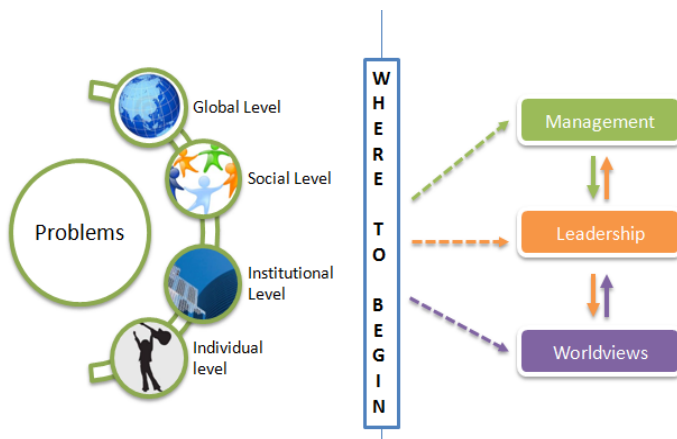


Workshop:

Demystifying *self-managed organizations* and disrupting organization theory

Date : 1-2 July 2016,
Location: Wohnprojekt Wien <http://www.wohnprojekt-wien.at/>
Krakauer Strasse 19/45
1020 Wien
Organisers: Mag. Thomas Schweinschwaller & Dr. Oliver Koenig
Costs: 330,- € (brutto für netto) incl. Coffee Breaks and Lunch

Ever wonder, how an organization would look like without bureaucracy, without any managers or MBAs or time lost in meetings or explicit policies for everything. Welcome to the new age organizations with self managed structures. Watch for yourself - <http://bit.ly/buurtzorg> (youtube video).



Problem Statement

How to transform existing systems towards an Integrative and Holistic Self-Managed paradigm. Established organizations and enterprises have already built a lot of legacy, history and leadership and any small change is a step too much for them even when solutions that have worked effectively elsewhere are being presented.

Workshop Introduction

This workshop covers the insights on the implementation of the *Integrating Simplification Framework*¹ for integrative Self-Management. It involves rigorous self-research on dominant worldviews, the assessment of personal limits by participants and the potential of integrating diversity. The main task will be exploring the prevalent narratives about the organization among its distinct stakeholders. This narrative includes the past, present and anticipated future of the organization. It further includes the organization's ways of comprehending the reality and its notions of values and ethics in that context. This two days process will result in insights on the organization's way of interacting with this reality i.e. How does the organization do things? The participant will be able to work in groups on an *organization case* and create a *plan of action*.



स्वधर्म - स्वावलम्बन - स्वराज

¹ Nandram, S. S. (2014, November 19). *Organizational Innovation by Integrating Simplification: Learning from Buurtzorg Nederland*. Springer.

² Nandram, Sharda S. *Organizational Innovation by Integrating Simplification: Learning from Buurtzorg Nederland*. Springer, 2014.

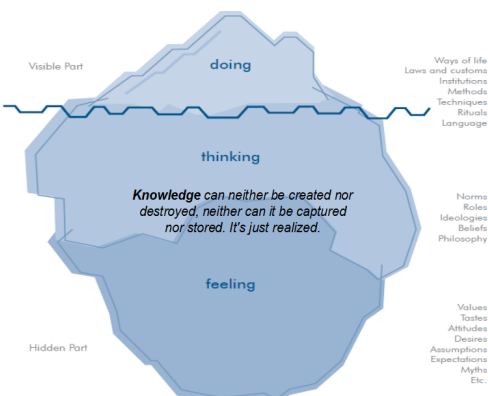


Representative Business Tool - PRAAN Dialogue

The PRAAN Dialogue is an approach to facilitate organizational transformation. It aims an organic organizational change that starts from within by implementing integrative and holistic perspectives to organizations moving towards change by principles of Self-Management. This approach opens up the awareness to co-create a fit between the authentic roots of organizations and enterprises and innovative organizational solutions within existing organizations. The PRAAN Dialogue process starts with assessing the worldviews and making them visible from subtle to explicit articulations in the particular environment of an organization so that people can start accepting the diversity in worldviews and starting to see them integrative and as basis for opportunities for change. Subsequently we introduce worldviews that are conducive to Self-Management in an integrative and holistic perspective.

