*DISCOVER SOCIOCRACY 3.0

For Communities of people wishing to
Grow Effective Organisations Organically

and

Collaborate More Consciously Together

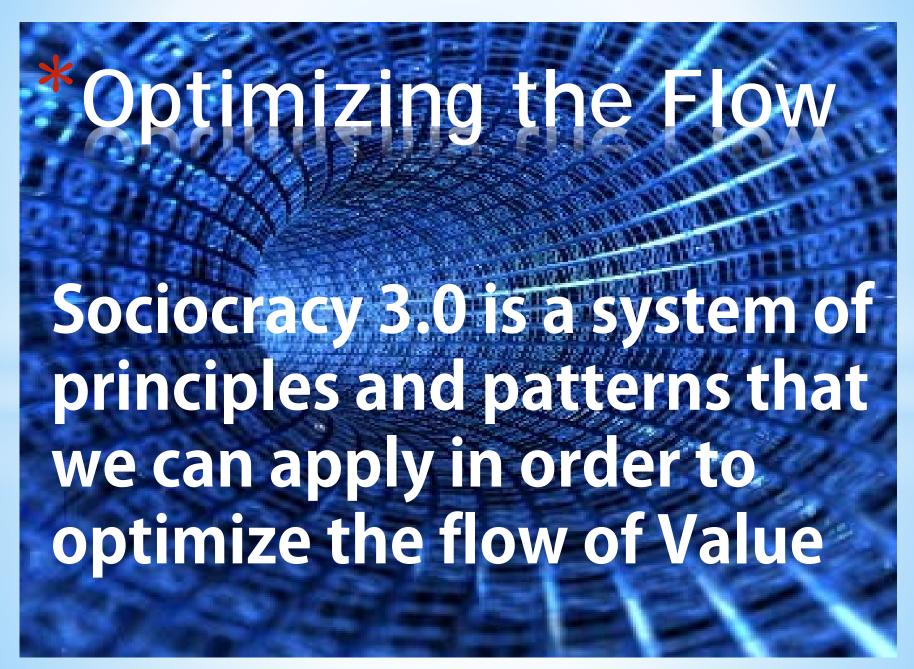www.sociocracy30.org

*What is Sociocracy 3.0?

Organisational discovery, design, and development framework

for more conscious collaboration, decision making and governance

*Governance

Govern = To control, guide, or manage..

..the flow of value towards achieving desired outcomes

*Optimizing the Flow

Sociocracy 3.0 is a system of principles and patterns that we can apply in order to optimize the flow of Value

*Value

In essence organisation is about collaborating to optimize the transformation of potential value into value that satisfies needs

* 2 Fundamental Processes

❖ **Governance** - deciding and evaluating policies and selection people to roles etc

❖ **Operations** - planning tasks and doing work

Circles of people make policy decisions that govern how the day to day functions and tasks are carried out.
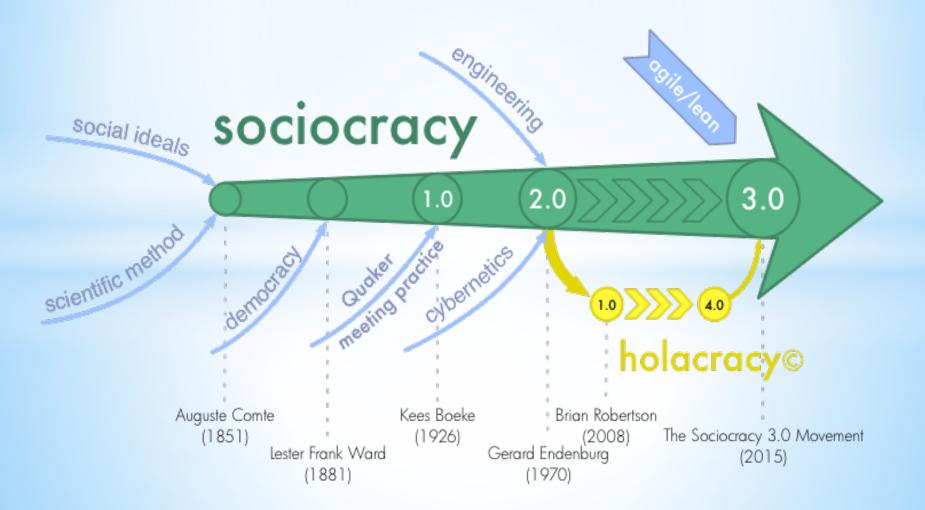
*What's in a name?

