**Facilitation Guide – World Without Hierarchy (**[**www.worldwithouthierarchy.org**](http://www.worldwithouthierarchy.org)**)**

Minimum Time: 50 Minutes (Intro, 2 Rounds of 15 Minutes, Closing)  
Average Time: 60 Minutes (Intro, 2 Rounds of 20 Minutes, What Did We Create, Closing)  
Extended Time: 120+ minutes (Intro, 2+ Rounds of 20 Minutes, What De We Create, Closing)

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| **Activity** | **Min** | **WIIFA** | **Materials** |
| **Introduction / Set the Stage for Rounds (15 minutes)** | | | |
| **Introduction**   * Introduce the Speaker * Review Agenda/Goal (see speaker notes) * Review Website – here’s our playground! | 3 | People will have a high-level overview of what to expect during the session before the scenario is presented | Home Page (Website)  Agenda (Facilitator Only) |
| **What is Alternate Reality Gaming (ARG)?**   * Instead of dealing with fantasy, let’s experiment with possibility (we Agilists love experiments!) * They are “what if” games that deal with real world scenarios (not fictious) * Prevents non-wishful thinking * A form of storytelling that uses stories to create more stories * Who here has worked for a large company that is organized in a more “traditional” way? * Players are not required to have a fictional character, instead they participate as themselves | 3 | Understand what ARGs are and why it’s important to experiment first. | ARG (Website) |
| **Set the Stage: World Without Hierarchy**   * Read the scenario outline (email sent to all company by CEO) * Who we are and why we’re here (representatives of the company asked to figure out how we can begin eliminating hierarchy in 90 days)? * Share the Charter for the Group (optional) * **Goal:** Based on what we know (our own experiences and perspectives), what problems do we expect to face when hierarchy is eliminated and what initial solutions can we create to help deal with this transition. | 5 | Provide everyone a sense of purpose / direction for the workshop, as well as provide the necessary background information. | Scenario (Website)  Charter Document  Video from CEO (optional) |
| **How to Play**   * There will be <#> rounds today * Each table represents a group of individuals from the company who have been asked by our CEO to help accomplish his goal * Each of us will use your own context and background to help shed light on the concerns, liven the discussions, and identify the solutions * Before starting a round identify a facilitator to ensure the team meets the objective within the timebox, as well as a note taker to ensure the Experiment form is completed * You will start out each round reviewing the new artifacts provided to help give you additional context on what’s happening in the organization (e.g. the company has setup an email inbox where people can voice their concerns anonymously)   + We don’t want to predict the future, we want to examine artifacts from the future (storytelling archeology) * After reviewing the artifacts, the team identifies a problem to experiment with that will best support the change (each round is a like a meeting of the change group…what are you going to focus on during this meeting?) * Discuss the issue selected and develop an experiment to solve the problem * At the end of the round complete the Experiment Form so your ideas can be shared with the world! * Repeat the above steps each round, rotating the facilitator and note taker roles, and identifying new problems and experiments to run based on what you’ve discussed | 4 | People understand how the rounds will work and what they need to do to get value from the workshop rounds. | How To Play (Website)  Experiment Form |
| **Experiment Rounds (15-20 Min Each)** | | | |
| **Round 1**   * Your table/row is your team, so let’s first identify our facilitator and note taker   + Facilitator: Your job is to ensure the team can align on a problem and subsequent experiment within the timebox given   + Note Taker: Your job is to ensure the Experiment Form is completed by the end of the round with all the needed details * Instruct tables that they can open the envelop titled “Round 1 Artifacts” and review the artifacts as a table * Identify a problem you would like to solve (Facilitator, do this however you see best…you have stickies and pens at your table/row) * Taking the problem chosen by the team, begin discussing the problem, including the implications, impact if not fixed, and who is impacted (determine artifact usage/impact) * Construct an experiment that can be put in place to try and solve the problem and determine what success looks like * Finish the Experiment Form | 20 | Explore a problem space and have good discussion about possible ways to solve/experiments | Sticky Notes + Pens  Experiment Form  Artifact Envelop Round 1 |
| **Round 2+**   * Now that we understand how the rounds will work, we’re going to shrink our timebox a little * Instruct tables that they can open the envelop titled “Round # Artifacts” * Follow the same steps as outlined in Round 1 * Ensure an Experiment Form is completed for each subsequent round by each team | 15 | See how artifacts / new knowledge can change priorities and understanding, as well as explore a new problem space | Experiment Form (1+)  Artifact Envelop Round 2+ |
| **Closing (5-15 minutes)** | | | |
| **What Did We Create? (Optional Based on Timing)**   * Have 2-3 groups share one of the problems they identified and the experiment that was constructed | 10 | Learn about other problems that were identified and possible experiments to run | None (sharing) |
| **Closing / What Next?**   * The experiments created the day are intended to give us ways to explore this complex area * The intention of this workshop has been to get us away from just talking about the future of work, but actually start experimenting with it * In this scenario our CEO gave us 90 days to solve this problem, well my goal is to run 90 of these and create a knowledge base of ideas…with each session reducing our 90 day countdown by one more day…one step closer. * All the information, instructions, and material are located on the website, so I encourage you to hold this workshop with your group. If you do, send me your results and I’ll get them posted on the website and knock one more day off our countdown clock. * I’ll be picking them up the Experiment Forms and adding them to the World Without Hierarchy website to catalog our journey today. The intention of this website is to collect as many ideas as possible on ways to experiment with a new way of working. * Remember, if you have a complex problem you need to solve, don’t just think about it, play with it! Thank you! | 5 | Reminder of the value of playing with problems and understand how they can help contribute to solving the problem of eliminating hierarchy | Home Page (Website) |