For Whom

1. Managers, CEO's
2. Practitioners and Researchers of Organizational Development



Learning Objectives- Take Away

1. To make participants comfortable with Worldviews
2. Introduction to theory of organization, leadership and Self-Management.
3. Hands-on tools for building own organization case for Self-Management.
4. Sharing insights with peers and co create approaches.
5. To inculcate the ability to utilize this knowledge for their profession effectively in a pragmatic manner, from assignment to project.



Content

The workshop has been divided into four parts. Following are the topics covered under each:-

Part-1: Etios: Organization's worldview - Swaraaj

1. Introduction to organizational innovation - theory and key concepts.
2. Exploring own organization's worldview as seeds - journey from management problem to worldview analysis.

Part-2 Etios: Participants' worldview- Swadharmma

1. Self analysis and individual Worldview - past - present - future
2. Self- Organization Worldview Fit - how to become integrative

Part-3 Phronesis: Organization case- Swavlamban

1. Organization case - presentation case, feasibility assessment, indicators
2. Resources - types of resources and mobilization of resources

Part-4 Phronesis: Plan of action

1. Plan of action - sharing to other participants and receiving feedback
2. Closing session

Preparation

To get maximum benefit from this workshop, participants are strongly advised to read about the background of Buurtzorg Nederland through published books ², articles³, cases⁴ and online video talks⁵.

² Nandram, Sharda S. *Organizational Innovation by Integrating Simplification: Learning from Buurtzorg Nederland*. Springer, 2014.

³ Kreitzer, M.J., Monsen, K.A., Nandram, S., de Blok, J. (2015). Buurtzorg Nederland: A Global Model of Social Innovation, Change, and Whole-Systems Healing. *Global Advances in Health and Medicine*. Volume 4, Number 1, P.40-44.

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Leferink, A., Blok, J. D., Nandram, S., & Hotta, S. (2014). Buurtzorg Nederland and ICT Innovation?The Shift from Bureaucracy to Accountability. *73(6)*, 470-475.

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Brimelow, A. (2013). Dutch district nurses rediscover 'complete care' role. *BBC News Health*.

Monsen, K. A., de Blok, J. (2013). Buurtzorg: Nurse-Led Community Care. *Creative Nursing*, Volume 19, Issue 3. P.122-127.

Monsen, K., de Blok, J. (2013). Buurtzorg Nederland. A Nurse-led model of care has revolutionized home care in the Netherlands. *AJN*, Vol. 113, No.8. P.55-59.

Nandram, S. (2012). In search for the spiritual innovation at the Dutch elderly home care organization Buurtzorg Nederland. *Amity Case Research Journal*, (1), 1-6.

Kane, R.L. (2011). A New Way of Delivering Home Health Care. *Minnesota Chair in Long-Term Care and Aging*. Center on Aging, Minnesota Area Geriatric Education Center. P.3.

De Blok, J. (2011). Buurtzorg Nederland: A New Perspective on Elder Care in the Netherlands. *AARP, The Journal* P. 82-86.

⁴ Nandram, S. (2015). Buurtzorg Case and Illustrations of Zorgaccent and Amstelring. *Amity Global Business Review*. Vol 10, P.56-63.

⁵ Dr Sharda Nandram, Buurtzorg Researcher, Nyenrode, NHSLeadershipAcademy,

<https://www.youtube.com/watch?v=9UN3ruA3ums>

Jos de Blok on Organizational Structures, The RSA, <https://www.youtube.com/watch?v=BeOrNjwHw58>

Healthcare: humanity above bureaucracy | Jos de Blok | TEDxGeneva, <https://www.youtube.com/watch?v=SSoWtXvqsgg>

Others - <https://www.youtube.com/playlist?list=PL6zemFbKy50kBcXFTm1JGyFHbkWR3esXm>



Tentative Schedule - Day 1 (July 1, 2016)

09.30 – 10.15	Welcome and introduction and forming groups
10.15 – 11.15	Part 1 Organization, Leadership, Self-Management
11:30 - 12.30	Part 1 Theory on Organization's Worldview and exploring own Organization's Worldview
Lunch	
13.30 – 14.30	Part 2 Self Analysis and individual worldview
14.45 – 16.00	Part 2 Self- Organization Worldview Fit
16.15 - 17.30	Assignment followed by interaction

Tentative Schedule - Day 2 (July 2, 2016)

