

A Metaphorum Online Experiment

Team Syntegrity

- Syntegration is a multi-day facilitated non-hierarchical group process invented by Stafford Beer, and published in <u>Beyond</u> <u>Dispute: The Invention of Team</u> <u>Syntegrity</u>.(1994)
- The protocol enables people with common, but significantly different positions, & perspectives, to collaborate in creating a collective answer to the Opening Question.

Our O.Q. is

How can Metaphorum and its members capture the learning from the current crisis, and best contribute in radical shifts that society have to make fast.



Icosahedrum •30 people (nodes) •12 topics (edges) • **Each participant is:** •Member of 2 teams **Critic of 2 teams**

ESyn 2030 A Syntegration type of Online Experiment





Problem Jostle





STATEMENTS of IMPORTANCE

- Maximum 10 words
- It should refer to something you are committed to discuss in response to the opening question
- Avoid obvious topics or not too interesting or that are common place as they wouldn't incite debate
- Avoid enigmatic or ambiguous topics
- Produce short statements (not more than 15 words)
- Best statements are those that generate new ideas, promote debate, controversial, alternative

12 TOPICS SELECTION

Produce suggested statements of importance One sticky note per SI □ Limit 20 words per SI □ Maximum 4 SIs per person □ Browse other SIs Self-organise & place your stickies close to similar SIs Discuss the suggested 18 Sol in teams Select the most interesting ones to choose Π the final 12 Cnsolidated Statements of Importance



Infoset (online) Meetings 5 Members, 5 Critics & 1 Observer





REVERBERATION EFFECT

The way the infoset shared knowledge permeates the whole team and produce reverberation of the key ideas



E SYN 2030 PARTICIPANTS' ROLE

- Be on time for meetings (this is especially important in this on-line event)
- Contribute to selecting twelve topics relative to the opening question..
- As a **Team Member** for two topics, explore answers to the OQ, and co-produce summary statements of each team meeting.
- As a **Critic** of two topic teams., listen to team member conversation, and, in your designated time.- share your responses
- In your **Observer** time, you may visit either/both of the two Topic Team meetings. You may meet others in the lounge ; talk to a facilitator, take an "at home timeout.
- As a Community member, give feedback to results posted on line at _____
- As a member of the Research team in the E-Syn experiment, we will ask you for feedback at the end of the event, in preparation for a Review meeting on January

- Discussing your topic for about ³/₄ of the allotted time in the session.
- Participate in drafting & recording final statements at the end of each Iteration meeting.
- Contribute to reporting Team outcomes in the Outcome Plenary

CRITIC'S ROLE

- You will have about ¹/₄ of the meeting time to comment on the process, what stood out for you. -a great idea, group process, connection with your other team meetings, appreciation, suggestions.. etc.
- Contribute to discussions in your allotted time frames as critic the feedback time is limited, so share the time available with our fellow Commentators.
- Take key information with you to your other meetings.
- Be a devil's advocate. Alert on:
- non questioned assumptions by the team members
- Unsupported conclusions
- Important topics not questioned
- New ideas that need to be taken into account

OBSERVER'S ROLE

Silent role: 'bee' collecting and sharing information you will have two free team-meeting sessions when you may observe, but not speak may choose to join other free-time members in the Lounge, take a break, reflect., etc. We recommend that you don't fill your "observer" times with other work. Stay in the flow. Consider the synergy & integrity of the 12 outcomes,

- Share in articulating the 'Sense of the Whole' to conclude the Syntegration.
- Closing circle: share high points of your journey and share your 'what next?' possibilities.

As Co-researcher

- E-syn 2030 is an experiment,
- 1 Your experience, reflections, suggestions are valuable learning resources.
- We will ask everyone for some specific feedback, and look forward to hearing about your journey in whatever way you would like to share.
- (Send your feedback to David at <u>david@reflection-action.nl</u>; <u>angela.espinosa.salazar@gmail.com</u>; <u>Allenna leonard@yahoo.com</u>

GETTING READY FOR ESYN 2030 - (Organising team)

December 16 th , 2020					
Time	Activity	Responsible			
3:00-3:20 pm	Welcoming meeting	AE/AL/JW			
3:30-4:20 pm					
4:20-6:00 pm		SV/AE			
Asynchronous	Web page (Read at your own risk! Links to articles about ts	AE <mark>/PT</mark> AL/DB			

The E-Syn schedule (members) *D* Pre-event:

- Attend the December 21 introductory plenary meeting, and technology briefing.
- By Jan.4, upload a brief overview of your history, and why this OQ matters to you, -- accompanied by a one-minute video)
- Before January 7, become comfortable with how to use Zoom, Google Drive

PROJECT OVERVIEW Jan 6th- 8th 2021

5-6 pm Opening Plenary. Describe SIs and process. All info-set members place SIs as post-its on Miro + Initial

4 pm Clustering.

4.30 pm Boundaries, Hosts, Titles

5 pm Vote 1. Select 18 SIs

5.30 pm Organisers timetable 18 Zoom meetings

6 – 7 pm First 9 Zoom meetings. 3 streams. 20 mins.

