SUPPORTING SHOP STEWARDS WITH COMMUNITIES OF PRACTICE

ULRICH SCHÖNBAUER, CHAMBER OF LABOUR

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OUTLINE

TOPICS OF THIS TALK

1. Traditional paradigm of shop stewards work
2. Constructivist turn & paradigm shift
3. Shop stewards as social entrepreneurs
4. Communities of Practice
5. GEDIFO – Trade union work of the future

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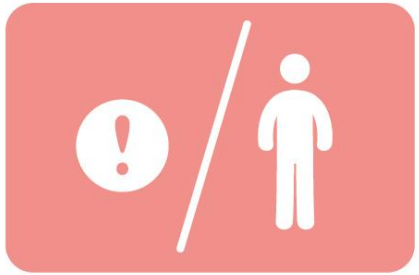
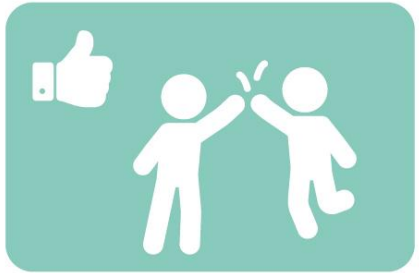
DAILY WORK OF SHOP STEWARDS – THE STAKEHOLDERS

FAIR NEGOTIATIONS – THE HARVARD CONCEPT

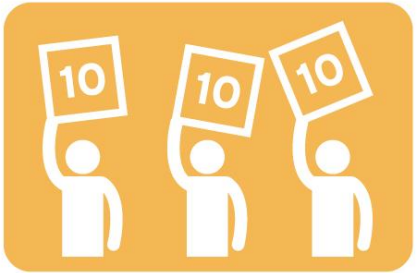


People and problems should be treated separately

Interests count, not positions



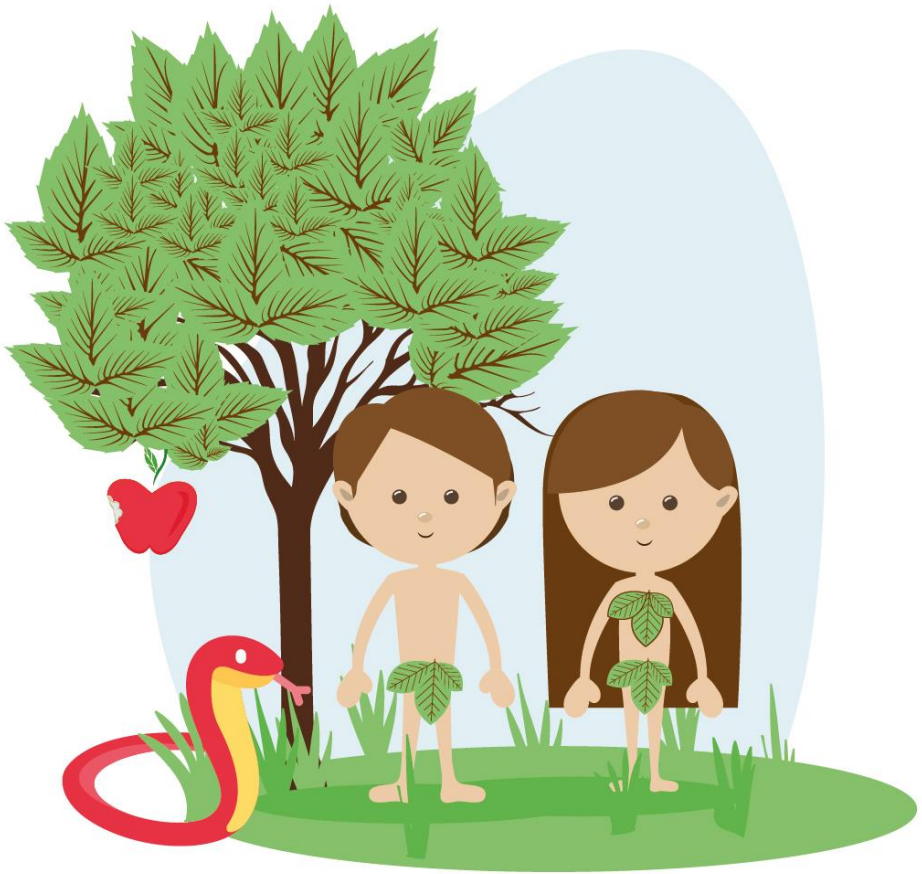
Explore options that provide advantages to both sides



