Building a Democratic Team

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Clear Path

1. The Organisational Structure - Round
2. Mobility - Free and flexible
3. Feedback - Open, honest and always
4. Transparency - Everywhere and everything
5. Trust - Build and maintain
6. Collecting great ideas - listening to every voice
7. Performance - The natural result

Organisation
Round - Example for 4 Lines of Business

Legend:
- Custodians
- Line Leaders
- Contributors
- Activity Leaders
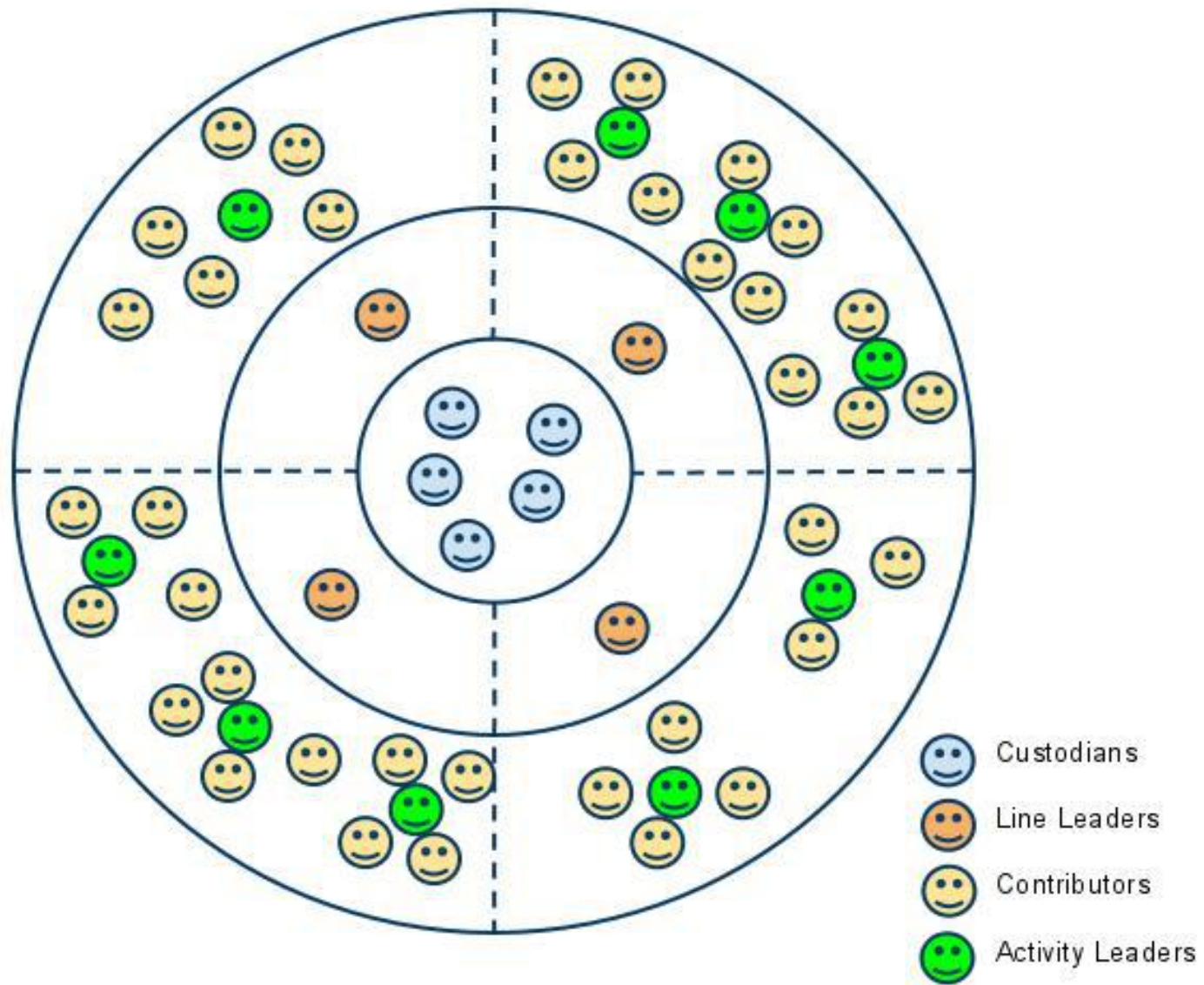
Mobility
Free and Flexible

- Team members are free to move between groups and activities
- Agreed by the team they are leaving
- Agreed by the team they are entering

Feedback
Open, Honest and Always

- Open
- Continuous
- Honest
- Use the feedback form:

See here:

http://jeremiahjosey.wordpress.com/2010/11/01/how-to-get-and-assess-upward-team-feedback/

Transparency
Everywhere and Everything

Sharing of information

- Vision
- Mission
- Strategy
- Tactics
- Finances
- Networks
- Resources

Do you know what these are? Ask and find out.

Trust
Build and maintain

Contributions from team members only through trust

Win-Win-Win

- Win for the Individual
- Win for the Organisation
- Win for the Community

Collecting great ideas
Listening to every voice

- Everyone has great ideas
- Creating a safe environment for everyone to speak
- Creating a safe environment for everyone to contribute ideas

Performance
The natural result

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Performance happens naturally as a result of these efforts

Resources

1. Ricardo Semler MIT lecture mitworld.mit.edu/video/308
2. Team Forming Lecture www.slideshare.net/jeremiahjosey/Forming-a-Team-Presentation-20081118
3. Semco web site www.semco.com.br/en/
4. Feedback form jeremiahjosey.wordpress.com/2010/11/01/how-to-get-and-assess-upward-team-feedback/
5. Business Success Triangle jeremiahjosey.wordpress.com/2010/09/22/learning-to-walk-again/
6. Democratic Workplaces www.worldblu.com
7. Traci Fenton of Worldblu.com summary of democratic workplace: http://jp.dk/jptv/nyheder_erhverv/karriere/article2203237.ece