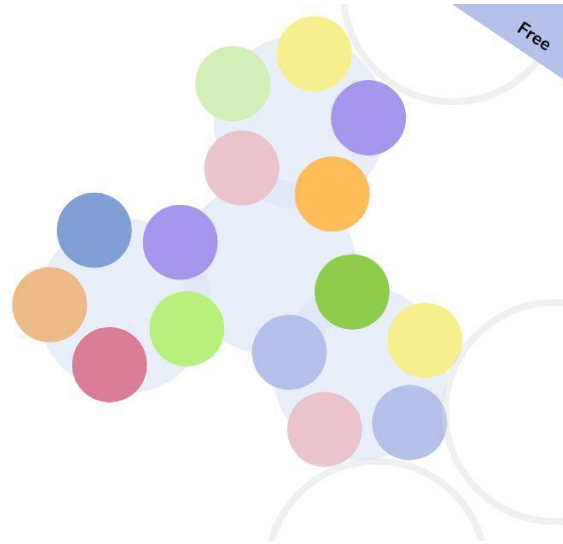
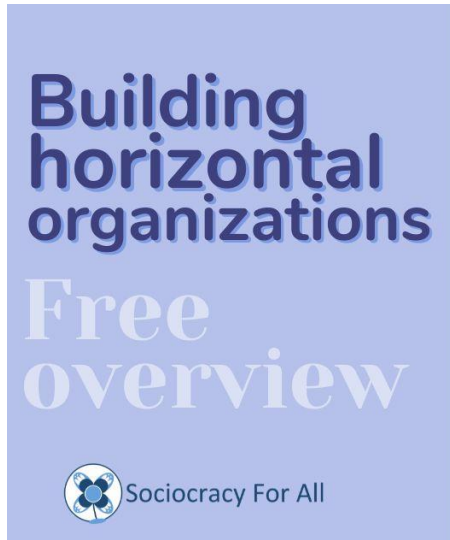




Sociocracy For All



Free intro: Building horizontal organizations



Schedule



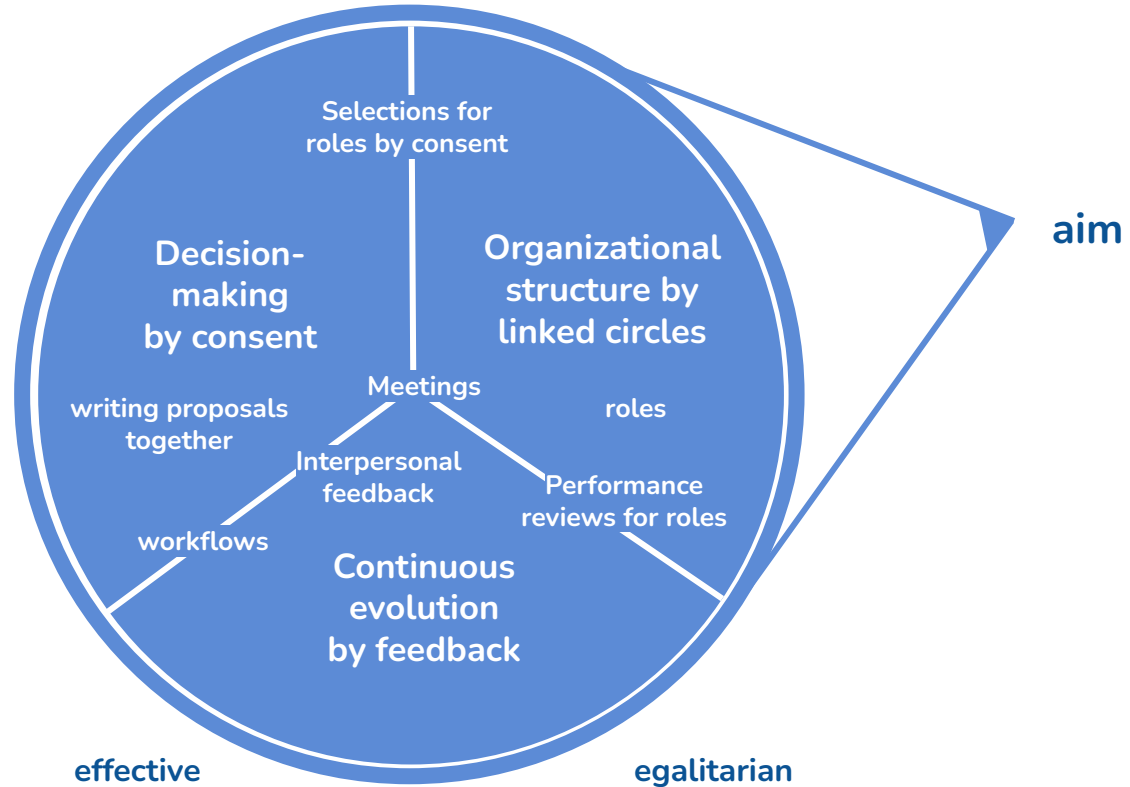
Time	Format	Topic
0:00-0:05		Overview
0:05-0:25	Exercise (large group)	Design patterns for organizational structures
0:25-0:35	Presentation + Qs	Circles + roles, linking
0:35-0:45		Closing and next steps



