

Understanding Your Team's Operating System

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www.houstonexchange.co.uk



A Dialogic Approach to Leadership

**UNDERSTANDING YOUR TEAMS
OPERATING SYSTEM**

CATHERINE THOMSON

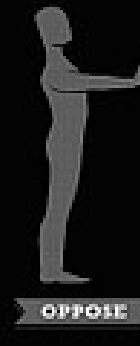
Session Objectives

In this session you will be introduced to:

- The Theory of Structural Dynamics and its place in face to face communication with individuals, groups and leaders
- We will focus on one element of the model this evening "Operating System"
- Look at the "Operating System " element of the model in relation to your organisation/team/individual operating systems and how this affects your face to face communication.

Baseline Behavioural Propensities

Action Modes



Operating System

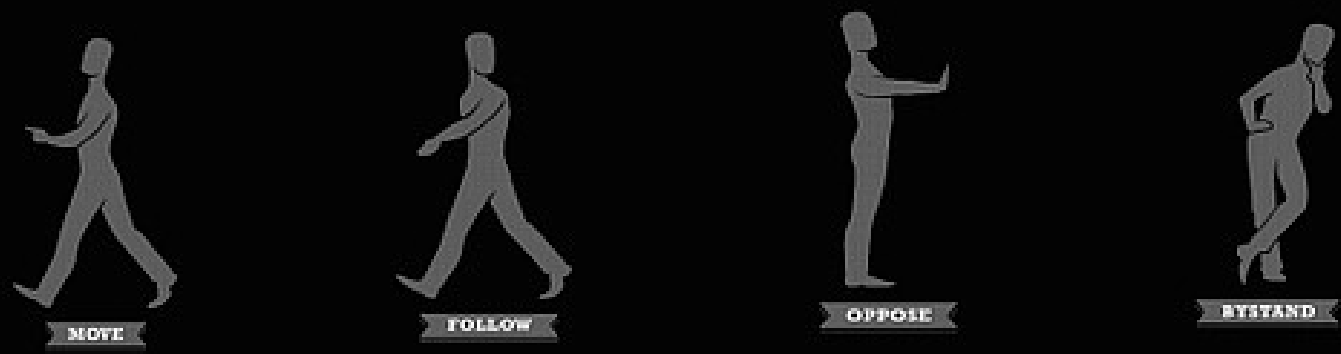


Communication Domain

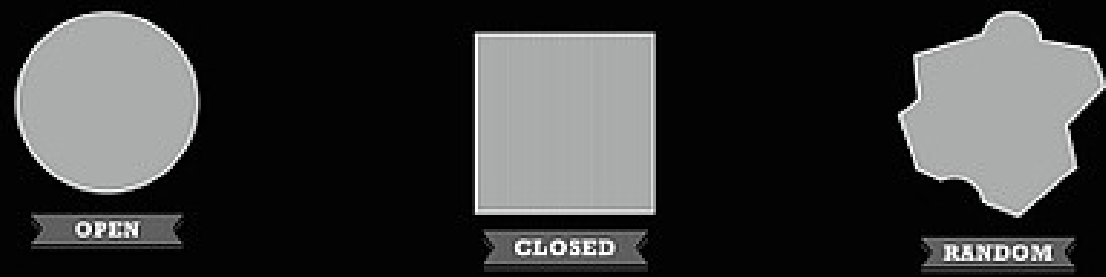


Baseline Behavioural Propensities

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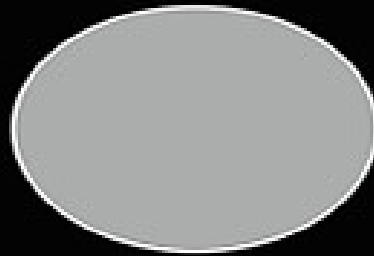
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Operating System



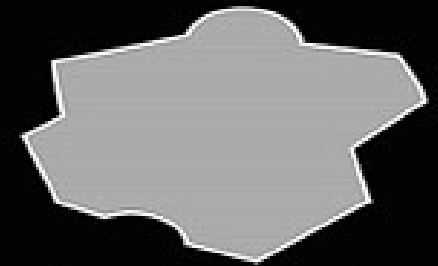
CLOSED

A closed system regulates the life of its members through ordered processes that emphasise structure and planning. Organisations that operate using a closed system value stability, tradition and hierarchy and orient themselves towards the leader as a means of achieving organisation goals.



