

Leadership through Participatory Design

Participatory Design helps leaders and organisations to shift their focus to effective collaboration, innovative co-creation, and sustainable change.

Institute for Participatory Design (IPG)



Problem Statement

Today's organisations and institutions are not set up to cope with constant change in a creative and life-preserving manner even though this is what our time calls for. Institutional structures today are mainly based around:

- strict roles and hierarchies
- linear planning procedures
- hierarchical decision making
- personal and lobbied interests

These are not helpful structural qualities for organisations facing the challenges of our time, especially if they want to actively contribute to positive change.

Change Architecture

Participatory Design is an evolving approach of methodologies, attitudes, and techniques which leaders can employ to redesign structural frameworks of their organisations:

- Participatory Design includes everyone and everything, which has part in a given framework with their respective qualities and competencies;
- Participatory Design puts its focus on the design process rather than on interests and decision making processes;
- results of Participatory Design are not set products or structures, but living processes in themselves and therefore represent sustainable change;
- sustainable solutions are found on the basis of context, environment, and process and not on the basis of predetermined goals,
- Participatory Design incorporates the designers in the design: while we change the world around us, we change ourselves as well.

Miscellaneous

To promote Participatory Design, we:

- create opportunities in education, business, and civil society to experience and reflect upon participatory design processes so that individual and collective consciousness towards these processes can develop.
- encourage self-empowerment, exploration of individual and collective potential, and truthful leadership. We encourage the willingness to thoroughly engage with the topics at hand so that personal processes become intertwined with the design process to consciously transcend old agendas and behavioural patterns.
- foster the exchange of personal and local experiences at a global level so as not to copy solutions into alien contexts, but to understand the patterns of change, creation, and the emergence of collective intelligence globally.

Name

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Nationality

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Date of Birth

May 21, 1976

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Current position

Executive Director

Awards

scholarships from Schumacher College, Heinrich-Böll-Foundation, OLB/EWE Award for extraordinary achievements attained by students

Subject of Studies

Philosophy, Sociology

