



# SOCIAL TOOLS

## Decentralized Organizing in Practice

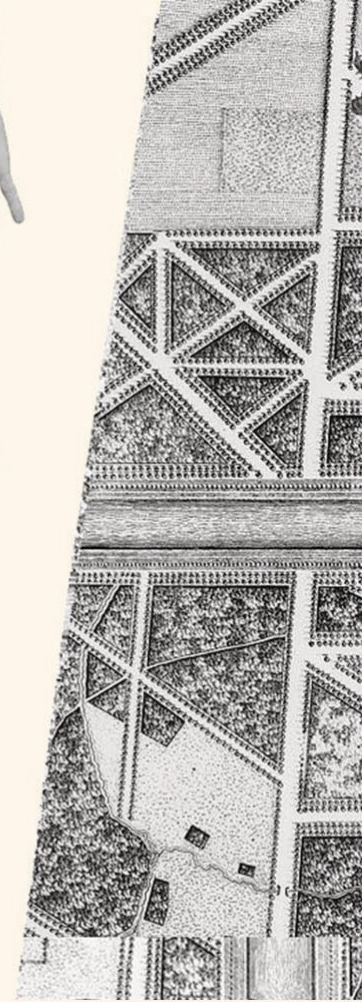
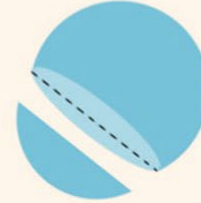
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TRAINING CIRCLE - SEASON 2

SESSION 6 - CONFLICT I  
November 11, 2019



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Social Tools Conference  
Money, Power & Conflict  
27-29.09.2019, Helsinki

www.socialtools.us



Social Tools Symposium  
27.09.2019, 15.00 - 18.30  
Kulttuurikeskus Caisa



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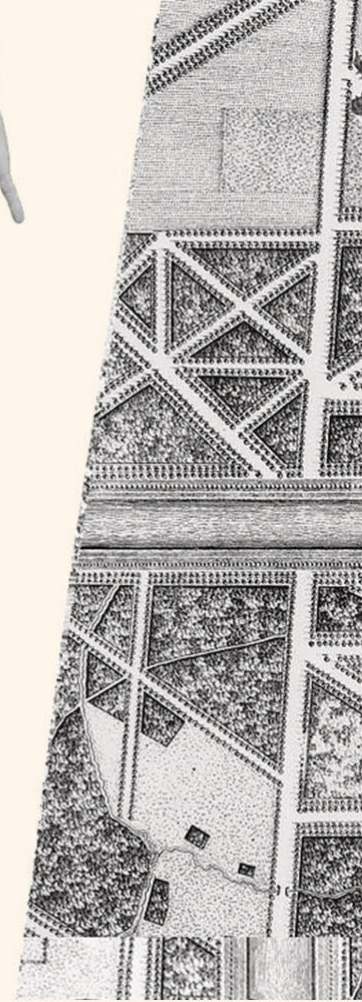
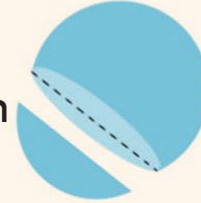
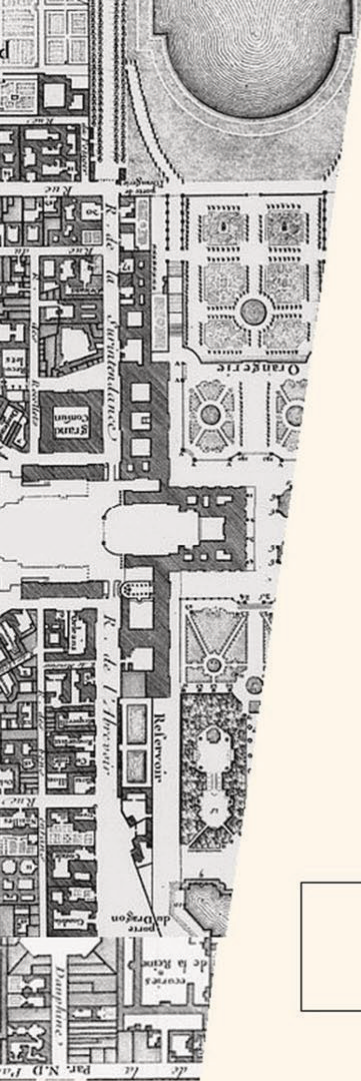
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### TRAINING CIRCLE - WHY?

