

TRANSIT final conference Rotterdam, Sept. 2017

Interactive Workshop

Organisational Forms in transition

Co-creative explorations based on learnings
from TRANSIT and social innovation initiatives

Host: Iris Kunze (BOKU university, Vienna,
TRANSIT; Leadership for Transition)

Moderation: Bettina Geiken (Leadership
for Transition)

Questions on organisational forms in transition

- 1. What is the essence of innovative principles in the organizational structures of your initiative(s)?**
- 2. What kind of elements are in place in your initiative for successful organisational structures? (E.g. ownership structures, legal forms, community building, social relations, personal and professional development)?**
- 3. Where is a need for development and learning?**

**transformative
social innovation
theory**

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2017 Rotterdam**



‘New organisational forms’ in social innovation initiatives: findings from TRANSIT

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www.transitsocialinnovation.eu

transformative social innovation theory

- EU-FP 7 project
- 2014-2017
- 13 partner organisations
- Qualitative research in 20 networks and
- 80 local manifestations
- → develop a middle-range theory



Why are initiatives innovative spaces for organisational development?

- Voluntary membership
 - → initiatives need to meet individual needs (autonomy, relatedness, competence)
- Revival of community in a new manner: incl. Individual freedom: voluntary, intrinsic motivation
 - → hybrids of informal and formal social relations
- Capability for active citizenship and responsible empowerment in governance for transformation towards sustainable societies



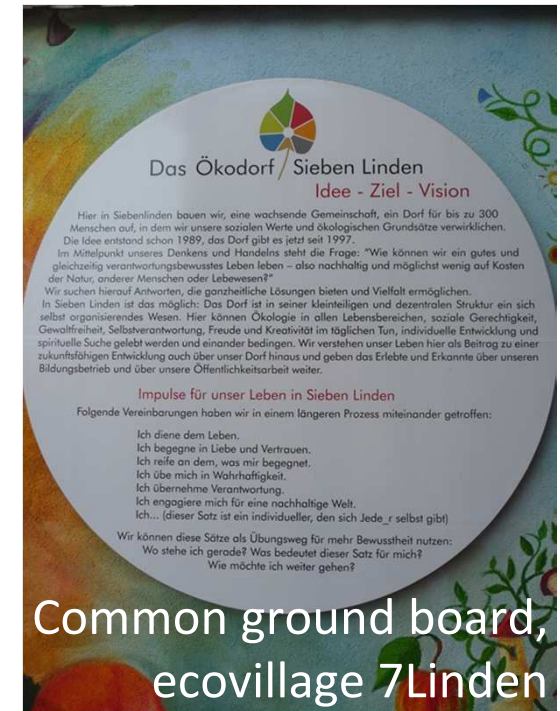
Community-based initiatives need elaborate organisation

Best practice from SI initiatives

SI initiatives experience internal tensions

Innovative organisational forms:

1. Value based common ground of sustainable and communal living
2. Collective ownership of company, land and/or houses
3. Democratic, participatory bodies: elaborated methods proven and developed in reality
4. Flexible-responsive principles of organization: rules and “people first”
5. Joining processes, stepwise integration of new members



Common ground board,
ecovillage 7Linden



Stages of organisational development

- **initiatives develop over time and thereby encounter different stages**
- (1) foundation and orientation,
- (2) professionalization,
- (3) waxing and waning,
- (4) re-organisations and adaptations).



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Questions

What has struck you most?

- Where do you see challenges for organizational forms in society?
- What have you seen as innovative from the examples we have talked about
- What could be the basic principles of 'enabling structures', empowering and socially innovative?

Basis of communal structures: Social capacity building

- requires 'social awareness'
 - constant practice of community building,
 - Individuals freedom, empowerment: requires responsibility
 - acknowledges individual concerns and feelings
 - Spaces for personal sharing and feedback
- communication & community culture 2.0
- living examples of sustainability innovation even better if they support social capacity building and personal growth

