


**Deciding together**

**Free overview**



Sociocracy For All



# Free intro: Deciding together

# Schedule



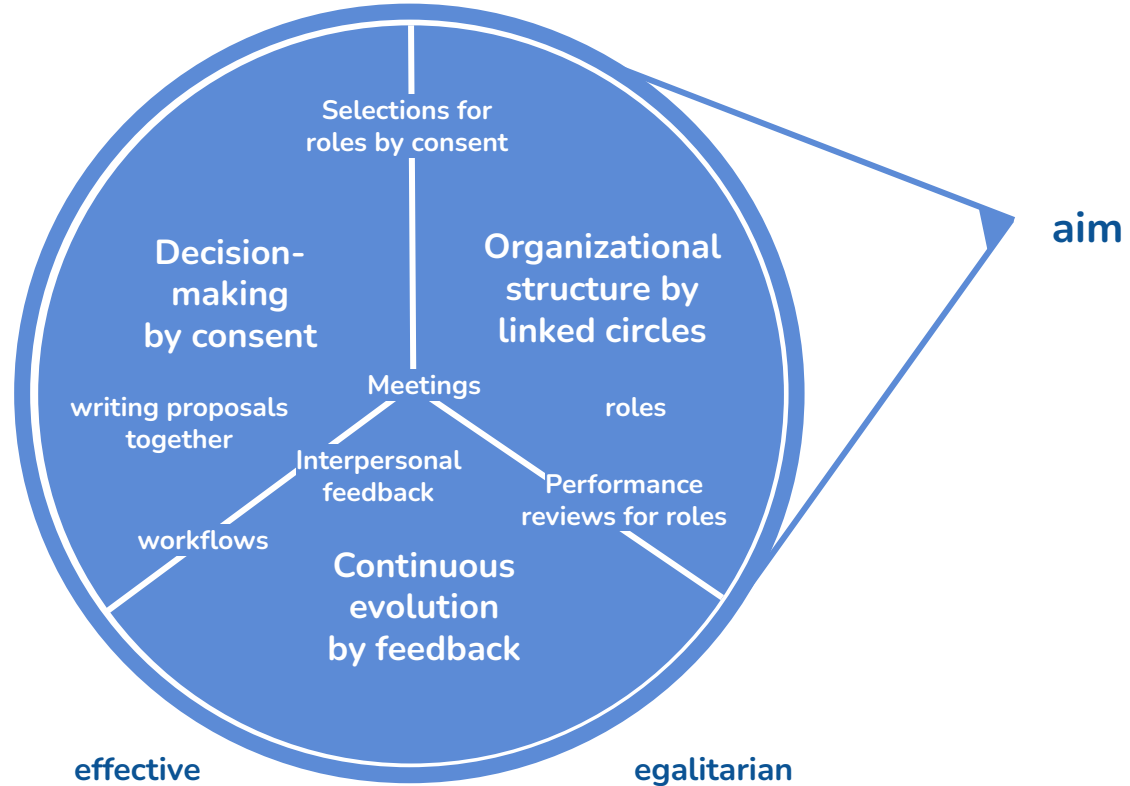
Time	Format	Topic
0:00-0:05		Overview
0:05-0:20	Presentation + Qs	What's consent? What if I don't consent?
0:20-0:40	Demo (plenary) + Qs exercise (small groups)	3 steps to get to consent
0:40-0:45		Closing and next steps



