

2021/22

NEXT:PEdition

LEARNING LAB 3rd edition
**ARE YOU READY TO SHAPE
THE FUTURE OF WORK?**



dwarfs
and
Giants rewriting
the future of
organization

LET'S FACE IT: WORK DOESN'T WORK.

THE
MEANING OF
NEXT: ...

Organizations as we know them – formed by needs of the industrial revolution, hierarchies of people and power – are the answer to questions from the past. Shaped by a dominant mindset of a bygone century, where leaders and economists believed in equilibrium, unlimited growth and rational behavior of people.

We now live in a world that is defined by exponential change and inescapable uncertainty. Current and future organizations and their **leaders need to find new answers how to become responsive and thrive in dynamic complexity**. Welcome to next:land!

JOIN THE JOURNEY: WELCOME TO **NEXT:LAND!**



CREATING VUCA-PROOF AND RESPONSIVE ORGANIZATIONS

Organizations today need to navigate their way through digitalization, disruptive innovation and globalization with all its social and environmental challenges. We are called to build organizations that are capable of responding and adapting quickly in ever-changing environments. The speed of learning and iterating the organizational setup or its strategy becomes a crucial success factor.

BECOMING A NEXT:LEADER

This VUCA-world is also challenging us as individuals. Acting in times of uncertainty and ambiguity is hugely demanding. It requires us to strengthen our internal compass, our capacity to hold turbulence, venture in the unknown and navigate complexity. Unfolding our unique creative potential as human beings beyond intellect is an essential ingredient for next:land. Showing up as full human beings and tapping into our own power to shape the future of work and guide organizations from now:land to next:land.

THE LEARNING LAB

The next:pedition provides a unique learning space to experience the challenges of next:land and develop new answers. Set up as a lab, it is the invitation to generate deep insight through a cutting-edge experiential learning design. The lab helps individuals and organizations unlock their potential to sense and respond to change and dynamic complexity. It helps participants to apply, try out or even to prototype adequate post-conventional practices. The question we are holding during the lab is: **Which principles, approaches and practices – like e.g. Lean Startup, Design Thinking, Agile Work Methods, Sociocracy, Holacracy – do support us best in co-creating VUCA-proof organizations?**



We are addressing 2 focal points:

The Individual - Experience yourself how you handle the complexity of dynamic and diverse context. Build new competencies by collaborating with other pioneers in the field to create your unique learning journey.

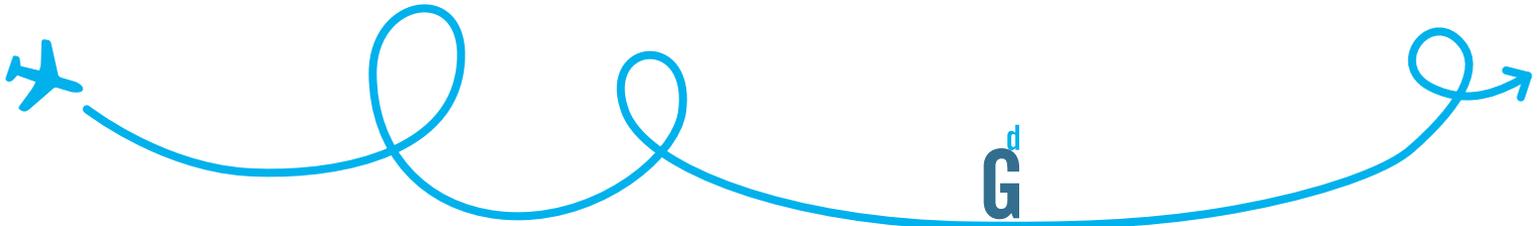


The Organization - Learn theories, practices and tools to shape organizations of the future! Explore ways to incorporate next:land ideas into your organizational context. One next:land core-element is building effective teams: Immerse yourself into the dynamics of diverse teams. Train your skills to lead difficult conversations and create psychological safety and a sense of belonging - essential ingredients for high-performing teams.

“Act yourself into a new way of thinking rather than thinking yourself into a new way of acting!”



5 REASONS FOR YOU TO JOIN **NEXT:PELITION!**



- 1** You will find new answers on how to lead your own **organizational transformation** towards agility, a culture of innovation and new ways of working.
- 2** You will **find peers** and a safe space to reflect and transform your personal patterns.
- 3** You will **build courage** and confidence in guiding your organization on that transformation.
- 4** You will learn a powerful systemic transformation approach combined with **agile and self-organization practices** and tools needed to respond to a world of dynamic complexity.
- 5** You will learn from, explore and practice with pioneers from other organizations: In a physical and virtual **lab environment** (case work, experiments) plus **learning journeys**.

