

Unleashing Decentralized Power: The Starfish & Spider Model

Special Workshops
Geneva (Switzerland)
12 - 16 Jan 2026

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Unleashing Decentralized Power: The Starfish & Spider Model

Ref: 3264_137641 **Date:** 12 - 16 Jan 2026 **Location:** Geneva (Switzerland) **Fees:** 4700 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. A large gold king piece is in the foreground, with a silver pawn and a silver knight behind it. In the background, there are concentric circles emanating from a point, suggesting a signal or network. 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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