# Context



# Sociocracy



# Schedule



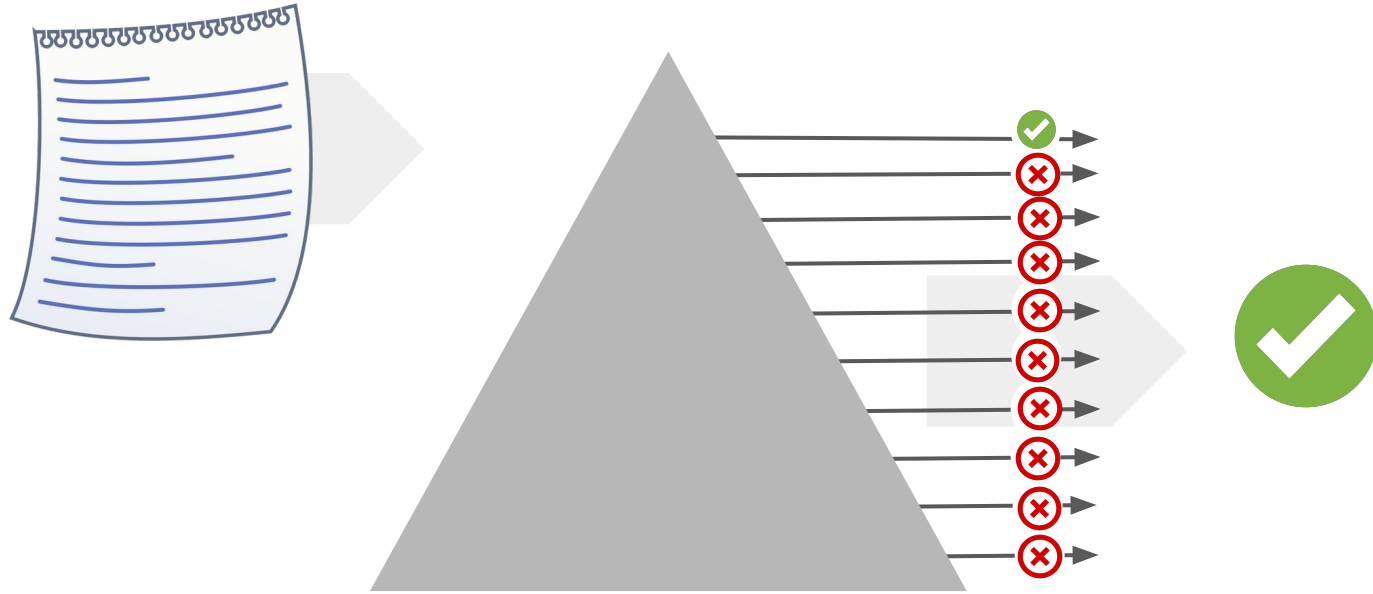
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# What is consent?



