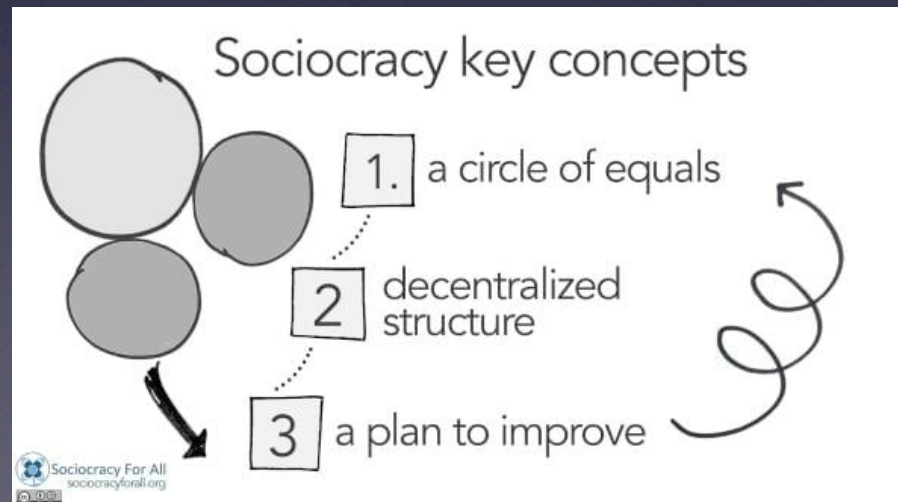


Sociocracy Basic Intro

- Prepared by Root Cuthbertson
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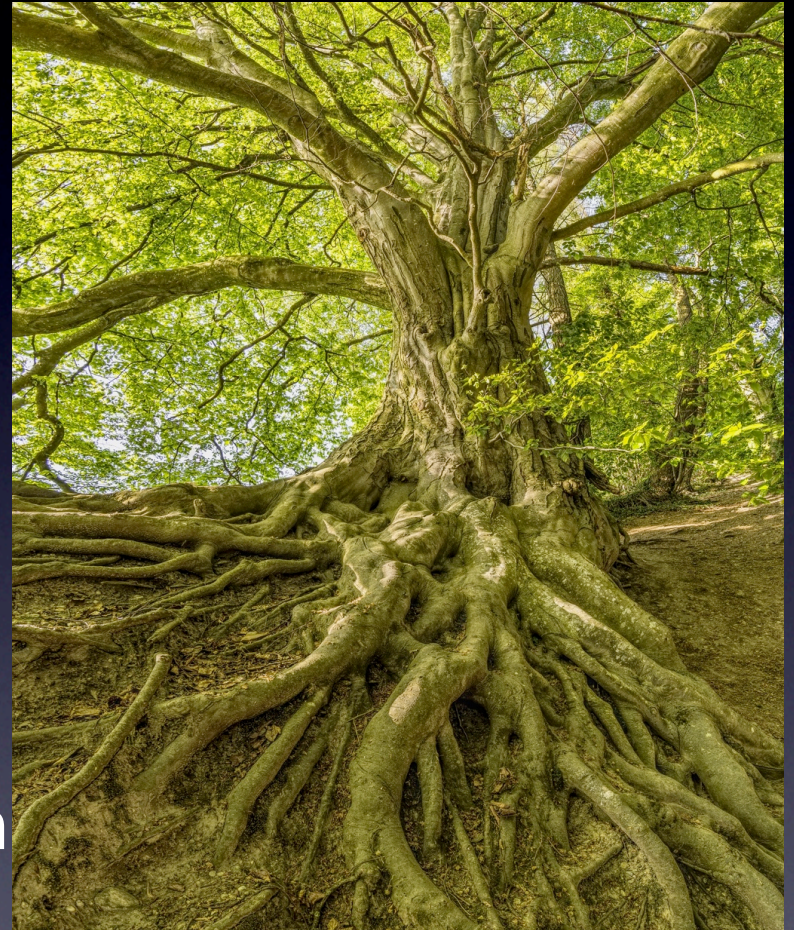


