PALOIT

SYSTEMIC TEAM DELEGATED PROCESS
Performance in Collaboration

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THE ICEBERG

Events
Occurrences that happen regularly, even on a day-to-day basis

Patterns
Accumulated memories of "events" that reveal a recurring trend

Systemic Structures
Exposes how everything is organised and generates the patterns and the events that are observable.

Just the Tip of the Iceberg

Because systemic structures generate patterns and events—but are very difficult to see—we can imagine these three levels as a kind of iceberg, of which events are only the tip. Because we only see the tip of the iceberg, the events, we often let those drive our decision-making. In reality, however, the events are the results of deeper patterns and systemic structures.

Source: Innovation Associates

" *What role do you want to play in your meetings and collaboration?*

EVENT THINKING IN REAL LIFE

Exploring the Events, Patterns and Systemic Structures

- What just happened?
- What are the trends?
- What has influenced the patterns?
- What are the relationships between the parts?

EVENT THINKING TO SYSTEMIC THINKING

> "A system is a set of related components that work together in a particular environment to perform whatever functions are required to achieve the system's objective."
>
> ~Donella Meadows

One of the major breakthroughs in understanding the complex world of organisations is the field of systems theory. The field studies systems from the perspective of the whole system, its various subsystems and the recurring patterns in the relationships between the subsystems. Systems theory has greatly influenced how we understand and change organizations.

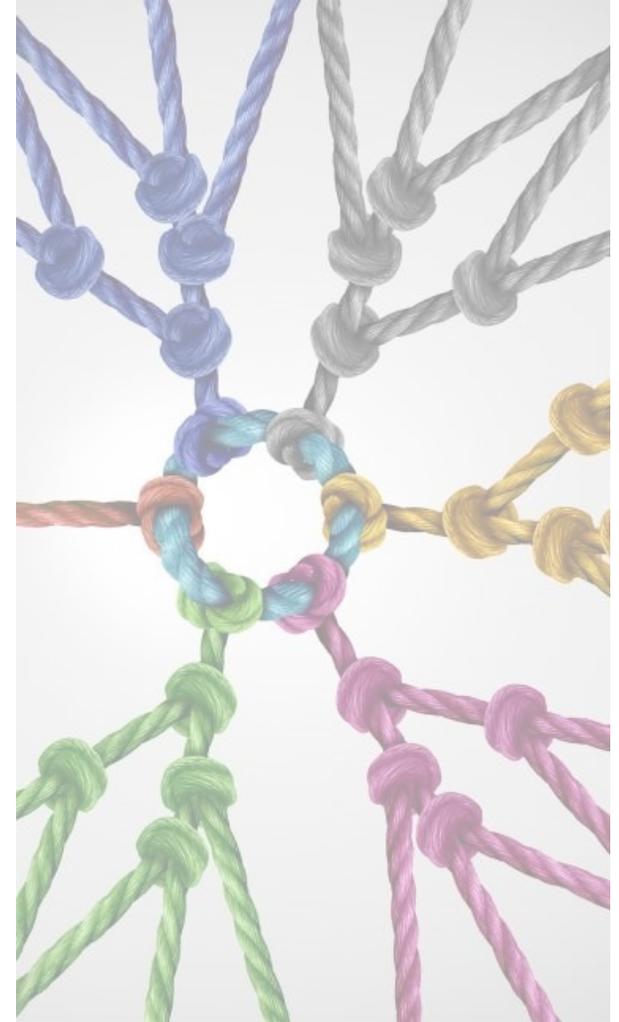**Collections versus Systems**

1. Bowl of Fruit
2. Football Team
3. Toaster
4. Kitchen
5. Database of Customer Names
6. Tools in a toolbox
7. People in an airplane
8. Marriage

CASE FOR SYSTEMIC THINKING

Transforming a team's collaboration and meeting processes and results can eventually modify the whole organization's processes and results. By acting on the system's structures, we are acting on the general system's genetics and therefore on all its processes, identity and ultimate outcome or results.

