

Dancing with the Stars



THOUGHTS FROM THE **STARFISH** AND THE SPIDER

**THE UNSTOPPABLE
POWER OF
LEADERLESS
ORGANIZATIONS**
(BRAFMAN & BECKSTEROM, 2006)

Step into my office . . .



Starfish and Spiders ?

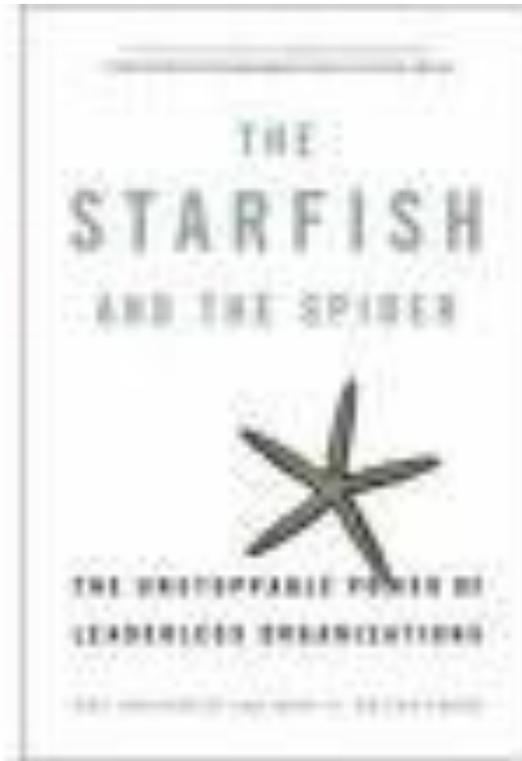
Is there a difference?

Can it matter to you?

Is there an entire book devoted to this idea?

Can you get the book today?

Can you get the book today?



Some things to make you think



Some things to make you think

*The President of
the Internet*

And then there's AA . . .



Starfish are different

- No head
- Central body is not even in charge
- Major organs are replicated throughout each and every arm
- If you cut a starfish in half, you'll be in for a surprise ----- it will not die . . . Soon you'll have two starfish..

A starfish is a neutral network . . . Basically a network of cells

Starfish - Decentralized

- Stands on five legs
- Loose a leg or two and still survive
- When all five legs work together . . . Wow!!!
- Why?

Five Legs

Circles

Catalyst

Ideology

Preexisting Network

... And



Five Legs

The Champion



Five Legs in Action...

Unstoppable!



True or False?

Recovery does not happen without catalysts

Ideas do not survive and regenerate without catalyst

Organizations do not change with without catalysts

Tools of the Catalyst

- Interest in Others
- Loose Connections
- Mapping
- Desire to Help
- Passion
- Meet People Where They Are
- Emotional Intelligence
- Trust
- Inspiration
- Tolerance for Ambiguity
- Hands-Off Approach
- Recede

Today's Tasks:

Think about your enthusiasm

See the power you bring into a situation

Determine how to use that power for the good of all

Game plan

- Select your top four catalytic elements
- Think about a reaction you need to create
- Envision your approach
- Review strategies

Report Out

What is in your toolbox?

It may take a village

Can you make a spider behave like a starfish?

Can they co-exist?

CEO vs Catalyst

CEO	Catalyst
The Boss	A Peer
Command-and-Control	Trust
Rational	Emotionally Intelligent
Powerful	Inspirational
Directive	Collaborative
In the Spotlight	Behind the Scenes
Order	Ambiguity
Organizing	Connecting

Tell me how it is going...

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