

# SOCIOCRACY 3.0



EFFECTIVE COLLABORATION

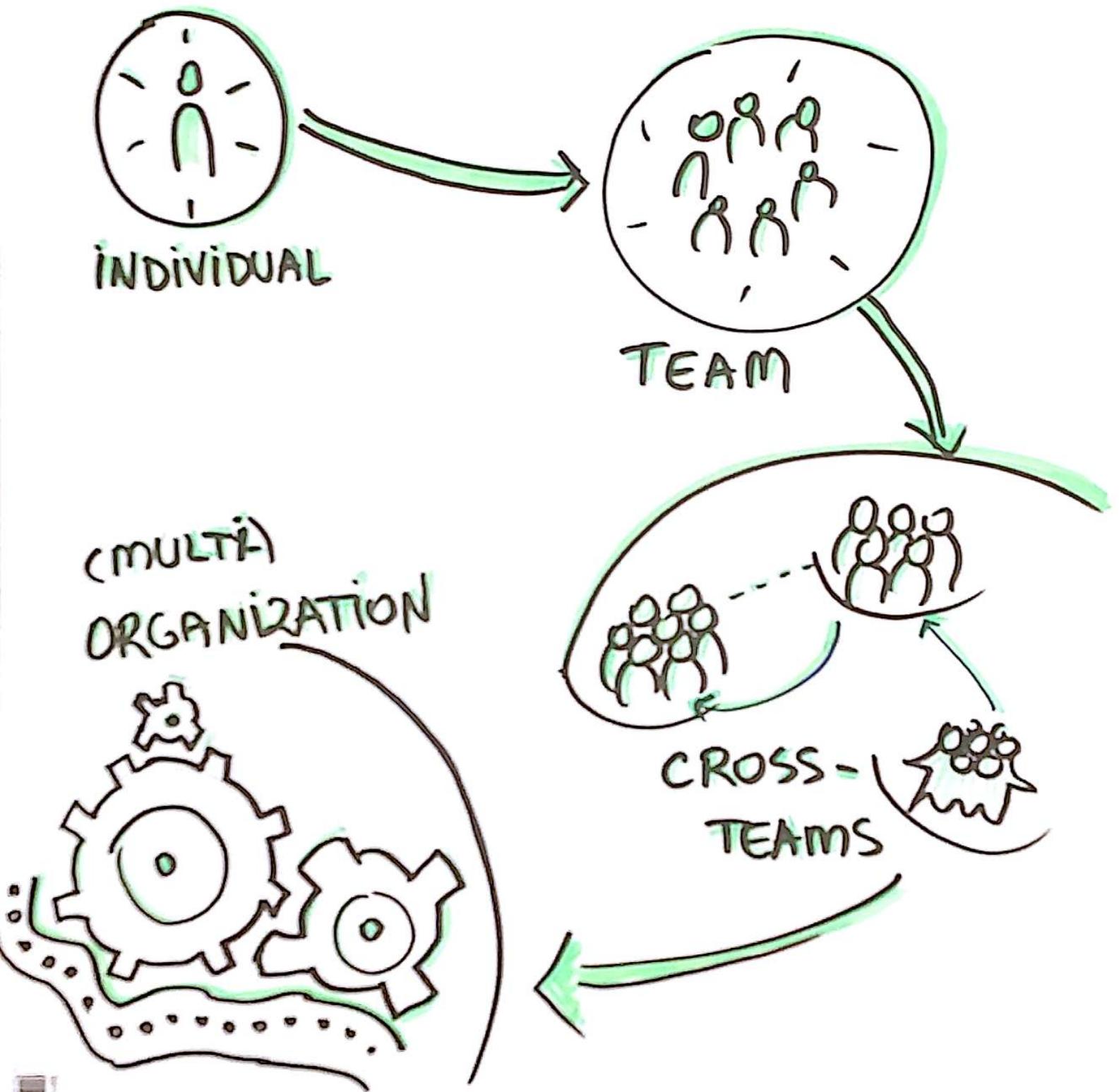
AT ANY SCALE

- = AN OPEN FRAMEWORK FOR
- EVOLVING AGILE AND
- REZILIENT ORGANIZATIONS =

## DRIVER FOR S3 COURSES

PEOPLE ARE LOOKING FOR LESS HIERARCHICAL MODELS TO NAVIGATE COMPLEXITY AND INCREASING PACE OF CHANGE. THERE IS A NEED FOR PRACTICES AND STRUCTURES THAT SUPPORT EFFECTIVE COLLABORATION AND TRANSFORM CONFLICT INTO OPPORTUNITIES TO LEARN AND GROW.