Context



Sociocracy



Schedule



Times	Format	Topic
0:00-0:05		Overview
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Design patterns for organizational structures

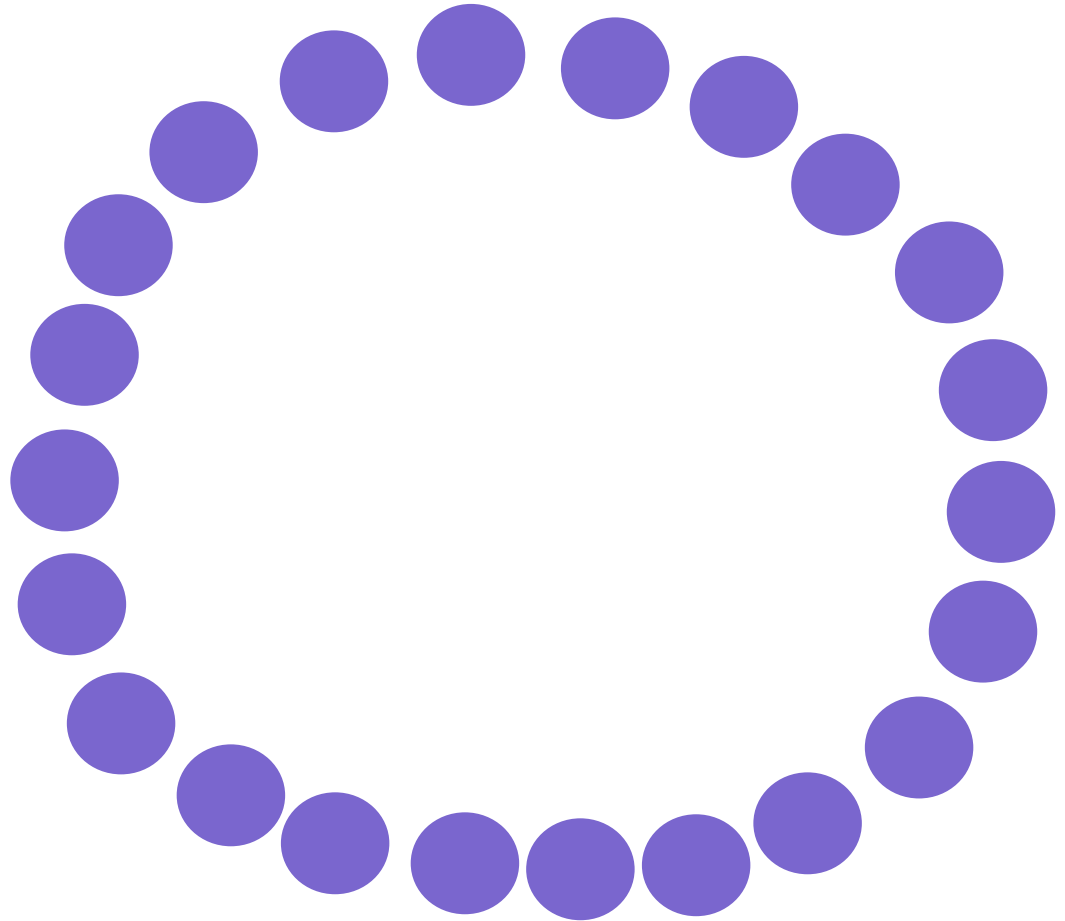




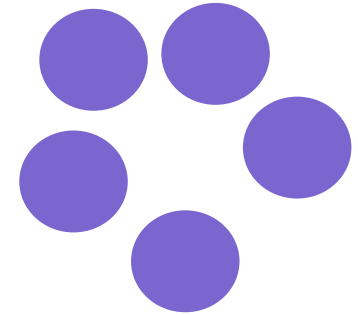
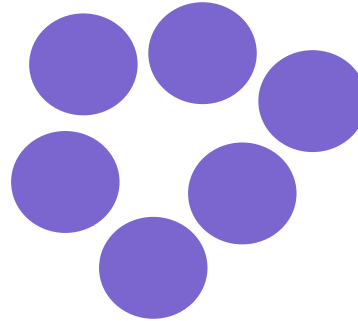
Nobody is left out | all voices are present
Everyone has buy in; must develop relationships to accomplish goals
announcements that impact all
(efficient in small leadership groups)
Minority voices are empowered
draw on expertise of everyone in group | flood of new ideas
Sense of the group | We can see each other
Simple, uncomplicated structure
Can help build relationships and networks | connection with all team members, including those who rarely have a chance to connect or see each other
Transparency
inclusive



