

life serving



organic



The Team is the Boss

Success through self-organization
with NVC-plus

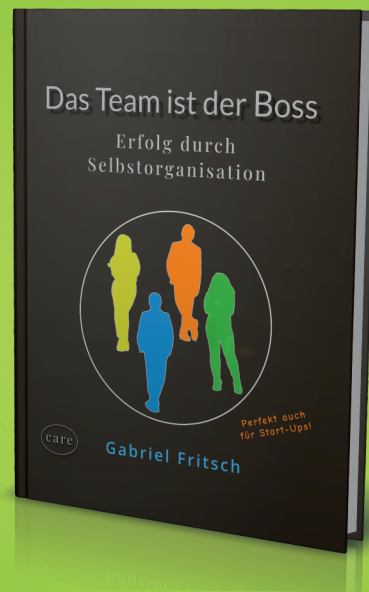


kooperative



self organised





These cards are described in more detail in the book
"The Team is the Boss"

They are made available for free use by:
Gabriel Fritsch, Mannheim
Michaela Fritsch, Vienna

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The basic cards

B01 - Four-Step-Circle

B03 - NVC-plus cultural stage model

1 individual

Find your self-esteem, your integrity and your utopia.

2 system- structur

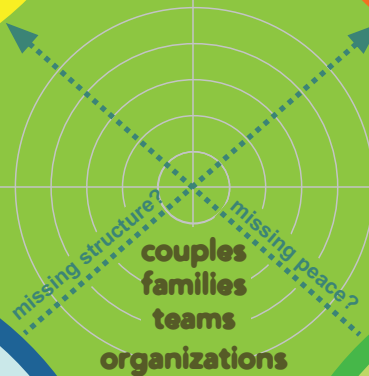
start a system or choose an existing one.

4 synergetic designing

Use the interactive intelligence and power to co-create.

3 interactive sensitivity

Experience unity, wholeness and synergy.



1 the source of life and power

You are completely ok and right.

Your contribution can
always improve.

What is alive in you:
What utopia, what drama,
what potential, what need?

2 frameworking

Create a system or select one.
Frame it in the sense of your liveliness.

Take the position, that suits you.

Do not only react and function.
Act, while paying attention to the
functionality of the system.

project diagnosis
or
project control?

4 the work

Work in the interactive knowledge
and the field potential,
which emerges in a peaceful
togetherness.

Look for the right moment to stop
and take your next step.

3 devotion

Experience the others
in relation to you.

Experience yourself in relation to all
and to the synergetic field.

Beyond sympathetic and
unsympathetic there is this field.
Let's meet there.

Order



1. Dominance

Groups, collectives, institutions
Control center "belly"
HAVING Substance



2. Functionality

Individuality
Control center "head"
HAVING control



3. Caring

Flexible networks
Control center "Heart"
BEING connected

Chaos

preparation cards

Be ready for the
selfcontrolling teamwork!

What is your self-understanding,
self-feeling and vision
beyond opposition

Boundaries separate.
Intelligent assigning
is something else.

„protective“ wall

"Tear in the dress
of the soul"
Trauma, loss of
perceived integrity,
memory of a violation
of integrity

aggression
#the offender

Individuum

rage

yearning

Resistance
as a protective
idea

Primary feeling

faint

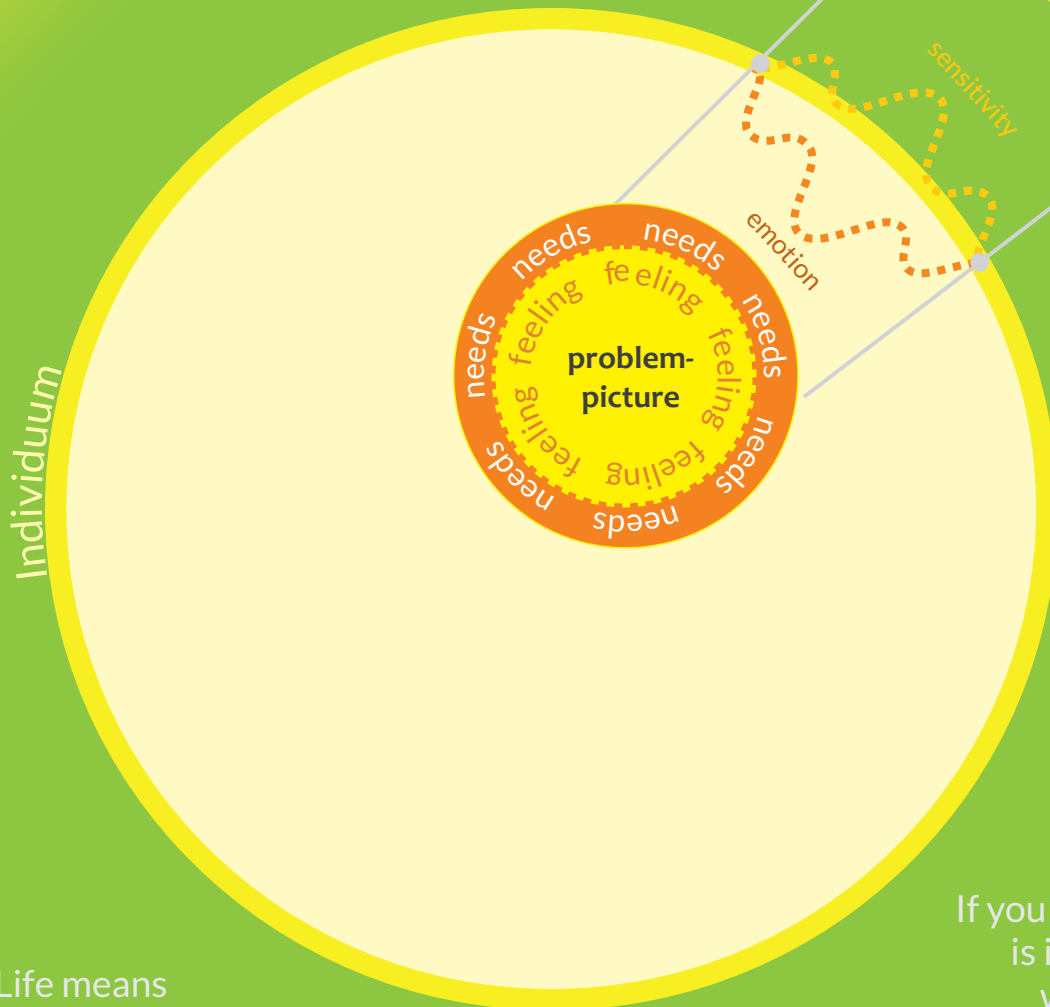
passive hoping
#the saviour

helplessness
#The victim

Through the resistance triangle,
the dramas spread and are inherited
in the system. People dock onto
one of the three outer positions.

Problems are only solvable where they are (outside).

Problems are always outside, and will be realized inside through feelings and needs.



Life means experiencing.