"Socio" - Latin = Companion, Friend

"cracy" - Greek (Kratos) = Power, Rule

* 164 years of evolution

*S3

Open and Free!

www.sociocracy30.org

Building a new story on the old one

*Navigating via Tension

Organisations practicing S3 learn to navigate via tension

People act like nerve endings for the system, picking up and responding to changes in the environment

*Creative Tension

Current Reality · CREATIVE TENSION · **Desired Future Reality**

*S3 organisations are *Driver* centric!

*Drivers!

Driver is the name we give to a situation that motivates us to act.

A clear and elegant way to describe a *Driver* is by writing a brief description of the **current reality** and the *needs associated with it*, that if satisfied, would ease a tension.
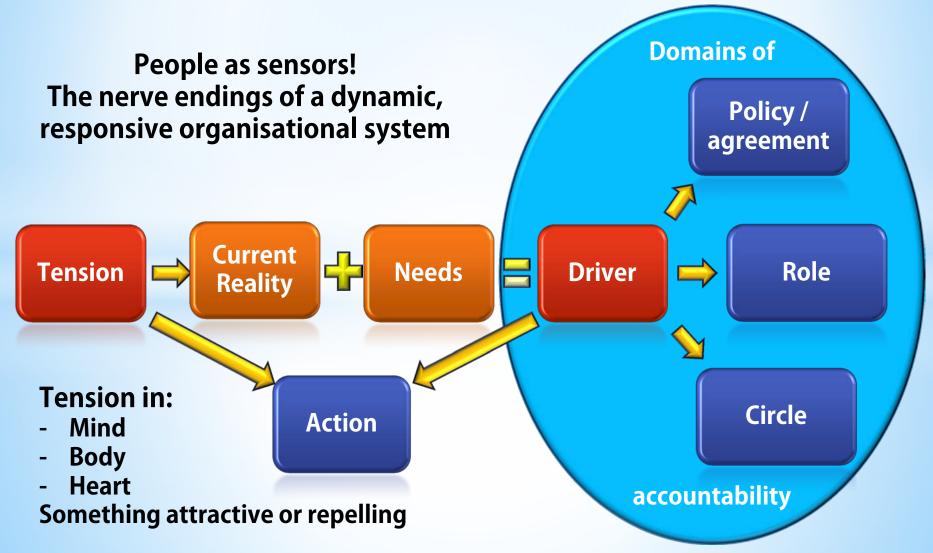
* When does a source of tension become a Driver?

A situation only becomes a driver for the organisation if agreed that failing to act would mean the flow of value towards an existing driver would be hindered. Or that an opportunity to more effectively satisfy a driver would be missed.
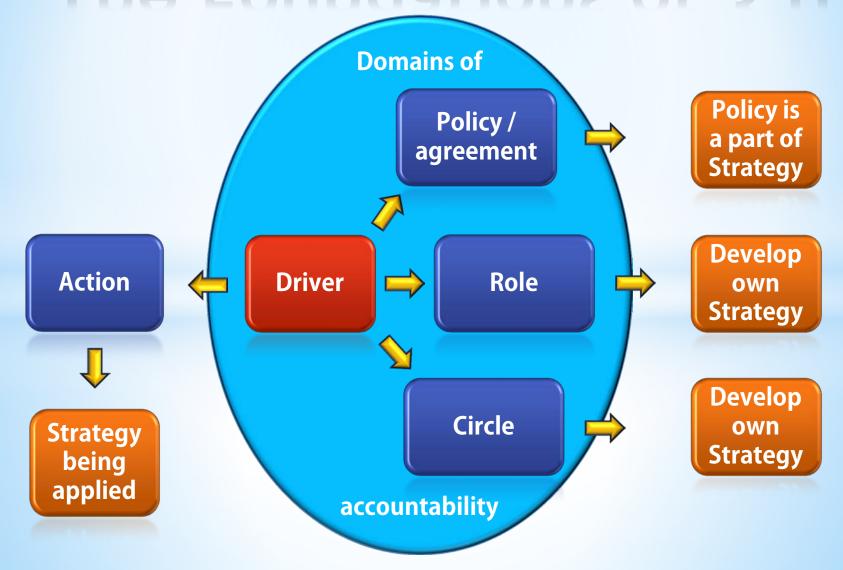
*Formulating Drivers