# COURSE JOURNEY

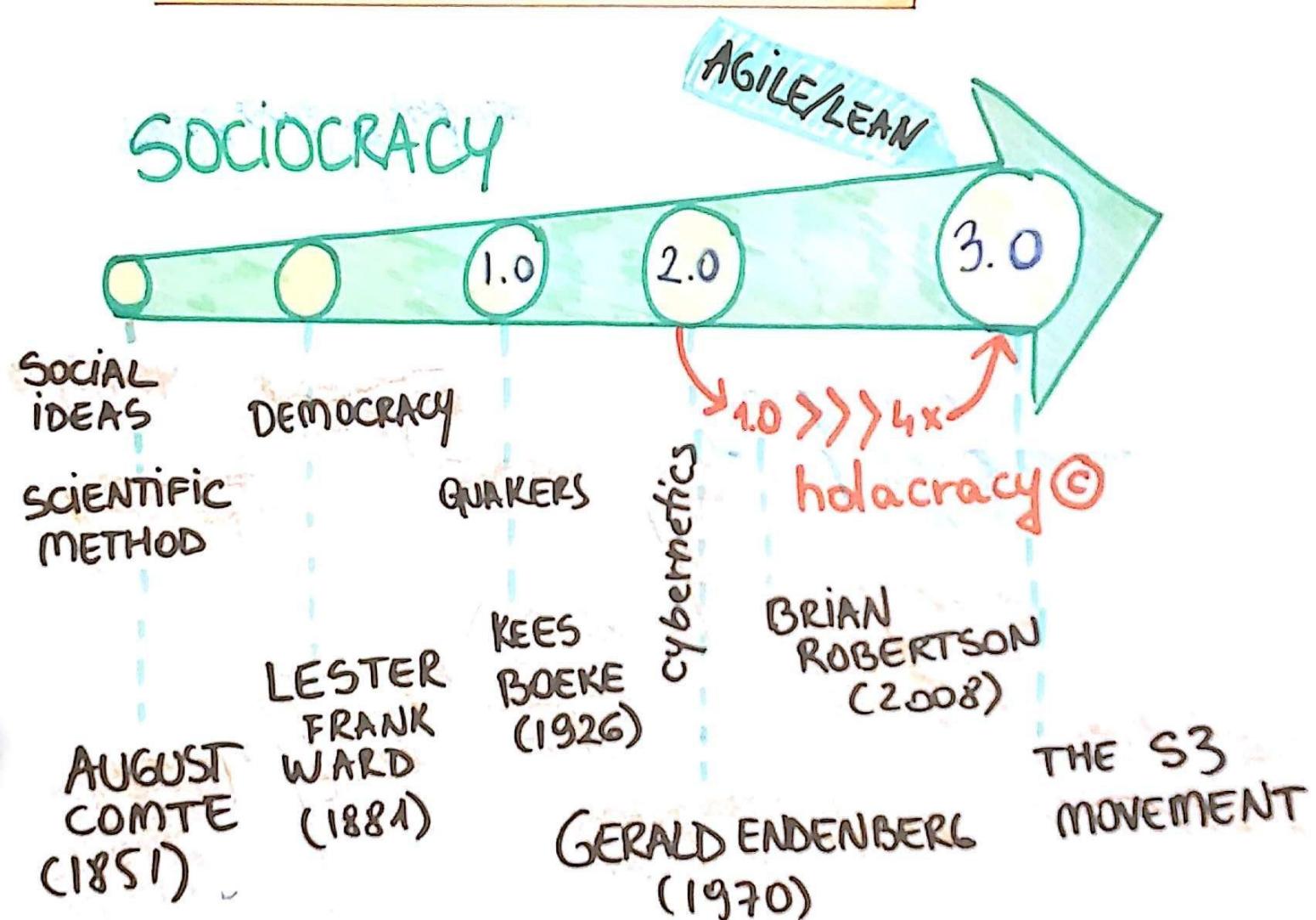


# WHAT'S IN A WORD?

SOCIO- → COMPANION,  
Latin „socius“ FRIEND

-CRACY → POWER, RULE  
Greek „kratos“

## \* 165 YEARS OF EVOLUTION



OPEN

EFFECTIVE

FREE

DESIGN  
GOALS

ACTIONABLE

LIGHTWEIGHT



# SEVEN PRINCIPLES

EQUVALENCE

EMPIRICISM

TRANSPARENCY

CONSENT

EFFECTIVENESS

CONTINUOUS  
imPROVEMENT

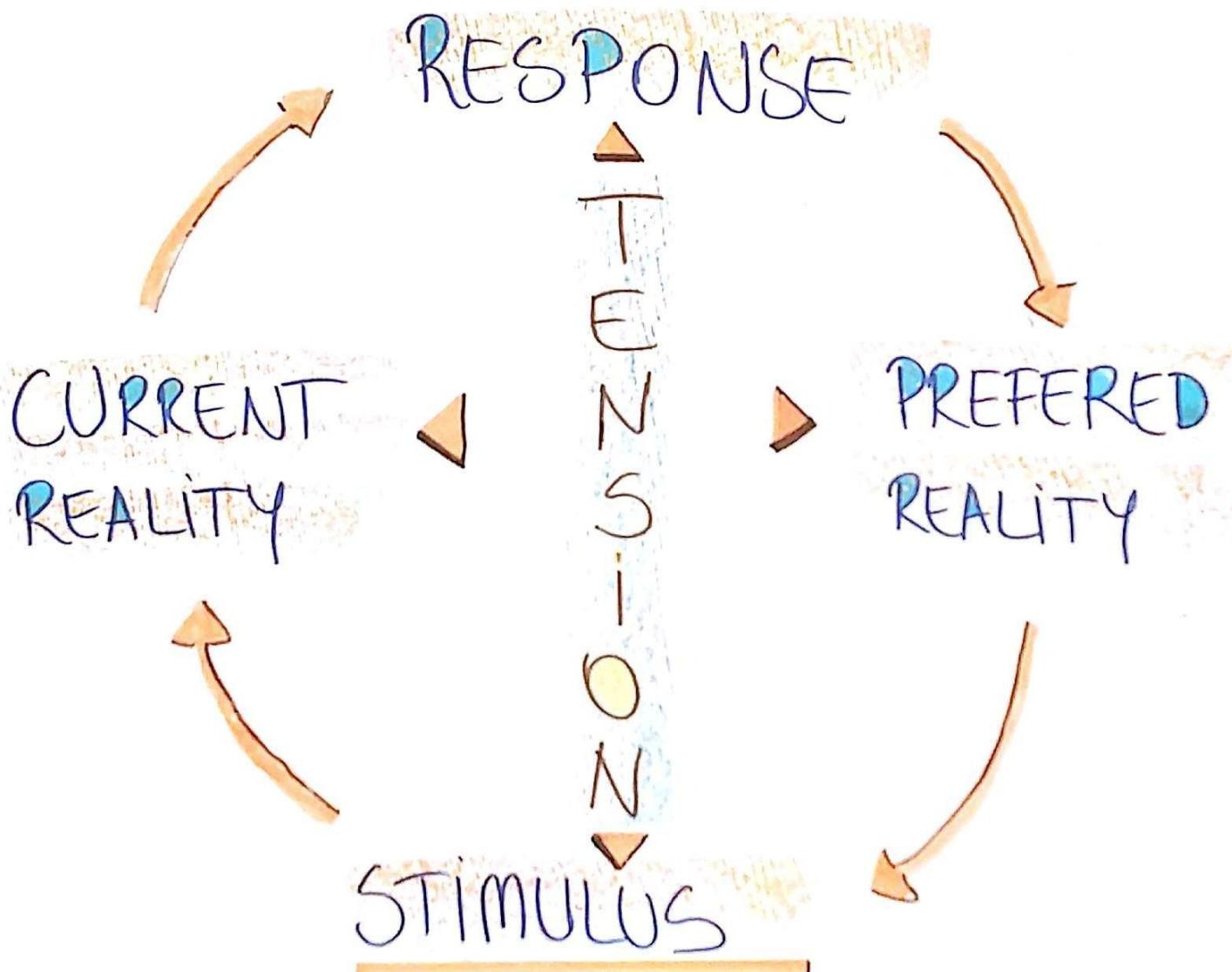
ACCOUNTABILITY



## Self reflection:

- What motivates (you to) action ?
- What triggers awareness of wanting something to be different or to change ?
- What is helpful to consider before acting ?
- Share briefly your reflections

S



# DRIVER

A SITUATION THAT  
MOTIVATES ACTION.

A DRIVER STATEMENT  
ARTICULATES...

- WHAT'S HAPPENING  
(THE CONDITIONS)
- +- WHAT'S NEEDED.

## QUALIFYING ORGANIZATIONAL DRIVERS

WOULD RESPONDING TO THIS  
DRIVER IMPROVE - OR AVOID

IMPEDING - FLOW OF VALUE

TO AN ORGANZATIONAL DRIVER?

a.k.a. CAN IT HELP OR HARM US?