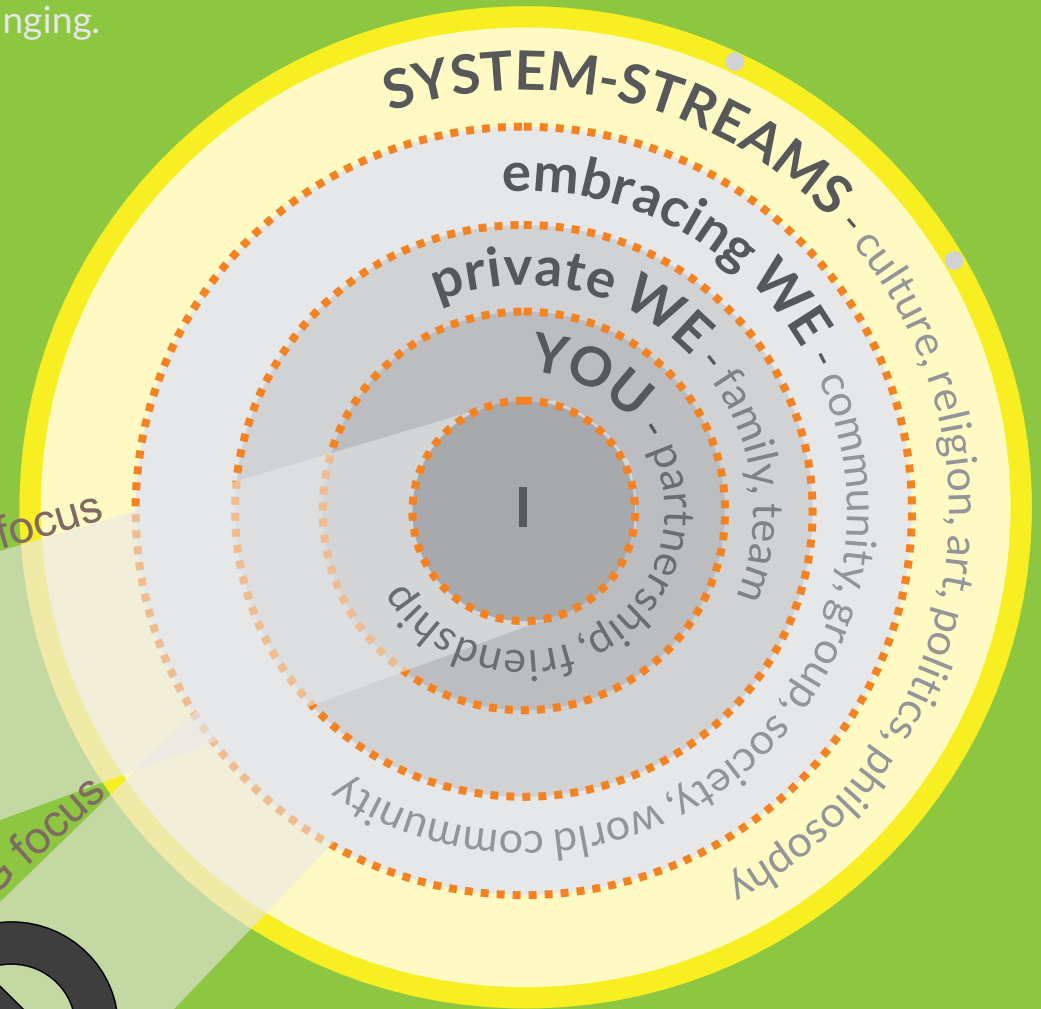
If you believe that the problem is internal, your feelings will seem to confirm this misconception.

BE or HAVE?

How many people
can be alive in you?

HAVING is linearly aligned
(I want THIS),
On the other hand, BEEING is
field-like swinging.

YOUR game or
OUR game?



system explanation cards

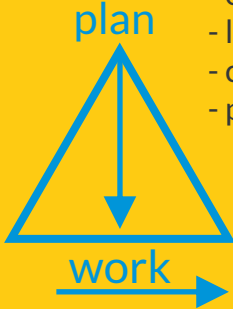
for an agile and flowing
system understanding

1

functional system

e.g. a company

- dominating
- overpowering
- legislating
- controlling
- punishing



- needy
- inadequately
- insufficient
- problematic
- dependent
- guilty
- has to adapt

- please
- beg
- attract
- deceive
- stage
- promise

2
individual

backpack

It is about function,
profit and institution

4

function fulfillment

- torment
 - pressure
 - compulsion
 - blackmailing
 - praise
 - payment
 - external motivation
- = **burnout**

3

collective experience

- fun, relief
 - consumption
 - addiction
 - dissolution of boundaries
 - collective experience
 - fusion
 - dissolution
- = **loss of self**

1 individual

the source of:

- source of drive
- inspiration
- creativity
- vitality
- awareness
- meaning

2 system- structur

- is serving
- needs humans
- is always inadequate
- dependent
- has to be adjusted
- changes with the changes

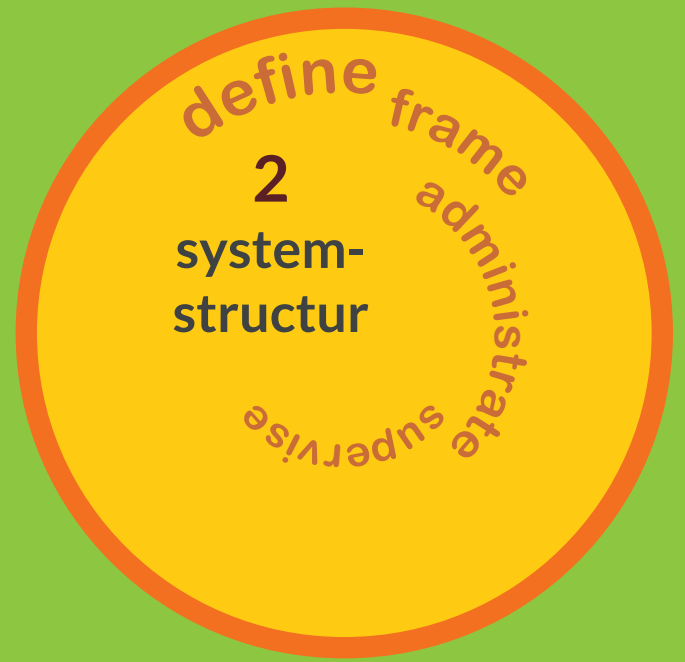
4 synergetic co-designing

- Excess force due to field effect
- interactively intelligent
- capable of complexity
- self-organizing
- error-friendly
- unexcited
- future-oriented

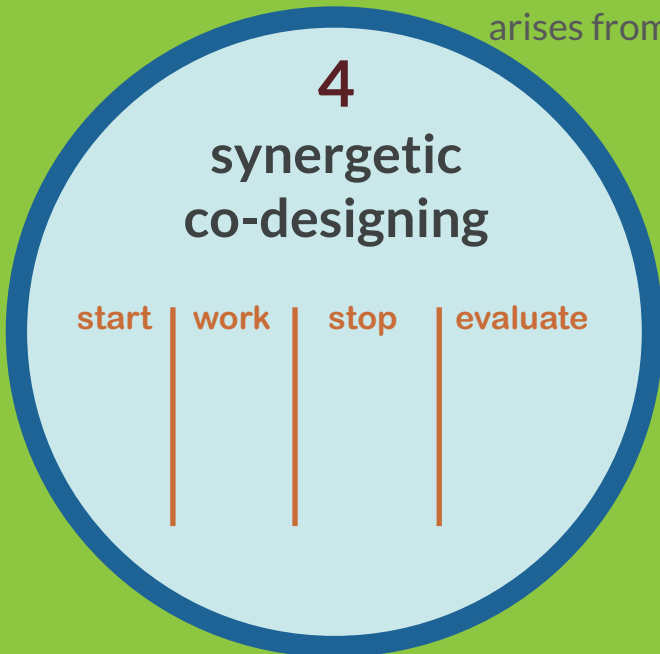
3 interaktive sensitivity

- Team potential field
- systemic order
- Network instead of collective
- Joy instead of just fun
- Meaning instead of purpose
- Yin potentials
- Synergy
- Freedom

It is about
the project



The system structure matches the utopias of the individuals. The potential field arises in the system structure. The work arises from the potential field.