# Top-down hierarchy

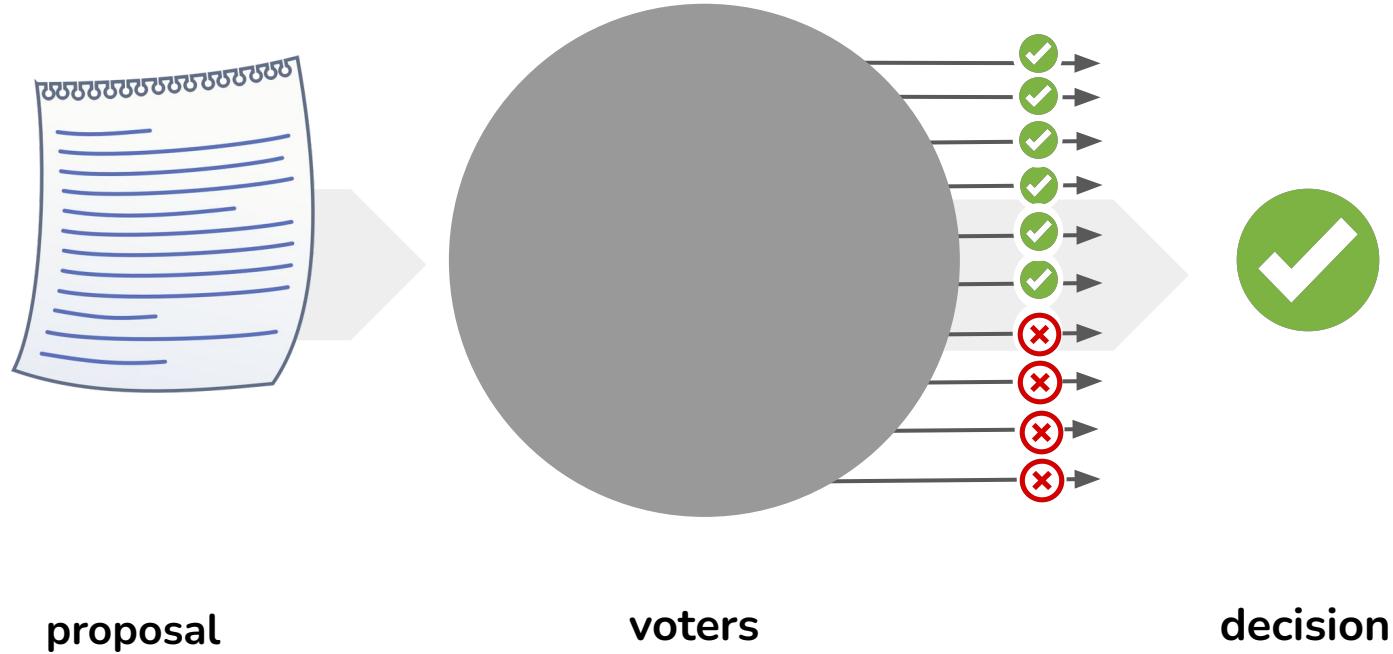


**proposal**

**hierarchy**

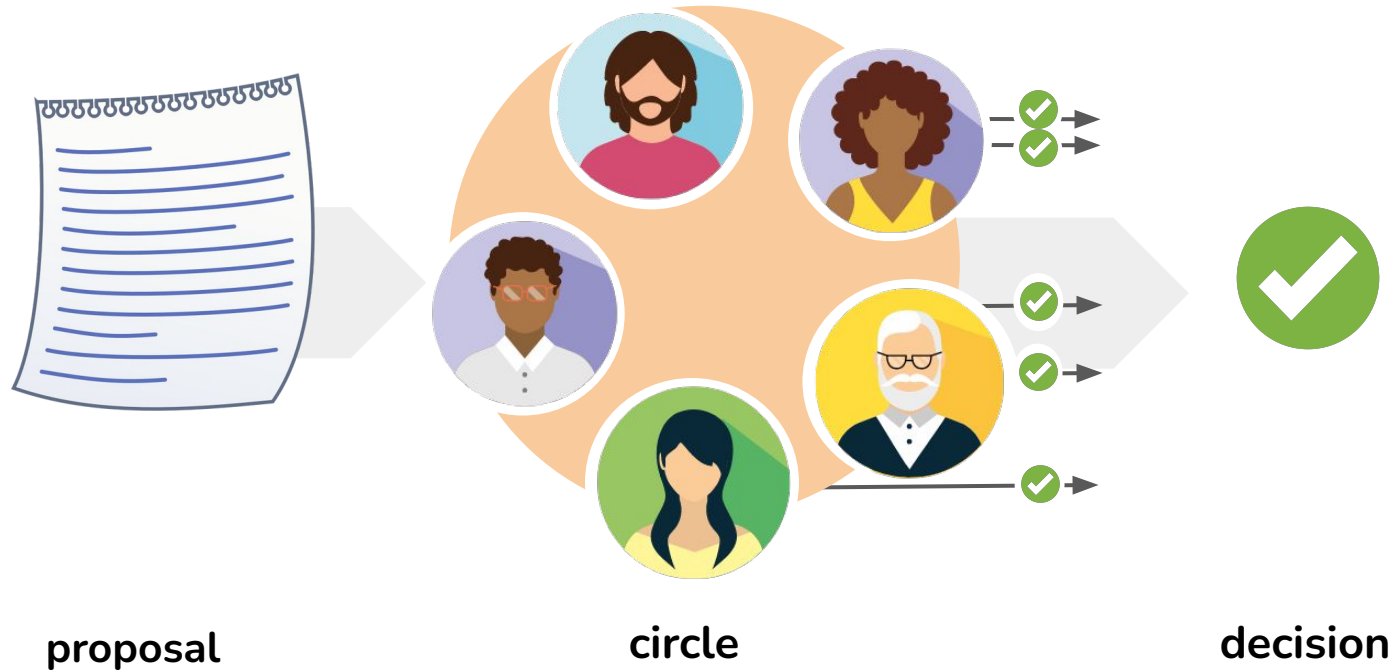
**decision**

# Voting

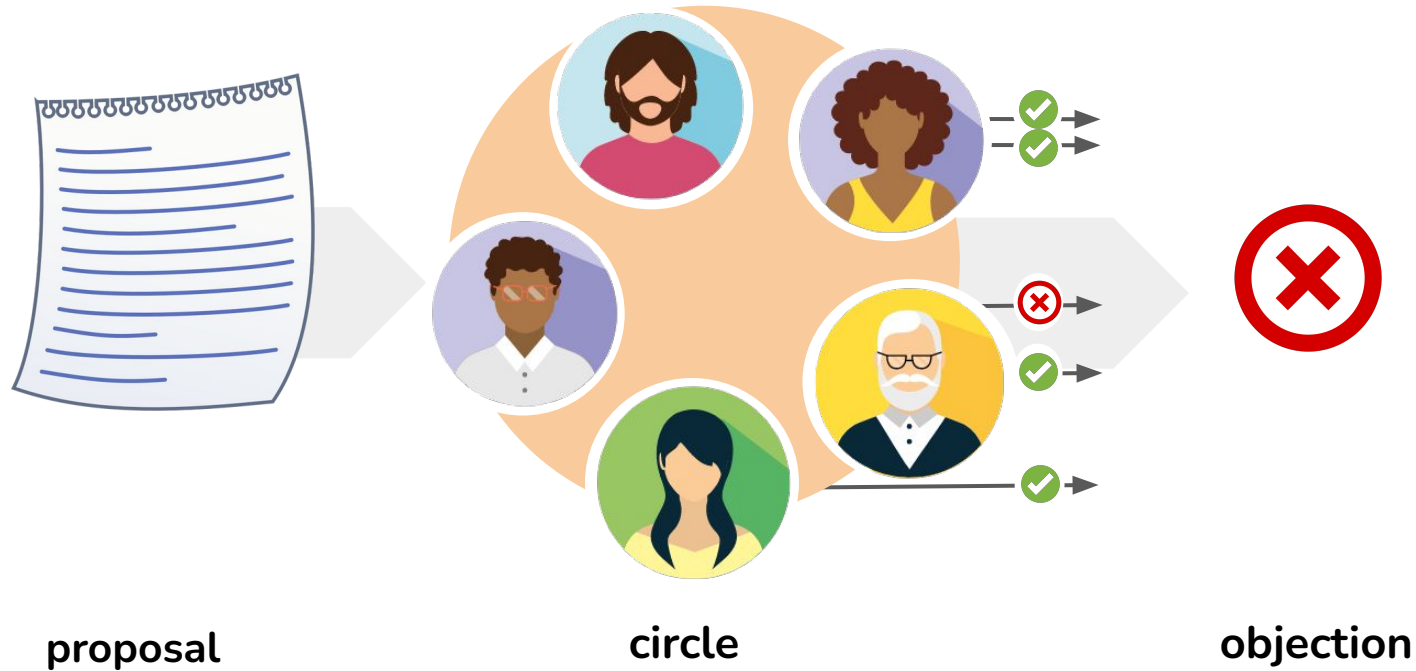