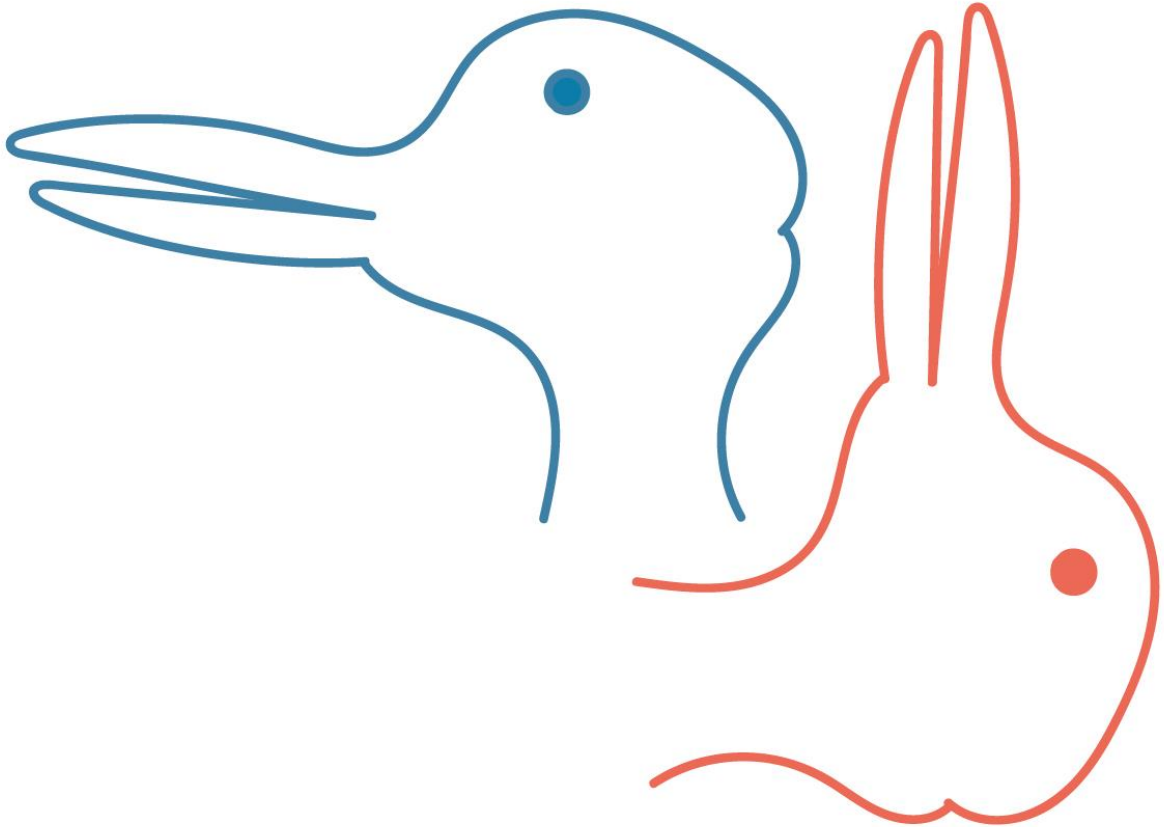
Agree on neutral assessment criteria

DISCOURSE ETHICS OF HABERMAS – TRUTH AS A RESULT OF GOODWILL

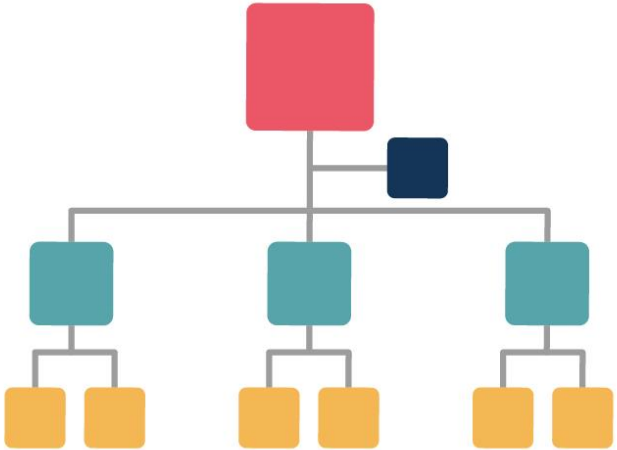
- Equality of all participants
- No pressure on the discourse
- Led by the motive of finding consensus
- Clear communication and logic