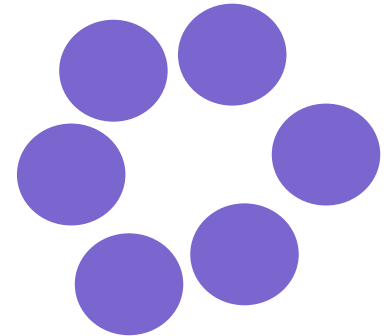
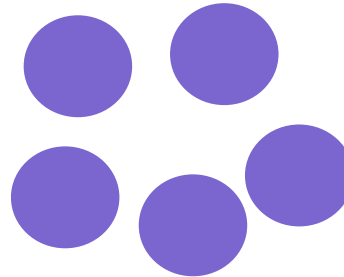
in very large groups it could be hard
Some will talk more than others | Loud voices will get more heard
Too many people to listen everybody in a reasonable time
difficult to organise | expensive time
Runs counter to dominant culture
Requires too much bandwidth of each person to be involved with each discussion
(decisions end up happening behind closed doors)
bandwidth



share the workload
efficient use of time | Easier to make decisions
in small, dedicated groups
very agile
People empowered
Can create strong relationships
Could have clarity in what focusing on
participation based on interests/skills
right brains in the right network
develop strong relationships
more time to hear everyone's voice
distributed leadership
Easier to go deeper | more flexibility in how
groups are formed, can choose groups based
on strengths, expertise other considerations
parallel working would speed up
decision-making

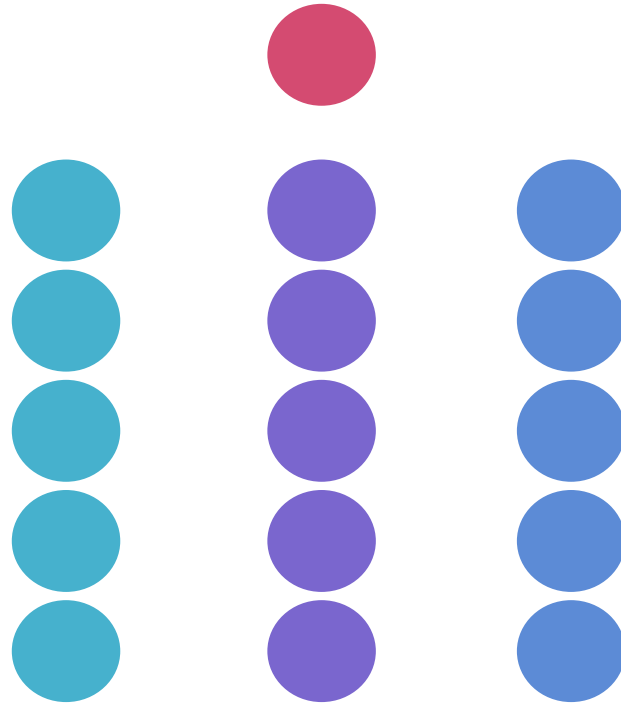


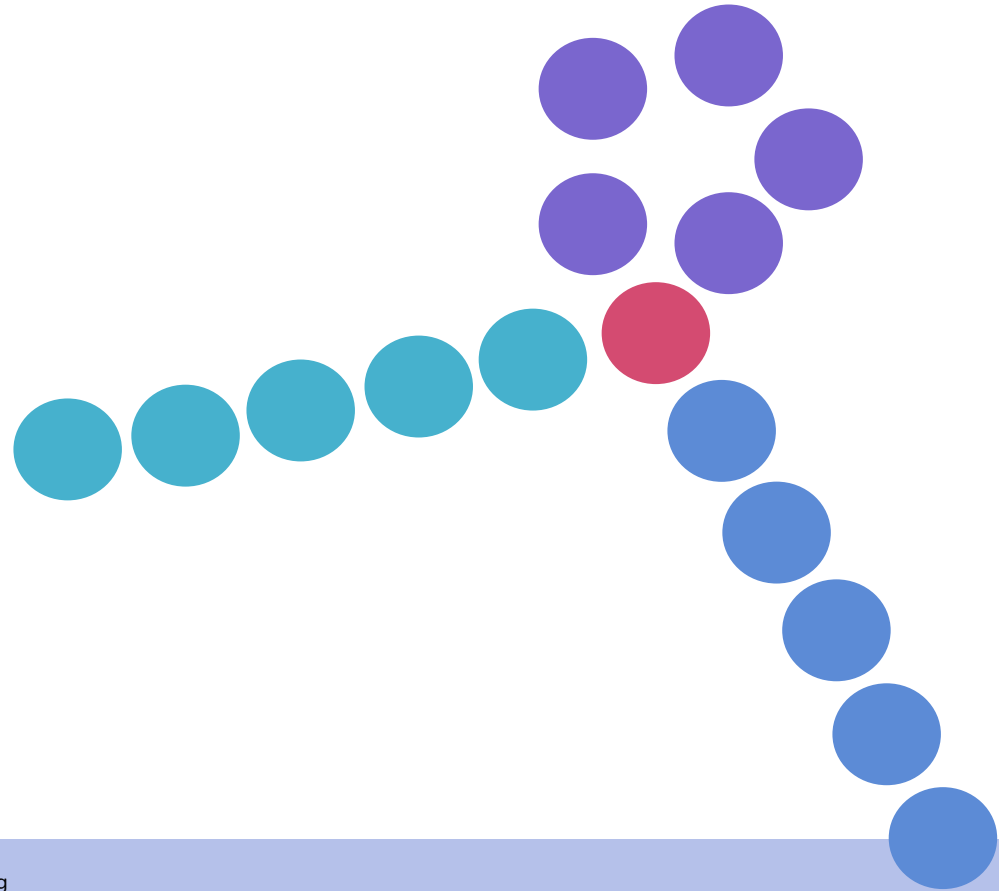
Cliques | Lack of communication between
committees
overall vision not developing together
Possible duplication of work or make more
work as working against each other
no so much ideas on everything | not inspiring
one another
extra measures to inform those outside of the
group
based on TRUST