- + follow up from conferences 2019 + 2018
- + (un)learn & practice habits and routines
- + from disorganisation to decentralised organisation
- + peer-learning
- + take inspirations into your own context
- + create program for Social Tools 2020

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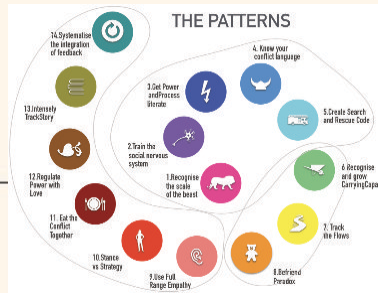


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### TRAINING CIRCLE - SEASON 2 - THE PROGRAM

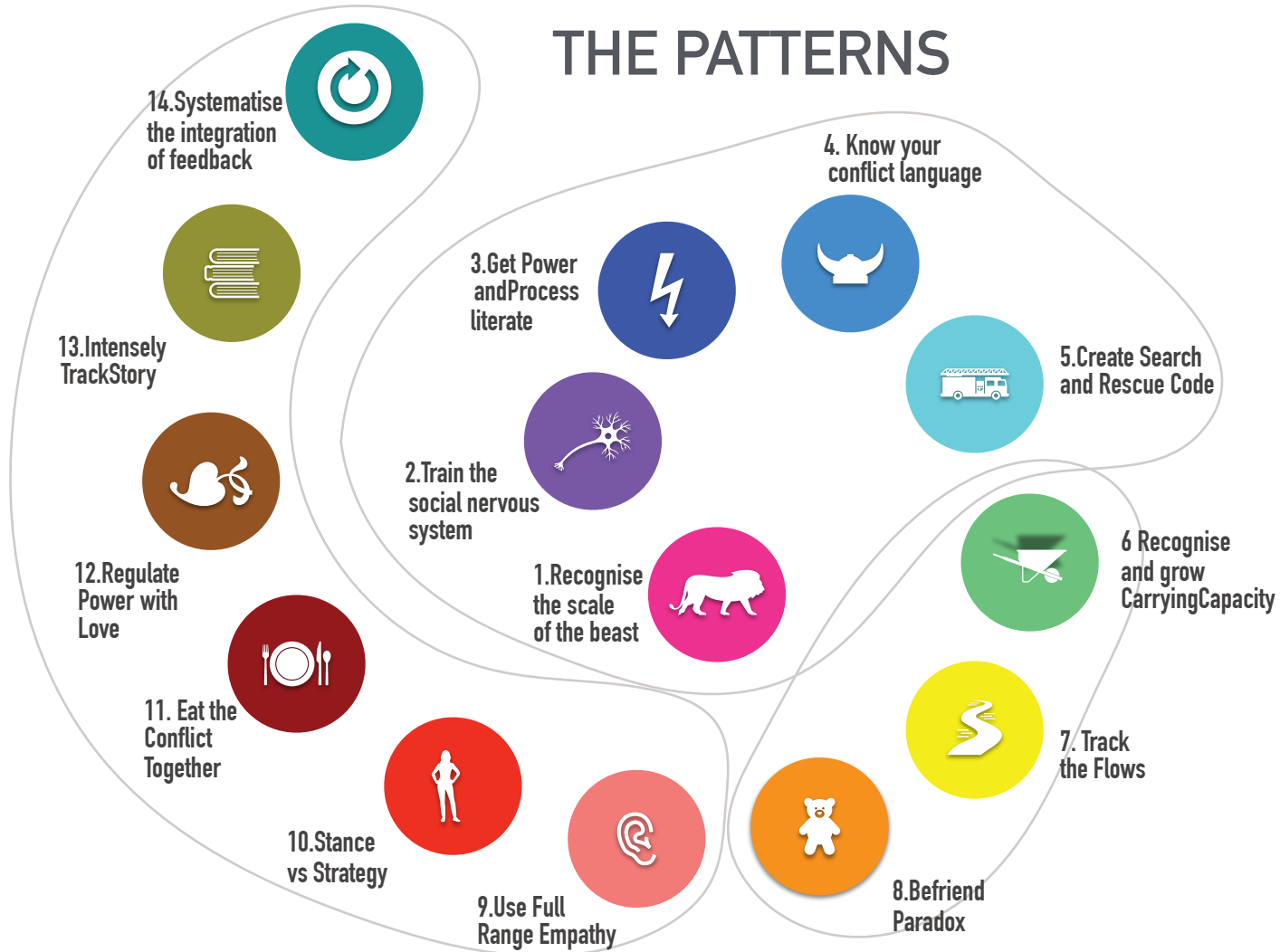
- + CONFLICT PATTERN LANGUAGE I, II, III
- + DISCO PRINCIPLES I, II, III
- + 12 PATTERNS OF DECENTRALISED ORGANISING
- + SOCIOCRACY 3.0