- **Reflect on a situation where you feel some tension:**

    - Identify and describe in a single sentence, something you see happening in an organisation that you are involved in, that stimulates some tension in you – an instance in the **current reality**.

    - Describe the **needs** you see associated with this, that if satisfied, would ease your tension, leading towards a future reality you would prefer.

- **Reduce your observations to a short Driver Statement that briefly describes the current reality and needs associated with it.**

*The Foundations of 3.0

People as sensors!
The nerve endings of a dynamic,
responsive organisational system

Domains of

| Tension | → | **Current Reality** | + | **Needs** | = | **Driver** |

→ **Policy / agreement**

→ **Role**

→ **Circle**

Action

Tension in:
- **Mind**
- **Body**
- **Heart**

Something attractive or repelling

accountability

*The Foundations of 3.0

Domains of

Policy / agreement → Policy is a part of Strategy

Action ← Driver → Role → Develop own Strategy

Circle → Develop own Strategy

Strategy being applied

accountability

*Values!

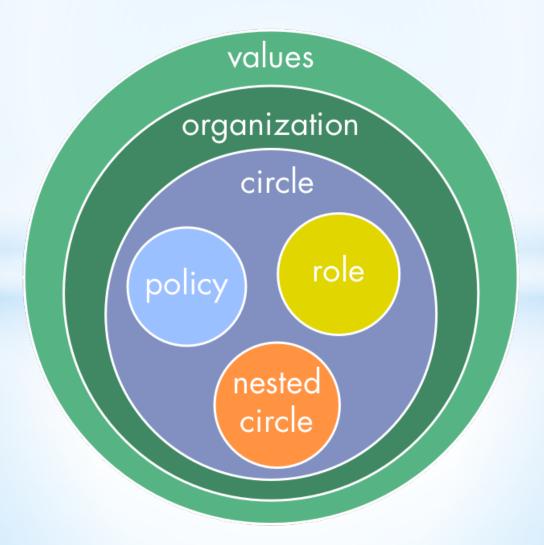Division Submitted Values

*Exercise - Values

- **Reflect again on the Driver statement you wrote earlier.**

    - **Make a list of 2 or 3 values you have that influenced your feeling tension regarding the situation you observed.**

    - **Do you see the relationship between your values and the things you feel tension around?**

*Values and Principles

Organisational Values

Sociocracy 3.0 Principles

Conscious Collaboration

*S3 Principles

- Equivalence
- Accountability
- Transparency
- Consent
- Empiricism
- Continuous Improvement
- Effectiveness

*Nested Domains

*Consent Based Decision Making Processes

- **Consent Decision Making**

- **Proposal Forming**

- **(S)elections**

*Consent = the absence of a reason not to!

Consent only when:

- …there is no identified reason why a proposal, or existing Policy (agreement), stands in the way of (more) effective satisfaction of an existing Driver

Objections:

- are qualified by a reason(s) why doing what is being proposed, stands in the way of the (more) effective satisfaction of a Driver

- are gifts and contain wisdom

- reveal opportunities

- emerge through individuals and belong to everyone

* **Making decisions that are:**

"Good enough for now"

and

"Safe enough to try"

Diana Leafe Christian

Regularly evaluate, learn and improve

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