Good for emergencies! | fast decisions
clear where you sit in the structure, roles
defined
easy to delegate
efficient
accountability and responsibility
everyone is familiar with this
Signals who has specialized knowledge or
experience

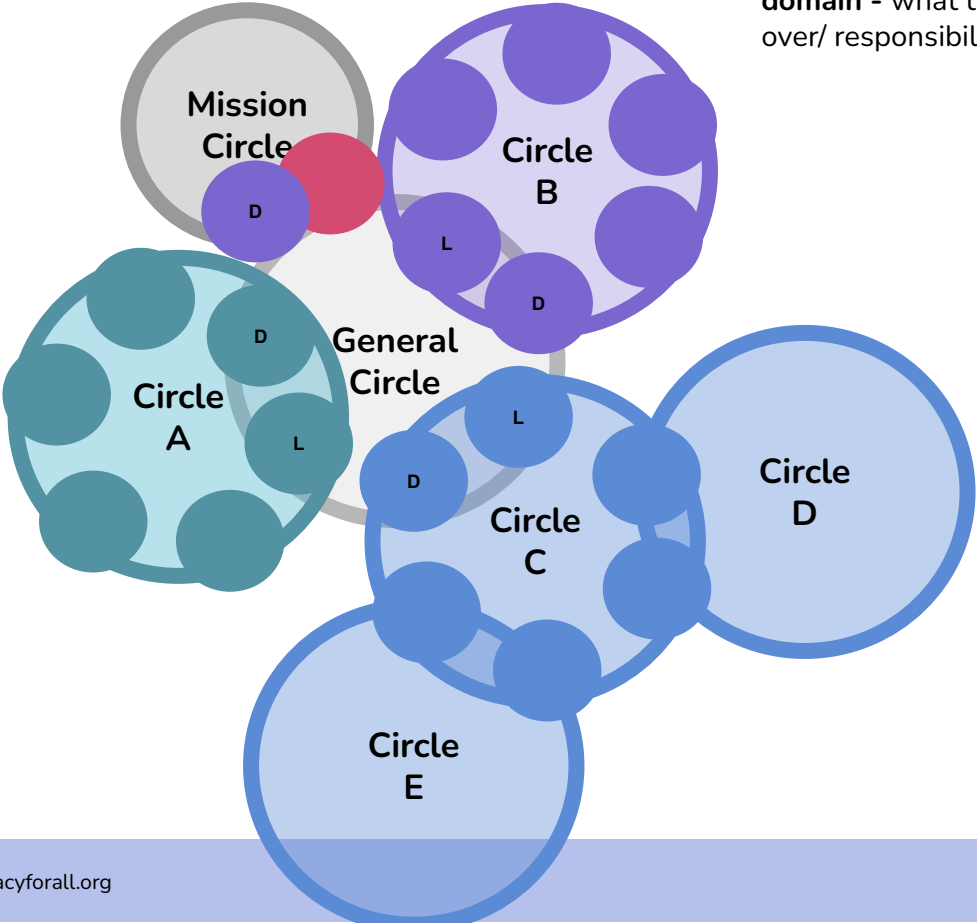
not equal power
Little trust
Hard to be heard
poor information flow
Undemocratic decision making, not all voices
heard
Potential bottlenecks of information and
bandwidth
Self interest can overpower the collective goal
of the organization
cannot oppose to what is decided
people at the top benefit most
people at the 'bottom' can be afraid to speak
up



