SOCIOCRACY

Values: Effectiveness, Equivalence, Transparency

GOVERNANCE STRUCTURE

- Organize projects and tasks by groups of people (circles) sharing a specific purpose (aim). Some circles have more general aims, others have more specific aims.
- Double-links (≒) between more general and more specific circles provide for two-way flow of information (proposals, policies, reports, feedback).

FEEDBACK LOOPS: Lead-Do-Evaluate Cycle

- Policies have time frames and measurement and evaluation criteria built into them.
- A circle member can request evaluation sooner than the consented time frame if necessary or useful.



CONSENT DECISION-MAKING

- Decisions are made by consent. Consent exists when there are no remaining objections to a proposal.
- Objections are valuable information (feedback) used to improve a proposal. They must relate to accomplishing the circle's aim.



Thanks to Diana Leafe Christian for idea for this scheme. DianaLeafeChristian.org, EcovillageNews.org, Diana@ic.org, 828-669-9702.



2013, The Sociocracy Consulting Group, SociocracyConsulting.com, 800-870-2092