3 Core Values

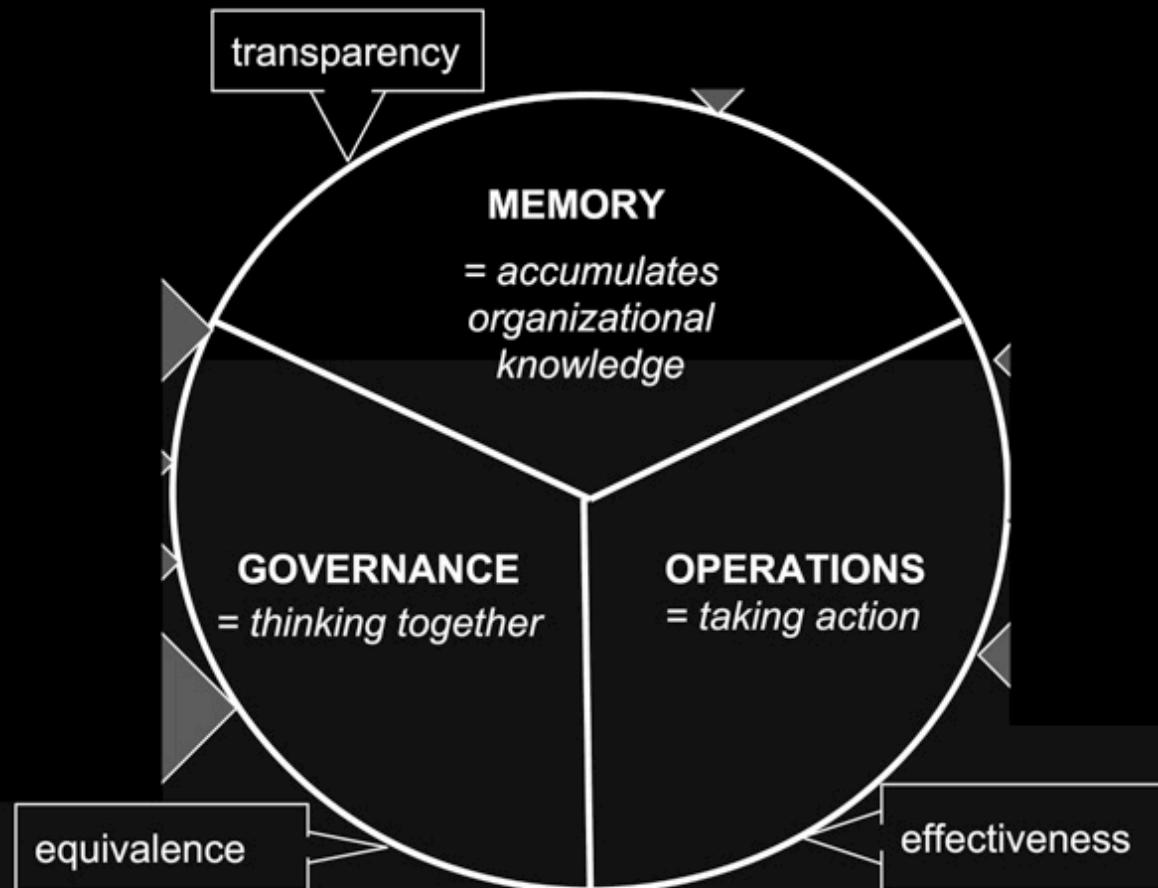
Equivalence -
equal power, equal value

Transparency -
information is shared

Effectiveness -
empowered to perform
clearly defined tasks



SOCIOCRACY OVERVIEW: Three-Values Perspective



- Everyone, and every team, has awareness gaps.
- Sociocracy can reveal not-so-obvious pathways



8 Elements

Governance Structures

Decision-Making Processes

Aim	Proposal Forming
Domain	Consent Decision-Making
Circles	Role Selection
Double-Linking	Feedback Loops

Aim

- What the group is trying to do.
- A product, service, experience, transformation, or something the group can exchange for value.
- A clear definition of aim is helpful at every level.