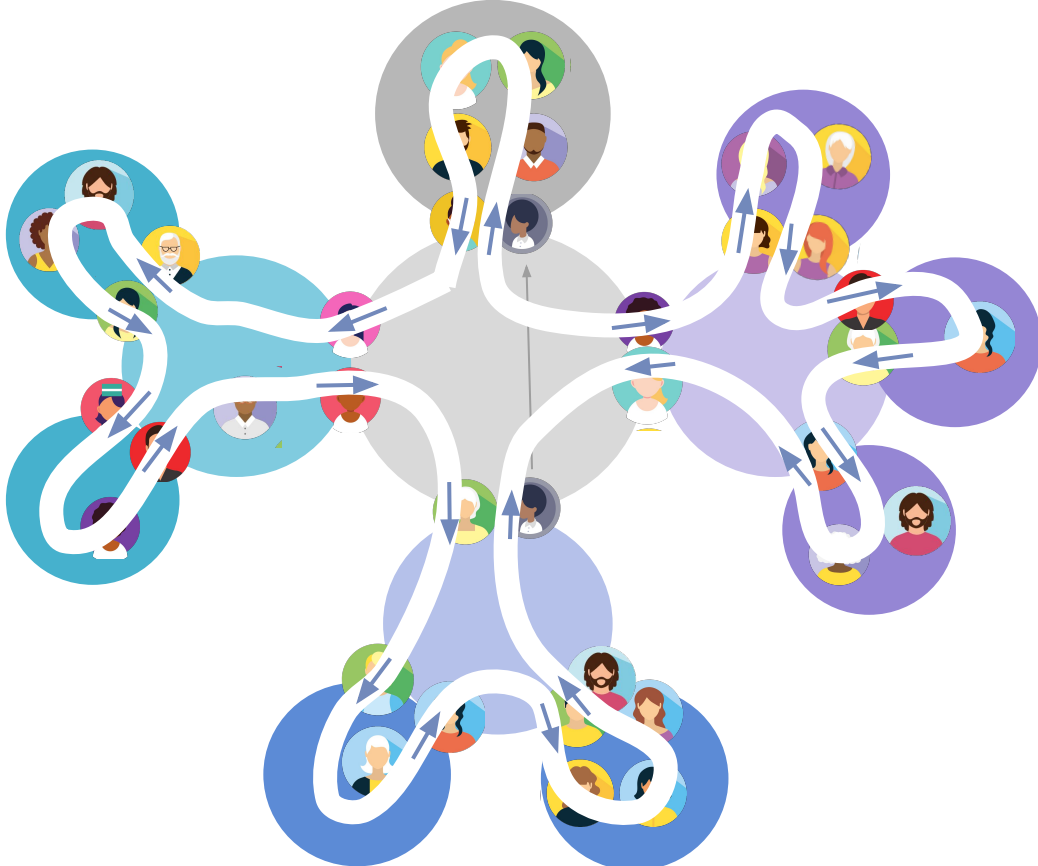


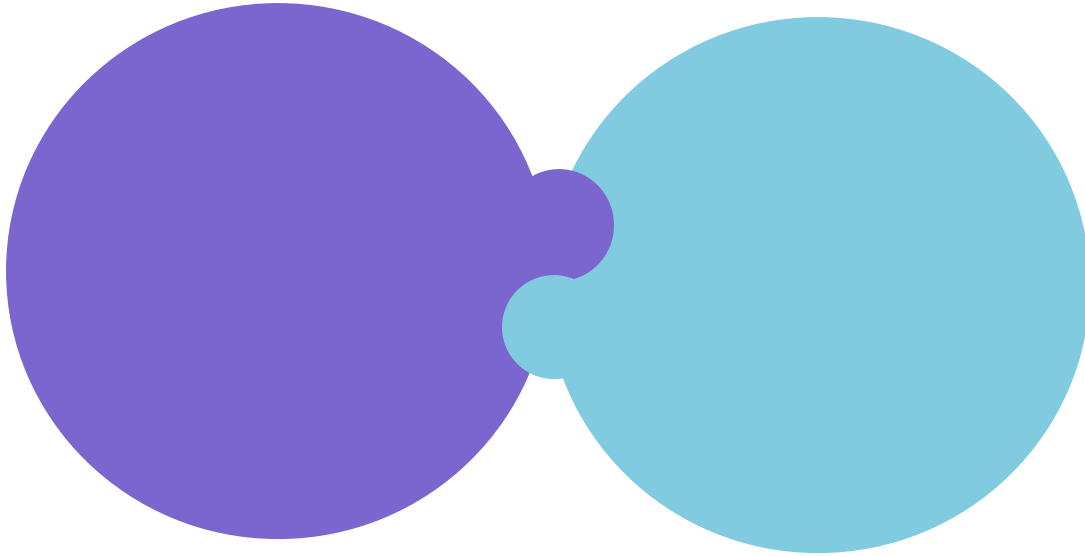
aim - description of what they're doing

domain - what they have authority over/ responsibility for



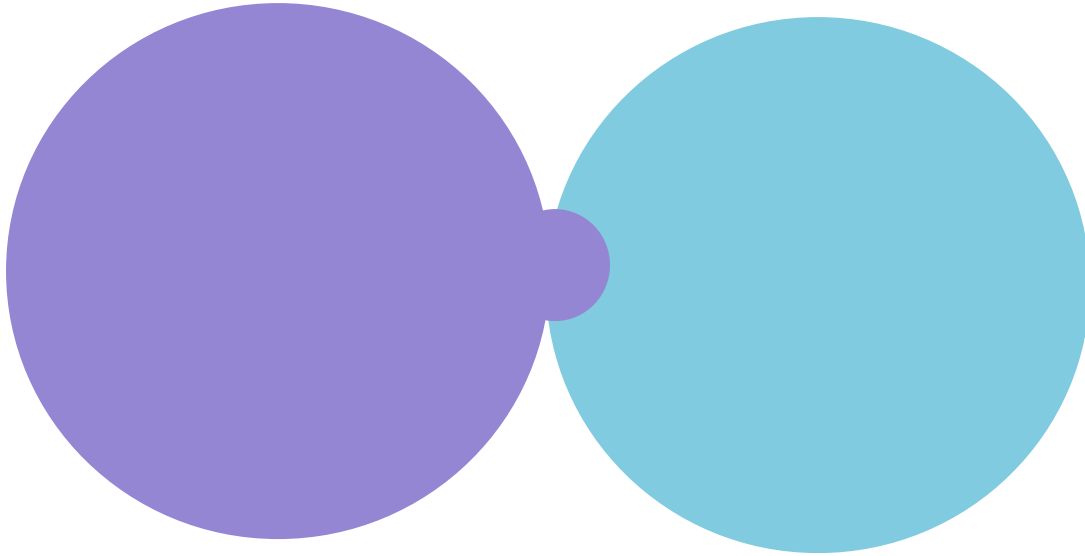
Circles and roles





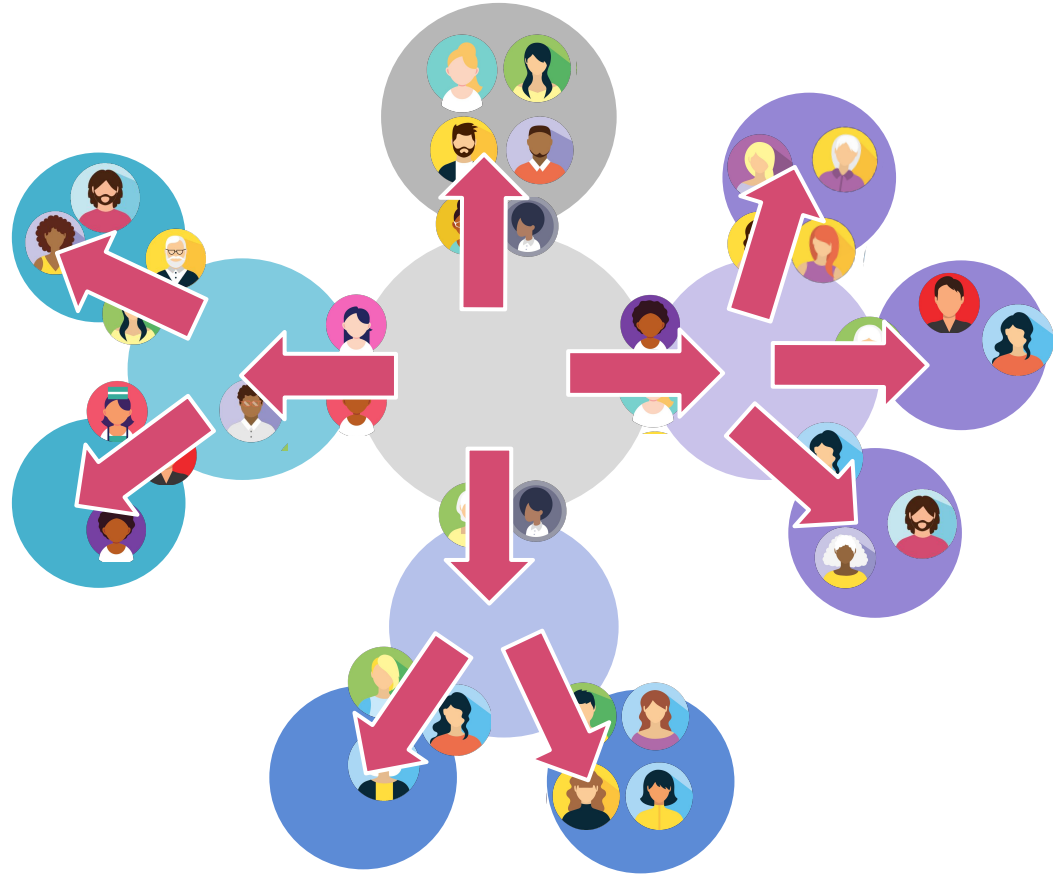
Double linking



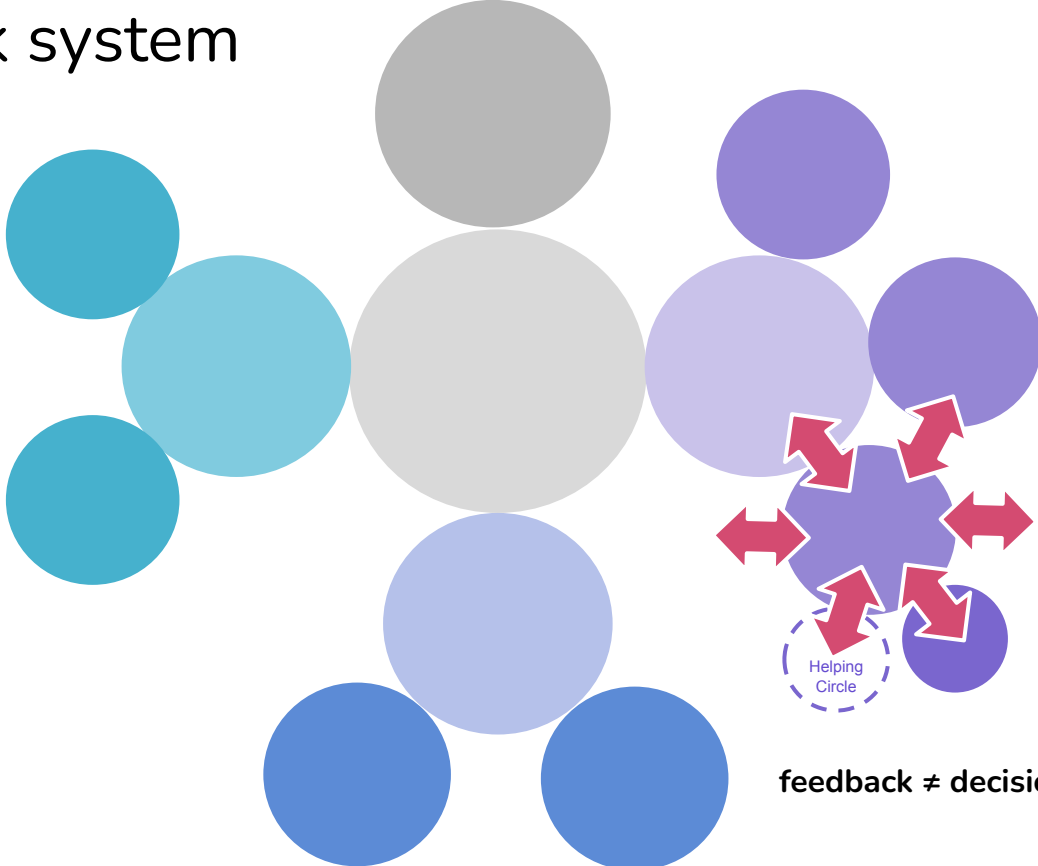


Single linking

Decentralized decision-making