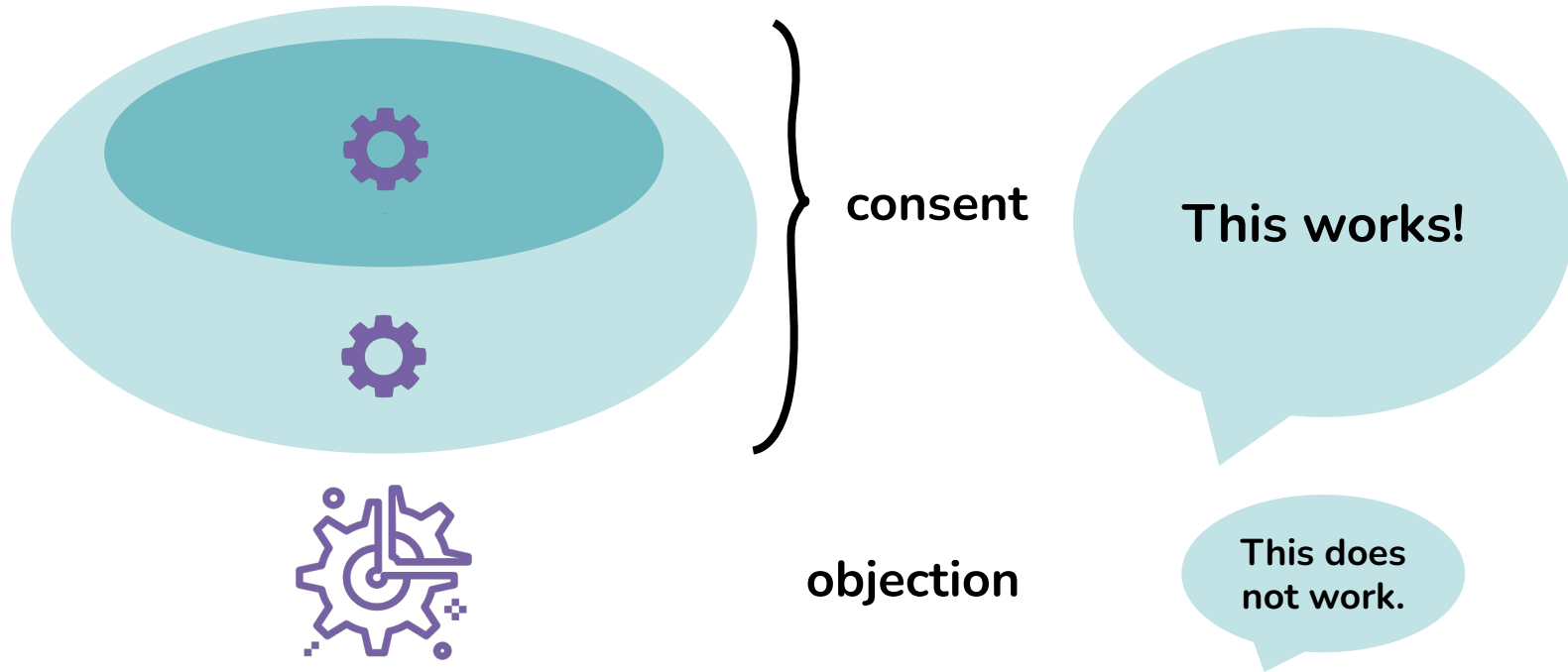
# Consent



# Consent and objections



# Consent and objections



# Consent and objections

## consent

I think, this proposal **helps us** reach our aim.

