Colloquy 2018 – Stabilizing Corporate Politics

Goal: Help individuals solve corporate politics and goals through conversations, where transparency exists.

Distinctions from COLLOQUY 1968:

1. Drives have three layers
    a. Primary
    b. Secondary
    c. Tertiary
2. Interactions with the opposite team is initiated if their drives contrast from one another.
3. There are two types of interactions:
    a. Internal (within each team)
    b. External (among the two teams)

Old shape:

1. **Curved bodies:** Represent three team A members (MA), each consisting of:
    a. Light/photo sensor that receives the u light from the lamp.
    b. Color sensor
    c. Sound sensor and sound source
    d. Rotation around self for 60º – clockwise & anticlockwise – limited to 60º
    e. 2 color sources (yellow and purple) from lamp 1
    f. 4 colour sources (red, green, blue, yellow) from lamp 2

2. **Flat bodies:** Represent two team B members (MB), each consisting of:
    a. Lamp (functions as u light) – for producing flashing light for communication of drive mode
    b. Lamp (functions as B light) – for producing color, and flashing light
    c. Light/photo sensors that receive the reflected lights
    d. Sound sensor, and sound source above the lamp
    e. Each rotates around self for 180º
    f. 2 MBs rotate 360º together connected by the bar
    g. 2 color sources (yellow and purple) from lamp 1
    h. 4 colour sources (red, green, blue, yellow) from lamp 2

3. **Drive:** A goal to be achieved by MB and MA
    a. MAs' and MBs' drives have levels, and exist to compete among themselves in a collaborative relationship as well as among the two teams for leading as the most constructive politically literate member, and team.
4. **Drive I (Individual):** One type of goal
5. **Drive C (Collective):** One type of goal

6. **Primary drive layer:** There are four primary drives, defined by the individuals' source of power, consisting of:
    a. The Woods: Informal & organizational (e.g. Implicit norms, hidden assumptions) Represented by green color.
    b. The Weeds: Informal & individual (e.g. personal influence, informal networks) Represented by blue color.
    c. The High Ground: Formal & individual (e.g. rules, policy guidelines) Represented by orange color.
    d. The Rocks: Formal & organizational (e.g. role and expertise, access to resources) Represented by red color.
7. **Secondary drive layer:** Provides 3 levels to each primary drive. 3 levels consist of:
    a. 0 = None (off)
    b. 1 = Low (blinking)
    c. 2 = Sufficient (solid)
8. **Reinforcing encounter (dominating a drive resulting from conversations):** A process whereby the drives of MAs and MBs change, through MA-MB interactions. Reinforcement occurs when an MA and an MB:
    a. Are face-to-face
    b. Have a different drive mode (team A and B always have the opposite drive)
9. **Interval Conversations:** A process of internal team conversations that occur between each Reinforcement encounter episode. Interval conversations occur when members of each team:
    a. Are face-to-face
    b. Have the same drive mode (members of a team always have the same drive)
10. **Winner:** Individuals/Teams that can successfully project their light in the participant from the opposite team.
11. **Short-term Memory:** Each individual records their weaknesses they learned about in each reinforcing encounter.
12. **The upper lamp: (Projecting u light):**
    a. Comes from a lamp installed on the flat body
    b. Represents the type of drive of the flat only
    c. Acts as a blinking signal for initiating interaction between MAs and MBs
13. **The lower lamp: (Projecting B light):**
    a. Comes from a lamp installed on the flat body
    b. Represents a randomly-selected type of light by the MBs:
        i. Colored light
        ii. Flashing light
14. **"a" Receptor:**
    a. Installed on the curved body
    b. To receive the "u" light.
    c. To initiate the sound if they have the contrasting drive.
15. **"b" Receptor:**
    a. Installed on the curved body

b. To receive the “B” light
c. To initiate a sound

Scenario 1

1. Team A (MA) has a drive of “C” to fulfill their need to project their color in Team B..
2. Team B (MB) has a drive of “I” to fulfill their need to project their color in Team A.