Support & feedback system



feedback ≠ decision-making

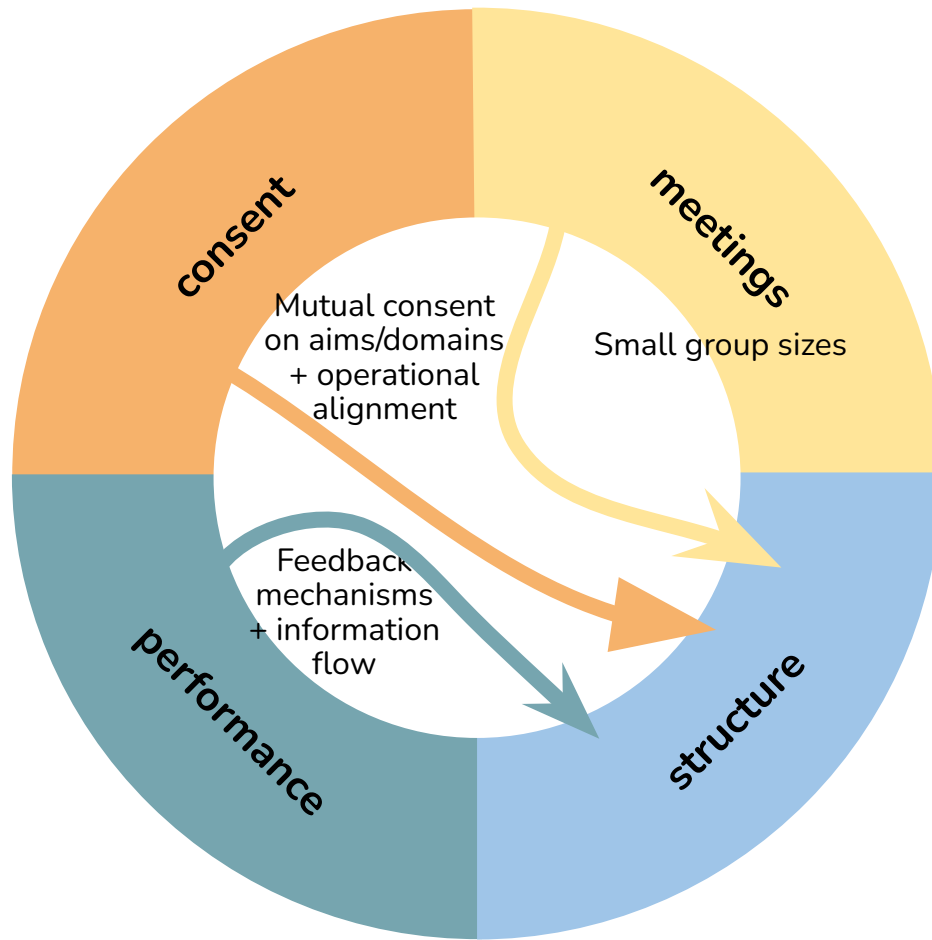
Articles about organizational structure

- [Organizational structure in sociocracy](#)
- [There's no hierarchy in sociocracy... right?](#)
- [Circle Structure Introduction](#)
- [Vision, Mission, and Aims in Sociocracy](#)
- [Clarity and empowerment: What is a domain?](#)



