



YOUR GUIDE TO

**MAGIC
CIRCLES**



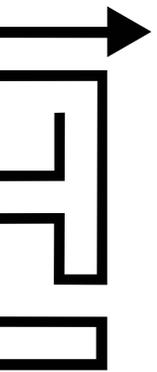
Co-funded by the
Erasmus+ Programme
of the European Union

MAGIC CIRCLES

Inspired by leadership principles of the Yukaghir people of Siberia the magic circle is a technique to break down staff hierarchies and create equal authority in an organisation when working together on a current challenge.

GUIDE

A magic circle can be called by anyone in the organisation, who faces a challenge that needs input from other staff. The caller sets a time and place. It's voluntary for anyone to take part in the magic circle. Anyone who chooses to enter the magic circle respects, that everyone inside the circle has equal authority despite their usual roles in the organisation. This ensures expert knowledge to flow from those with daily experience, when trying to solve a common challenge.





BREAKING DOWN

ORGANISATIONAL

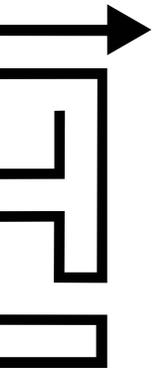
HIERARCHIES CREATES

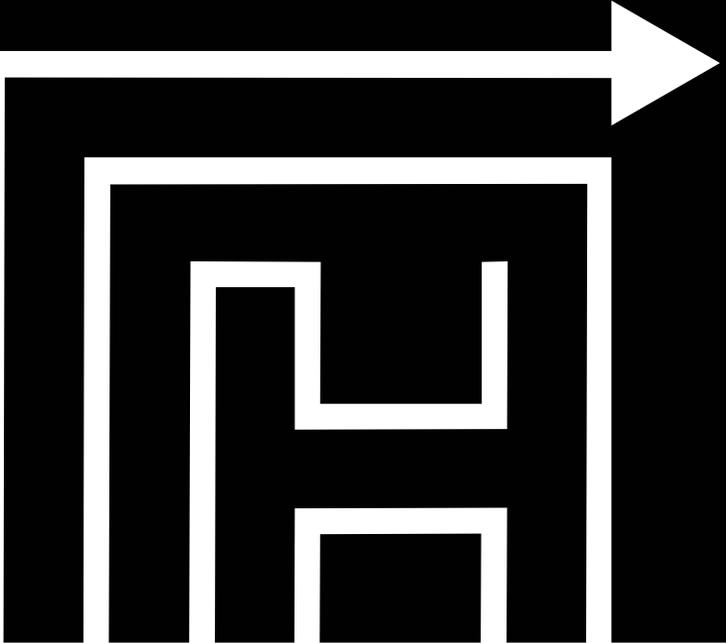
KNOWLEDGE FLOW

BETWEEN STAFF MEMBERS

HOW TO MAKE A MAGIC CIRCLE

1. Prepare how to present the challenge you need help with. It can be an open question or a quick presentation.
1. Find a time and place. Try to keep it at max. 1 hour to make it accessible.
1. Invite the whole organisation to participate or relevant selection. Remember it's voluntary to participate.
1. Consider manifesting the circle by drawing one on the floor or creating one with chairs. The caller can physically invite the participants to enter and exit the space.
1. Respect the rules inside the circle. Anyone who enters the magic circle has equal authority and can leave whenever they want. (Maybe serve some whiskey)





Source: “Tænk vildt” book by Rane
Willerslev

OER prepared by Rasmus Kastrup Brorly,
University of Copenhagen