HOW WILL YOU LEARN ALL THIS?

BY DOING!

During the course of this program, you will get many chances to **prototype, fail, reflect, learn and succeed:**



- You will **experience yourself in two teams**: one to self-organize your own learning journey and a homegroup to reflect and digest learnings as we go. The teams will be equipped with tools to reflect on their dynamics, tackle conflicts as learning opportunities and grow together.
- You will **work on real organization cases** and experiment within your own context.
- You will **experiment with our toolbox**: a handpicked selection of approaches and methods based on Agile Working Practices, Scrum, Holacracy®, Sociocracy, Design Thinking and Lean-Start-Up.
- You will **apply powerful systemic theory and practices**.
- You will have the opportunity to reflect personal challenges in **1:1 coaching sessions** with a guide

AND: You will be supported by 4 guides to maximize your learning experience!

BECOME A MEMBER OF NEXT:PEDITION! WE ARE LOOKING FOR:

18–24 people of different organizations willing to explore the next:land practices of organizing, leadership and new ways of work.

LEADERS

ENTREPRENEURS

CURIOUS MANAGERS

FRONTRUNNERS

ADVENTURERS

CHANGE MAKERS



“As a leader you will learn that long and unstable roads await you, how much more your company has to do to answer responsibly to current change. In the next:pedition, you will feel it and understand that you do not have to get to a final finish line. You can just start starting – and learn on the way.”



Anna Zarudzka,
Participant next:pedition 2 (2019/20)
Serial Founder & Co-CEO BOLDARE

“The content of the next:pedition and the learning environment were extremely helpful to reflect my own mindset and to enrich my own change process with a new attitude. For our daily business, I explored new methods that help to progressively transform my organization.”



Frank Hoettemann,
Participant next:pedition 2 (2019/20)
Agile Lead Innovation & Head of Brandstrategy,
eprimo GmbH

“What I found in the next:pedition were like-minded people who are willing to explore next:land and to work on new organizational forms and structures - absolutely passionate about making a difference in the current world of work”



Alexandra Spagnol,
Participant next:pedition 1 (2017/18)
Organizational Developer at a multinational
engineering and electronics company

VOICES OF NEXT:PEDITION TESTIMONIALS

YOUR GUIDES



Gerhard Hochreiter



Matthias Lang



Anna Wohlessen

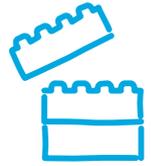


Gerald Mitterer

The four guides are members of dwarfs and Giants, authors and speakers, all of them with +10 years experience in systemic transformation work across

various industries, agile ways of working and self-experience; academic backgrounds in sociology, economics and psychology.