Systemic thinking primarily aims to influence or modify interactions between people rather than change the people themselves. It is focused on transforming professional interactions rather than relationships and personalities.
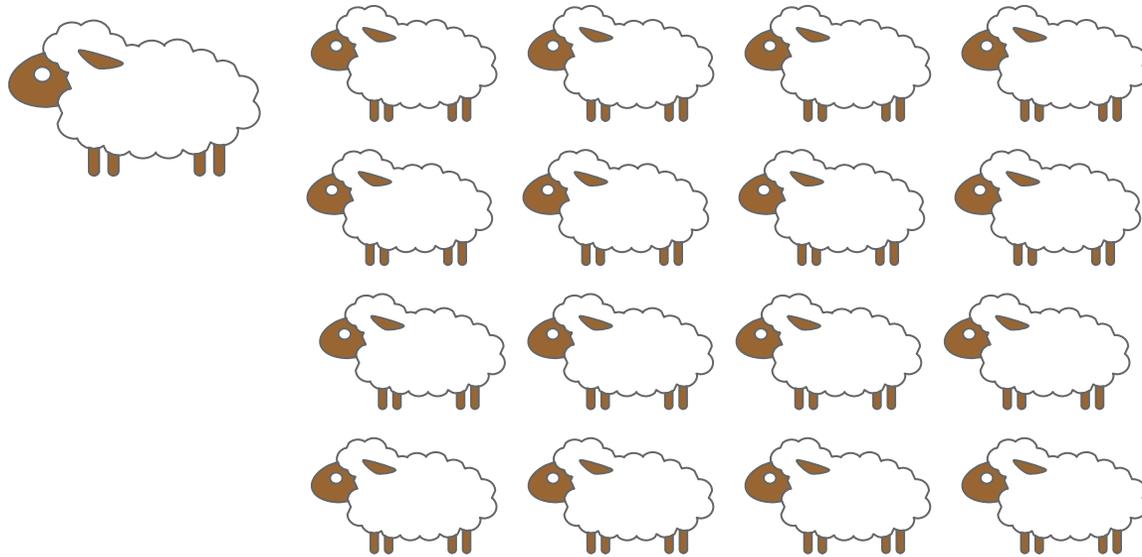
using the Systemic Team Delegated Process

THEORY
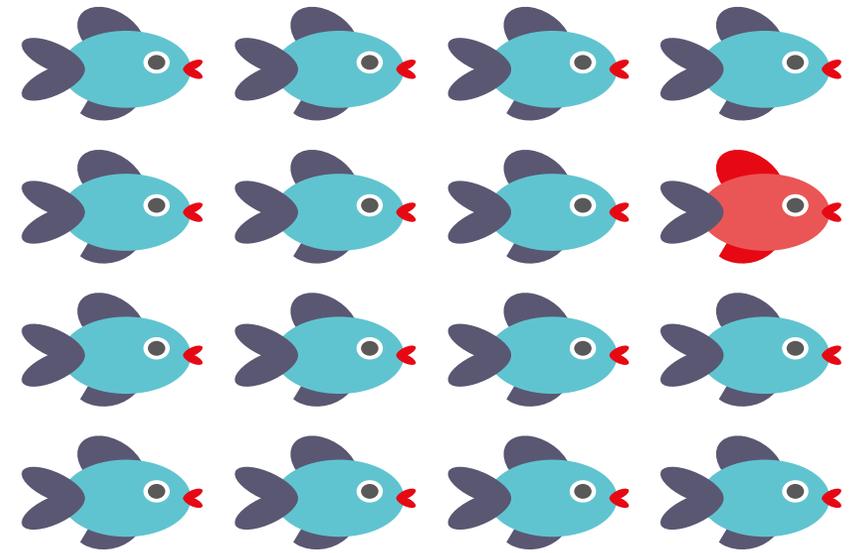
" *SYSTEMIC TEAM DELEGATED PROCESS*

WHO'S RUNNING THE SHOW

Traditional   **Systemic**

Make Decisions, Moderate, Keep Time, Coach, Participate, Drive for Decisions, Keep Minutes, Confront and Support Participants, Prepare Agenda, Host, Follow-up

Changing the Organisation

Whilst this is a meeting or collaboration process, it is also a tool for organisational development or cross-cultural management and coaching tool.

SYSTEMIC DELEGATED PROCESS

No Panacea

Systemic Delegated Processes are particularly tailored to develop efficiency within intact teams meetings and collaboration.They are particularly powerful in meetings and collaboration centered on decision making.