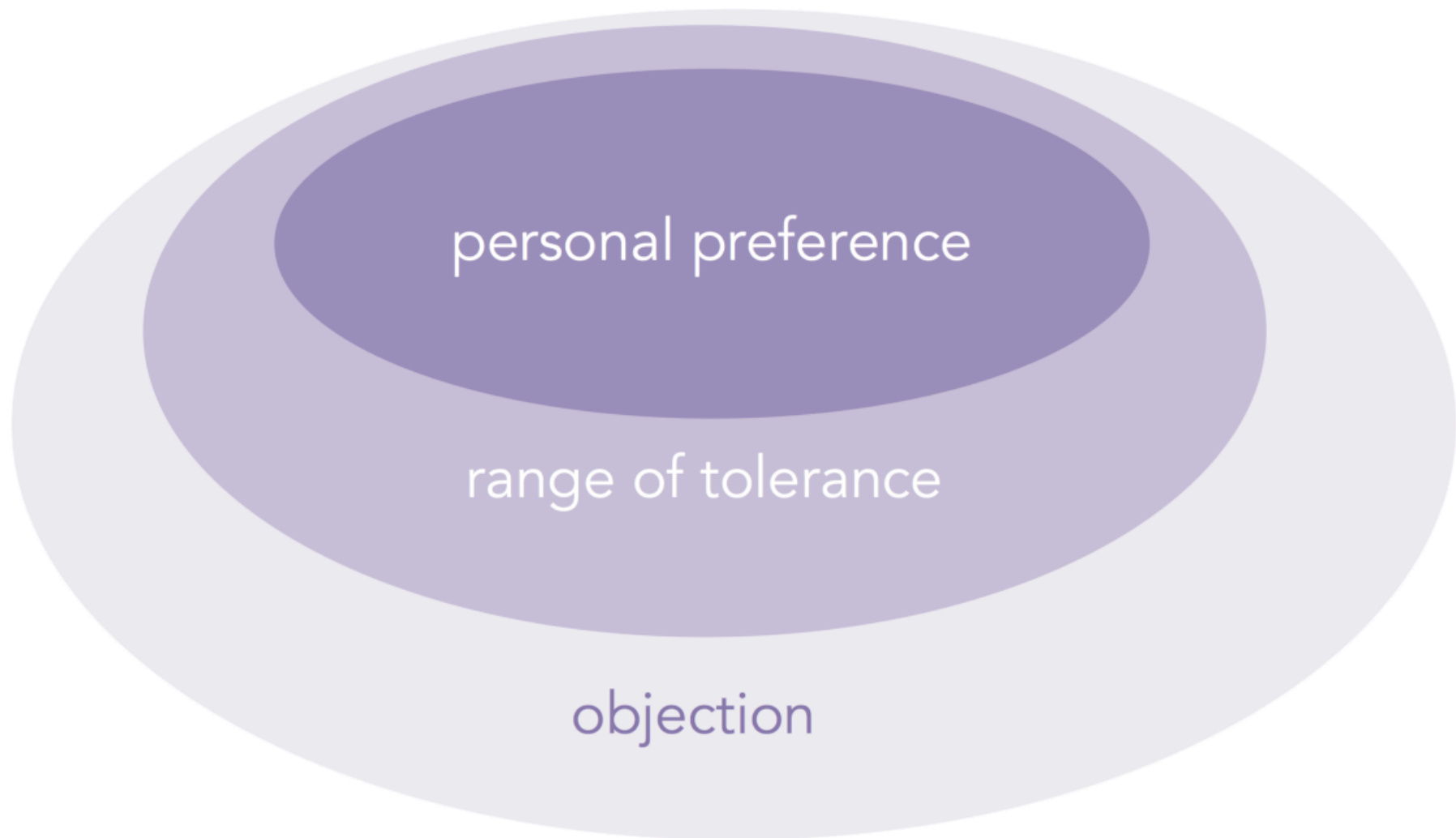
Domain

- Area of focus for each sub-group.
- A clearly defined aim.
- Usually circles form for each domain.

