



The Wave(s) Model

A brief introduction to the gentle and powerful depth of team development

The origin & motivation

The Wave(s) Model is a model for team development that can also be used to reflect on the interaction of leadership and teams and vice versa. It assumes that teams and leadership exist in constant symbiosis with each other, i.e. they are interdependent and influence each other.

The Wave(s) Model, as its name suggests, originates from the sea, specifically the Atlantic coast in France. Developed in 2018, it describes the process of team development in analogy to the development of waves and thus paints an understandable, comprehensible picture of the essential development steps of teams. As a passionate surfer and sea lover, the founder of the Wave(s) Model, Jens Emrich from Kajdacsy, relates the interaction of teams with leadership to surfing in the sea.

From his practical experience as a manager, project manager and coach, he developed the Wave(s) Model to be able to meet the challenges of an increasingly complex world, the VUCA world, on differentiated levels of human relationships. His motivation is primarily based on supporting teams and leaders to connect with each other in a more sustainable and deeper way to be able to deal with these challenges in a resilient way.



Literature & Scientific References

Methodical Reference

Emrich v. Kajdacsy, Jens: Silent Waves – Die Urkraft in Teams & Organisationen.

(ISBN 979-8-84688-283-6, Year of publication: 2022)

Also available in english!

Masterthesis

Horn, Patricia: Die Kitaleitung im Spannungsfeld zwischen Anspruch und Realität: Handlungsempfehlungen zur erfolgreichen und professionell geführten Kita.

Masterarbeit, DIPLOMA-HOCHSCHULE University of Applied Sciences

(Year of publication: 2023).

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Special Characteristics

VALUE ORIENTATION

The Wave(s) Model is designed as a value-based and principles-oriented model to create a better understanding of behavioral dimensions, communication structures and how to work together in teams. The underlying belief is that as human beings we can only truly relate and lead others if we can lead ourselves. This requires that we know ourselves.

ANALOGY THROUGH VISUALISATION

Through its analogy with wave development, the model provides a basis for understanding and comprehending the theoretical background in a simple way.

FOCUS FIELDS

Team development is not divided into phases but described via focus areas. Phases imply a process that builds on each other and must be passed through again and again in a fixed sequence in the development. However, the Wave(s) Model assumes, supported by experience, that team development is not defined by a linear process, but must be considered situationally and depending on the state of a team and its team members. Therefore, the model describes team development via so-called focus fields, which are used for the theoretical approach and practical application in the development process.

TWO LEVELS OF CONSCIOUSNESS

Processes in the team context, dynamics, perspectives, mental and emotional states, which are considered in the Wave(s) Model, are characterized via two levels of consciousness, and can thus be addressed purposefully with the team or the leadership.

The world above the surface of the water is the level of consciousness that we can mostly grasp cognitively, visibly as well as rationally and with our conventional senses. The world below the surface of the water, on the other hand, is the place of the unconscious or deeper processes that, for example, cause dynamics and conflicts in teams and make "true relationships" possible in the first place.

DIMENSIONS AND VALUE AREAS

Just as a wave is a 3-dimensional structure that is created by energy and is supported by this energy during its lifetime, the life cycle of a team also consists of three decisive dimensions.

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The three dimensions stand for the essential areas that characterize a team and are focused on its development:

- ♦ The building blocks for the team foundation
- ♦ The elements for team development
- ♦ The characteristics that we can use to check whether the team has reached an appropriate level of maturity

The individual dimensions are characterized by 5 value areas each, which are reflected in detail in the development process as well as in the coaching with teams and leadership. The dimensions and value areas are mapped in the team wave and can thus be put in relation to each other.

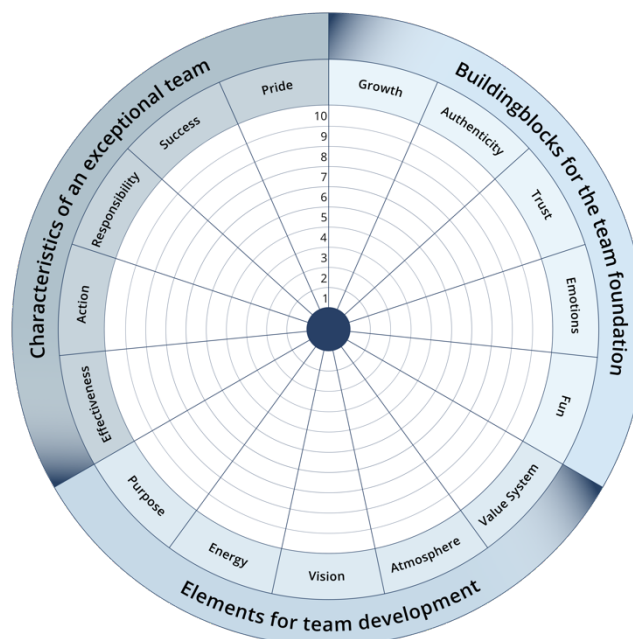


Fig. 1: The Wave(s) Model | The Teamwave

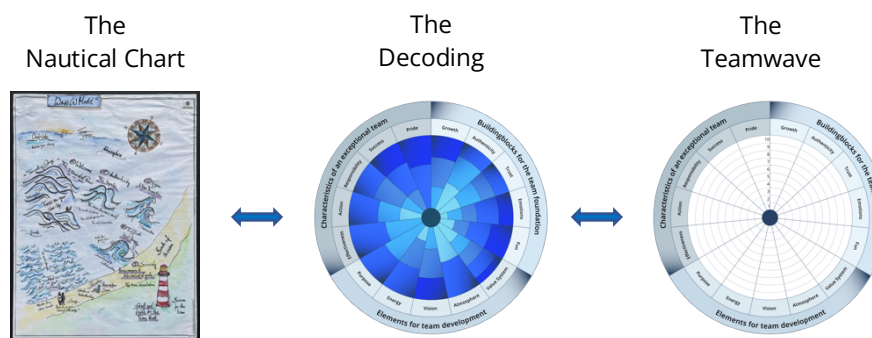


A brief overview of the Wave(s) Model and its structure

THE THREE CORE ELEMENTS

Basically, there are three core elements in the description of the Wave(s) Model. They are listed below and supplemented with their classification in the model.