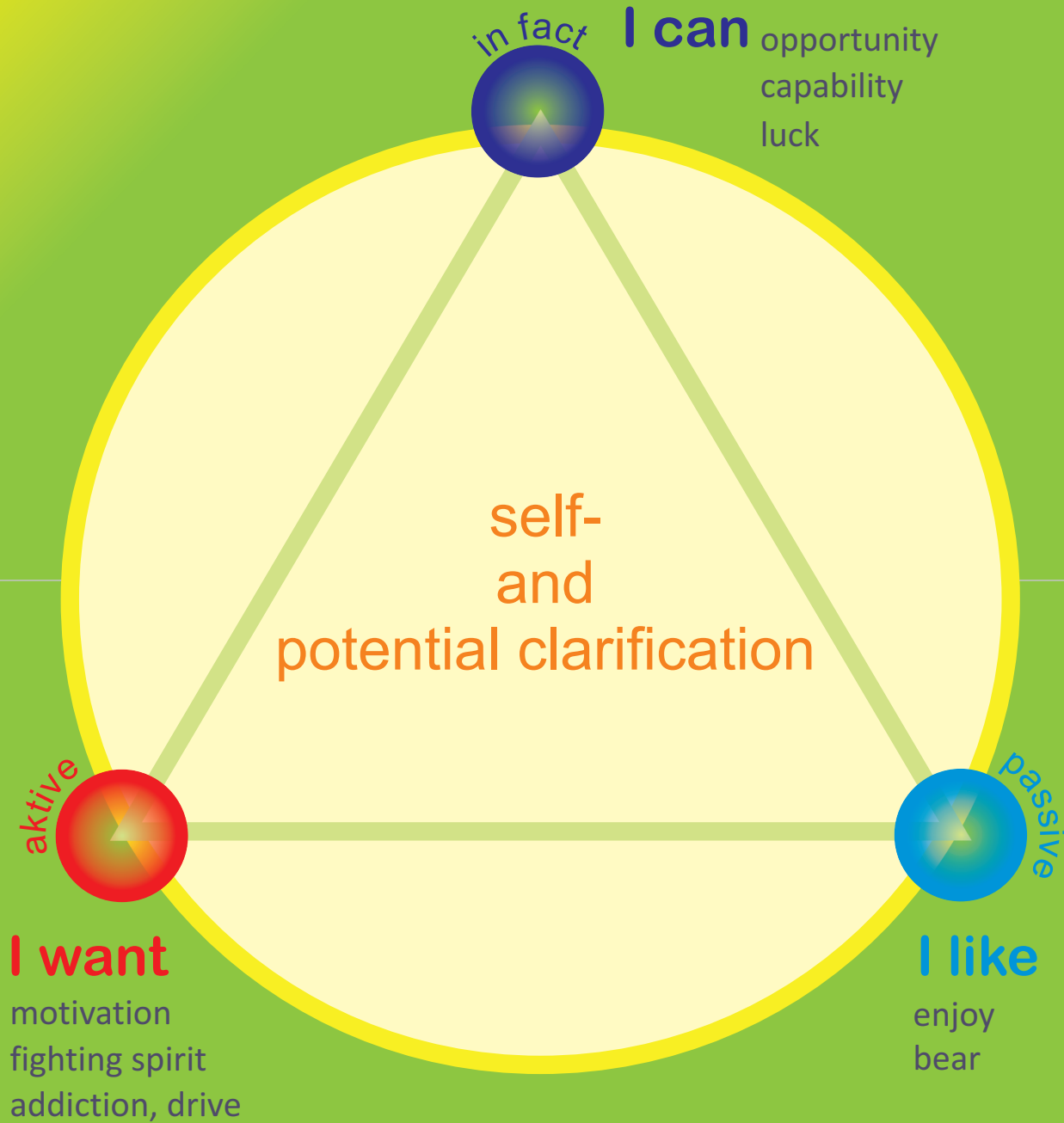


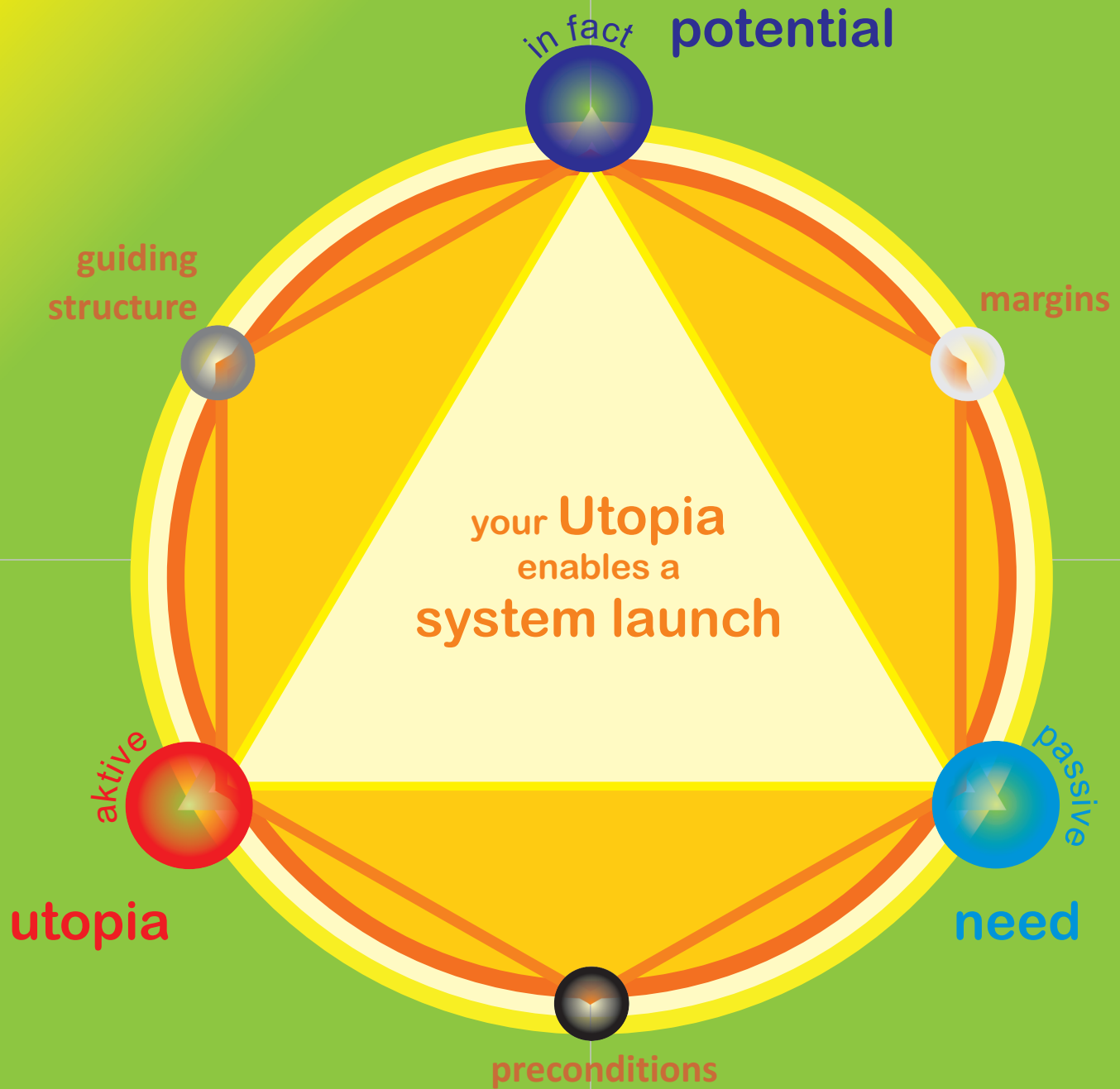
tool-cards

tools for the four fields