Delegated Roles

The proposal for the process is to delegate functions and roles to hold certain competencies.

Circulation Principle

Ensure that the above meeting roles rotate among all the team members without exception, on a regular, predictable or programmed basis.

Agenda Preparation

To achieve true ownership of their processes and results, meeting preparation is also delegated to the team members.

Moderator or Facilitator

DELEGATED ROLE of Inter-relational and Participative Leadership

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DELEGATED ROLE of Time Management and Persuasive Leadership

Decision Driver

DELEGATED ROLE of Quality Decisions and Leadership

Advisor or Coach

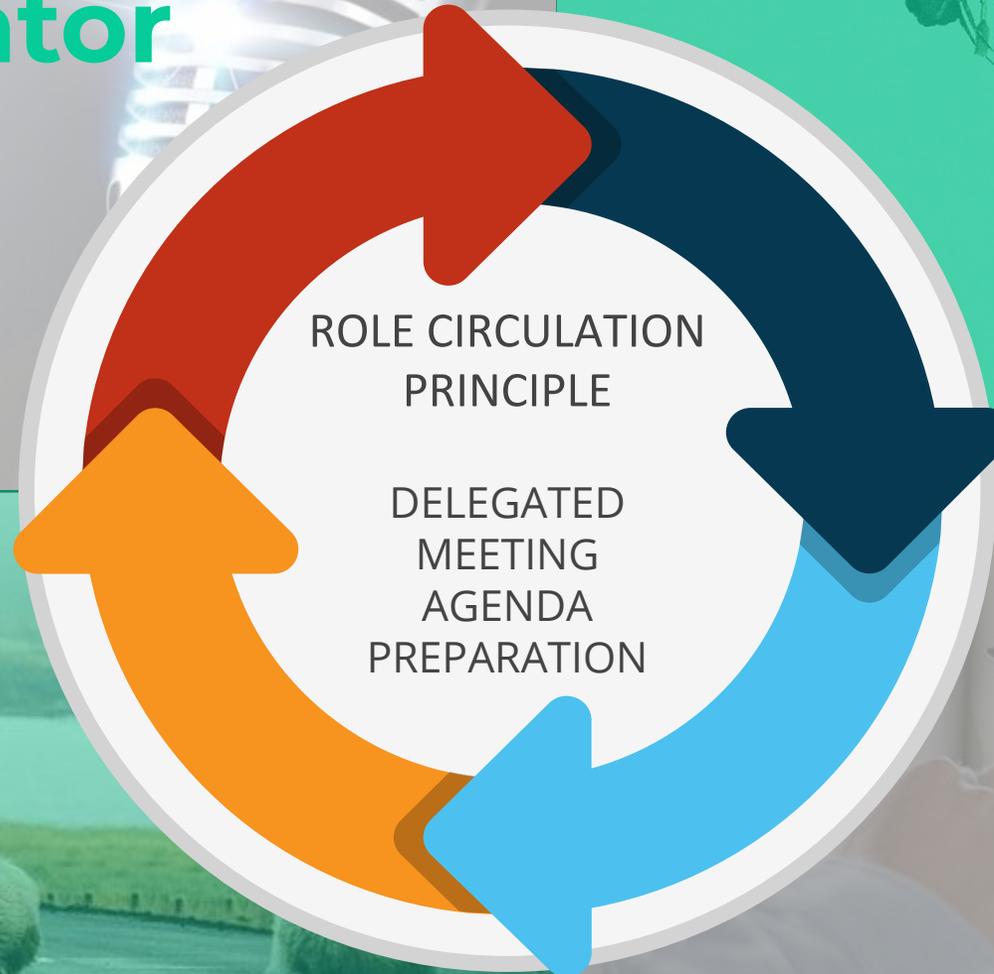DELEGATED ROLE of Continuous Learning and Delegated Leadership

" *What are the actions and sounds of the roles of the Systemic Delegated Process?*

Moderator or Facilitator

Pacer

Decision Driver

Advisor or Coach

ROLE CIRCULATION PRINCIPLE

DELEGATED MEETING AGENDA PREPARATION

PUTTING THEM ALL TOGETHER

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