Hierarchy Problems in Anti-Authoritarian Groups and how to face them

Type of Power

Initiative
Ability to act yourself. To have and to go forward with your ideas.

Information
One of the essential tools to take initiative.

Skills-Tools
Technical or manual skills are other necessary tools to take initiative.

Presence
Physical presence in the moments of collective adventure.

The Speech
The ability to express to manifest yourself to get ahead.

Coordination
Global vision of the collective processes and priorities.

Excess of Power
The boss’s situations

One person or a few have that capacity in the collective. They encourage the group, giving energy. They seem infallible. When they are not there the collective seems lost and weak.

When a person or a few in the group has access to all important information, the person becomes a referent without them the rest cannot speak, make decisions.

When one or few persons have the necessary skills (cooking, writing a text, making a poster, seeking in public) the people become indispensable specialists.

One or a few people are always present they are the ones who have seen and lived the collective adventures (anarcos, activists). They know and handle the details. This part of the collective more than anyone.

When a person talks a lot, with long interventions, listening a little, often cuts off the word.

When a person or a few persons are responsible for re-explaining the important dates, formulating the objectives, reforming the debates.

Fight against Power
what the bosses can do

To be less demanding, less dictatorial, less frequent or more, to stop believing that without you things will be done wrong (they will just be different, not hiding your mistakes, to get a bit harder, not to systematically blame yourself on the first responsibility, to leave the group a little.

Transmit this information to other people of the group in the best possible way, speaking but mostly writing, to make them accessible to all.

Have your knowledge as soon as possible, be available for that. Get on the level of others do not surprise them, or send them to the shit when they ask you something. Do not hide the truthfulness of all the information that is not given by you.

Have holidays, arrive late, don’t go... remember that you have other things to do, other things in the world besides this project.

When you can do to change your behavior is learning to shut up, to listen, to leave speeches before taking in assemblies, to not panic with silence or slow assemblies (they will get better). Accio to listen to yourself.

Do not appropriate the role, and take care of sharing that global vision of the situation.

Fight against Power
what the others can do

Take self-confidence, be brave, take risks but do not let yourself be carried away by the energy of others. Do not be afraid to make mistakes, errors, assume that you are and that you do things. Try to explain how you are feeling and what you need. Ask, investigate.

Take ownership of the information actively. Look for it (do not wait till the others decide to give it to you). Take responsibility for tasks.

Curiosity is there, people want to acquire other skills than the ones that they have. People want to learn. To request the transmission of knowledge.

Start doing things without the bosses.

Learn... to take the floor. To defend yourself when they cut you. To speak when there is silence, to tell what you need. Ask, investigate, put effort, not just fit into the role of the executor (that’s to comfortable)

Collective Solutions

Create a trusting context where attempts, faults, errors, weaknesses are accepted. Identify collectively the pending tasks, clearly formulate who does each to avoid task accumulation.

Create and make visible and dynamic the collective tools panels, wiks, games, calendars, agendas.

Formalize and generalize the exchanges of knowledge in the life of the collective. For example, if every technical task there is someone who knows and a newbie.

Remember that the rhythm of the collective must be accessible to all. Make visible that not everyone has the same availability or are not the same, respect that and care of people.

Built a context in which those who have difficulties in expressing themselves feel heard, respected, taken into account, supported. You can also experiment with more egalitarian systems (word shift, a lamia).

On moderator per assembly. That role is rotating so that its not always the same person. One person protocols, agenda of next meeting.

What it’s not said in this paper:

This paper was made based on empirical principles. What doesn’t seem developed we do not want bosses in our groups it seems obvious but is not to everyone. Some think that there are natural leaders (light cultural, age, experience). To signiﬁcantly a group, make it more eﬀective, take it better to ward the revolution, happiness...

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