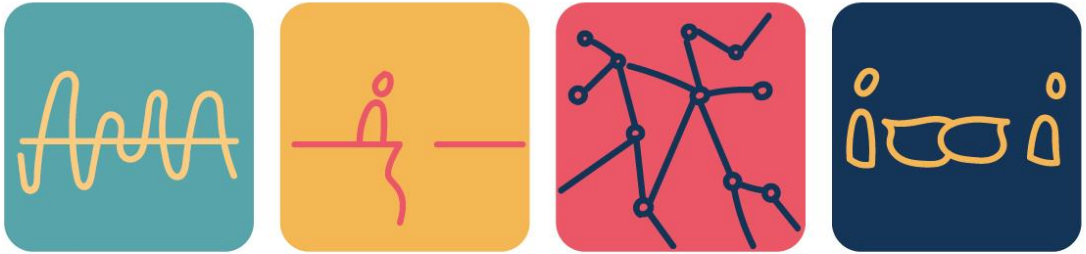
THE CONSTRUCTIVIST TURN – THERE IS NOT ONE TRUTH…



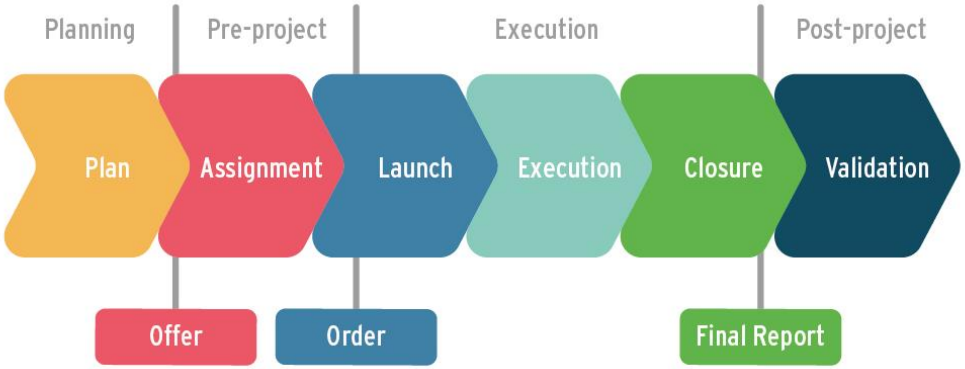
… EVEN LESS SO IN THE VUCA-WORLD – THE NEW CONDITIONS OF MANAGEMENT



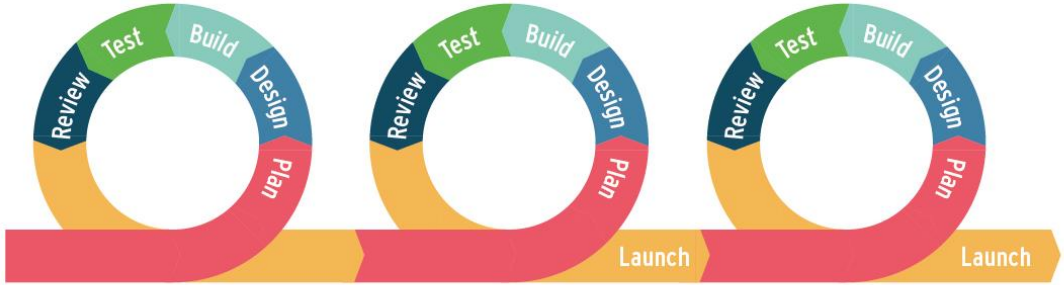
Volatility, Uncertainty,
Complexity and Ambiguity