PRINCIPLES WE BUILD ON



Systemic loop –
observe, reflect, act; beyond
“autopilot” mode

System Theory

**Experiencing
Self-Organization**

Ongoing Agile Teams to realize the
Learning Journey

Experiments,
new contexts,
out-of-comfortzone

**Acting under Ambiguity
and Uncertainty**

**Focusing on Practice
and Practitioner**

Methods, tools, practices as well
as personal development and
purpose questions

Action-oriented
(immersive) learning
simulations, prototyping

**Acting ourselves in a
New Way of Thinking**

Default to open

Share and it will grow

Peer-to-peer
learning environment,
we are all in this together

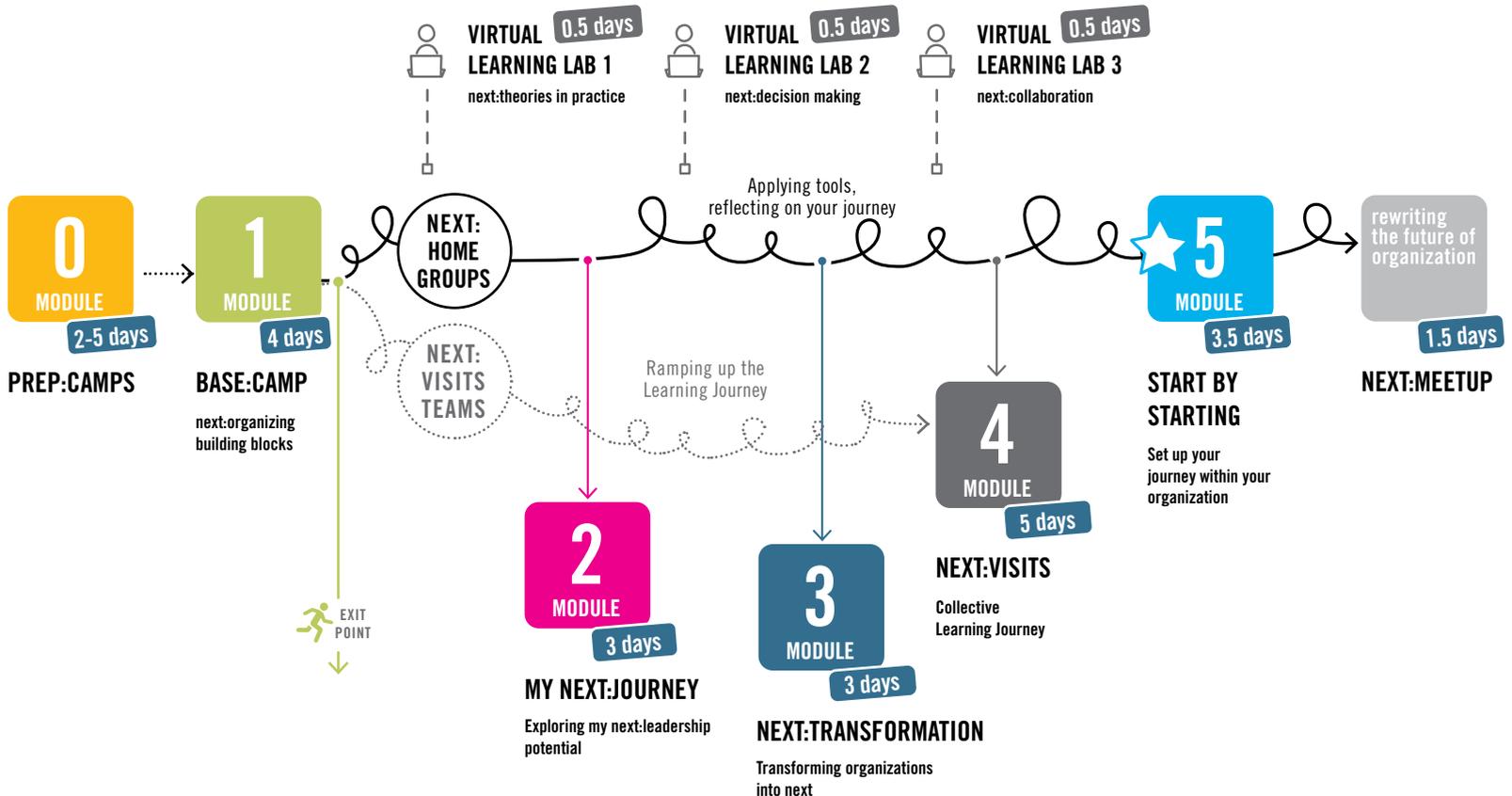
Co-Creation

Leveraging technology

Using and testing digital tools
for a post-pandemic work
environment

NEXT:PEDITION ✈️ 5 MODULES – 5 LOCATIONS

TRAVEL ROUTE





ZOOM-IN: MODULE 1 BASE:CAMP

VIENNA, Austria, November 16–19, 2021

Get familiar with the DNA of next:land, establish collaboration as a learning group and set up agile teams to get started.

- **Set up the Lab & build the container**
- **Explore building blocks for next:land**
 - Anchor the 5 principles of next:land
 - Understand Systemic Theory: principles and practices
- **Start Visit Teams**
- **Form stable Homegroups**
- **Point of Commitment: in or not?**



MODULE 2: MY NEXT:JOURNEY

Location tba, March 1–3, 2022

Any transformation starts with myself: we look at our personal patterns, leverage the power of ancient wisdom and different levels of knowing beyond intellect; engage in deep dialogues to generate insights and shift patterns in how we relate to ourselves and others.

- **Reflect and work on your individual patterns**
 - Explore patterns along your lifepath
 - Resources and obstacles when realizing your potential
 - Learn and experiment on how to shift your patterns
- **Learn to access different levels of knowing (intellect, emotion, embodiment, intuition)**
 - constellation work
 - intuition walk in nature
 - transition rituals
- **Create a better understanding of your unique gifts and purpose**

MODULE 3

NEXT:TRANSFORMATION



Spain, location tba, May 3–5, 2022

Based on real-life case-works apply next:practices and explore how to weave next:principles into the way we transform organizations.

