

A Worker Rotation Wheel: An Experiential Exercise

A Gradual Business Conversion to a Worker Co-operative Model

By Rod E. Keays, Author: The Naturally Good Man and The Ten thousand Blades of Life. Idea from an interview with Pulp Press, Vancouver BC.

Purpose of Exercise: To develop a practical understanding of how a company could operate if everyone involved understood all the duties of the company from top to bottom. I believe the effect of the exercise would encourage greater cooperation and support across job skill lines as well as foster a deeper understanding of how a company actually operates in the world.

Time span: For effective exercise and short discussion: 1 hour ten minutes.

Depending upon the number of people at the Roundtable the number of groups will have to be worked out. Each group will have four people in each group and assume the role of one of the four title descriptions. If a few people are left out, they could be coaches helping the groups to function.

The group titles will be as follows:

CEO
Designer
Shipper
Trainee

Introduction: Ten Minutes:

The exercise begins with the groups defining the duties of the role they are about to play out. To assist in the exercise I will distribute a sheet defining these roles so they are clear. Note: Each role teaches and learns at the same time. Also, on the final rotation note how the descriptions changed if at all.

The First Rotation: the beginning of the Rotation Wheel. Ten Minutes

The CEO teaches the Designer how to be a CEO.
The Designer teaches the Shipper how to be a Designer.
The Shipper teaches the Trainee how to be the Shipper.
The trainee teaches the CEO the experience of being the Trainee.

The Second Rotation: Ten Minutes

The new CEO (formerly the Shipper) teaches the new Designer (formerly the Shipper) to be the newest CEO.

The new Designer (formerly the Shipper) teaches the new Shipper (formerly the Trainee) to be the new Designer.

The new Shipper (formerly the Trainee) teaches the new Trainee Formerly the CEO) to be the new Shipper.

The new Trainee (formerly the CEO) teaches the new CEO (formerly the Designer) to be the new Trainee.

Continue with Third, Fourth and Fifth Rotations. The process keeps moving (Five Rotations) until the original positions (CEO, Designer, Shipper and Trainee) are re-established.

Group Discussion: Ten Minutes

What happened to power?

Over what time span could this system of rotations be implemented into a running company? Rotations every six months? Rotations every year?

What are the potential hazards of such a system? Could it work? What checks and balances would need to be invented?

Assessment Tools: Ten Minutes

Self Assessment: Group Discussion then Reflection on what I did well and where I could improve.

Peer Assessment: Rubric

Credit: Pulp Press, Vancouver BC. and Island Men Journal, Victoria, BC
Editing and the original Pulp Pr