of the four-step-circle

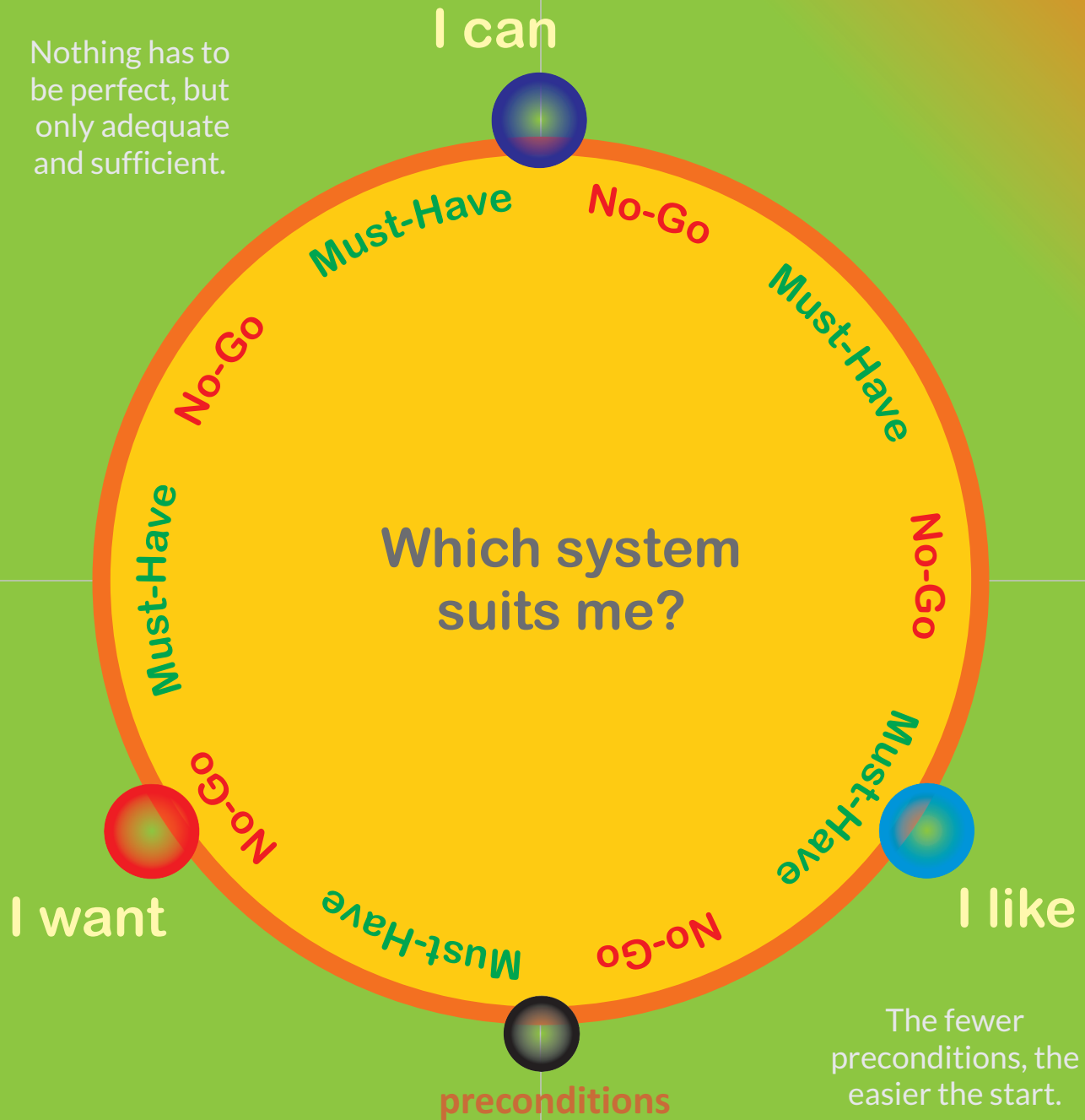




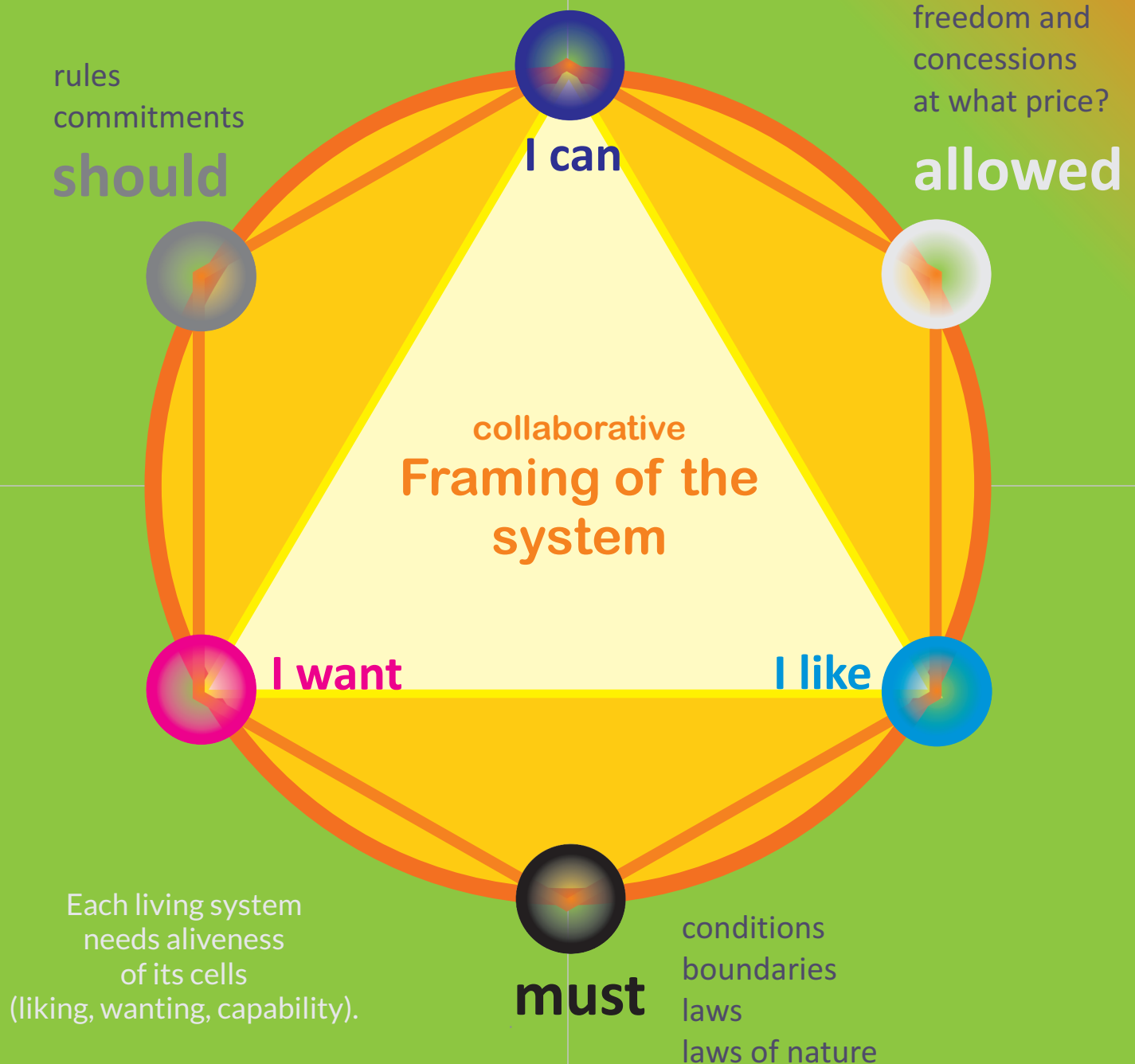