4 pm Plenary.

4.15 pm Last 9 Zoom meetings. 3 streams. 20 mins

5.15 pm Hosts upload CSIs and Titles on Miro

5.30 pm Vote 2 . Select final 12 SIs

5.45 pm Organisers allocate colours to Topics. Lottery sheet.

6.15pm Lottery

- 8 pm Trading struts

8 pm. Closing

Weekend Organisers publish Topic group details, members and critics, and timetable for the following week.

Jan 6th, Asynchronous grouping Thurs, Jan 7th 3 hrs Friday, Jan 8th 4 hrs

PROJECT OVERVIEW Jan 11th-13th, 2021

Monday,	1.45 pm	Plenary.
Jan 11 th	2 pm	Meetings 1 and 2 (50 mins + 10 min changeover)
6 hrs	3 pm Meet	tings 3 and 4
	4 pm	Meetings 5 and 6
/	5 pm	Meetings 7 and 8
	6 pm	Meetings 9 and 10
	7 - 8 p	pm Meetings 11 and 12
Jan 12 th	2pm - 8 pr	m Iteration 2 as Monday
Jan 13 th	2pm	- 6pm Iteration 3. (40 mins + 5 min c/over)
	6.30 p	om Preparation for presentations
	7 pm	12 5 minute presentations
	8 pm	30 1 minute reflections
	8.30	Closing

Wednesday Jan 6th, 2021, 4-5 pm ESYN 2030- Opening

	Time	Activity	Instructions to Participants (P)/ Organising Team (O)	Responsible (+ Tools)
4:00	-5:00 pm	Introduction to ESYN 2030	 Outline of the process + Q&A. Explain Problem Jostle (I) – Statements of Importance of high variety encouragement (e.g. What would your grandchildren (or grandfather) say?) 	AE/AL/JW

Wednesday Jan 6th, 2021, 4-5 pm ESYN 2030- Problem Jostle

/	5:00 pm to 3pm (Thurs 7 th) Asynchronous	Problem Jostle (l)	 page (created by us) All participants write their short statements of importance (SI) in MIRO on post-its One sticky note per SI Limit 20 words per SI Maximum 4 SIs per person Browse other SIs Self-organise & place your stickies close to similar SIs You can review your own SIs, delete existing or write new ones. 	AE (Miro page) Facilitators: available for help in a Zoom Help Room (Set a couple of times when one of us will be in room)
			You can move other people's Sis but not change or delete	

Thursday Jan 7th, 2021: 4:00 – 6:30 pm GMT. Problem Jostle (II)

Time	Activity	Instructions to Participants (P)/ Organising Team (O)	Responsible (+ Tools)
Between Wed 5 pm and Thu 3 pm		(O) tidy up the MIRO page.All SIs displayed on Miro partially clustered.(P) encouraged to read them all	\$\$\$\$
4:00-4:30 pm Synchronous	Pre-clustering	 Everyone logs on to Zoom with the MIRO page open. 5 minutes to survey the Miro page and get clarifications as needed from Facilitators You may move SIs or groups of SIs to create clusters You may duplicate SIs to move them to a cluster (??) 	(P) (F)
4:30- 5:00 pm Synchronous	Boundaries Hosts Titles.	 If a participant identifies a coherent cluster (s)he is free to draw boundaries around the emerging cluster. He/She: writes a draft title for the cluster 	Create a 'chat box' in Zoom?

Thursday Jan 7th, 2021: 4:00 – 6:30 pm GMT. Problem Jostle (II)

	5:00-5:30 pm Synchronous	1st vote	Allocated to cluster title not individual SIs. Any combination. 10 votes for one SI or 1 vote for ten Sis. Top 18 identified , hosts agreed. List produced. We inform everyone of next steps and Friday Zoom Room meetings. Meeting closed	(SV)?? (10 minutes?)
/	5:30-6:00 pm	(O) Timetabling 18 discussions 20 minutes each.	Rooms, to discuss the 18 clusters.	(L) (L)/Google Docs Zoom Whatsapp?
	6:00 pm - 7:00 pm	First 9 (out of 18) CSI meetings (Z1 to Z9)	 (H) Each team now has a host who needs to: be attending their meeting room for the whole session be responsible for refining the title and writing a consolidated Statement of Importance with all incoming 	

Friday the 8th: 4:00-8:00 pm GMT.

Stream 1	Z1	72	Z3	Z10	Z11	Z12
Stream 2	Z4	Z5	Z6	Z13	Z14	Z15
Stream 3	Z7	Z8	Z9	Z16	Z17	Z18

Time	Activity	Instructions to Participants (P)/ Organising Team (O)	Responsible (+ Tools)
5:30-5.45 pm Synchronous.	Voting for 12 topics	 Infoset given 10 minutes to scan all 18 CSI's with new titles. Infoset given 10 votes each - allocated as la form 	Miro / zoom
		 before. a vote means you would be willing to be in this group. Top 12 topics agreed. (F) inform participants from non- winning cluster they can bring their CSI to be discussed at other sessions. 	
5.45 - 6:15 pm	Prepare Lottery Sheet With winning topics Assign colours to 12 topics	 Choose colours for the 12 topics (Malik not withstanding) Produce the lottery sheet and list of topics, CSIs and colours. Distribute teams colour+ topic to all Hosts get preference in their teams. (P) browse lottery sheet and details of titles and colours. (L) allocate numbers randomly to all participants. 	(L) Lottery Sheet Details of 12 topics with their colours.

