

# Unleashing Decentralized Power: The Starfish & Spider Model

Special Workshops  
Paris (France)  
25 - 29 Aug 2025

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## Unleashing Decentralized Power: The Starfish & Spider Model

**Ref:** 3264\_137635 **Date:** 25 - 29 Aug 2025 **Location:** Paris (France) **Fees:** 4400 **Euro**

### Course Description

This intensive 5-day course explores the revolutionary concept of leaderless organizations as presented in 'The Starfish and the Spider'. Participants will delve into the principles of decentralized systems, examining their strengths, challenges, and applications in modern business environments. Through case studies and practical exercises, attendees will learn how to implement and leverage starfish-like structures in their own organizations.

### Learning Objectives

- Understand the fundamental differences between centralized spider and decentralized starfish organizations
- Identify the key components and principles of successful leaderless systems
- Analyze real-world examples of starfish organizations and their impact on various industries
- Develop strategies for implementing decentralized principles within existing organizational structures
- Learn how to balance centralized and decentralized elements to create effective hybrid models
- Master techniques for catalyzing and nurturing decentralized networks

### Course Modules

#### Day 1: Introduction to Starfish Organizations

- The Starfish and Spider analogy explained
- Historical context and evolution of organizational structures
- Key characteristics of decentralized systems
- Case study: Apache tribes vs. Spanish conquistadors

#### Day 2: Principles of Leaderless Organizations

- The power of distributed networks
- Ideology as a unifying force
- The role of trust in decentralized systems
- The catalyst: facilitating without controlling

#### Day 3: Starfish in Action: Modern Examples

- Peer-to-peer networks and the music industry revolution

A graphic of a chessboard with several chess pieces. In the foreground, there are three pieces: a silver pawn, a silver knight, and a gold king. In the background, there are concentric circles emanating from the king piece, suggesting a signal or influence. The text 'UK Training PARTNER' is overlaid on the image.

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- Wikipedia and the democratization of knowledge
- Blockchain and decentralized finance
- Open-source software development communities

#### **Day 4: Implementing Starfish Principles**

- Identifying opportunities for decentralization
- Overcoming resistance to change
- Balancing control and autonomy
- Creating and nurturing circles within organizations

#### **Day 5: Hybrid Models and Future Trends**

- Combining starfish and spider elements effectively
- Adapting to industry-specific challenges
- Measuring success in decentralized systems
- The future of organizational structures

#### **Practical Wins for Participants**

- Ability to design and implement decentralized elements within their organization
- Enhanced skills in facilitating and catalyzing self-organizing teams
- Improved understanding of how to leverage network effects for organizational growth
- Strategies for creating more resilient and adaptive organizational structures

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