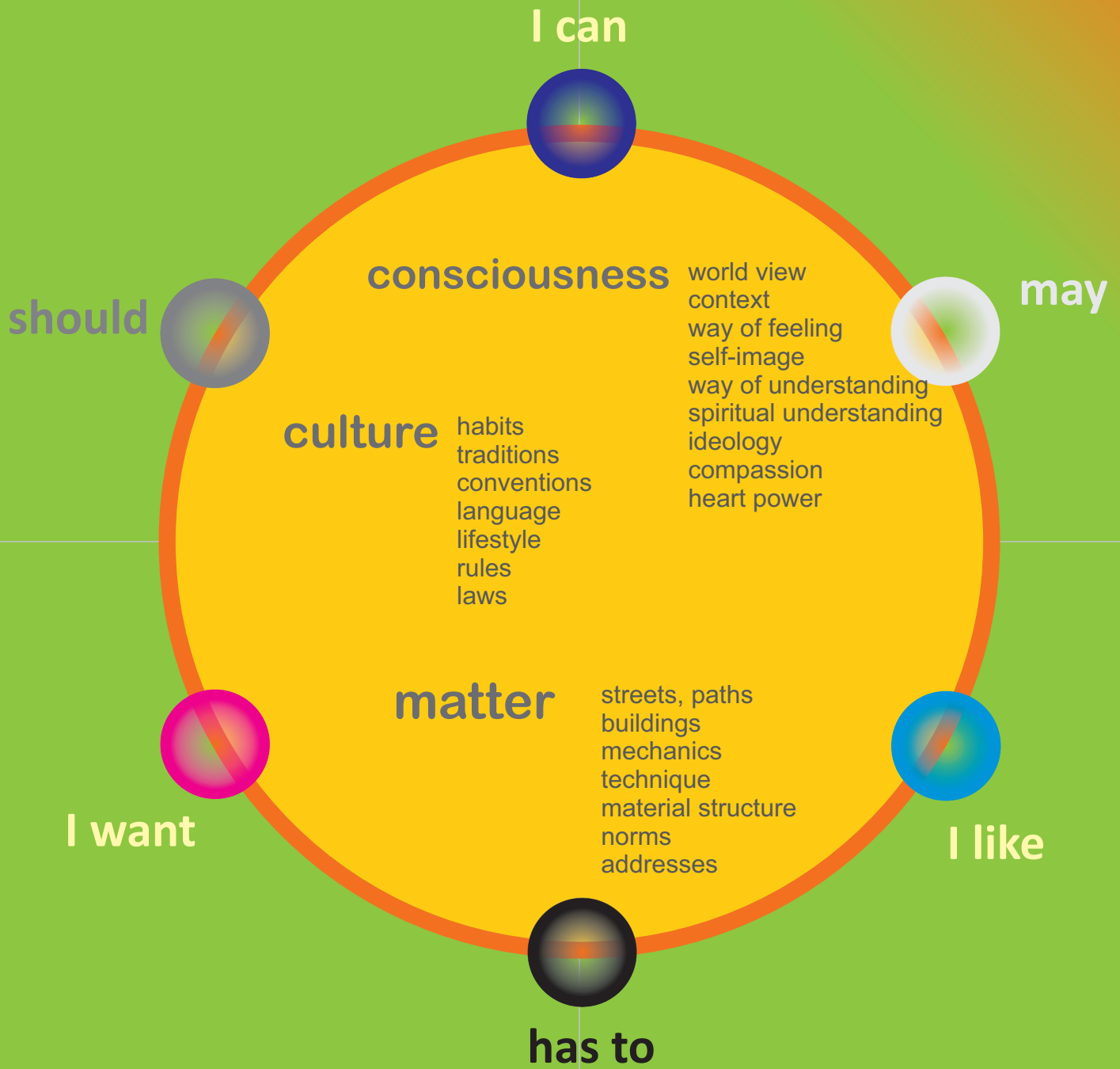


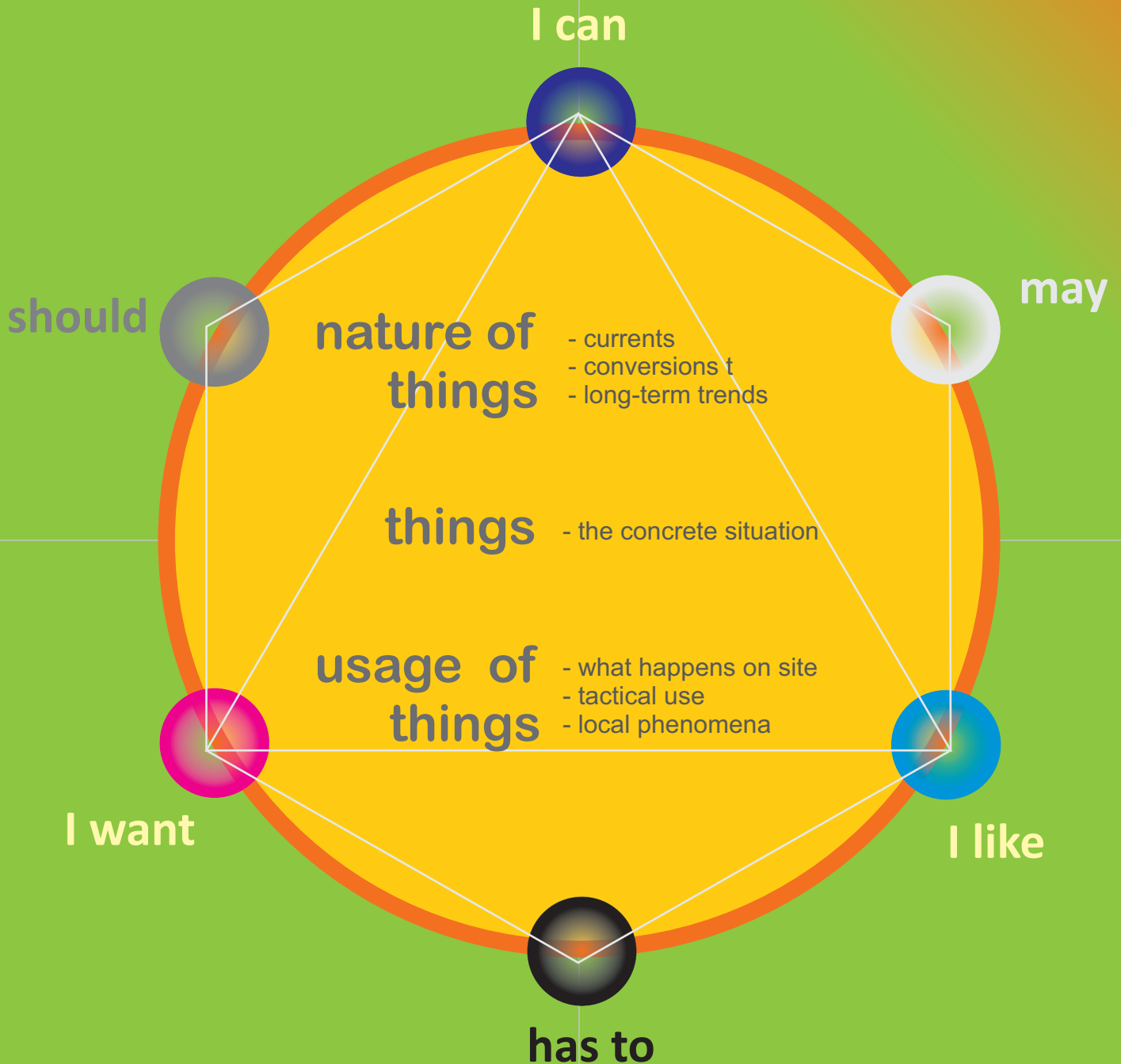
Nothing has to be perfect, but only adequate