- **Agile Systemic Transformation**
 - Learn to choreograph transformation journeys
 - Balance planning and emergence / dynamic steering
 - Case work with constellations
- **Experience how to leave your comfort zone and venture into the unknown**
- **Co-Working Session of visit teams**
- **Transfer into your organization**



MODULE 4

NEXT:VISITS



Location tba, July 4–8, 2022

Harvest the fruits of the visit teams' work: self-organized parallel learning journeys across Europe to generate first-hand experience and insights how next:practices manifest in organizations.

- **Meet for deep dialogues with different people from forerunner companies**
- **Learn about next:land in practice from 10-15 different organizations**
 - Collectively harvest insights
 - Distill dozens of tried and tested next:practices how to enact the 5 principles
- **Close the Visit Teams**
 - Harvest learnings, peer feedback





MODULE 5

START BY STARTING



Location tba, September 20–23, 2022

Harvest and apply learnings, create your choreography for transitioning into a new paradigm, celebrate the journey!

- **Harvest our Learnings**
 - Share your homegroup journeys and insights
 - Reflect your overall journey
- **Harvest tools, practices, approaches**
- **Set up your next:transformation journey**
 - Define experiments that create impact
 - Set up movements towards next for your organizational context
- **Celebrate and close our journey – next:party!!**

VIRTUAL LEARNING LABS



Half-day virtual workshops dedicated to explore a specific next:practice in more depth. With a mix of inputs and simulations they are designed to support hands-on application of tools and practices to allow for easy transfer into your work context.

Virtual Learning LAB 1, January 24th, 2022:

next:theories in practice –
transforming our perspectives

Virtual Learning LAB 2, April 4th, 2022:

next:decision making –
transforming the way we decide

Virtual Learning LAB 3, May 23th, 2022:

next:collaboration –
transforming the way we meet and relate

MEET UP

VIENNA, Austria, Dec. 2022

Reconnect with other fellow travellers and build a community that creates a difference.

- **Meet fellow travellers**
- **Build community**
- **Exchange experiences**
- **Develop practice**



WHAT'S YOUR ENTRY POINT? PREP:CAMPS

Depending on your background and experience choose one or more PREP:CAMPS – **one of the following is included in the next:pedition tuition fee.**

Ask us to find the best fit for you!



AGILE WORK METHODS

Understand and apply the basic principles and practices of agile work beyond IT. Reflect agile values and principles by associating with your own work contexts.

Workshop Vienna:
October 13+14+21, 2021



CLEAR THE AIR

How to create a constructive conflict culture: Explore ways to make sure conflicts are being addressed and solved in a way that enables connection and psychological safety in your teams.

Workshop Vienna:
September 22+23, 2021



GROUPDYNAMICS

Learn about your behavior in groups and build capacities to influence group dynamics (only available in German).

Workshop-weeks in July and December in cooperation with University of Graz – dates upon request



SYSTEMIC TRANSFORMATION THEORY

Using cases from your organization and your experience, theoretical assumptions like constructivism and social systems theory according to Luhmann are used to form hypotheses and discuss questions.

Workshop Vienna:
17.–19.01.2022
+ virtual prep and reflection before and after the workshop

FACTS ABOUT THE PROGRAM



ADMISSION REQUIREMENTS

Experience in working in or with organizations for at least 3 years and passion for developing organizations



TUITION

EUR 16.900.– (excl. VAT, incl. playbooks and all material). After Module 1 you will have the choice to opt out, if next:pedition doesn't fit your needs (costs for Module 1 only: EUR 3.000.–)



EXTRA COSTS

EUR 1.500.– for seminar packages (workshop rooms, coffee breaks and lunch on-site).

Excl. Accommodation and travel costs.



DISCOUNTS

We offer 2 discounted seats for NPOs and start-ups, ask us!



TEACHING & WORKING LANGUAGE

English (Groupwork in German possible)