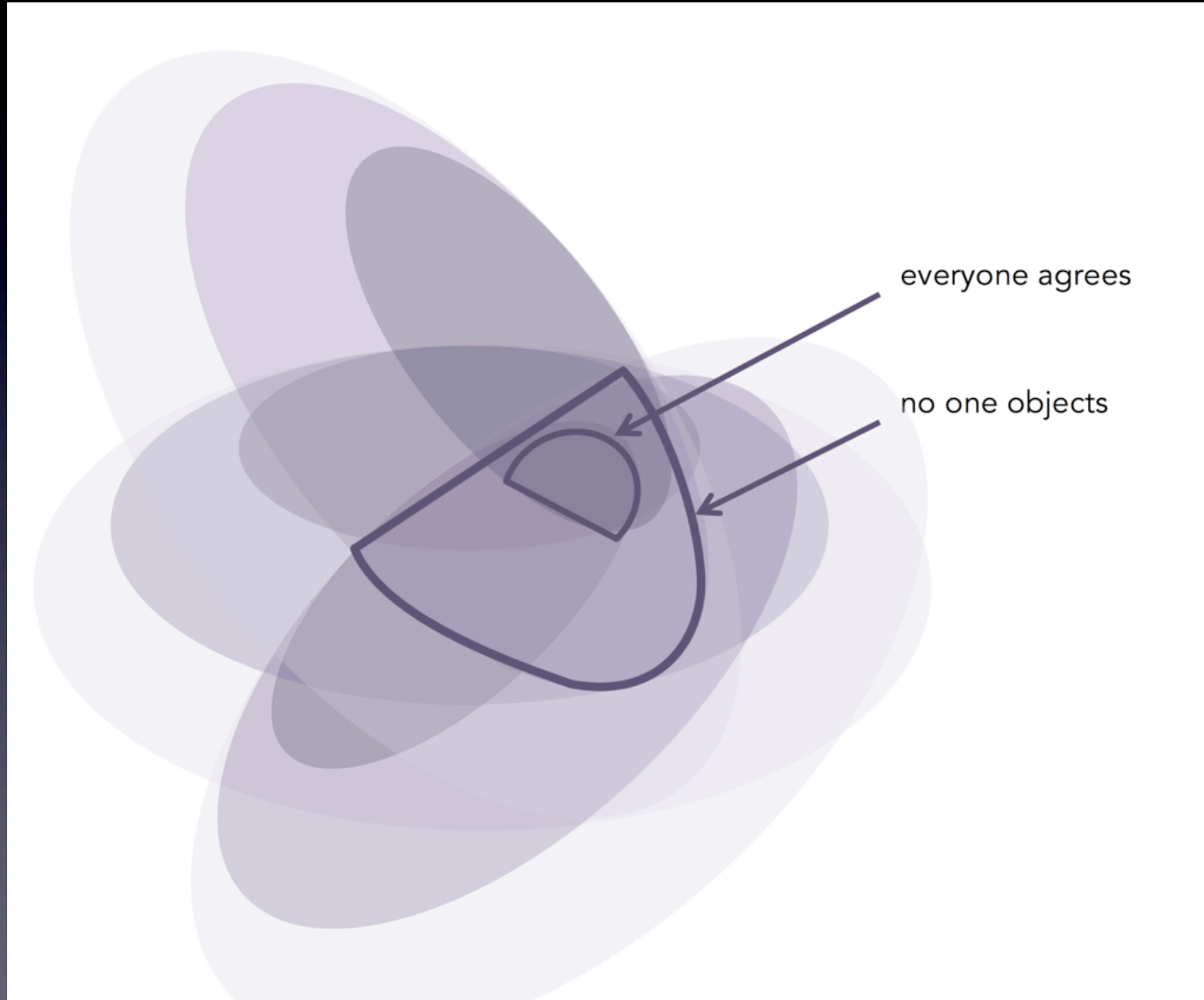
Proposal Forming

- A Picture Forming can lead to a Proposal Shaping.
- In a round, information is gathered from each member about a topic, starting with difficulties.
- In a round, each member suggests possible solutions. The facilitator looks for solutions that address multiple difficulties.
- The facilitator suggests a proposal that might be good enough for now, safe enough to try for a term limit.
- Proposals might end up smaller than they start out.