External Conversation Mode

3. MAs are currently rotating 60º on their own axes.
4. MBs rotate on their own axis across 180º, and two MBs rotate across 360º.
5. During this rotation, MB1 happens to come across MA2 and all of their components (sensors, lights) face each other for a fraction of second.
6. MB1 is always flashing a u light (Purple) which happens to fall on the color sensor ‘a’ of MA2, which causes MA2 to stop. The color of the u light will convey the drive of MB1 – which is I – to MA2.
   The following happens in a split of second…
   a. MA2 compares if her drive (“C”) contrasts from MB1’s drive, based on the color of MB1’s u light (which is signalling “I”).
   b. MB1 has sound sensor which is always active.
   c. MA2 confirms that her drive is not the same as MB1’s drive, and then it signals this by producing a synchronized sound through its sound source.
7. MB1 stops the u light of MA2 from flashing.
8. MB1 starts to share his primary and secondary drive layers with MA2, by emitting, in 2-second intervals, IO, II, FI, and FO, starting by emitting a solid green colored light (IO) from his “B” lamp, which falls on MA2’s color sensor and light frequency sensor.
   The following happens in a split of a second,
   a. MA2 compares the light and its frequency with her own green light conditions.
   b. MA2 also shares her primary and secondary drive layers with MB1, by emitting, in 2-second intervals IO, II, FI, and FO, starting by emitting a blinking green colored light (IO) from her “A” lamp, which falls on MB1’s color sensor and light frequency sensor.
   c. MB1 compares the light and its frequency with his own green light conditions.
9. The actions in #8 occur till the entire primary and secondary drive layers are shared between MA2 and MB1.
10. According to the following primary and secondary drive layers of MA2 and MB1, MB1 wins in this conversation:
    a. MA2:
       i. IO: 1 ;
       ii. II: 0;

iii. FI: 2;
iv. FO: 2;

b. MB1:
i. IO: 2 ;
ii. II: 2;
iii. FI: 2;
iv. FO: 1;

11. The yellow light in MA1 changes from solid to blinking state.
12. MA2 produces a sound to notify MB1 that she will end the conversation. (Learned about potential ways of improving, with II, and IO.)
13. MB1 produces a sound to MA2 to confirm the end of conversation. (Was able to increase domination)
14. This period lasts for 8 seconds.
15. MB1 and MA2 rotate again in their original direction.

Internal Conversation Mode

16. All MBs and MAs rotate till at least two members within each team and all of their components (sensors, lights) face each other for a fraction of a second.
17. MA2 happens to come across MA3 and all of their components (sensors, lights) face each other for a fraction of second. The same happens with MB1 and MB2.
18. MA2 starts to share her primary and secondary drive layers with MA3, by emitting, in 2-second intervals, IO, II, FI, and FO, starting by emitting a solid green colored light (IO) from her “A” lamp, which falls on MA3’s color sensor and light frequency sensor. The following happens in a split of a second,
    a. MA2 compares the light and its frequency with her own green light conditions.
    b. MA2 also shares her primary and secondary drive layers with MA3, by emitting, in 2-second intervals IO, II, FI, and FO, starting by emitting a blinking green colored light (IO) from her “A” lamp, which falls on MA3’s color sensor and light frequency sensor.
    c. MA3 compares the light and its frequency with her own green light conditions.
19. The actions in #18 occur till the entire primary and secondary drive layers are shared between MA2 and MA3.
20. According to the following primary and secondary drive layers of MA2 and MA3, MA3 is the stronger member in this conversation:
    a. MA2:
        i. IO: 1 ;
        ii. II: 0;
        iii. FI: 2;
        iv. FO: 2;
    b. MA3:
        i. IO: 1 ;

ii. II: 1;
iii. FI: 2;
iv. FO: 2;

21. The yellow light in MA2 changes from blinking to solid state, and her II increases to 1.
22. MA2 produces a sound to notify MA3 that she will end the conversation. (Improved in II score.)
23. MA3 produces a sound to MA2 to confirm the end of conversation. (Was able to strengthen the team)
24. This period lasts for 8 seconds.
25. MA2 and MA3 rotate again in their original direction.

Important points:

1. Secondary drive levels determine the winner in a reinforcing encounter. For instance, this is the current condition of MA2:
    a. IO: 0
    b. II: 1
    c. FI: 2
    d. FO: 1

    And this is the current conditions of MB1:

    a. The IO: 2
    b. The II: 2
    c. The FI: 2
    d. The FO: 1

In this situation, MB1 is the winner, and projects its color on MA2.
Each individual records their weaknesses and stores it in their short-term memory.
After this, the teams will start their conversation phase (the interval conversation)
This is a stage where the MA team will become aware of what each member is lacking so they can go back and try another approach by increasing their Woods score to 1 and High Ground score to 2, and see how this works for each member in the next reinforcing encounter.

New shape: (Inspired from HBR's model of power)1