and sufficient.

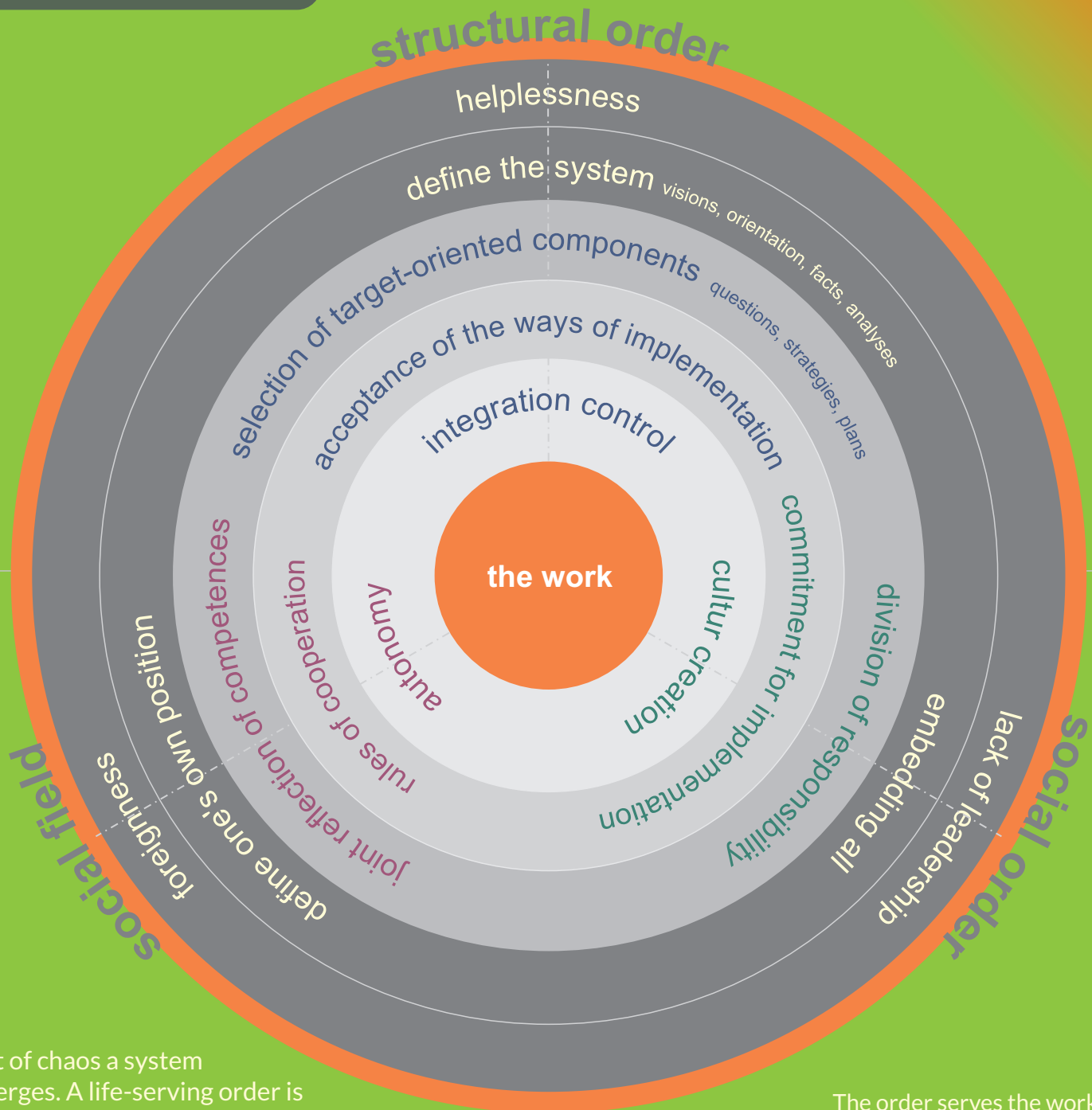


The fewer preconditions, the easier the start.