“I consent.”

=

“No objections.”

## objection

I think, this proposal **negatively impacts** how well we can reach our aim.

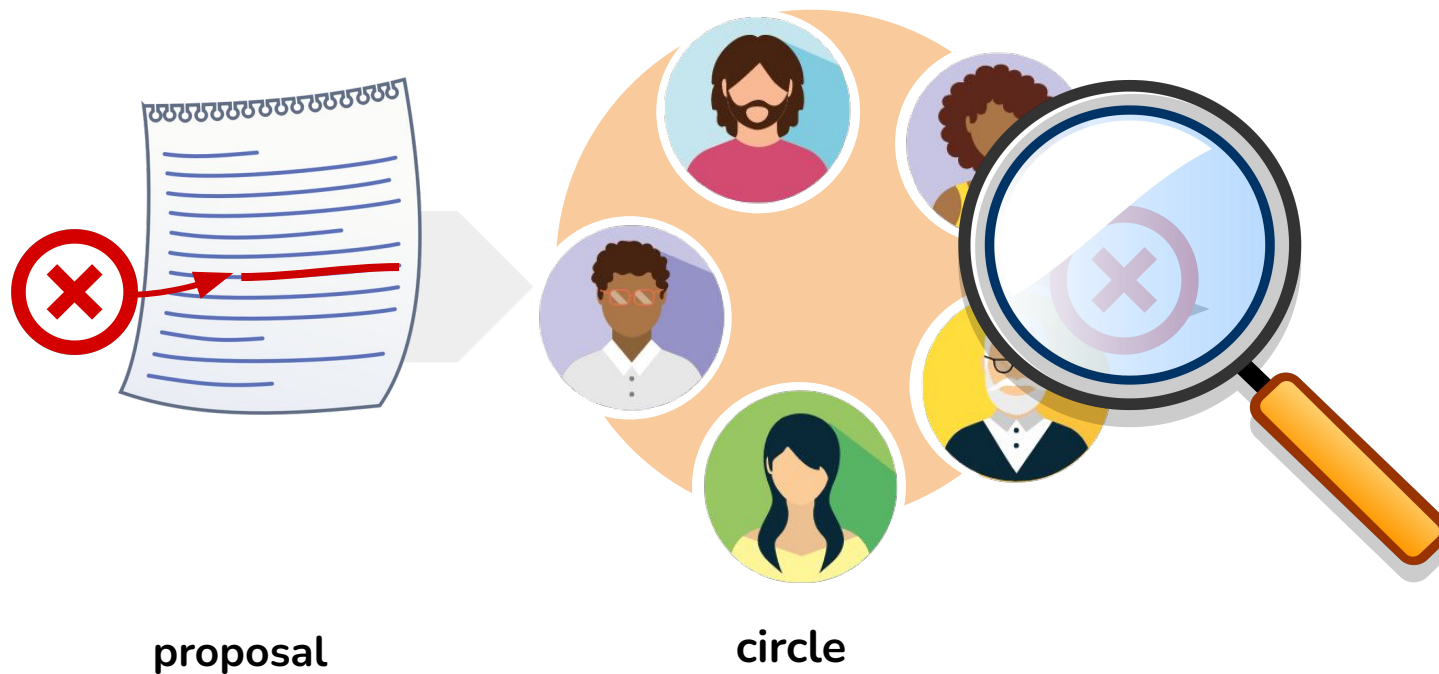
“I *don't* consent.”

