

BETTER TOGETHER

A MONTHLY NEWSLETTER FOR THE PROSOCIAL.WORLD COMMUNITY

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Paul Atkins has been working with an aged care organization in Australia to pilot implementation of self managing teams. They believe self-organizing ways of working will contribute to better acting on their purpose in line with their values by achieving benefits for their clients, staff and the organization as a whole. Specifically, they seek:

- Improved quality of life outcomes as self-organizing teams are able to respond confidently in the client's unique context and provide client-centric information, solutions and/or supports.
- Increased effectiveness in daily work as team members tap into their intrinsic motivation and unleash their expertise in decision-making and problem solving while creating an environment of learning and personal growth.
- Increased efficiency which allows more impact with the same funding and resources by removing some bureaucracy that can slow down decision making and responsiveness to clients.



These teams implement the core design principles - particularly CDP3 (Fair and inclusive decision making) and CDP7 (Authority to self govern).

For CDP3, Paul used a form of consent based decision making - not to be confused with consensus based decision making. Whereas the latter involves everyone agreeing on their preferences, the former just asks whether anyone cannot give consent to moving forward on a proposal. This is a much easier bar to reach for groups.

For CDP7, he made sure that the organization developed a clear framework document outlining organizational purpose, principles, boundaries, roles, supports and communication/IT elements. Taken together, this short framework document provides invaluable guidance to the team so that they know exactly what decisions they can make themselves and which need to involve other parts of the organization.

Although it is early days in the pilot, the teams appear to be thriving and providing excellent service to their clients. We're continually collecting success stories and best practices from the community to help provide implementation options for working with Prosocial.

We'd love to hear how you're implementing Prosocial. Click [here](#) to share your story in the next newsletter!
— Prosocial Development Team



PROSOCIAL PROJECTS

The Shopify Project mentioned in last month's newsletter has moved into another phase in which budgets have been delivered to implement the Prosocial Pilot training.

In addition, new Prosocial projects loom on the horizon:

Last week, David Sloan Wilson concluded a workshop organized by Krista Tippett, producer of the NPR show *On Being*, held in Steven Spielberg's home. In attendance were his wife Kate, folks from the major tech companies (Apple, Google, Yahoo), and major foundations, including a healthcare foundation set up by the state of California with three billion in assets.

Lori Wiser has been working with Barnes & Noble on field training initiatives since last Fall and presented Prosocial to the CEO and the Executive Team in their NYC headquarters on February 17th. The organization has different divisions with various goals and Prosocial was presented as a way of unifying a cross-functional team to move toward achieving all of them together.

Alan Honick has created an Introductory Prosocial Lecture Video that will be beta tested at the end of the month. We look forward to broadening the audience to provide feedback to the video soon. The goal would be to make this video available for any Prosocial workshop in the future.

Stay tuned for more exciting updates and projects evolve!

Please click [here](#) and let us know how you're using Prosocial. We'd love to spotlight your project!



GET INVOLVED

Globally, we are facing multiple social, political and environmental issues, including poverty, the refugee crises, gender inequality, and climate change. These issues can be considered symptomatic of a larger problem – conflict between values of prosociality and selfish interests. As a result, two abstracts were submitted to the ACBS committee this month to present two different Prosocial workshops at this year's World Conference: Improving from Intermediate to Advanced Prosocial Leadership Skills: An Experiential Workshop and Prosocial for Social Activists.

We look forward to sharing outcomes should these workshops be approved and hope you'll join us at WorldCon!



MEMBER SPOTLIGHT



Donna C. Read, Prosocial Consultant

Several months ago, Donna was called to work with an all-woman team of national community development specialists who were helping local beneficiaries to develop small businesses, educate youth, and empower communities in Uganda. This was a team experiencing emotional distress from a betrayal by their national director who had been arrested on charges of embezzlement. All members of the team came under suspicion of complicity and all had had to prove their innocence to the Ugandan police and to their INGO's headquarters.

Donna had no prior knowledge of this situation, which was quite recent, and only knew that she was tasked with rebuilding trust and emotional safety in the team. Introducing these women and training them in the use Prosocial process for team self-governance proved to be exactly what was needed to heal their team from betrayal and build psychological safety for them.

Working with the CDPs is always surprising and, in this case, it gave the team an understanding of shared purpose and identity, which they had not had before. Once again, the CDPs took a disparate group and brought them together as a team. The application of the first five CDPs helped them to move beyond individual reactions to their situation into coming together as a whole team aware of its strengths and its ability to have a "voice." It gave them freedom to co-create in an atmosphere of safety and rebuilt trust.

As late as 11 months after the training, team members reported that performance and commitment were up and were still commenting on their experience of the training, making such statements as: "Team commitment has improved, which is shown by the support team members give each other in achieving organizational objectives," "The team is much stronger because we are doing things as a team, everything gets resolved quickly," and "Thank you once again for giving us a chance to be part of this amazing research which left us quite positively impacted".

Every time she introduces groups and teams to Prosocial, Donna comes away inspired by its power to help heal, strengthen, and transform. This work is her passion and she is happiest when sharing it. To learn more about this intervention and if you have or know of organizations whose teams might benefit from her work, please contact Donna at donna.read@prosocialdynamics.com.



ProSocial Dynamics, LLC
Transcending and Evolving Organizations in a Changing World

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