- The sea map of the Wave(s) Model
 - ◆ The visualization of team development in the Wave(s) Model in interaction with leadership
 - ◆ The five focus areas of team development
 - ◆ The two levels of consciousness of the focus areas in team development
 - ◆ Understanding the overall framework of the Wave(s) Model
- The Teamwave in the Wave(s) Model
 - ◆ Description and systematics of the dimensions and the associated value areas in team development
 - ◆ Relationship of dimensions and value ranges to each other
 - ◆ 7 Core statements referred to the value ranges in each of the dimensions
- Decoding the Wave(s) Model
 - ◆ Establishes the link between the sea map and the team wave
 - ◆ Guidance and / or conceptual framework in team development



Pic. 2: The Wave(s) Model | The connection of the three core elements

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ELEMENTS FOR PRACTICAL USE

In addition to the description of the core elements, further elements are used in the practical implementation of team development in the Wave(s) Model. These also include 2 of the core elements.

- The sea map of the Wave(s) Model
 - ♦ Explaining the overall framework and signposting coachees, teams and leaders through the Wave(s) Model
- The Teamwave in the Wave(s) Model
 - ♦ Initiate a dialogue in the team about values and principles
 - ♦ Looking at a team in the value areas of the three dimensions based on 7 core statements each
 - ♦ A current picture of the state of the team
 - ♦ Defining the objective for a team in the individual value areas
 - ♦ Connection and relationship of the dimensions and values
- The Card Deck „insighTeam“
 - ♦ Playfully create a dialogue in the team about values and principles
 - ♦ Reflecting on the state of a team
 - ♦ Reflection on concrete situations concerning the team
 - ♦ Establish understanding about the values of the individual team members
- Location Determination
 - ♦ Assess changes in the team and its environment
 - ♦ Determining the current location and the target state
 - ♦ Reflect on the limitations and supporting elements from the current location to the goal
 - ♦ Docking on changes and working out options for action for one's own design
- The Cloud of Why
 - ♦ The deeper sense of a team
 - ♦ Support for the development of passions, strengths and talents
 - ♦ Classification of concrete situations concerning the team
 - ♦ Support in the composition of the team

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The Teamwave in the Wave(s) Model and how to use it

CENTRAL CORE STATEMENTS

To understand the background of the dimension and the associated value ranges, the following central core statements can be used.

1. Dimension: The first dimension includes the stable foundation of a team. Addressing these concepts is needed to work together as a unit.

Growth: The team has the intrinsic motivation and ambition to develop together

Authenticity: All team members contribute with their personality and talents.

Trust: Within the team there is a trusting, honest and open interaction

Emotions: The team members show each other their emotions openly

Fun: The team acts with fun to achieve their goals

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2. Dimension:

The second dimension includes the elements for team development. What does the team want to pay attention to when moving forward?

Value System: The team has a common value system that everyone knows and lives by.

Atmosphere: Within the team there is an open, constructive and learning atmosphere.

Vision: The team has a common vision that is supported unanimously.

Energy: The team works together with energy to achieve the goals.

Purpose: The team knows the why and the sense of its actions.

3. Dimension:

The third dimension includes the characteristics of a team. It revolves around how the team recognizes that it is developing in the right direction and is running smoothly.

Effectiveness: The team achieves an impact in its environment and is not only focused on goals.

Action: All team members are put into action and motion.

Responsibility: The team takes responsibility for their own actions and behavior.

Success: The team is successful, everyone shares the success with all others.

Pride: The team members are proud to be part of this team.

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PRACTICAL USE OF THE TEAM WAVE IN TEAMS

In addition to the division into dimensions and values, the team wave also contains a scale of 1 - 10 on which the referred value ranges can be assessed.

In the scale, 1 stands for "Not applicable" or the lowest value and 10 for "Absolutely applicable" or the highest value.

During the practical exercise, each team member looks at the value ranges from his or her point of view for the whole team and places his or her assessment in the relevant field and scale value. This is done for all 15 value areas and for each team member.

This assessment is the basis for the further methodological steps. Based on the assessment, a dialogue on values can be started in small groups or in the whole group, goal-oriented work can be done, and the status of the team can be reflected. The aim is to work on concrete measures in team development on this basis and to enter an extended exchange.

More in-depth instructions for further variations on the application of the team wave can be found in the book "Silent Waves - The Gentle and Powerful Depth of team development | The Elemental Force in Teams & Organizations", in which the Wave(s) Model is described in detail, and which is intended to provide a basic understanding of working with teams as a practical guide.

For further questions about the Wave(s) Model and the offers of Silent Waves you can reach the team of Silent Waves by the following contact details:

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