Range of Tolerance



No Objection



Consent Decision-Making

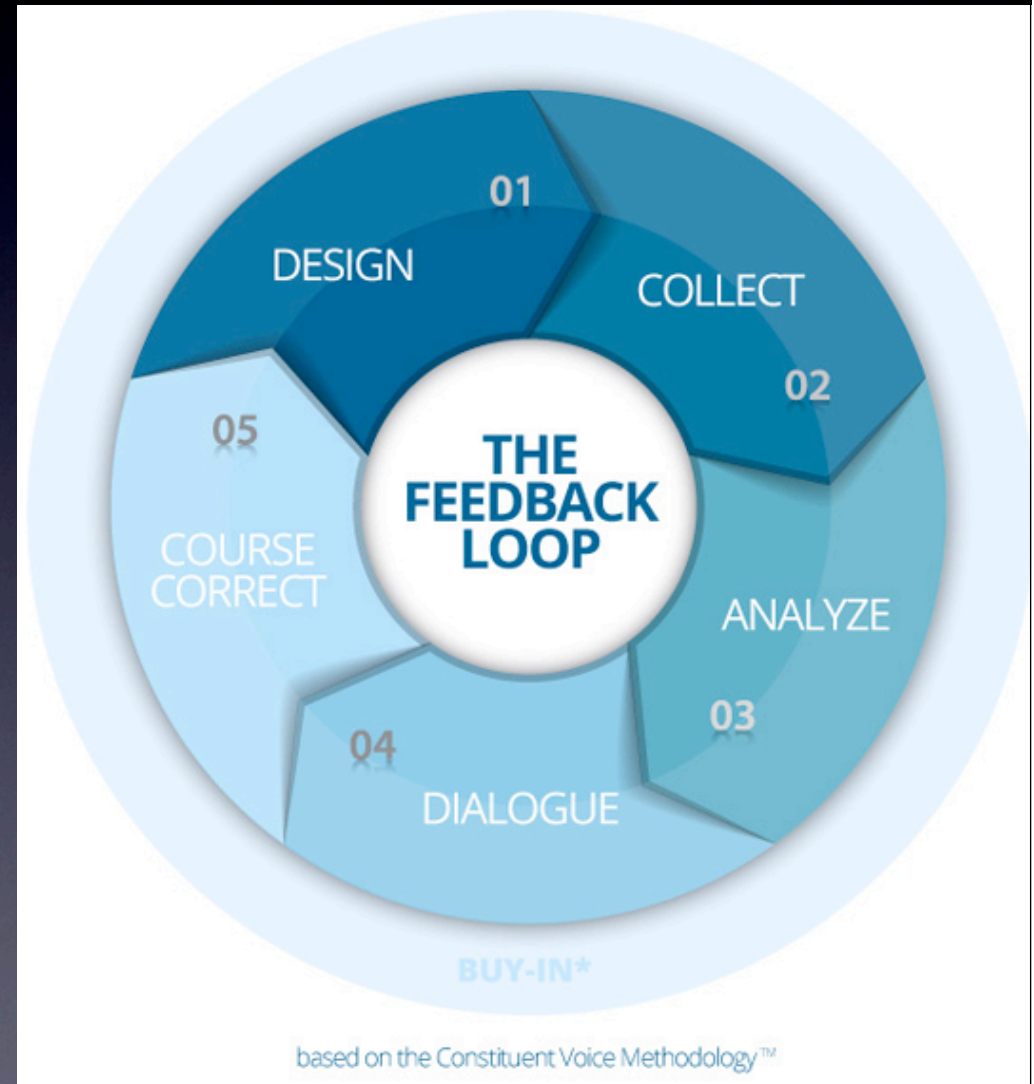
- Objections are viewed as gifts, revealing awareness gaps so the group can more effectively achieve its aim.
- Facilitator leads rounds where each member gets a chance to speak.
- The proposal is described, then the facilitator asks: does everyone understand? Any member can ask clarifying questions.
- Concerns are not paramount objections, though may lead to friendly amendments to the proposal.

