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Group i&i Co-Presenting 3D Visualization of Organizational Culture Workshop

Building on their longstanding work regarding organizational culture, Toufic Hakim, PhD, Senior Managing Principal of Group i&i and Laura Crandall, EdM, Founder of Slate Communication, co-presented a 3-hour workshop at the 2017 IFS Conference in Providence, RI, around new developments of their model, referred to as Willo3.

The model, which is inspired by the individual IFS paradigm of internal parts and Self, proposes three fundamental modes for organizational being and behavior (or culture) and suggests, based on these three modes, seven organizational archetypes. The model presents the archetypes as 3D shapes that can be visualized interactively online and printed as physical artifacts to be handled and rotated in space.

“Playfulness is not a common quality in organizational development,” shared Hakim. “What Willo3 seems to generate is a higher level of engagement than what is usually expected in such settings, providing deep insights about one’s organization using an inviting, play-like approach to viewing complexity and making it less threatening.”

The Workshop briefly introduced the assessment tool, referred as the 3DViewFinder,TM through which an organization can identify its present arche-shape, as perceived by various members of the organization, as well as its preferred arche-shape—the one desired by the collective for a future phase in the organization’s development. A simple protocol, complementing the model, can then guide the organization along a path from the present to the preferred.

The workshop, following two workshops on a similar theme at earlier IFS Annual Conferences, revolved around a number of group activities and a scenario about a coalition of organizations linked to the Conference’s theme of Self-Led Activism.

The workshop was very well received by participants. Among the reactions shared at the end of the workshop on a +/-Delta whiteboard: Loved it! Amazing! Make it a full-day workshop. Very cool model! Loved the toys!

To read more about Willo3, please visit www.Willo3d.com.

Group i&i is a firm based in Union, NJ, focused on advancing communities. Through its work, it helps facilitate the development of partnerships, fostering of community dialogue, and empowerment of individuals through education, employment, and personal development. The firm's activities revolve around strategic funding, outcomes and impact evaluations, and forward-looking, strategic organizational development.

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