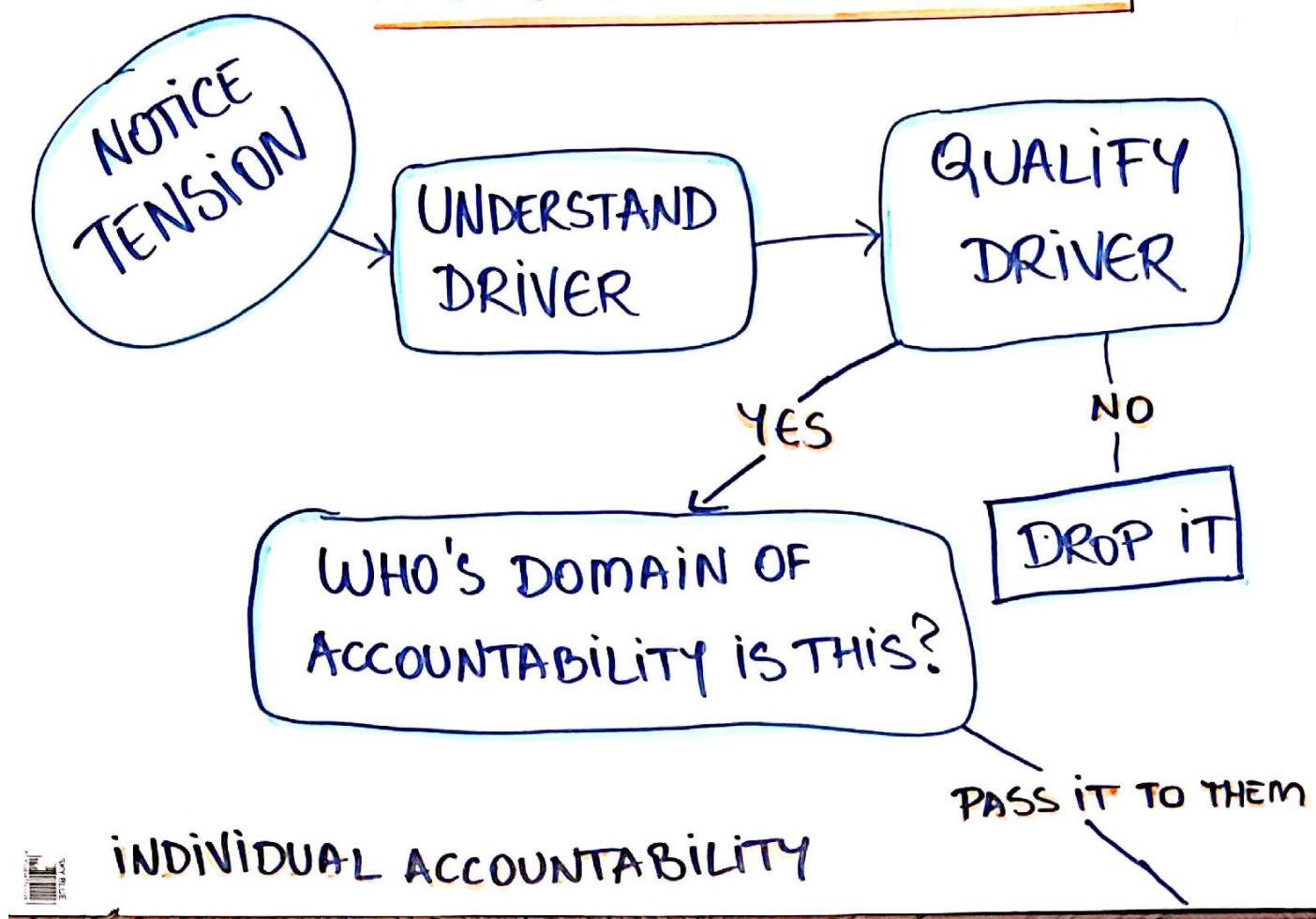


# DRIVER STATEMENTS

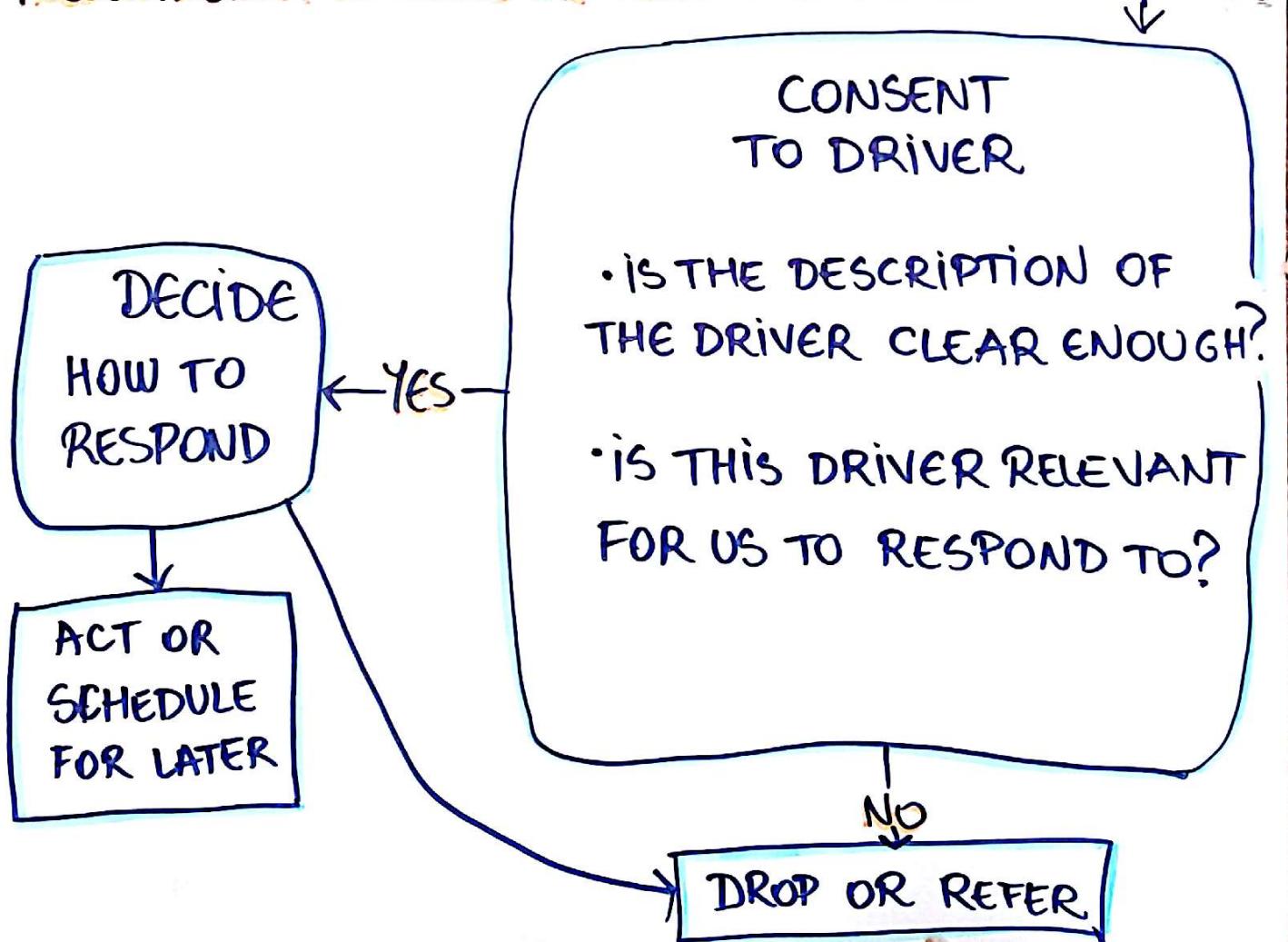
## TYPICAL EXAMPLES TEAMS MAY FACE

- OUR TEAM IS GETTING STUCK IN ADMINISTRATIVE WORK. WE NEED ACCEPTABLE SIMPLE PROCESSES TO BE ABLE TO FOCUS ON MORE VALUABLE MATTERS.
- WE SPEND A LOT OF TIME DEVELOPING FEATURES BASED ON SPECULATION. WE NEED TO AGREE ON WAYS TO VALIDATE ASSUMPTIONS EARLIER.
- AT TIMES OUR COMMUNICATION & WORK AS A GLOBALLY DISTRIBUTED TEAM IS INEFFICIENT & DISJOINED. THERE IS A NEED TO STREAMLINE HOW WE WORK TO CREATE MAXIMUM VALUE.

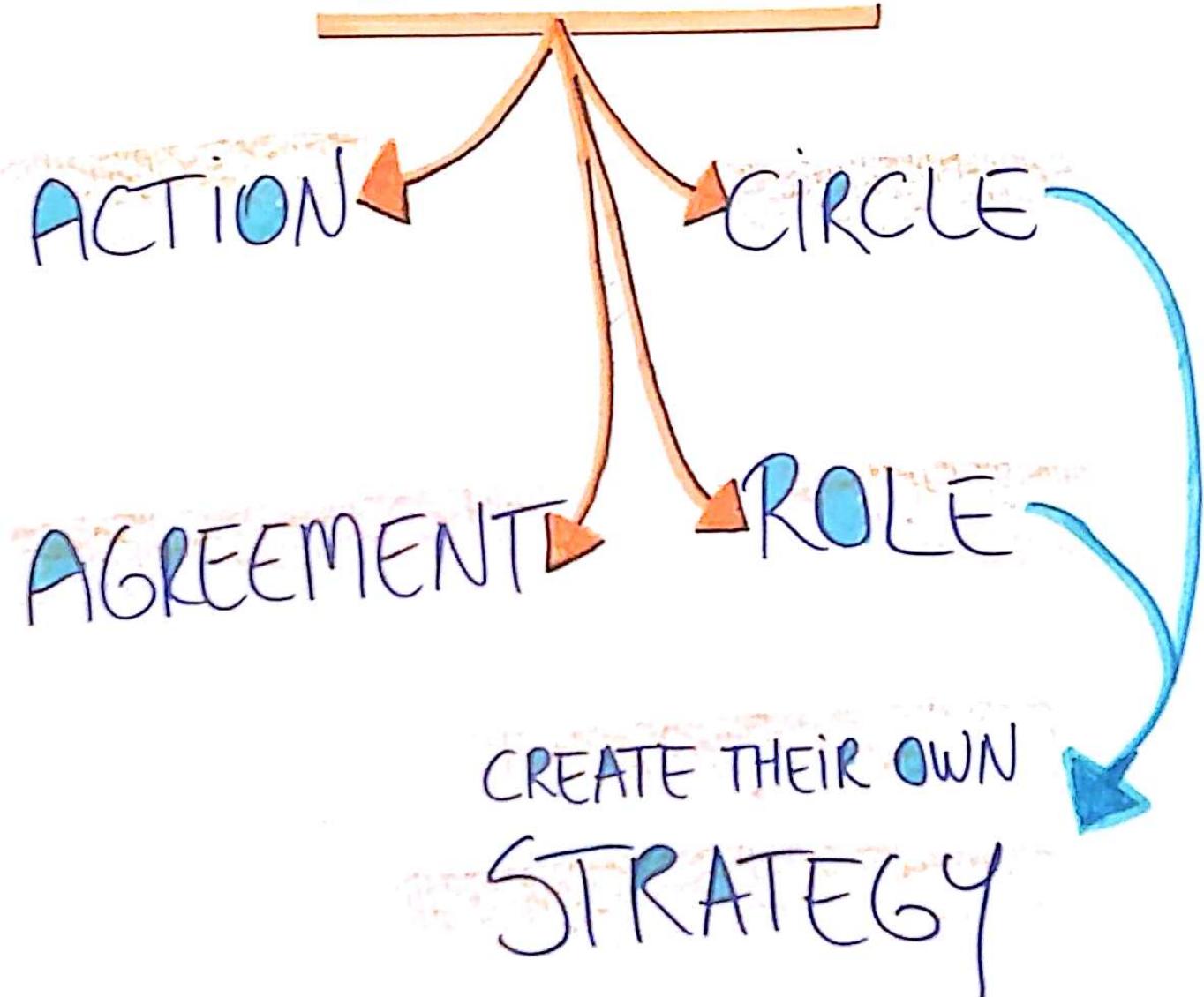