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# THE PATTERNS





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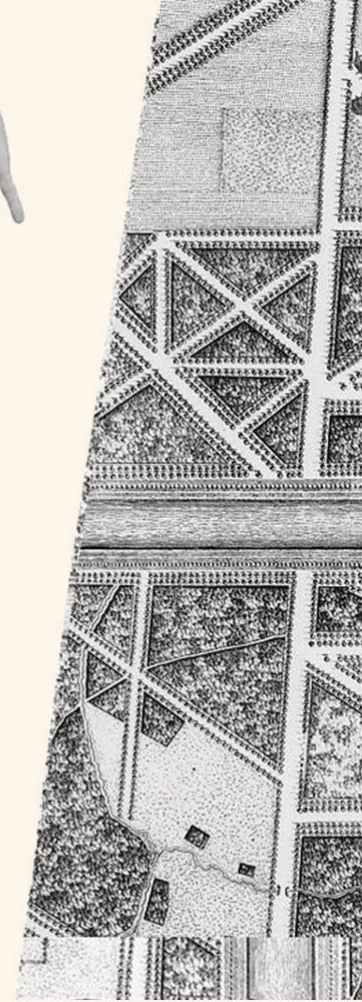
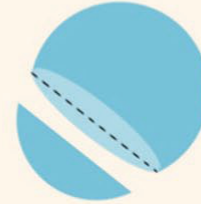
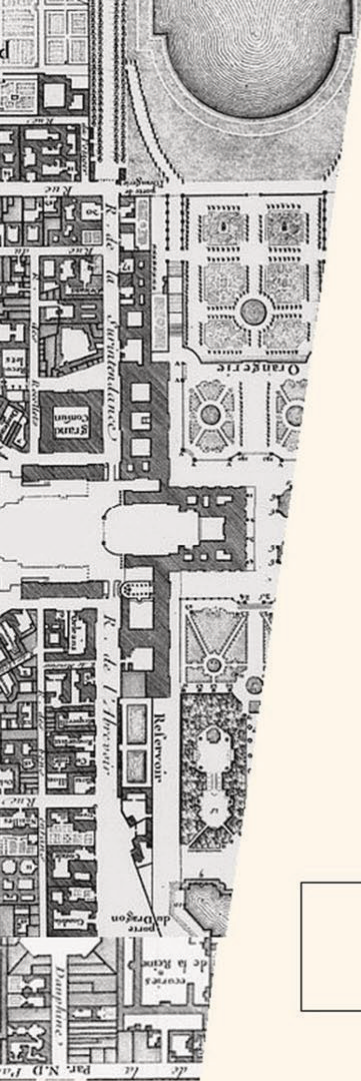
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### TRAINING CIRCLE - CONFLICT I - PREPARATION

Video 7 min  
Short Introduction to the Conflict Patterns

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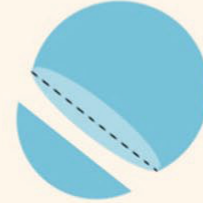
### TRAINING CIRCLE - CONFLICT I - PREPARATION EXERCISE 1

Pattern 4: Get to know your conflict language!

Instruction: Fill your conflict profile in pairs,  
in small groups, or alone



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### TRAINING CIRCLE - CONFLICT I - PREPARATION

#### EXERCISE 2

Conflict Matrix

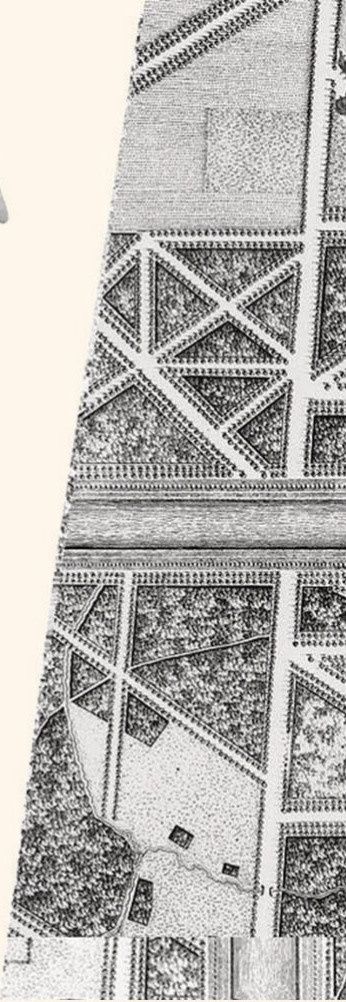
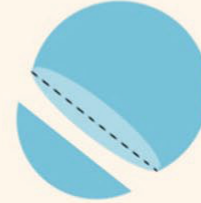
Conflict Escalation Ladder

Instructions:

- + Think about a conflict
- + Place it on the matrix
- + Apply the escalator to the conflict



