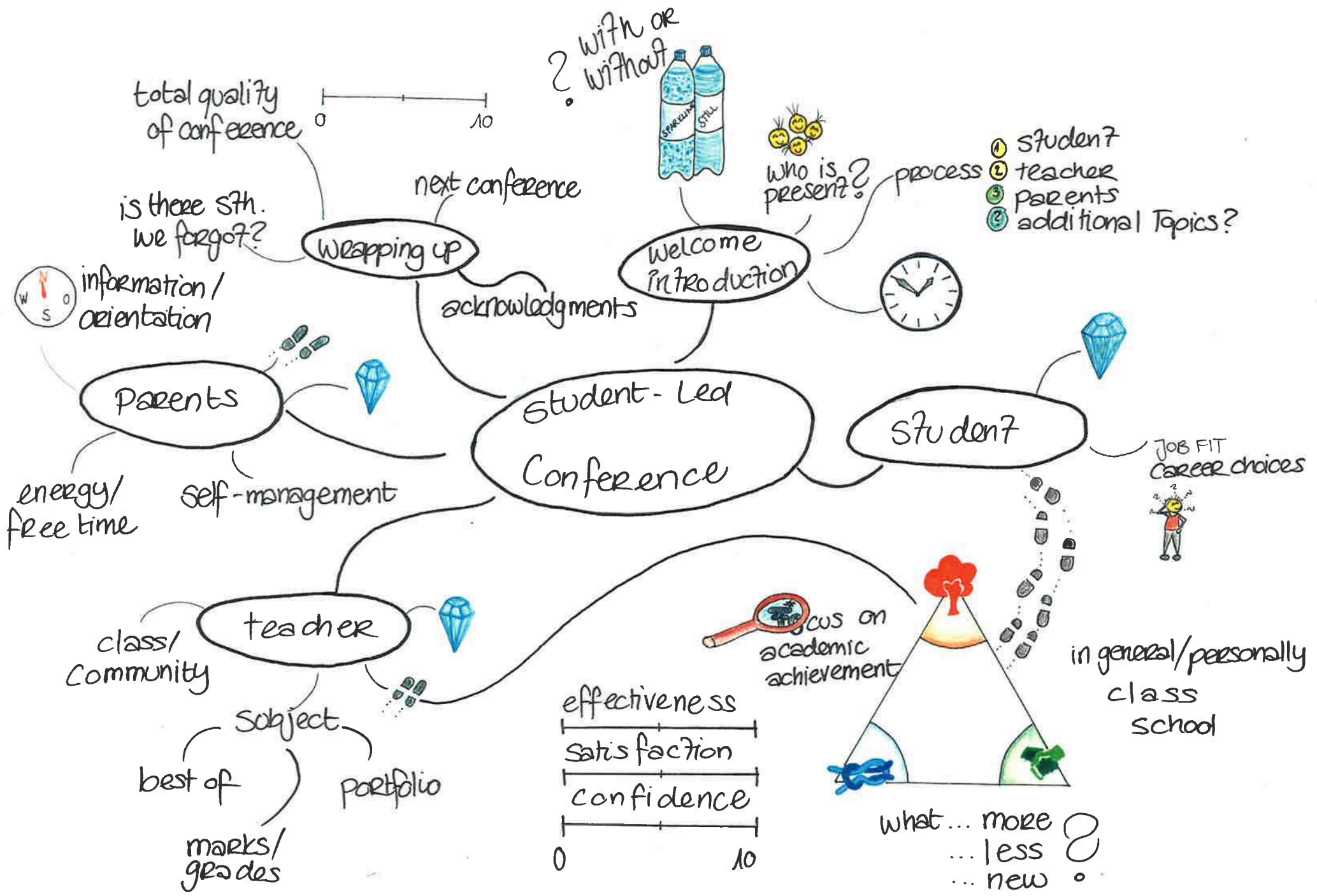




itw

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.»

A background network diagram consisting of numerous nodes of varying sizes and shades of blue (light blue, medium blue, and dark blue) connected by thin, light gray lines. The nodes are distributed across the entire page, creating a complex, interconnected web of relationships.

**«Pedagogy is
a pathway to complexity.»**

Roger de Weck

OBLIQUE STRATEGIES

Gardening, not architecture