[SoFA's structure](#)

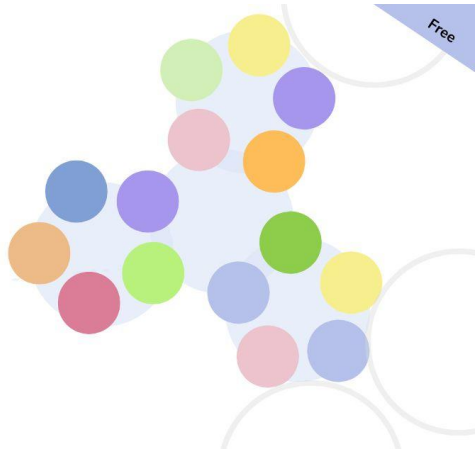
Sociocracy



>> Sept 15 <<

Building horizontal organizations

Free overview



Topics

- Real examples and Q&A
- Op roles/circle roles
- Special patterns: Help Desks, Community of practice, Helping Circle
- Selections



Exercises

- Aims/domains table
- Draw a circle structure
- Selections

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

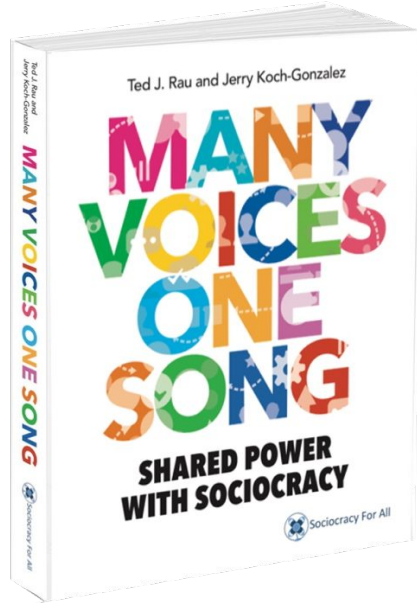
Certification

Sociocracy Academy
12 months
Sociocracy For All

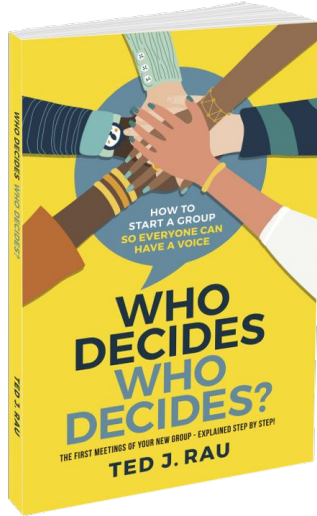


Sociocracy For All

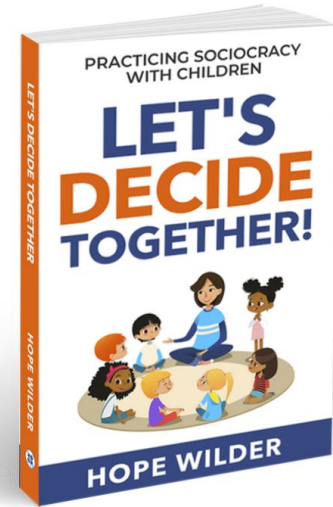
Learning opportunities
www.sociocracyforall.org/training



sociocracyforall.org/mvos



sociocracyforall.org/who-decides



sociocracyforall.org/lets-decide-together