=

“I have an objection.”



# What if I *don't* consent?



# What if I *don't* consent?

1. State your objection
2. The circle, together, tries to find ways to integrate.
3. Strategies:
  - a. modify the proposal
  - b. shorten the term
  - c. track the concern



Questions so far?



# Schedule



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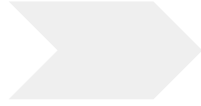




# Consent process



Understanding the  
proposal



Clarifying questions  
(round)

Explore reactions



Quick reactions round

Decide



Consent round



# Objections

Understanding the proposal  
>> *clarifying questions round*

Explore reactions  
>> *quick reaction round*

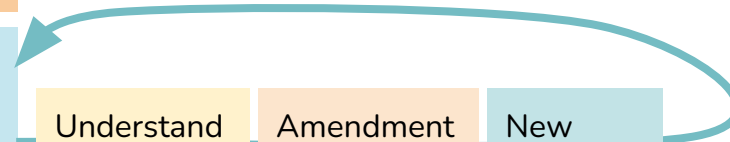
Decide  
>> *consent round*

*objection*

Understand  
objection

Amendment  
ideas

New  
proposal





# Demo: running a cafe

**Cafe aim:** running a café with healthy breakfast, snacks and hot drinks.  
**Infrastructure and Maintenance Circle aim:** providing and maintaining the built environment of the café

## Proposal:

Increase the number of tables from 20 to 24 (and the number of chairs from 40 to 48).



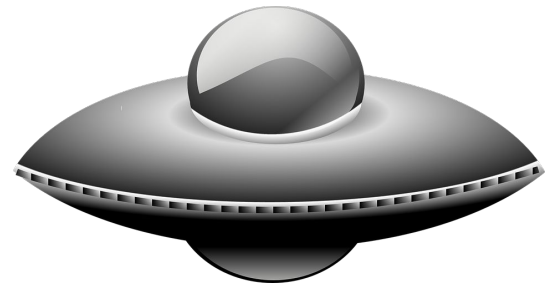
Understanding the proposal  
>> *clarifying questions round*

Explore reactions  
>> *quick reaction round*

Decide  
>> *consent round*



# Exercise: populating Mars



- **Organization aim:** populating Mars, with 120 people.
- **Circle aim:** Entertaining the travelers during the 9 month flight to keep peace, health and increase connection and confidence in the project.
- **Proposal: The circle is putting on a mandatory Soccer Mars Cup for everyone older than 11 years old.**