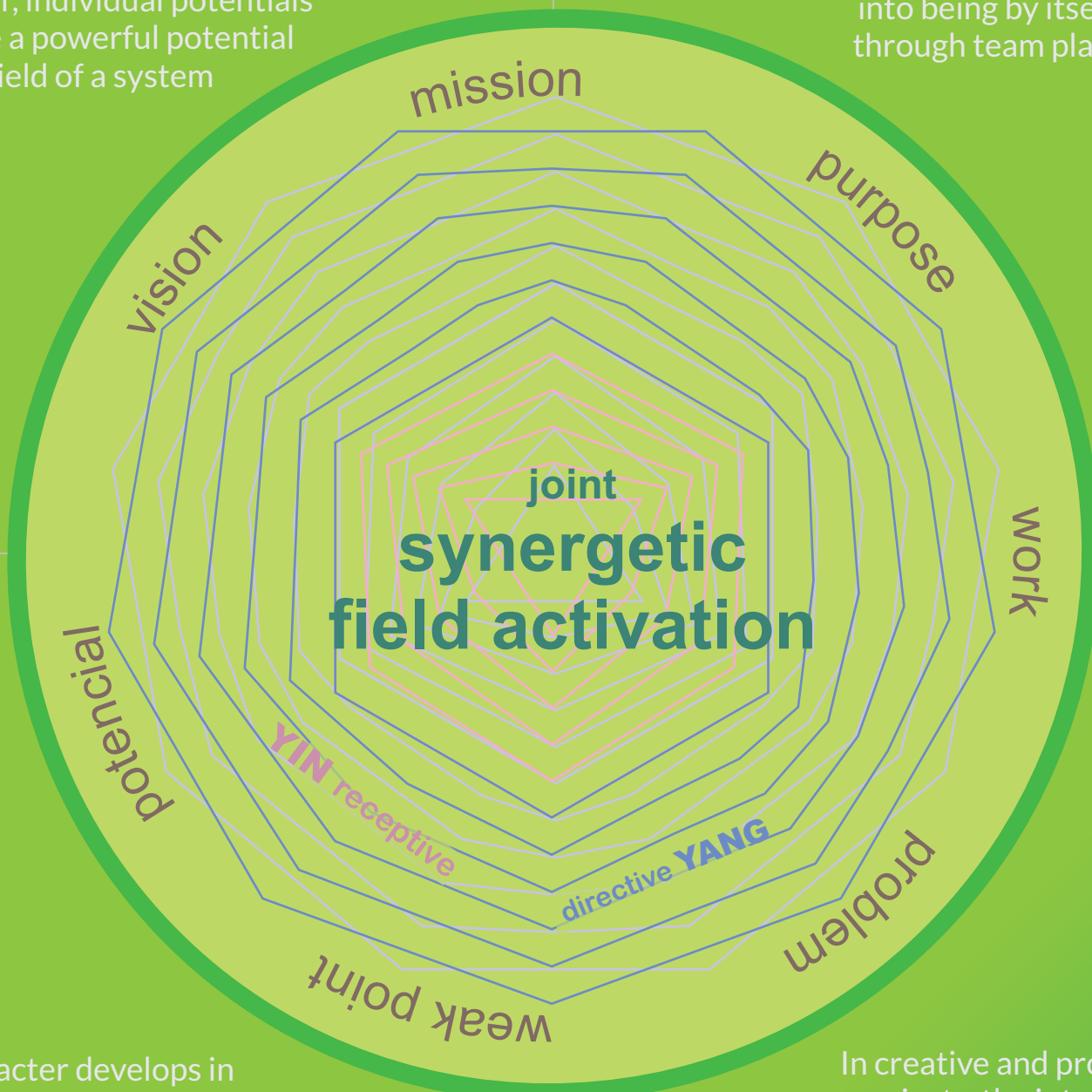
Out of chaos a system emerges. A life-serving order is created in the system.

The order serves the work to be created together.

T3.1 Interactive sensitivity - synergetic field activation

Together, individual potentials create a powerful potential field of a system

The metaorganism comes into being by itself through team play.

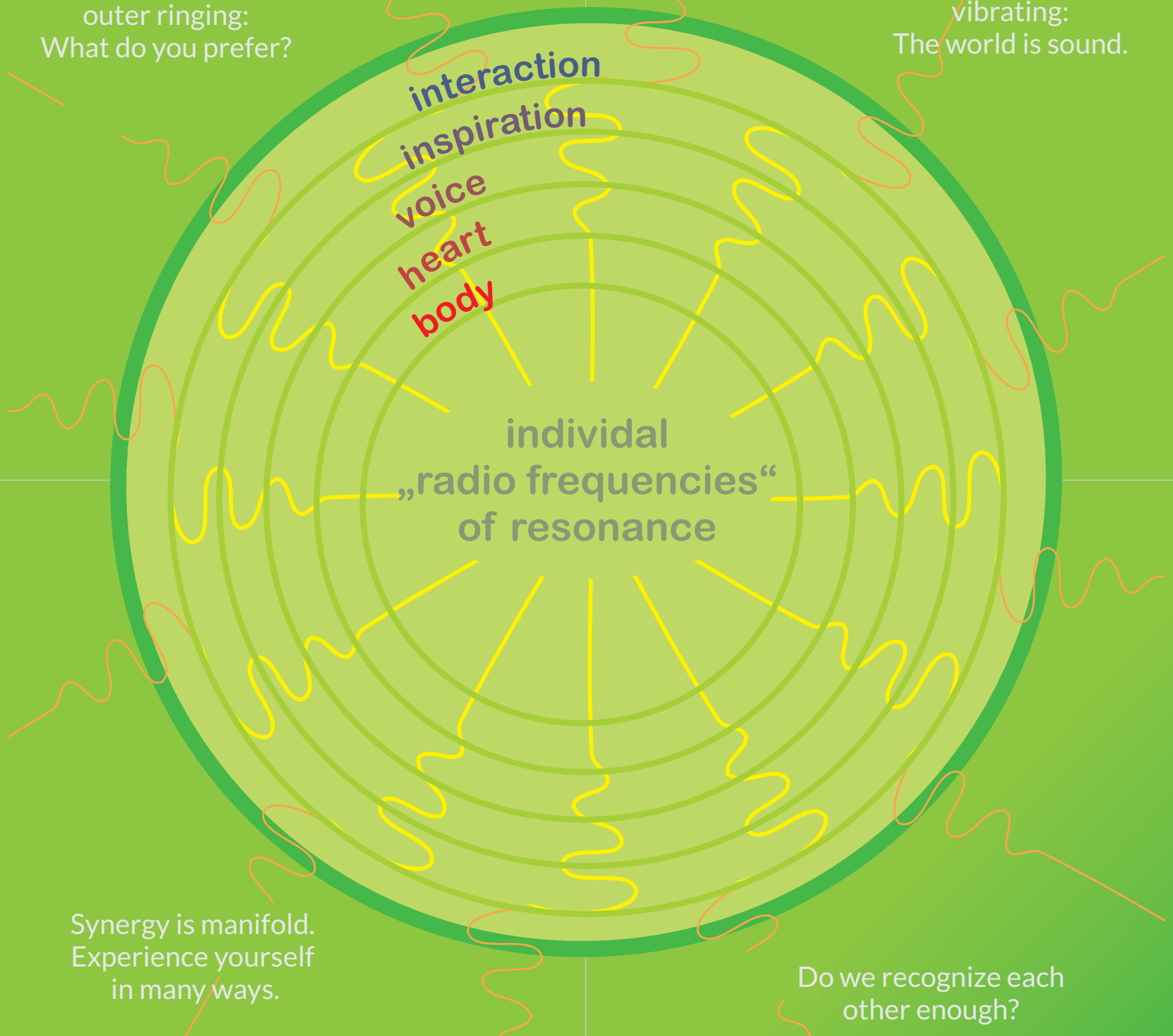


Character develops in caring togetherness of individuals.