# NAVIGATE VIA TENSION



\*ACCOUNTABILITY OF CIRCLE OR PERSON IN A ROLE

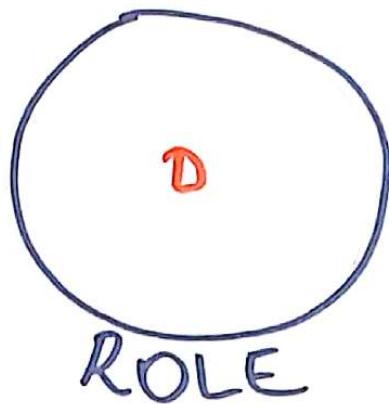


# WAYS TO RESPOND TO DRIVERS



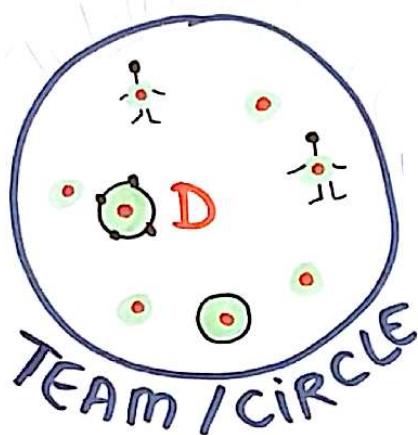
# DRIVER JOURNEY

OPERATIONS		
To Do	In Progress	Done
D	D	D
D	D	D
D	D	D



- AGREEMENT
- ROLE
- CIRCLE

OPERATIONS		
To Do	In Progress	Done
D	D	D
D	D	D
	D	D



GOVERNANCE		
Backlog	Agenda	Done
D	D	D
D	D	D
D	D	D

OPERATIONS		
To Do	In Progress	Done
D	D	D
D	D	D
D	D	D



GOVERNANCE		
Backlog	Agenda	Done
D	D	D
D	D	D
D	D	D

# CONSENT

THE ABSENCE OF REASONS  
NOT TO...

OBJECTION =>

A REASON WHY DOING  
SOMETHING STANDS IN THE  
WAY OF (MORE) EFFECTIVE  
RESPONSE TO A DRIVER.