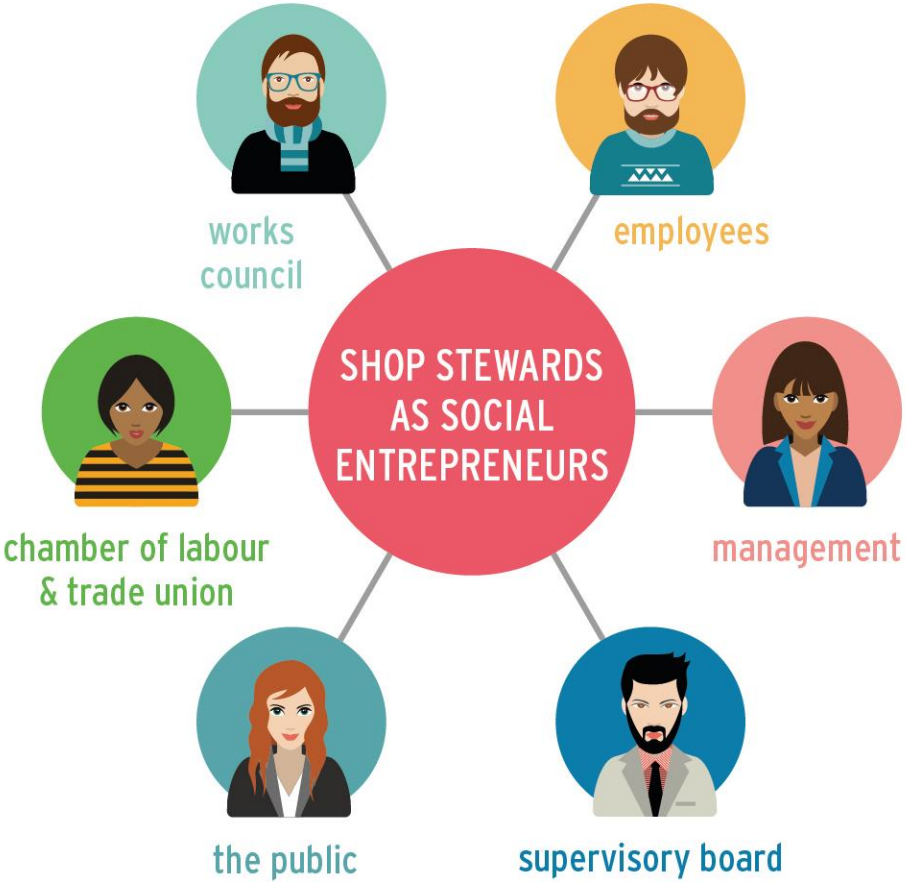
AGILE MANAGEMENT