NUMBER OF PARTICIPANTS

18–24



NUMBER OF DAYS ONSITE / VIRTUALLY

21 / 6



MODULE + VIRTUAL LEARNING LAB DATES

Module 1 | base:camp: Nov 16–19, 2021, Vienna, Austria

Virtual Learning Lab 1 | next:theories in practice: 24.1.2022

Module 2 | my journey: March 1–3, 2022, location tba

Virtual Learning Lab 2 | next:decision making: 4.4.2022

Module 3 | next:transform: May 3–5, 2022, location tba

Virtual Learning Lab 3 | next:collaboration: 23.5.2022

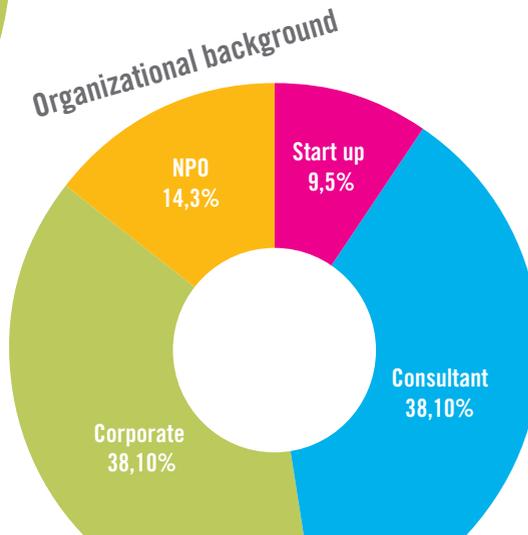
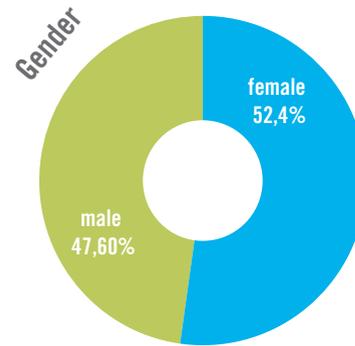
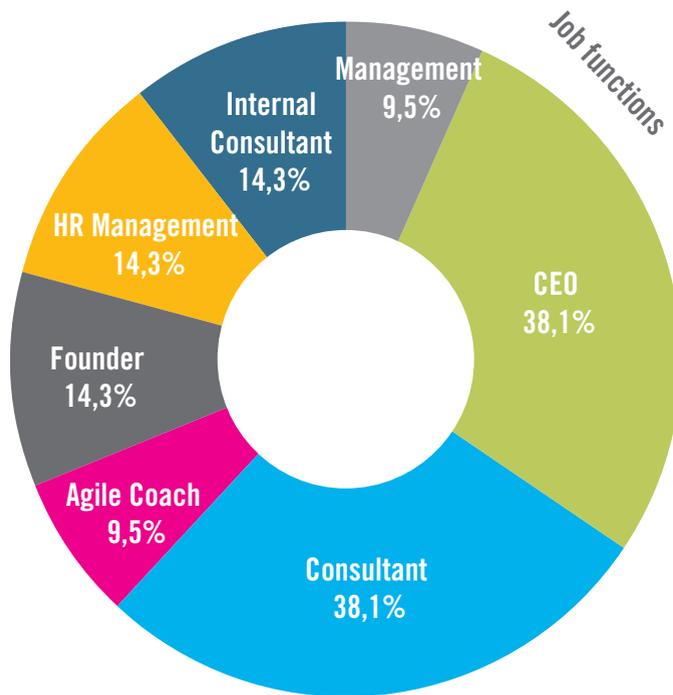
Module 4 | next:visits: July 4–8, 2022, location tba

Module 5 | start by starting: Sept 20–23, 2022, location tba

Meet Up: December, 2022, Vienna

INSIGHTS TO OUR FIRST TWO LEARNING LABS

NEXT:PEDITION 1+2



Participating organizations



ABOUT US

WE ARE DWARFS AND GIANTS!

An innovative organization-design and strategy partner for the 21st century.

dwarfs and Giants was founded in 2015 out of the strong desire and belief that there has to be a different way to run organizations. A different way to use the unique potential of humans and the creative power of teams for the good.

Today, this Organizational Design Lab has grown from four founders to 23 professionals with diverse backgrounds; among them design, digital communications, sociology, psychology, economics, information technology, social work, finance and psychotherapy.



www.dwarfsandgiants.org

“If I have seen further, it is by standing on the shoulders of giants.”

- Isaac Newton, 1676

The metaphor of dwarfs standing on the shoulders of giants expresses the meaning of “discovering truth by building on previous discoveries”.

The clarity of our purpose shapes and guides our work and how we organize ourselves. We live what we say. We practice what we want to catalyze in your organization.

Rewriting the future of organization.

Catalyzing the evolution of wholesome organizations.

NEXT:STEPS

There is no way to book a trip to next:land. To become a navigator for your company means to step into the unknown. The evolutionary catalysts from dwarfs and Giants guide your steps into the new. To be your guide, we want to know who you are, what drives you and what is your purpose!

FIND OUT MORE AT:



www.nextpedition.org

G^d
dwarfs
and
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**CALL YOUR
NEXT:GUIDE**

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