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# THE PATTERNS

14. Systematise  
the integration  
of feedback



13. Intensely  
Track Story

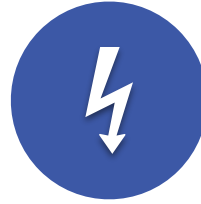


12. Regulate  
Power with  
Love



11. Eat the  
Conflict

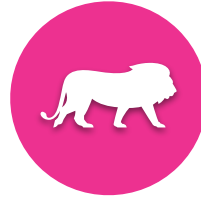
3. Get Power  
and Process  
literate



2. Train the  
social nervous  
system



1. Recognise  
the scale  
of the beast



4. Know your  
conflict language



5. Create Search  
and Rescue Code



6. Recognise  
and grow  
Carrying Capacity



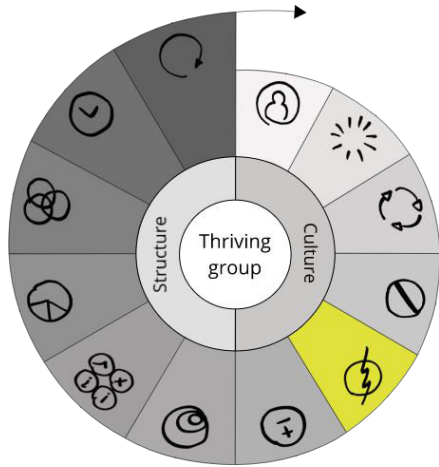
7. Track



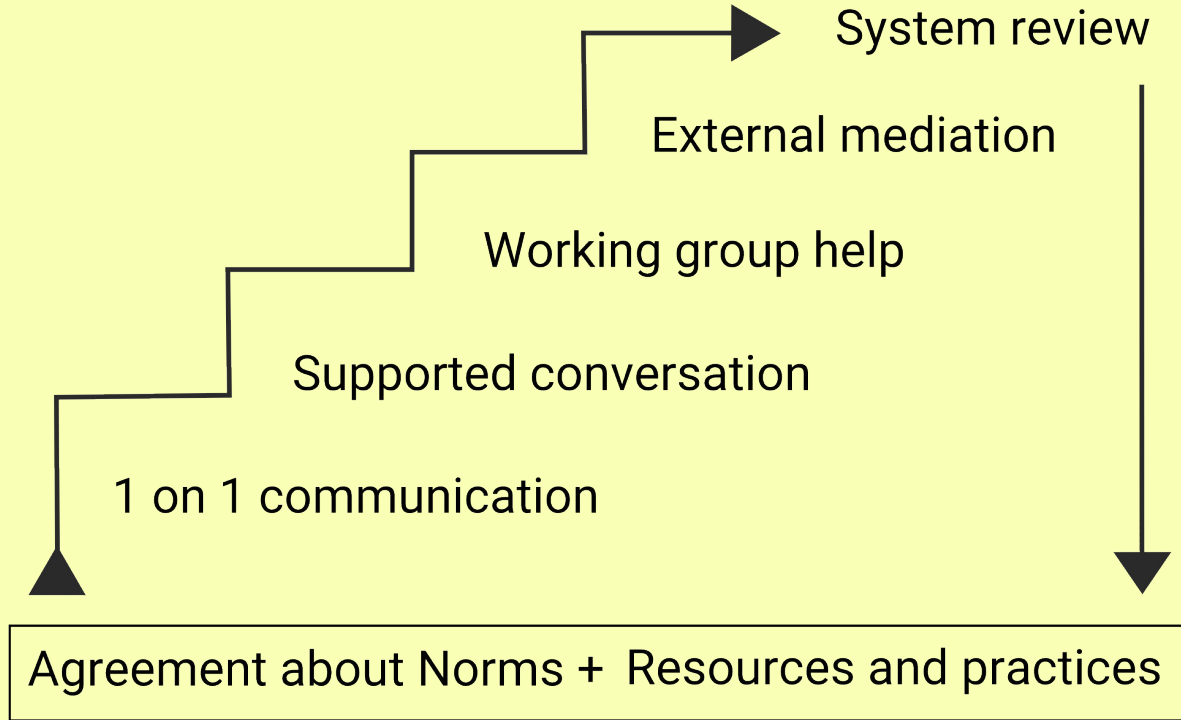
# Conflict Matrix

		DISTRESS LEVEL		
		Low	Medium	High
STRENGTH OF RELATIONSHIP	Low	CURDLING	FRYING PAN SPITTING	SODIUM AND WATER
	Medium	MUDDY CONFUSION- DRAINING	CURDLING	FRYING PAN SPITTING
	High	BANTER	MARTIAL DANCE (FIERY DANCE)	MARTIAL ART (GOOD FIGHT)





# Conflict resolution escalator



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TRAINING CIRCLE - CONFLICT I - PREPARATION

Q&A WITH SOFIA

60 min.

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