Understanding the proposal  
>> *clarifying questions round*

Explore reactions  
>> *quick reaction round*

Decide  
>> *consent round*

# Schedule









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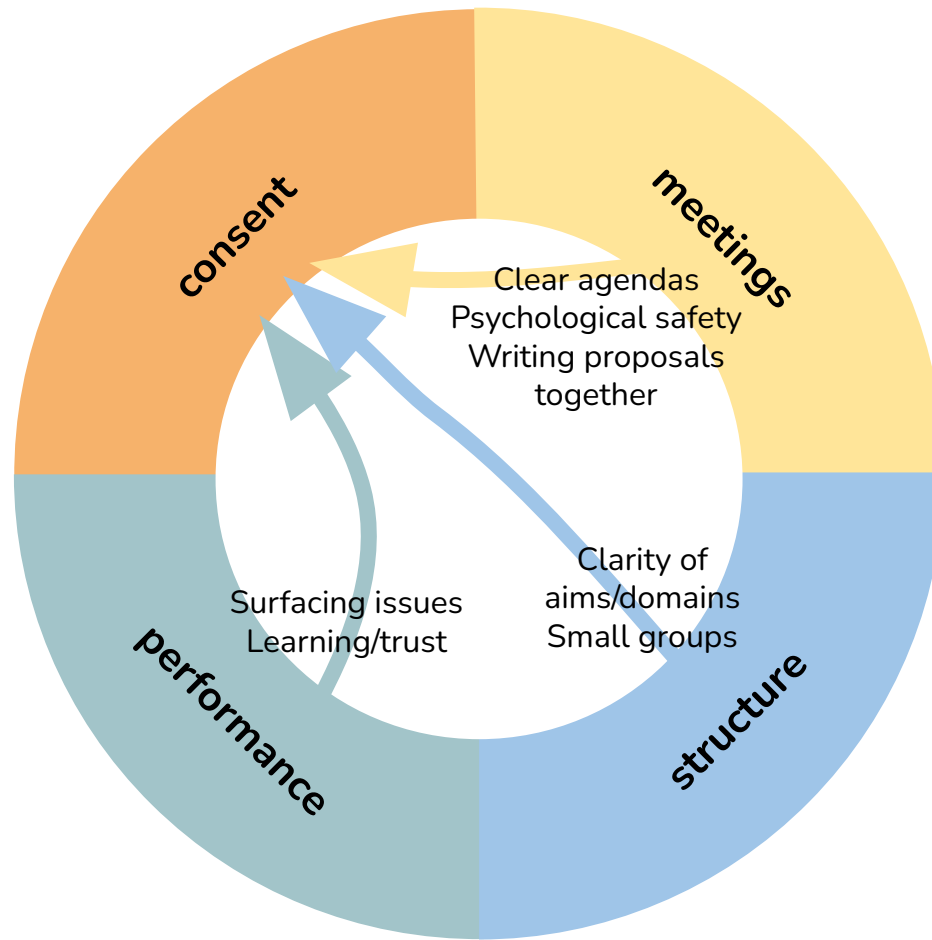


# Articles about consent

- Comparison of decision-making methods
- Consent process: decision-making in sociocracy
- Strategies for integrating objections

	 Sociocracy For All sociocracyforall.org	 <b>Autocracy</b> (Examples: some corporate businesses, administration)	 <b>Democracy</b> (Examples: nonprofit boards, some cooperatives)	 <b>No governance system</b> (Examples: forming groups, unformalized and informal groups,	 <b>Whole-group consensus</b> (Examples: nonprofit boards, some cooperatives)	 <b>Sociocracy</b> (for-profits, schools, nonprofits, cooperatives, communities)
<b>How do we decide?</b>		<b>by authority</b> whoever is in power makes decisions, also has the power to override the decisions of others on lower levels	<b>by voting &amp; authority</b> (the most common form is simple majority vote where one needs >50% of the votes to win)	<b>unclear</b> groups default to whatever is the norm in their culture; choice of method is often emotionally charged	<b>by consensus</b> (a decision is made when everyone agrees)	<b>by consent &amp; authority</b> consent: a decision is made when there is no objection people with mandate can make certain decisions
<b>Who decides?</b>		<b>top-down</b> whoever is higher in the chain decides. includes overriding of decisions lower in the chain.	<b>voting members</b> members of decision-making body representative who gets authority; those elected have defined authority	<b>unclear</b> often, some people emerge whose voice will have more influence; than others; there is no way to challenge	<b>members</b> all members decide together	<b>circles + roles</b> decision-making is distributed into circles who make autonomous decisions. People in roles are authorized to make decisions
<b>Strengths</b>		<b>fast decisions</b>	<b>easy to scale with large number of people</b>	<b>flexibility (only for forming groups)</b>	<b>everyone included lots of ideas heard</b>	<b>many voices heard fast decisions trust &amp; listening in teams clarity</b>
<b>Challenges?</b>		<b>lack of feedback lack of participation and choice</b>	<b>topics get politized tyranny of the majority</b>	<b>lack of clarity &amp; feedback abuse of power likely hard to formalize later</b>	<b>hard to make changes tyranny of the minority</b>	<b>needs commitment to process and learning</b>

# Sociocracy





>> July 18 <<

# Full class



## Topics

- Strategies for integrating objections
- What if someone gives an “invalid” objection?
- When/how do we amend the proposal, and who decides that?
- Do we have to make all decisions by consent? How can this be sped up?