OPEN

An open system requires communication and works gets done through open deliberation and exploration of each individual's needs. Organisations strongest in this propensity value consensus, participative processes and commitment and orient themselves towards the individual as a means of achieving a shared goal



RANDOM

A random system requires fluid processes that emphasise individual creativity so much that it is sometimes perceived by outsiders as chaotic. Random systems however represent a special kind of order which is "infinite possibilities". Organisations strongest in this system value autonomy, innovation and spontaneity and orient themselves primarily towards the individual

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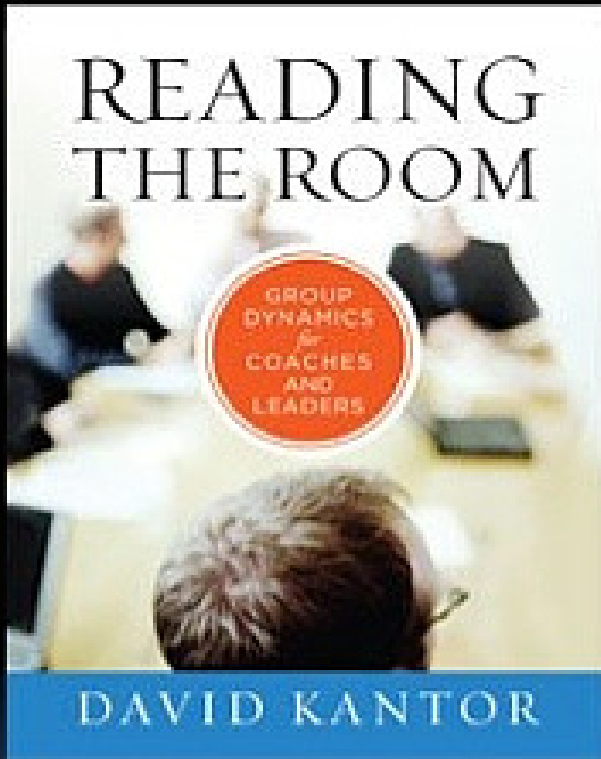
Access to On Line Exercise

- Go into browser and type in www.houstonexchange.co.uk
- Click on the What We Do tab
- On the right side of the screen you will see a heading, What Really Drives Conversations and an option to find out more at the bottom of the second paragraph.
- Click on find out more and it will take you a page which has a link to What is My Teams Operating System - press the button, **Click Here to Find Out**

Action Modes: Features of Teams

Stuck Teams	Balanced Teams
<ul style="list-style-type: none">▪ Individuals gravitate to favourite behaviours (and are typecast by others).▪ Opposers are punished by the team, or they dominate.▪ There are no strong Movers, or no one follows a Move.▪ The Bystander is disabled.▪ Individuals attach double messages to their speech acts.▪ Ritualistic and unproductive patterns of behaviour prevail.▪ The team is unable to reach closure and produce results.▪ Lack of capability or flexibility to engage in all four action behaviours.	<ul style="list-style-type: none">▪ Capability to engage in all four actions in observable balanced sequences.▪ Individuals have the flexibility to engage in more than one of the behaviours.▪ The group and individuals do not get caught up in repetitive or ritualised patterns of behaviour.▪ The team has an active, enabled Bystander function which helps it inquire and stay unstuck.▪ People in the team are able to make clear rather than mixed or ambiguous moves.▪ The team is able to reach closure and produce results.

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Click Here
for more details
about the book

4-Player Model Mini-Assessment App

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Websites & Contact

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