In creative and productive projects, the interplay of personalities unfolds..

Inner swinging,
outer ringing:
What do you prefer?

To be moved,
be touched,
vibrating:
The world is sound.

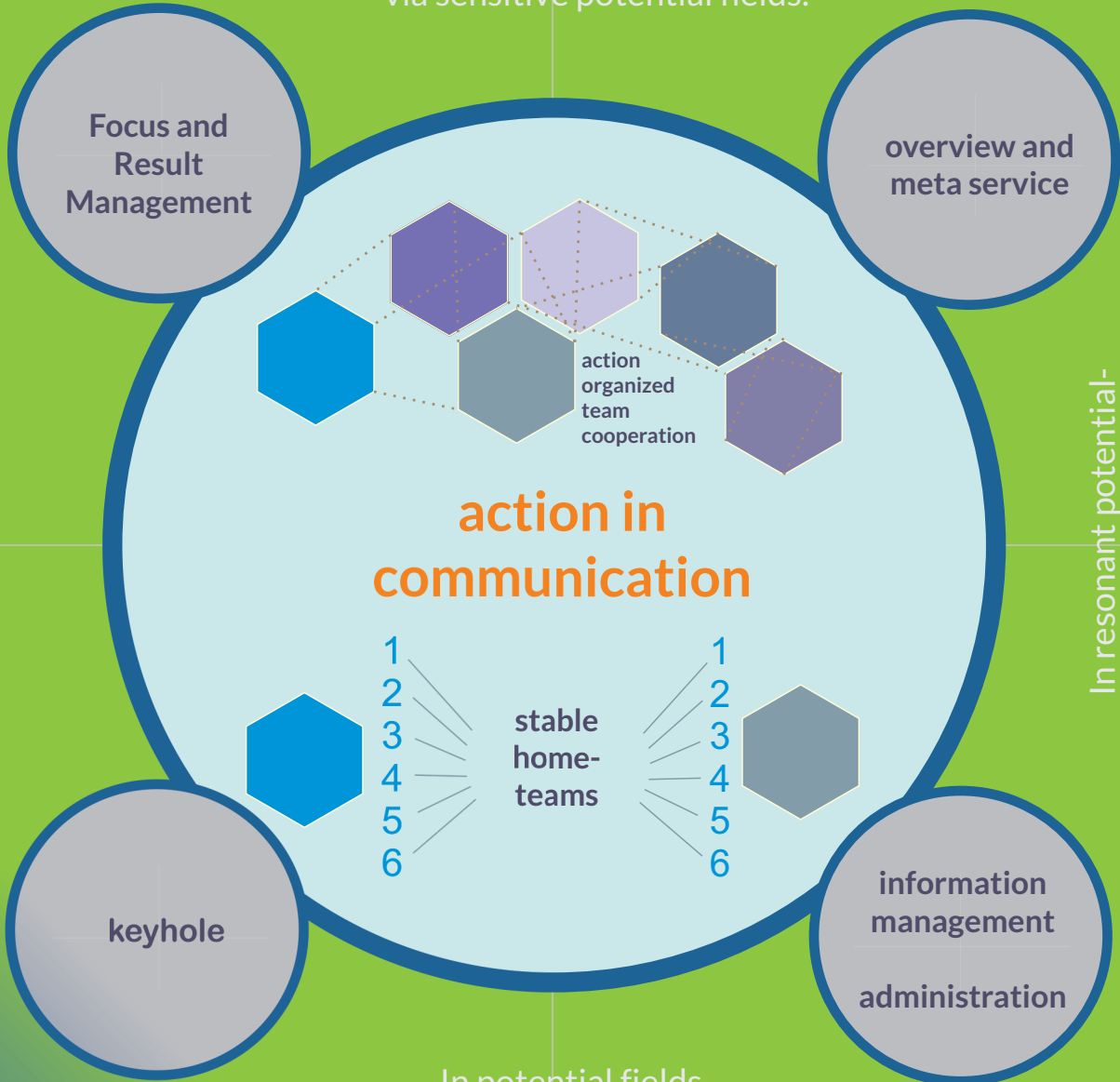


Synergy is manifold.
Experience yourself
in many ways.

Do we recognize each
other enough?

Complex tasks are not solved with centralized management, but via sensitive potential fields.

The metaorganism (living community) is smarter than the individual.



In resonant potential-fields constructive and cooperative results, come up.

In potential fields causal and phenomenal results will arise.

additional cards for NVC-plus

Helpful considerations

Initial situation

1.

the **abstract**
framework of

„The Team is the Boss“

for agile, organic and
life-serving cooperation

- a) Knowledge
- b) Experience
- c) Curiosity, openness
- d) Skepticism

2.

the **concrete**

Community

partnership, family, team,
company, initiative, community
in search of:

- a) a diagnosis of the system status
- b) a process structure for self-control

Responsibility

NVC-plus-BegleiterIn

Provide a NVC-plus
system diagnosis,
support system prognosis,
explain NVC-plus.

Gemeinschaft

Learn to understand NVC-plus sufficiently and
then implement NVC-plus self-management.



Naming pain points

In working together, we always touch on our small and large pain points. In order to be able to take them into account in the joint forward movement, we need to become aware of them. From time to time, for example, everyone in a group names their currently relevant pain points. These are not discussed or dealt with. The information only serves the team as optional control data in the project. Questions of understanding are sometimes useful and can be answered or not (no "why" questions and "buts". Please rephrase why questions). However, conflicts should be clarified, e.g. with classic non-violent communication. Conflicts are not pain points. Together you can now consider whether you want to adjust the system structures, strengthen the field or change the synergetic design so that the shoe no longer pinches so much. Pain points should be named, but unlike Must-Haves and No-Goes, they do not have to be considered.

Only practice will bring success

understand, practice, apply, share



Functions can be trained,
learning succeeds through play,
with freedom and humor.

Never be completely sure.
Who knows how to do it,
has stopped learning.

The Team is the Boss

active togetherness

passive togetherness

coexistence

side by side coexistence	passive togetherness	active togetherness
<ul style="list-style-type: none">• No-Goes+Must-Haves• „house rules“	<ul style="list-style-type: none">• No-Goes+Must-Haves• pain points• „house rules“• classic NVC	<ul style="list-style-type: none">• „The Team is the Boss“• NVC-plus• tools and best practice• system-/project

1

Find your
Utopia

2

Set up the
playing field

the team
is the boss

4

Get started

3

Aligning
the forces