## QUALIFYING OBJECTIONS.

HOW WOULD DOING THIS  
IMPEDE - OR MISS AN  
OPPORTUNITY TO IMPROVE -  
FLOW OF VALUE TO ANY  
ORGANIZATIONAL DRIVER ?

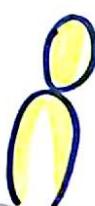


# CONSENT DECISION MAKING

- ▶ PRESENT DRIVER
- ▶ CONSENT TO DRIVER
- ▶ PRESENT PROPOSAL
- ▶ CLARIFYING QUESTIONS
- ▶ BRIEF RESPONSE
- ▶ HARVEST OBJECTIONS
- ▶ INTEGRATE WISDOM
- ▶ CELEBRATE AGREEMENT
- ▶ (CONSIDER CONCERNs)

# PROPOSAL FORMING

→ STEP 1. PRESENT & CONSENT TO DRIVER



IS IT A CLEAR ENOUGH  
ARTICULATION OF WHAT'S  
HAPPENING & WHAT'S NEEDED?

IS IT RELEVANT FOR  
US TO RESPOND?

## PROPOSAL FORMING

### → STEP 2. QUESTIONS ABOUT THE DRIVER

- QUESTIONS TO UNDERSTAND MORE DETAILS ABOUT THE DRIVER.

➢ LOOKING TO THE PAST & PRESENT

- ANSWER WHERE POSSIBLE AS YOU GO.

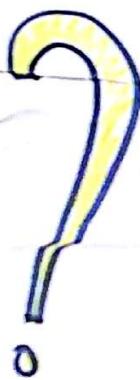
IS THIS LIST COMPLETE ENOUGH FOR NOW?

# PROPOSAL FORMING

## ⇒ STEP 3. CONSIDERATIONS AS QUESTIONS

- WHAT DO YOU CONSIDER WHEN COMING UP WITH SOLUTIONS?

ANSWER  
IN THE END.



### > INFORMATION GATHERING

ex.: DO WE HAVE A BUDGET / DUE DATE?

### > GENERATIVE

ex: HOW DO OTHER TEAMS DEAL WITH THIS KIND OF ...

### X SOLUTIONS DISGUISED AS QUESTIONS.

ex: COULD WE USE S3 PATTERNS?

### TRANSFORM INTO GENERATIVE Q

ex: WHAT FRAMEWORKS, TOOLS COULD BE OF HELP?

## PROPOSAL FORMING

### → STEP 4. COLLECT IDEAS

- AN IDEA
  - RESPONDS TO ONE CONSIDERATION
  - A STAND ALONE SOLUTION
- NO DISCUSSIONS / OPINIONS

### → STEP 5. SELECT TUNERS



IS ANYONE INSPIRED  
TO TAKE THESE IDEAS  
AND COME UP WITH A  
PROPOSAL?

#### PROPOSAL INGREDIENTS

- DRIVER
- PROPOSAL TEXT
- EVALUATION DATE
- EVALUATION CRITERIA
- WHO'S ACCOUNTABLE

MAKING DECISIONS

that are

GOOD ENOUGH FOR

NOW

&

SAFE ENOUGH TO

TRY

# PROPOSAL FORMING

- PRESENT DRIVER
- CONSENT TO DRIVER
- QUESTIONS ABOUT THE DRIVER
- RECORD CONSIDERATIONS
- COLLECT IDEAS
- (SELECT TUNERS)
- CREATE PROPOSAL

# DOMAIN

THE SET OF SUBDRIVERS  
AN ORGANIZATION MAY  
BENEFIT FROM  
ADDRESSING WHEN  
RESPONDING TO A  
DRIVER.

# DOMAIN DESCRIPTION

- DRIVER
- KEY RESPONSIBILITIES
- SKILLS / QUALITIES / EXPERIENCE
- EVALUATION ↗ FREQUENCY  
CRITERIA
- BUDGET / TIME / RESOURCES
- PREVIOUS VERSIONS

# SELECTION

PRESENT ROLE DESCRIPTION

RECORDS NOMINATIONS

REASONS FOR NOMINATIONS

INFORMATION GATHERING

NOMINATION CHANGES

PROPOSE A NOMINEE

ANY OBJECTIONS?

CELEBRATE!

# EFFECTIVENESS REVIEW

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INVITE PARTICIPANTS



COLLECT APPRECIATIONS



COLLECT IMPROVEMENT

SUGGESTIONS



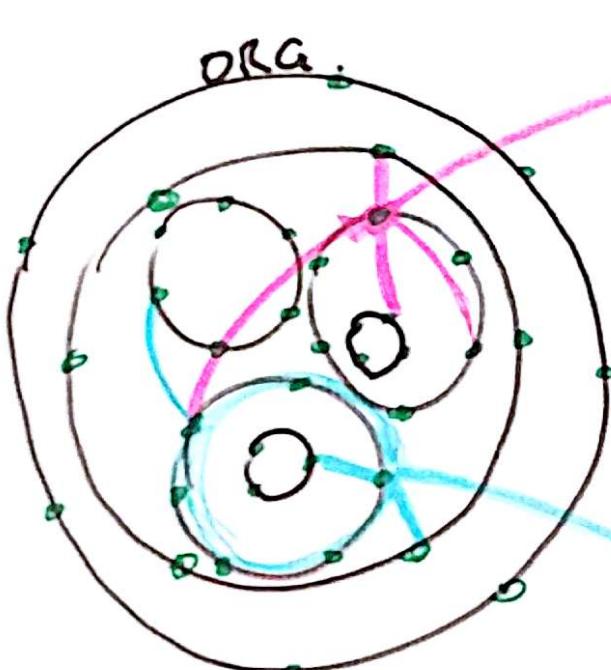
CO-CREATE DEVELOPMENT

PLAN



CONSENT TO PLAN

# EFFECTIVENESS REVIEW



ROLE E.R.

CIRCLE E.R.

Separate observation from evaluation

## DEVELOPMENT PLAN (PROPOSAL)

- ⇒ PERSONAL DEVELOPMENT
- ⇒ CHANGES TO ROLE/CIRCLE DESCRIPTION
- ⇒ AMENDMENTS TO DRIVER  
*NON-VIOLENT COMMUNIC.*

ADD TO GOVERNANCE BACKLOG OF  
(SUPERSET) CIRCLE

+  
CHECK FOR OBJECTIONS OR CONCERNS &  
EVOLVE

# ONE WAY TO EVALUATE MEETINGS

COLLECT APPRECIATIONS  
& IMPROVEMENT SUGGESTIONS  
considering:

- ▶ EFFECTIVENESS
- ▶ FACILITATION
- ▶ EMOTIONAL TONE

# GOVERNANCE MEETING

OPENING ROUND



ADMINISTRATIVE MATTERS



AGENDA ITEMS



MEETING EVALUATION



CLOSING ROUND

# PULLING IN \$3

BE THE CHANGE YOU  
WANT TO SEE

TELL THE STORY

INVITATION

EXPERIMENT

LEARN & GROW

# CONSULTING SENIOR MNG & BOARD

DRIVERS I'M  
GOOD AT RESPONDING TO

WOW,  
THAT'S GREAT!