## Exercises

- Objecting
- Integrating objections
- Staying flexible - addressing new ideas that come up



# Modules

**Consent**

**Deciding together**  
Free overview  
Sociocracy For All

**Facilitating group decision making**  
Full Class  
Sociocracy For All



**Meetings**

**Inclusive meetings**  
Free overview  
Sociocracy For All

**Patterns and processes for inclusive meetings**  
Full Class  
Sociocracy For All



**Structure**

**Building horizontal organizations**  
Free overview  
Sociocracy For All



**Decentralizing decision-making with circles and roles**  
Full Class  
Sociocracy For All



**Performance**


**Horizontal accountability**  
Free overview  
Sociocracy For All

**Performance, leadership and accountability in horizontal organizations**  
Full Class  
Sociocracy For All



# Practice

**Facilitation practice**  
- everything at once!  
5 x 2h  
Sociocracy For All



**Sociocracy Leadership Training**  
- immersion training  
9 weeks  
Sociocracy For All



# Broaden

**Nonviolent Communication**  
speaking and listening with compassion  
3x 2h  
Sociocracy For All



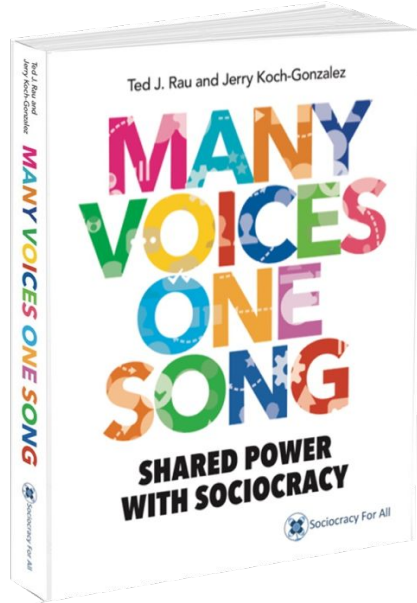
# Certification

**Sociocracy Academy**  
12 months  
Sociocracy For All

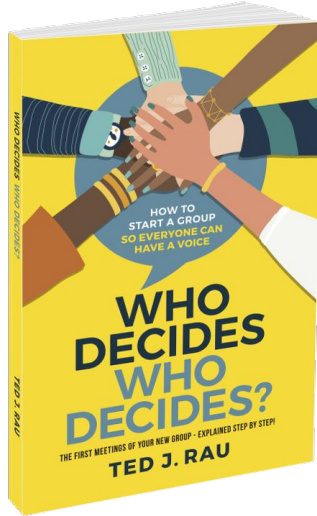


Sociocracy For All

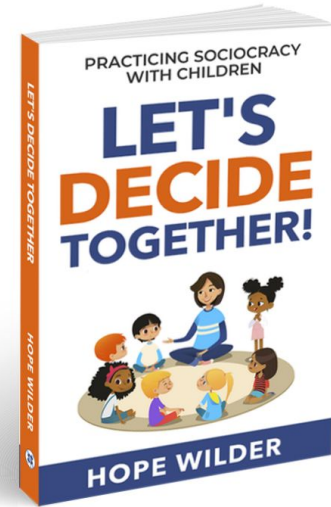
**Learning opportunities**  
[www.sociocracyforall.org/training](http://www.sociocracyforall.org/training)



[sociocracyforall.org/mvos](https://sociocracyforall.org/mvos)



[sociocracyforall.org/who-decides](https://sociocracyforall.org/who-decides)



[sociocracyforall.org/lets-decide-together](https://sociocracyforall.org/lets-decide-together)



Time	Format	Topic
0:00-0:05		Link to slides Overview (schedule) Context
0:05-0:20	Presentation + Qs	What's consent? <ul style="list-style-type: none"> <li>- Different decision-making methods</li> <li>- Definition of consent</li> <li>- What if I don't consent?</li> <li>- <b>Questions</b></li> </ul>
0:20-0:30 0:30-0:40	Demo (plenary) + Qs exercise (small groups)	3 steps to get to consent (consent process steps) Demo Small groups
0:40-0:45		Closing and next steps <ul style="list-style-type: none"> <li>- Articles</li> <li>- Other classes and why they matter</li> <li>- Full class + COUPON</li> <li>- Other modules</li> <li>- Books</li> <li>- Link to slides</li> </ul>

