



# The Integral Organizational Map – A Discovery Journey

## **Course Description**

**A workshop in four online modules  
In English, German and Spanish**

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Version 1.1  
2023

## **The Integral Hub**

A platform for the facilitation and  
dissemination of the integral perspective

# 1 The Integral Map - Discovery Journey

**When things fall into place - From fragmented agility in silos to a holistic view.**

**This workshop is for you, if you want an overview of the integral reinventing organizations map, if you want to learn how to use it in your organization and how it can support you in orchestrating change and transformation!**

We all know that transformational processes call resistance to the scene. Sometimes blocks and disruptions reach a noisiness that leads to frustration and endangers the transformation and create the impression that it's not even possible. So in these stormy waters it would be nice to have a guide.

This is exactly what the integral map provides. In this workshop we discuss the elements which make up the map, **Ken Wilber's integral model and the four quadrants**, combined with lines of development that follow the **consciousness level model of Spiral Dynamics**. This provides a helpful integral map to understand where the organization is today, which helps to clarify the goals and shows the organic path to get there. It helps greatly to understand much better where all the blocks, resistances and disruptions come from and how they can best be addressed. The workshop also gives agile teams a deeper understanding of agile values and helps to implement them more effectively in their daily work.

## 1.1 You will learn:

- To differentiate between systemic, agile, teal and integral
- Learn about the elements of the map and their origin
- Understand the importance of personal development in the organization, in teams and in communities
- How to orchestrate transformation for everyone
- The Integral Map as a tool to support transformation
- Case studies and best practices

In the workshop we discuss examples and possible applications. There are countless possibilities to use the map. It helps to unlock the great potential in your organization, both for the personal development of the people who work with it and for the further development of the organization.

Experience shows that sustainable change processes can only succeed if the individual potential of the employees and the interpersonal potential of the organization is activated. Putting new processes in place alone, no matter how agile they are, cannot resolve the blocks. Looking at the organization, the people and teams through the integral glasses of this model opens new perspectives, a new deeper and more differentiated understanding of being human, of diversity and its opportunities and of the true causes of all these blocks and disturbances. And makes it easy to understand what is meant when one speaks of an agile transformation being primarily a "mindshift".

## 1.2 Content

- The integral view
- Fundamentals of the four-quadrant model
- Spiral Dynamics Basics - About Claire Graves, getting to know the stages, about 2nd tier
- Developmental lines in the Quadrants
- The combined organizational map and its application
- How to assess your organization (best practices, case studies)
- Horizontal and vertical development
- Some neurobiology - how human perception works and how we can use that understanding in developing teal, about the importance of emotional intelligence in view of the model

## 1.3 Some good reasons to register for this workshop

I want to understand why we encounter so many blocks and obstacles in our agile transformation and how we can solve them.

I would like to broaden my perspective and develop myself personally

I have attended a Management 3.0 or other training and would like to deepen my understanding of new forms of organizations and collaboration.

I would like to better understand what a Teal Organization is and how we can develop that.

## 1.4 Target Audience

Managing directors, executives, team leaders, project managers, organizational development and HR staff, trainers, consultants, coaches, psychologists, teachers. And everybody that likes to understand how change and transformation can be implemented in an organic and evolutionary way.

## 1.5 Format

The course is usually held in four modules at 3 – 4 hours each. For corporate courses it can be customized. It is offered as online workshop. It can also be run physically, and will then be a two-day workshop.

Additional modules are available on request, to deepen specific topics. Either to work together on specific customer cases from different areas, or to deepen the understanding of leadership development paths, or partner relationships viewed from the Spiral perspective.

## 2 Recommendation

Learning how to apply Teal principles takes a lot more than just mental understanding of a model/tool. As Frederic Laloux states repeatedly in his book, there is a lot about understanding an organization as a living being and he talks about the CEO having to hold the energy field. These are skills that are beyond the possibilities of our left-side brain (logic). They require an understanding at an emotional and physical level (the intelligence of the body) and a good connection to our intuition. This can best be conveyed by personal connection and exercises in a group field that is focused by meditation.

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### 3 Your trainer

#### Silvia Hagen

Consultant, Coach, Trainer, Technical Author



I work with people, teams and organizations to develop new and holistic forms of collaboration.

My whole life I have been trying, learning and researching to find out how consciousness works. And I truly believe that if we are fully committed and focused, almost anything is possible. Even the awesome vision of of world filled with Teal organizations.

I have described my journey in the discovery of consciousness in my latest book "**The Magic Beyond Form – A Journey of Discovery**" veröffentlicht.

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#### Qualifications

- Integral organizational development
- Certifications in energetic organizational work, several curricula
- Certified systemic organizational developer and coach
- Agile coach, Scrum Master, Product Owner, Certifications in Management 3.0, Certified Agile Leadership (CAL1), Sociocracy 3.0
- Spiral Dynamics Training with Don Beck and Chris Cowan
- Management Zentrum St. Gallen, Malik, Executive Seminar
- Nonviolent Communication with Marshall. B. Rosenberg
- AKAD, Forum for Humanities, studies in Psychology
- Many years of experimenting and working with systemic constellation work in the organizational field.

#### Professional and personal background

- Independent consultant and coach since over 20 years
- Founder of Sunny Connection AG ([www.sunny.ch](http://www.sunny.ch))
- Mostly international enterprise customers in all sectors
- Author of publications on IPv6, such as "IPv6 Essentials" published by O'Reilly
- Co-Founder of flowdays.net (cooperative of agile coaches)
- Many years of experience and practice in consciousness evolution, leadership development and cultural transformation.
- Since 2002 speaker at many different international conferences on all continents