6:15-7:15 pm	Lottery	Allocate members to 30 struts- assuming icosahedron, using the lottery During the lottery the fifth team member slot will be allocated to that host (L) strict timekeeping / facilitation. (P) Only participant with turn is unmuted.	Zoom - List with colours & topics - List of vacant color-coded struts (filled in during Lottery) - Ordered list of numbered participants (to see who is next)
7:15-8:30 pm		Opportunity for trading Struts.	ŚŚŚ
During weekend.	Announce Results	Upload/publish the results Production of list of all teams - members and critics. Meeting schedule for all announced Zoom rooms invitations shared.	F L L

OUTCOME RESOLVE (Jan the 11th to 13th) Monday the 11^{th,} & Tuesday the 12th INFOSET MEETINGS (I & II)

Stage	Activity	
1:45-2:00 pm	Introduction to Infoset Meetings	
2: 00-2: 40 pm	Meeting 1	Meeting 2
2:45-3:25 pm	Meeting 3	Meeting 4
3:30-4: 10 pm	Meeting 5	Meeting 6
4:15-4:55 pm	Meeting 7	Meeting 8
5:00-5:40 pm	Meeting 9	Meeting 10
5:45-6:25 pm	Meeting 11	Meeting 12

Wednesday the 13^{th.} INFOSET MEETINGS (III)

Stage	Activity	
2: 00-2: 40 pm	Meeting 1	Meeting 2
2:45 -3:25 pm	Meeting 3	Meeting 4
3:30 -4: 10 pm	Meeting 5	Meeting 6
4:15 -4:55 pm	Meeting 7	Meeting 8
5:00 -5:40 pm	Meeting 9	Meeting 10
5:45 -6:25 pm	Meeting 11	Meeting 12
6:30- 7:00 pm	Preparation for the ple	enary:
7:00-8:30 pm	Plenary: 12 * 5 min presentations 30* 1 min closing circle. <mark>???</mark>	

Wednesday the 29th 2020

5:00-6:00 pm – critical learning on the experiment volunteers to continue developing ESYN 2030 experiment

Esyn 2030 Research

- Participant Log Book
- Dear Infoset Member.
- This on-line e-syn 2030 event is an adventure in upgrading syntegrity into the 2020-3 decade. I have taken on Research Co-ordinator responsibility. This is an invitation for join me/us in that process.
- Below is the incoming Research Framework. The community in this event is filled an inter-generational mix of long-standing VSM experience, and digital know-how. Ple in learning as much as we can, and accelerating its 'scale-out' to a 'World in Torme this on Google Drive.

The **purpose** of the research is to explore the dynamics of this first on-line e-syn. Lesse learned, new insights, and 'how-to' guidelines will be collected into a 'How to.. Mar ...and shared via a Creative Commons license . As members of this infoset, you will b to receive it, and use it to serve the goals that Stafford invented it for. I don't understand this

we shouldn't announce this before having a more detailed response from Malik?

ESyn 2030 Facilitators (& Research?) Team

Allenna Leonard David Beatty Angela Espinosa Pedro Pablo Cardoso Andrea Martinez Lukas Ritcher

- Dear Infoset Member.
- This on-line e-syn 2030 event is an adventure in upgrading Syntegrity into the 2020-30 decade
- The community in this event is filled an inter-generational mix of long-standing VSM experience, and digital know-how. Please join in learning as much as we can, and accelerating its 'scale-out' to a 'World in Torment' (post this on Google Drive.

The **purpose** of the research is to explore the dynamics of this first on-line e-syn.

- Lessons learned, new insights, and 'how-to' guidelines will be collected into a 'How to.. Manual ...
- And (hopefully) shared via a Creative Commons license .
- As members of this infoset, you will be the first to receive it, and use it to serve the goals that Stafford invented it for.

Draft Research Framework

- Design options, choices, decisions: rationale, etc. ;; and experience of building/delivering .
- Participant experience:
 - A what is it like? What works? What is missing? What would they recommend for next time?
 - What is necessary to deliver a quality e-syn. Facilitation-'logistics' methods , and integration. Creating a 'Syntegrating -on-line' -We together' experience
 - U Which forms of information sharing, and event outcomes work best on-line.
- Outcomes of the Research Process:
 - A Lessons Learned & Where Next Report for use in next e-syn experiment(s).
 - A E-syn "Job Aid' Manual & logbook for hosts & participants' future use.
 - Identifying time-location moments for possible video output.
 - Identifying systems researchers interested in developing further the research and/or using the data produced to explore specific aspects of the experiment
- Design of a survey to be filled in by the end of the experiment
 - □ Survey results = the opening question fort he post Esyn meeting in Jan 20th?