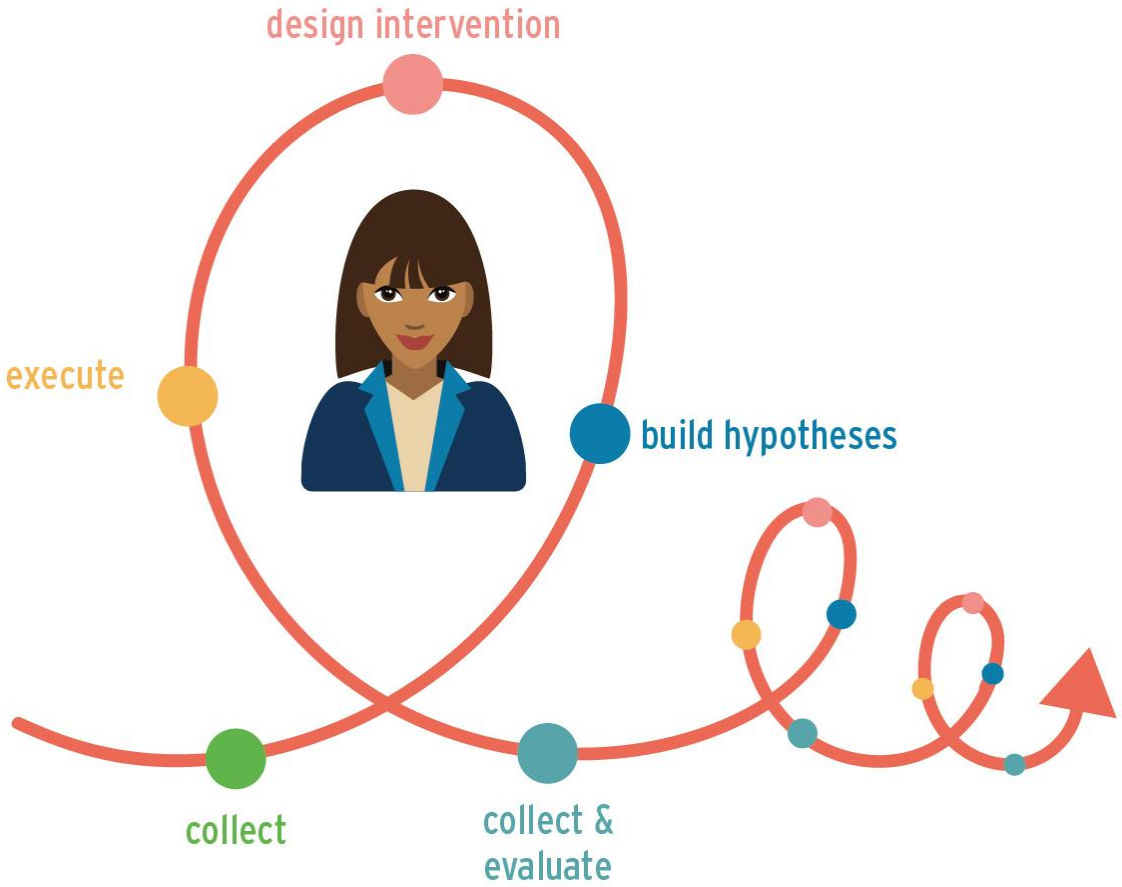
Short planning cycles instead of long-term project plans