09.30 – 10.15	Wrapping up Day 1
10.15 – 11.15	Part 3 Organization case <i>followed by a 15 min short break</i>
11.30 – 12.30	Part 3 Presentations and receiving feedback (3 groups)
Lunch	
13.30 – 14.30	Part 3 Presentations and receiving feedback (2 groups) Conclusions on presentations
14.45 – 16.00	Part 4 Plan of Action
16.15 - 17.15	Closing and conclusive interaction



Facilitators



Prof. Sharda Nandram

sharda@praan.nl

+31 (0) 641 403 325

+91 (0) 993 005 9448

<http://publishing.praan.nl/our-authors/dr-sharda-nandram>

Dr. Sharda S. Nandram is a Dutch resident, born in Suriname, a person of Bharat origin, the third generation immigrant hailing from Jodhpur, Rajasthan. She is Associate Professor at Nyenrode Business Universiteit. Her topics of interest are Entrepreneurship, Spirituality, Organizational Innovation and development, Leadership and transformational learning.

Sharda has two bachelors and two masters' degrees to her credit. One in Work and Organizational Psychology at the University of Amsterdam and the other in General Economics at the University of Amsterdam. She did her PhD in Social Sciences from the Vrije University of Amsterdam.

Sharda has an international orientation and exposure.

In her former positions she was professor of Entrepreneurship at the HAN University of Applied Sciences and Senior Researcher at the Nyenrode Forum for Economic Research and founder and president of the women council of the GOPIO Netherlands (Global Organization of People of Indian Origin). She is supervisor of SJOAL (a Dutch initiative for new perspectives on entrepreneurial education) and advisor to Skerpe Jeugd (an academy for sports and mental skills development of young athletes).

Sharda is also the Buurtzorg Chair Sustainable Entrepreneurship and Organizational Innovation. Furthermore, she guides the implementations of alternative economic models and spiritual practices for Businesses. She is member of the Supervisory Board Stichting Jonge Ondernemer Achterhoek en Liemers, board member of the Steering Committee of the European Society of Spirituality and Economics (SPES) and trustee for Foundation of Critical Choices in India (FCCI).

Her popular published books include *Organizational Innovation by Integrating Simplification: Learning from Buurtzorg Nederland* (2014, Springer), *The Spirit of Entrepreneurship: Exploring the Essence of Entrepreneurship Through Personal Stories* (2008, Springer), *Spirituality and Business: Exploring Possibilities for a New Management Paradigm* (2010, Springer).



Puneet Bindlish

puneet@praan.nl

+31 (0)631 547 742

+91 (0)981 018 1219

<http://publishing.praan.nl/our-authors/puneet-bindlish>

He is a Fellow of Management, Organizational Behavior area from MDI, Gurgaon, Bharat and an engineer from prestigious Indian Institute of Technology, Banaras Hindu University (IIT-BHU) specializing in Mining Engineering. Her topics of interests are fundamental aspects of leadership viz. it's conceptualization, indigenous research paradigms for scholar practitioners of leadership. Owing to his multidisciplinary orientation, he pursued a Post Graduate Diploma in Yog and Naturopathy, where his thesis was on "Leadership Development through Yog". He publishes his work in scholarly as well as practitioner-oriented outlets.

His industry experience spans around a decade, working for both small and large enterprises in Bharat and overseas. He humbly attributes his present set of inculcated skills to organizations like e-enable, Infosys, Oracle, Wipro, PNC Bank, UCLA Medical Center, to social initiatives like IIT(BHU) Alumni Associations, Sveccha Foundation and to his co-founding teams in entrepreneurial ventures - Calance, Infogile. During this experience, he was appreciated for his abilities of Leadership, Mentoring, Technology, Entrepreneurship, Product Management. He was among the eight finalists in Tie-Canaan-CNBC Entrepreneurial Challenge, 2008, for his venture Infogile Technologies.

He has been invited for lectures, talks, judging, panel discussions in diverse areas like Entrepreneurship, Leadership, Health & Medicine, Traditional knowledge systems in Management including Business Communication, Technology, Product Management. Notable among them were from Nyenrode New Business School, IIT(BHU), MDI, IIM-Calcutta, IIM-Rohtak, Banasthali Vidyapeeth, Institute of Government Accounts and Finance (INGAF), National Entrepreneurship Network (NEN), Pearl School of Business (PSB), Startup Leadership Program (SLP), MTS Telecom, Bharti Vidya Bhawan. With good national and international exposure, he has acquired comfort level with diverse cultures.



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