DRIVERS I ❤  
RESPONDING TO.

THAT'S GOOD  
TO HEAR!

DRIVERS I 😢  
RESPONDING TO

i see...

DRIVERS I ?  
HOW TO RESPOND TO.

Hemmm, THAT  
MUST BE TOUGH

YOU KNOW... i HAPPEN TO KNOW  
SOME PATTERNS THAT COULD  
HELP!

IT'S NOT  
EITHER, OR...

IT'S  
BOTH & MORE

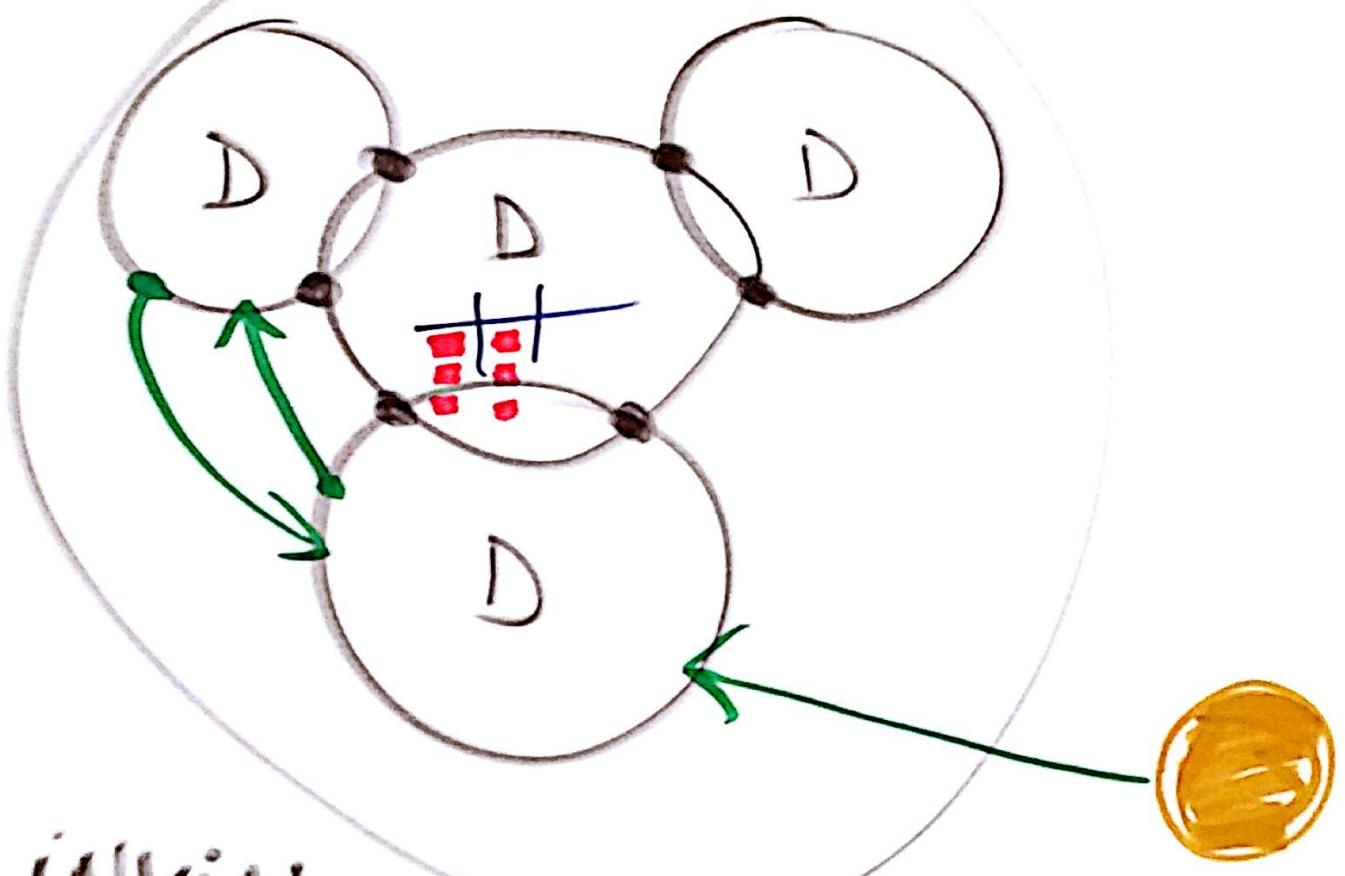
TOM LESCHÉR

# TASK TRACKING MEETING

TASK	NAME	(DUE) DATE	REPORT	RECENT	NEXT	BLOCKS
1. ~~~	Lili	—	X	~~~ ~~~	~~~ ~~~	~~! ~~!
2. ~~~	DROR	—	X	~~~ ~~~	~~~ ~~~	
3. ~~~	JAMES	30-04-16	X	~~~		~~! ~~!
4. ~~~	~~~~	—	X	~~~	~~~	~~! ~~!
5. ~~~	~~~~	1-10-17				
6. ~~~	~~~~	—				

# ORGANIZATIONAL STRUCTURE

DELEGATE CIRCLE



LINKING (Double linking)

Power to:

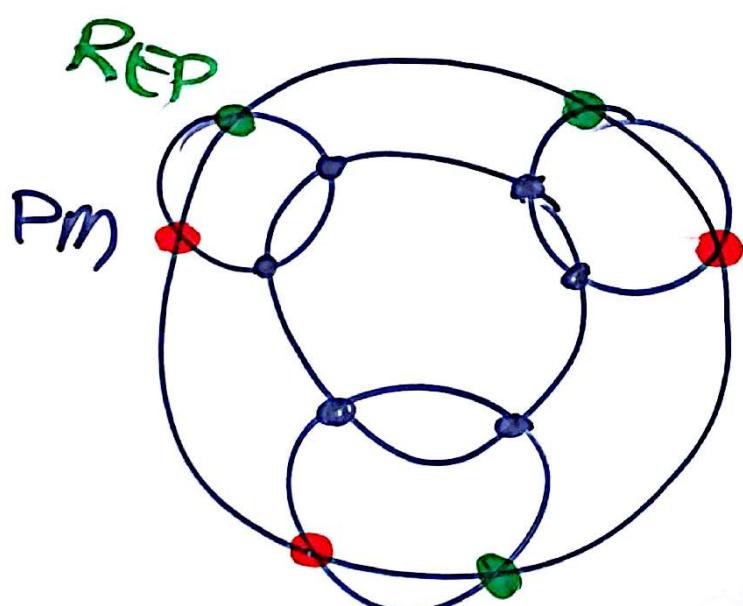
- : Add drivers to gov backlog
- : Form proposals
- : consent & object

