

The Death of Hierarchy: Are You Ready?



Minnesota Council of Nonprofits
www.MinnesotaNonprofits.org

Flisrand Consulting





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1.

why?

why?

2.

what?

key
shifts

why?

what?
key shifts

3.

who?

leadership
competencies

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why?

what?
key shifts

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The logo for Flisrand Consulting features a cluster of orange dots connected by thin black lines, forming a network-like structure. This is set against a background of several light gray circles of varying sizes and thin gray arcs that sweep across the scene.

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**Tell a brief story
about an informal
activity you were part of.**

In other words, not while in a
hierarchical position of authority.

1.

why?

why?

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Wicked Problems



simple



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why?

Wicked Problems



simple



complicated



why?

Wicked Problems



simple



complicated



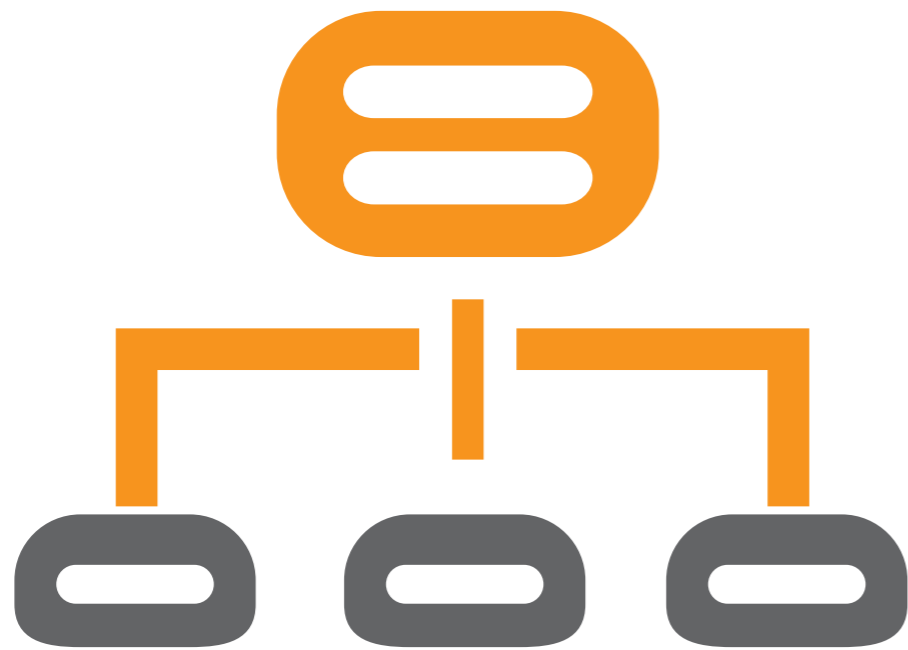
complex



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why?

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why?

2.

what?

key
shifts

why?

what?
key shifts

cause
& effect

complex
causes

KEY SHIFT 1 >

why?

what?
key shifts

**control &
command**

**support &
co-creation**

KEY SHIFT 2 >

why?

what?
key shifts

directive

emergent

KEY SHIFT 3 >

why?

what?
key shifts

**broadcast
(one way)
communication**

**engagement
(horizontal)
communication**

KEY SHIFT 4 >

why?

what?
key shifts

small group
in the know

openness &
transparency

KEY SHIFT 5 >

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why?

what?
key
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why?

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**cause
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why?

what?
key shifts

sounds like
CHAOS



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why?

what?
key
shifts

- **Networks**
- **Holacracy**
- **Sociocracy**
(dynamic governance)

why?

what?
key shifts

3.

who?

leadership
competencies

why?

what?
key shifts

who?
leadership
competencies

What will take for us –
as leaders – to make
sure our organizations
are ready for these shifts?

why?

what?
key shifts

who?
leadership
competencies

Leadership Competency 1

Comfort with adaptive leadership

why?

what?
key shifts

who?
leadership
competencies

Leadership Competency 2

Ability to facilitate

why?

what?
key shifts

who?
leadership
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Leadership Competency 3

Helps to identify breakthroughs

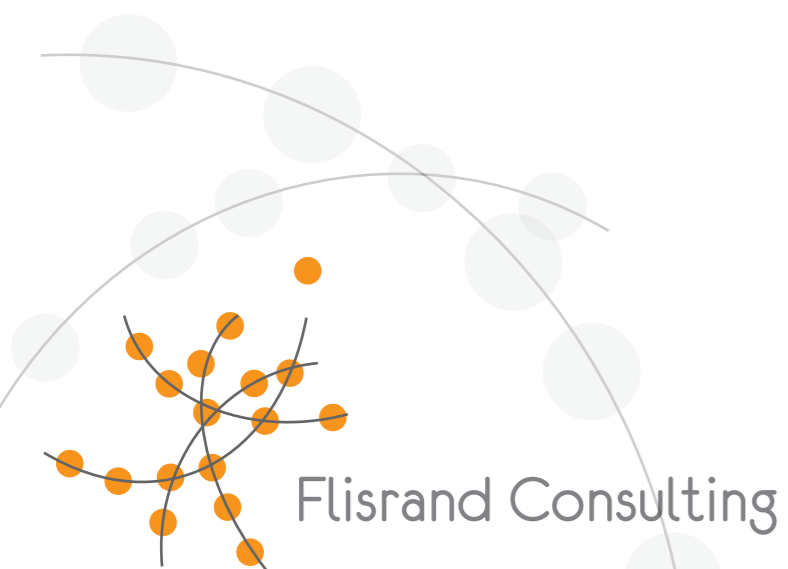
why?

what?
key shifts

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Leadership Competency 4

Effectiveness through influence rather than by authority of holding a position



Design an agenda for a meeting with these shifts in mind

1.

2.

3.

4.



Resources:

- Book: **Connecting to Change the World by Plastrik, Taylor and Cleveland**
- Book: **An Introduction to Network Weaving by Holley**
- Book: **Switch by Heath and Heath**
- Website: **Holacracy.org**
- Website: **Circleforward.us**



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2. **what?**
key
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3. **who?**
leadership
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THANK

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YOU

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