



ORGANIZATIONAL TRIANGLE

LAYER: STRUCTURE

The organizational triangle can be used in many ways and for many different scopes.

Here it is proposed as a tool to check the status of the project at a certain time.

It is a sociometric method and it can be used as a tool for feedback, as an inquiry tool, and above all for learning about the interaction of different elements and processes in a collective project.



Aims and Objectives

Deep understanding of the processes occurring in any collective project.
A method to generate balance in group processes.



Time

From 1 to 2 hours depending on the amount of participants.



Materials Preparation

Masking tape to create a triangle on the floor,
Papers
Markers
An object that symbolizes the project, a drawing or photo can serve if the object is not found.



Target audience

Groups and trainers.



Number of Participants

Minimum 8 – maximum 25.
It can be more, if more time is available.



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METHODS



Duration	Activity
20'	INTRODUCTION
20'	STEP 1-EXPLORING THE TRIANGLE
5'	STEP 2-UNDERSTANINDG THE TRIANGLE
20'	STEP 3- BALANCING THE COMMON PROJECT
40-60'	HARVESTING

INTRODUCTION

FRAMING (20 MINUTES)

The facilitator has prepared a triangle on the floor with the masking tape, with the 3 topics written on paper.

Invite the group to choose an object that symbolizes the common project

Introduction to the triangle: person, process, results.

The person:

The space of relationships, (self)care, mutual support.

Processes:

Attention to different necessary processes. Agreements, decisions, governance, management etc.

Results:

Tasks, purpose or mission, projects, agenda, etc.

The line between the personal and the group processes:
It is the area of group cohesion, community building, communication.

The line between processes and results:
It is the space of structures

The line between the personal and the results:
It is the common intention.

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STEP 1 - EXPLORING THE TRIANGLE (20 MINUTES)

The facilitator asks the participants to observe their position in the group. They are invited to walk, exploring each position and feeling what each position communicates: tension, lightness, nervousness, any insights. (in silence)

They will stop when they have found their place.
When all participants have stopped, the facilitator will invite different voices from the group to express where the voice/person finds her/himself, and how s-he feels in that place.

STEP 2 - UNDERSTANDING THE TRIANGLE (5 MINUTES)

The facilitator explains the importance of a collective project which finds itself at the "centre" of the triangle, balancing the personal, the processes and the results.

Understanding the interaction between these elements is key in a collective project. It is important because it can loosen the tension in the polarisations that rise automatically and express themselves in a way that confronts:

- the person versus the collective process
- the group process versus the need of results
- the results or caring for the person

These polarisations are not going to be settled, however they must be integrated in a common framework, as they are equally important pieces of every collective project.

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STEP 3 - BALANCING THE COMMON PROJECT (20 MINUTES)

The participants are grouped by the affinity expressed by the positions: person oriented, results oriented, processes oriented.

Each of these 3 groups consecutively places the object which symbolizes their project inside the triangle. They will be asked to express why they place the object where they place it, and what does this mean? Why did they choose this position?

They will then look for the mid position/average position between the 3 chosen positions. This helps them to see where the common project finds itself.

STEP 4 - HARVESTING (40-60 MINUTES)

The space will now be opened for each participant to express his/her voice in a round.

This method sometimes provides new information, and it is therefore interesting to use the sharing and closing space as the moment to share what has been learnt.

The "harvest" tool will be used during this round: Each participant is invited to reflect on 5 questions, of which, in the harvest round, they share what they consider.

- Things I want to take with me; (backpack)
- Things I would rather burn in a bonfire
- Things I need to think more about
- Things I want to take care of
- Things I want to do.

Diagram showing the triangle