## HELPING CIRCLE

- ONLY OPERATIONAL
- CAN RAISE OBJECTIONS
- SUPERSET CIRCLE TO ACCOUNT FOR THEM

- OP & GOV
- OFFER A SERVICE
- ~~CAN IS BE TEMPORARY~~

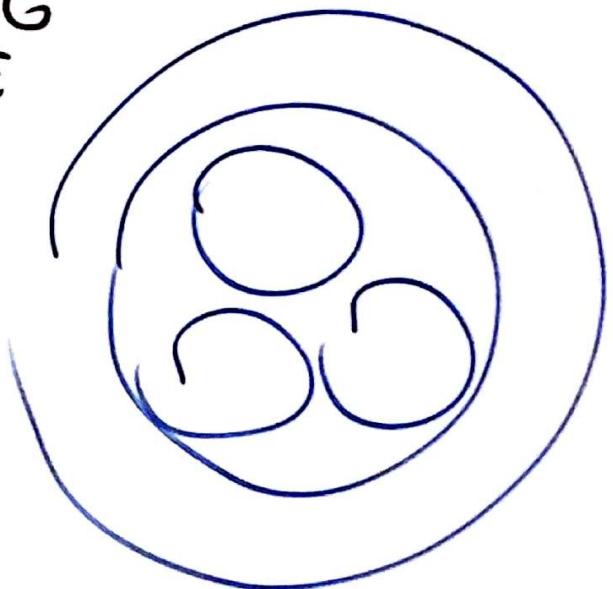
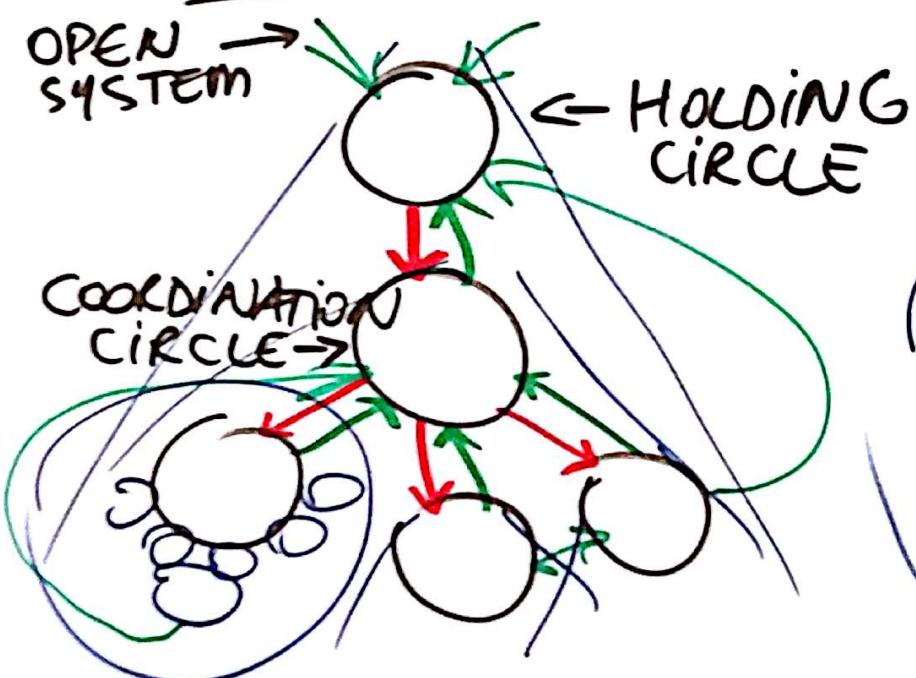
## SERVICE CIRCLE



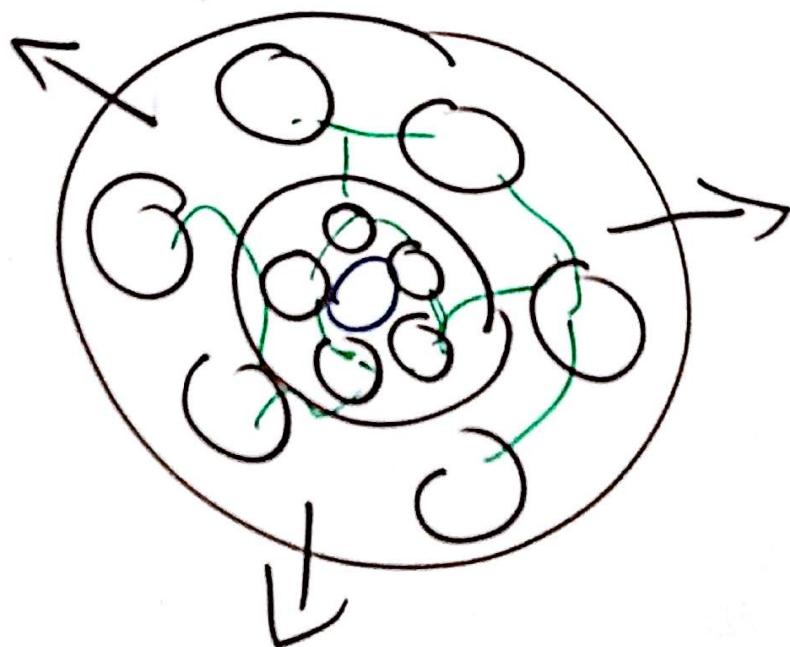
COORD.  
CIRCLE

ensures synchronization across the org.