Consent Decision-Making

- Is the proposal good enough for now?
Safe enough to try for a term limit, with review?
- An absence of paramount objection = consent
- Paramount objection = a member feels that the proposal would contradict the clearly defined aim of the circle.

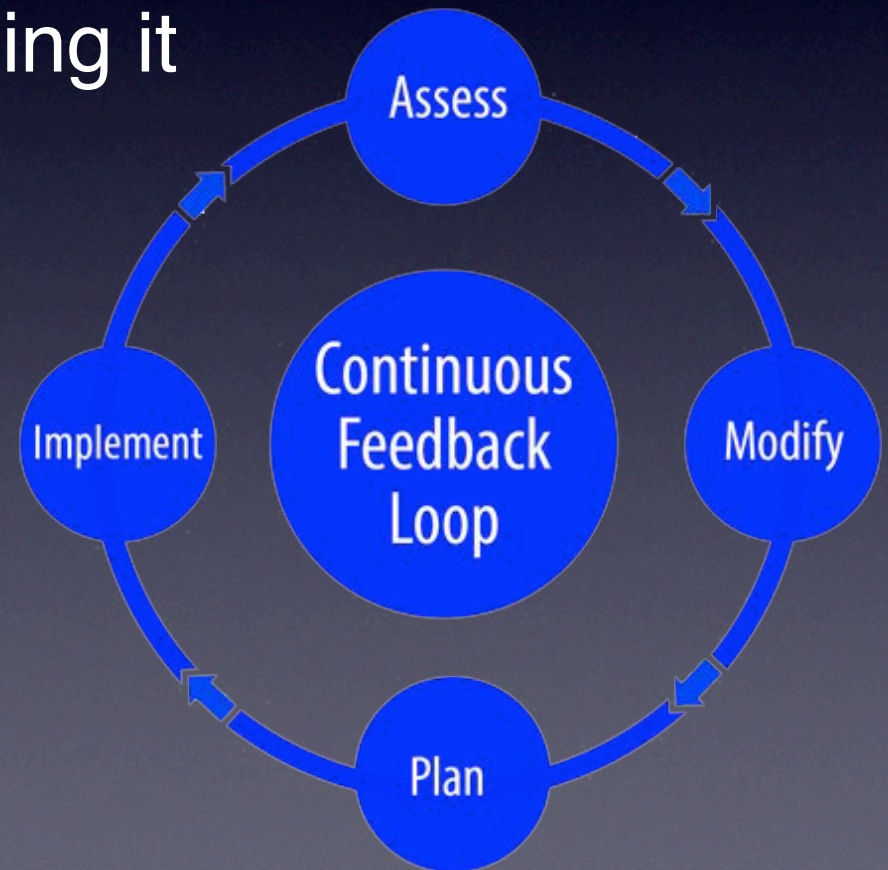
Feedback Loops

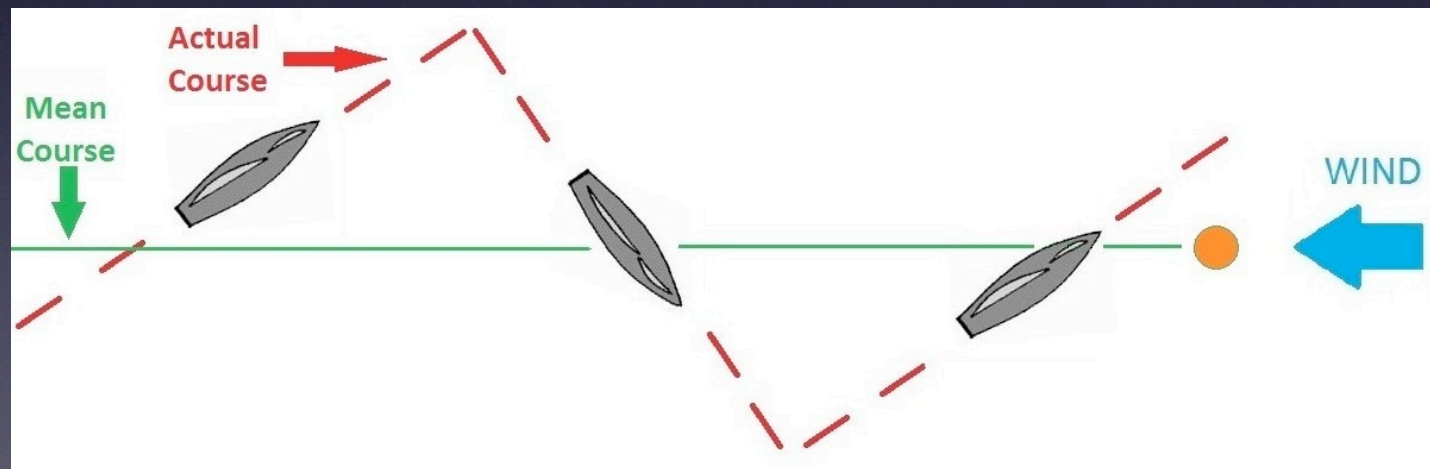
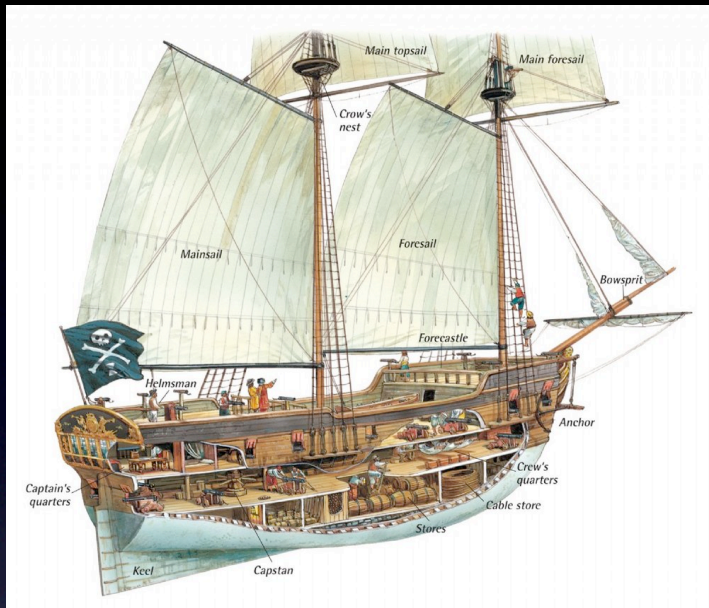
- Circles take time to reflect on how the meeting went, how roles were filled, what could be improved.
- Agreements only have to be good enough for now, safe enough to try.



Feedback Loops

- Agreements have consented term limits, then are up for review.
- If members are experiencing difficulties, they can propose amending it earlier.
- During review process, members can propose amendments to address difficulties and increase effectiveness.





Picture Forming

The background of the slide is an abstract composition of vibrant, overlapping watercolor splashes in shades of yellow, orange, red, green, and purple. A white silhouette of a human head profile, facing left, is positioned on the right side of the slide, partially overlapping the colorful background.

- Everyone shares questions, views, ideas about a topic.
- All ideas are welcome.
- Not all ideas may be included in the proposal.

Proposal Shaping

- Includes ideas from the picture forming.
- May focus on discrete parts.
- Considered a basis that can be improved.
- Has a time limit and a review.
- Belongs to everyone, once clarified.



Consent Round

- Clarifying questions.
- Reaction Round.
- Amendments.
- Objection Round. Testing objections.
- Improvements.
- No objections = Consent!! Celebrate!!



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