SHOP STEWARDS AS SOCIAL ENTREPRENEURS



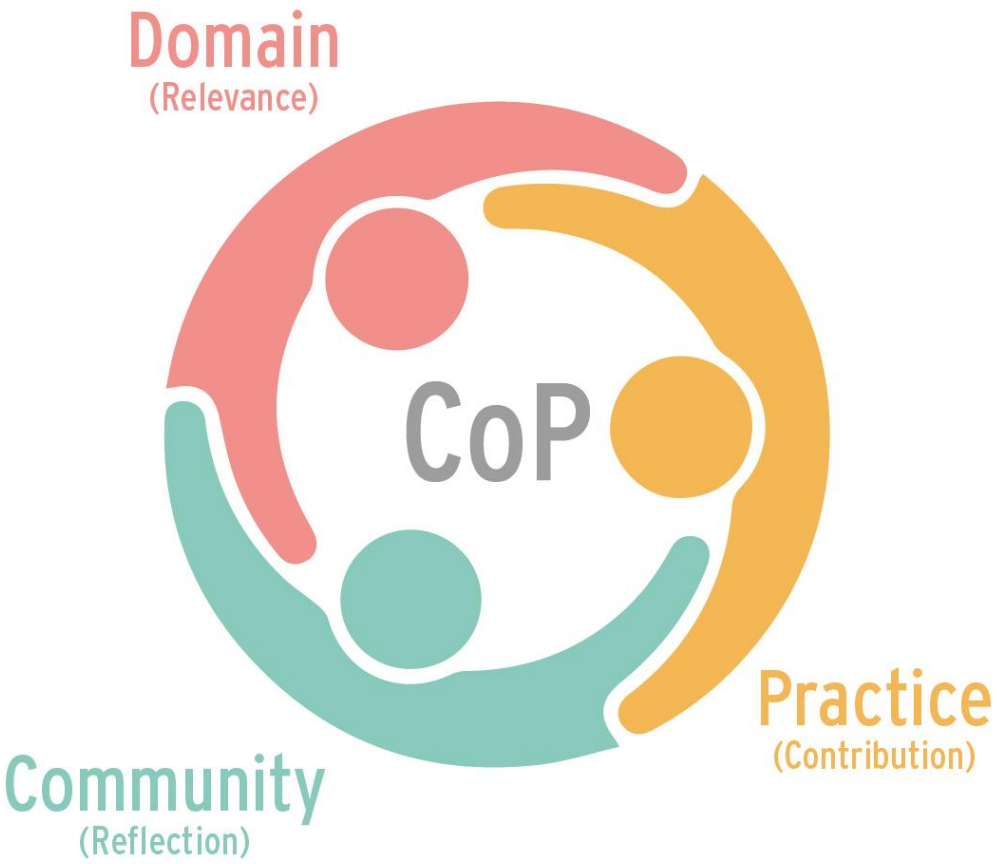
SOCIAL ENTRE-PRENEURSHIP AS A SYSTEMIC INTERVENTION



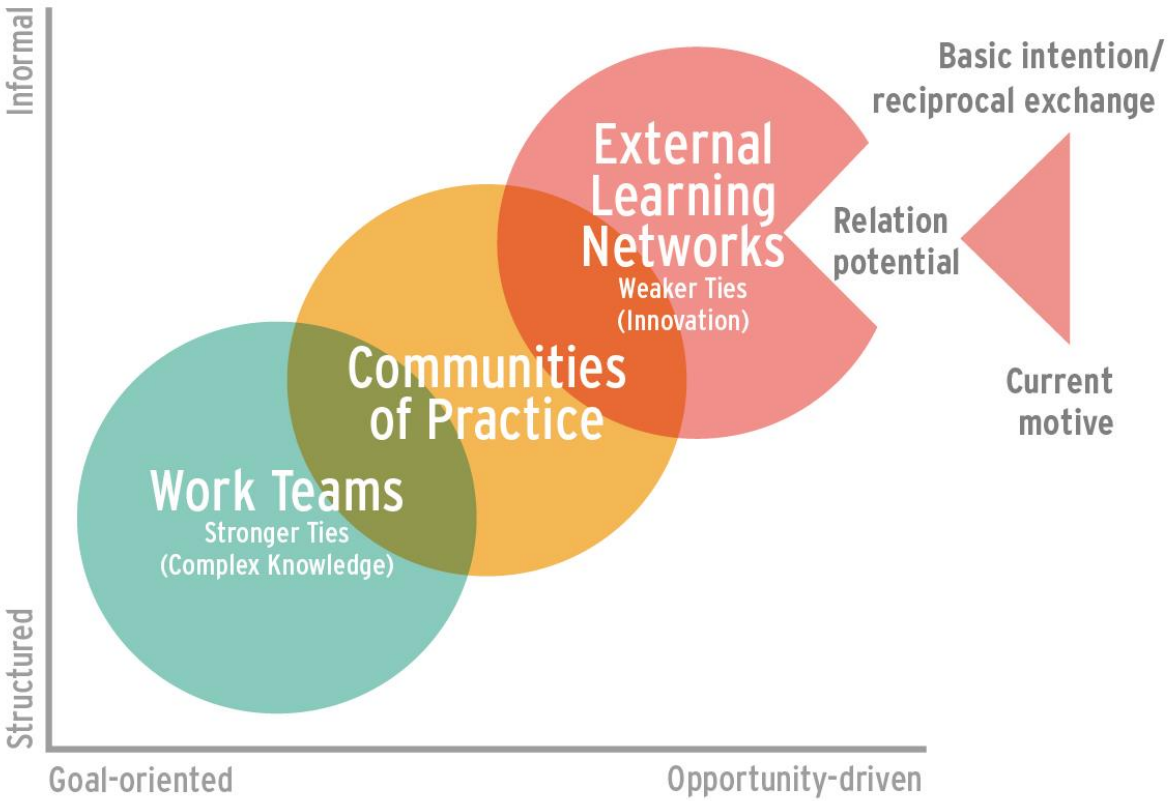
SYSTEMIC CONSTELLATION

A tool of CoP

COMMUNITY OF PRACTICE (COP) – THE PLATFORM FOR COLLECTIVE INTELLIGENCE

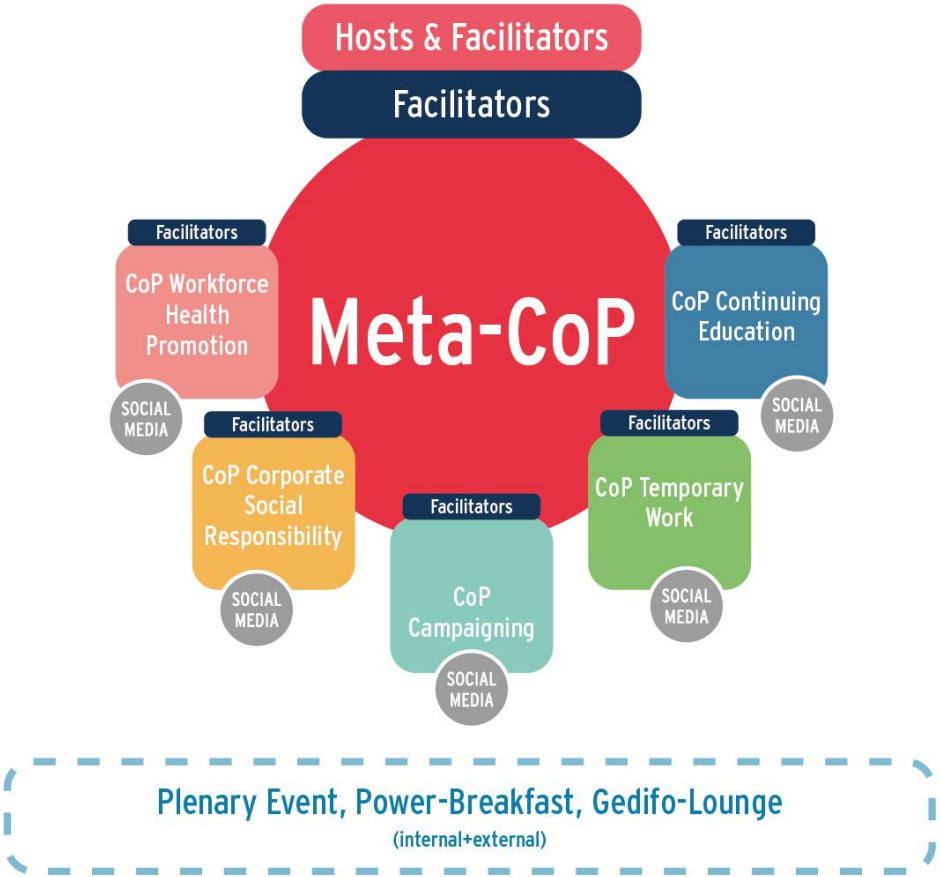


HOW COP FUNCTIONS – PARTLY PROJECTS PARTLY NETWORK



TRADE UNION WORK OF THE FUTURE – THE EXAMPLE OF GEDIFO

A prototype of complementary trade union work



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CONCLUSION

SHOP STEWARD 4.0

Power through collective intelligence of a higher order

OUTLOOK

1. Awareness-rising through the book
   "Collective Intelligence – Development of organisation through subversion“
   (working title)
2. Development of a consulting community for shop stewards
3. Pilot projects

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Thanks for your Attention!

GERECHTIGKEIT MUSS SEIN