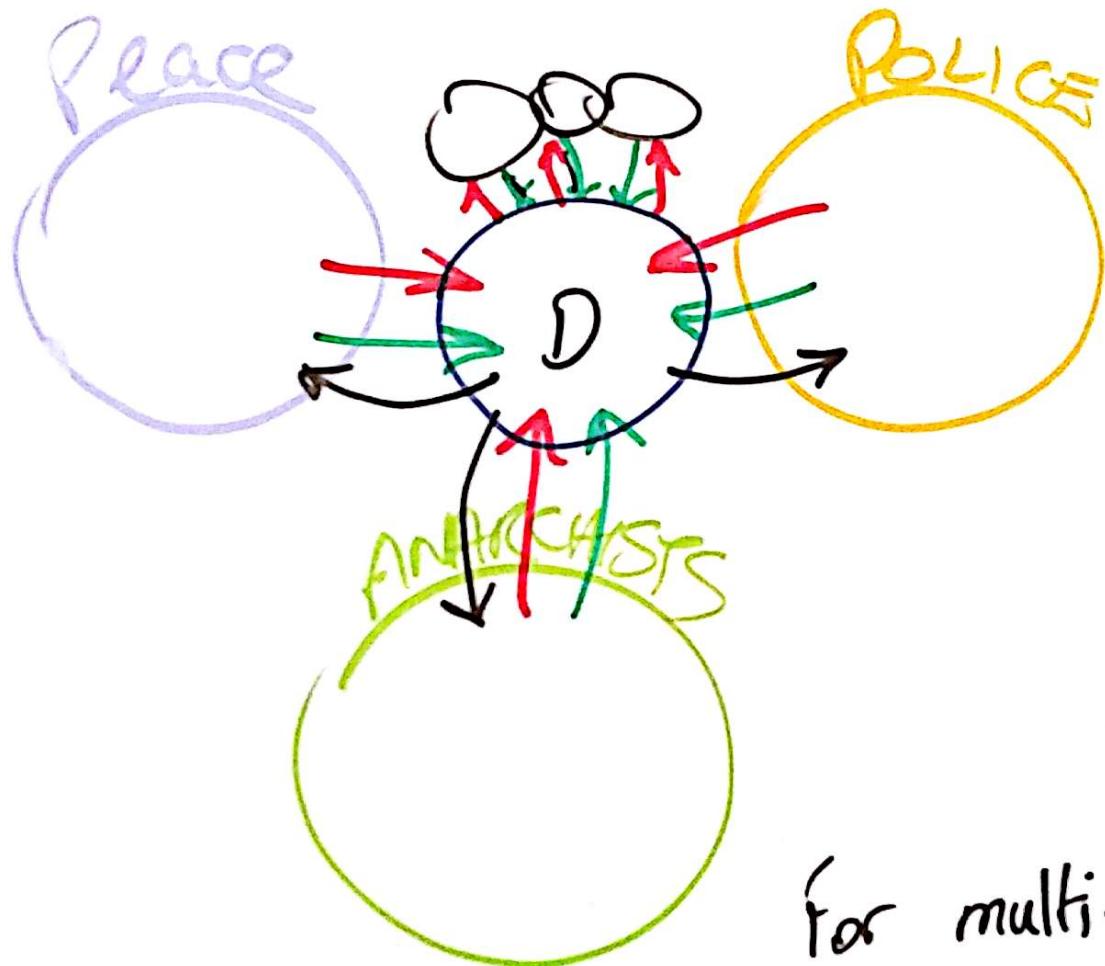
# DOUBLE LINKED HIERARCHY



## PEACH ORG.



# BACKBONE ORGANIZATION



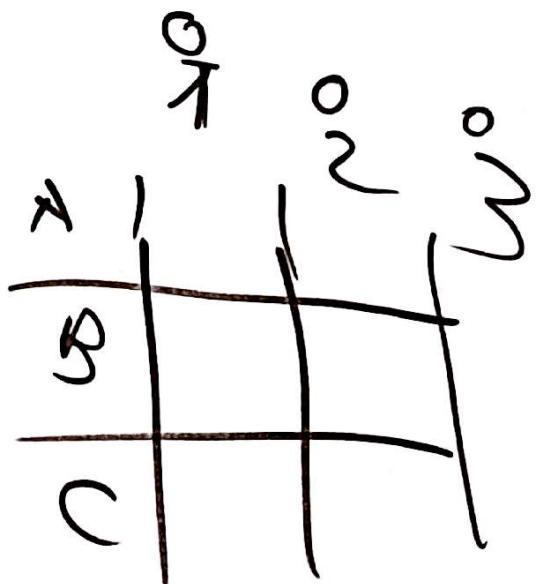
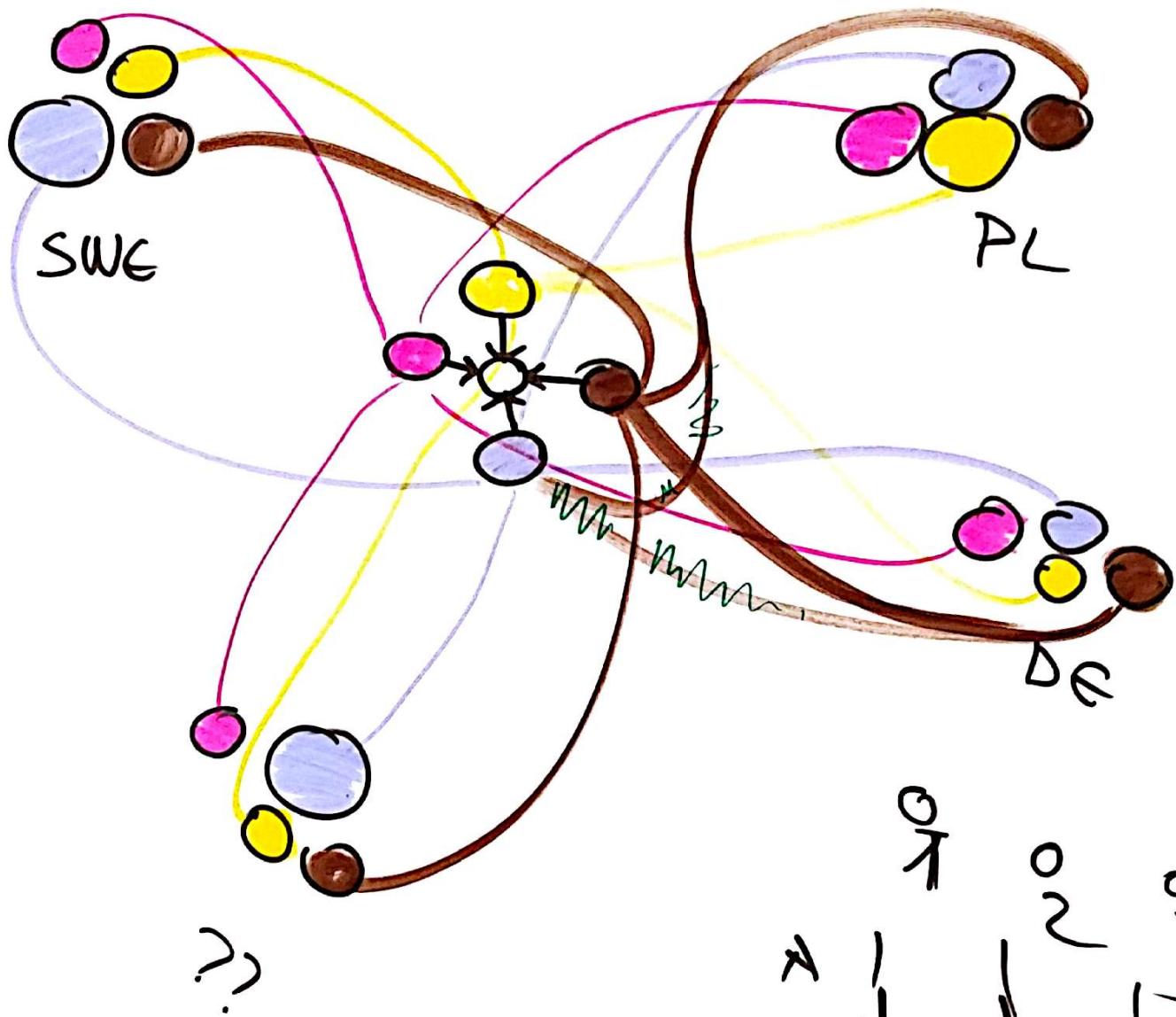
for multi-agency  
collaboration  
around a  
shared driver.

Steward  
(Pioneer) →

Represents home org. →

Represents Collaboration →

# FRACTAL ORG.



## ARTFUL PARTICIPATION

is my behaviour in this moment the greatest contribution i can make to the effectiveness of this collaboration?