

SOCIOCRACY 3.0



EFFECTIVE COLLABORATION
AT ANY SCALE

= AN OPEN FRAMEWORK FOR
EVOLVING AGILE AND
REZILIENT ORGANIZATIONS =

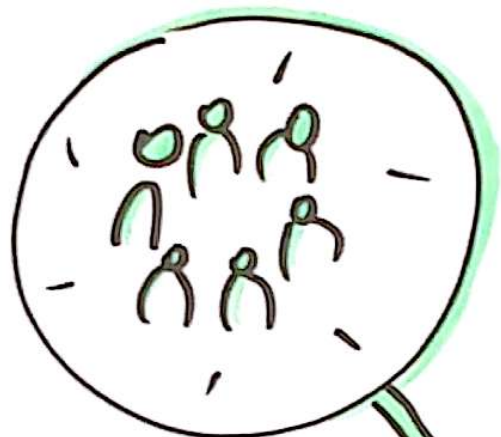
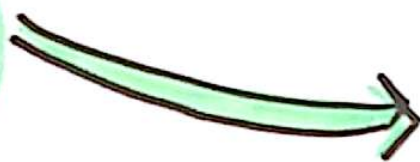
[DRIVER FOR S3 COURSES]

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



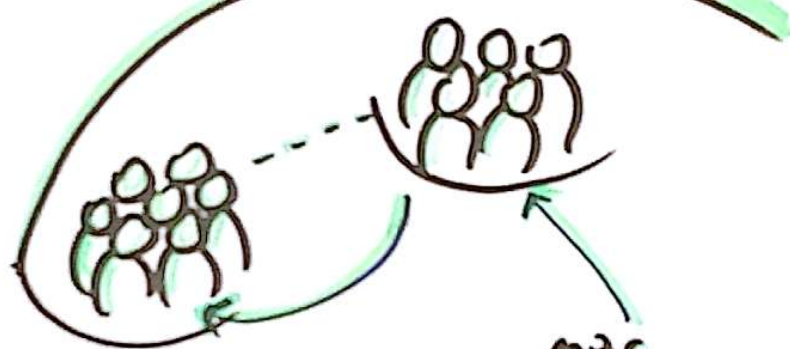
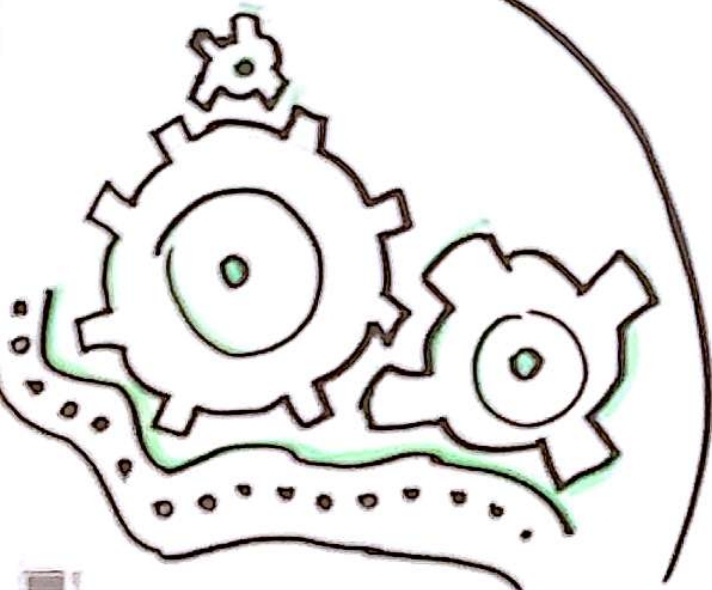
INDIVIDUAL



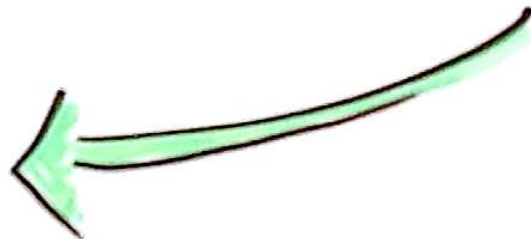
TEAM



(MULTI)
ORGANIZATION



CROSS-
TEAMS

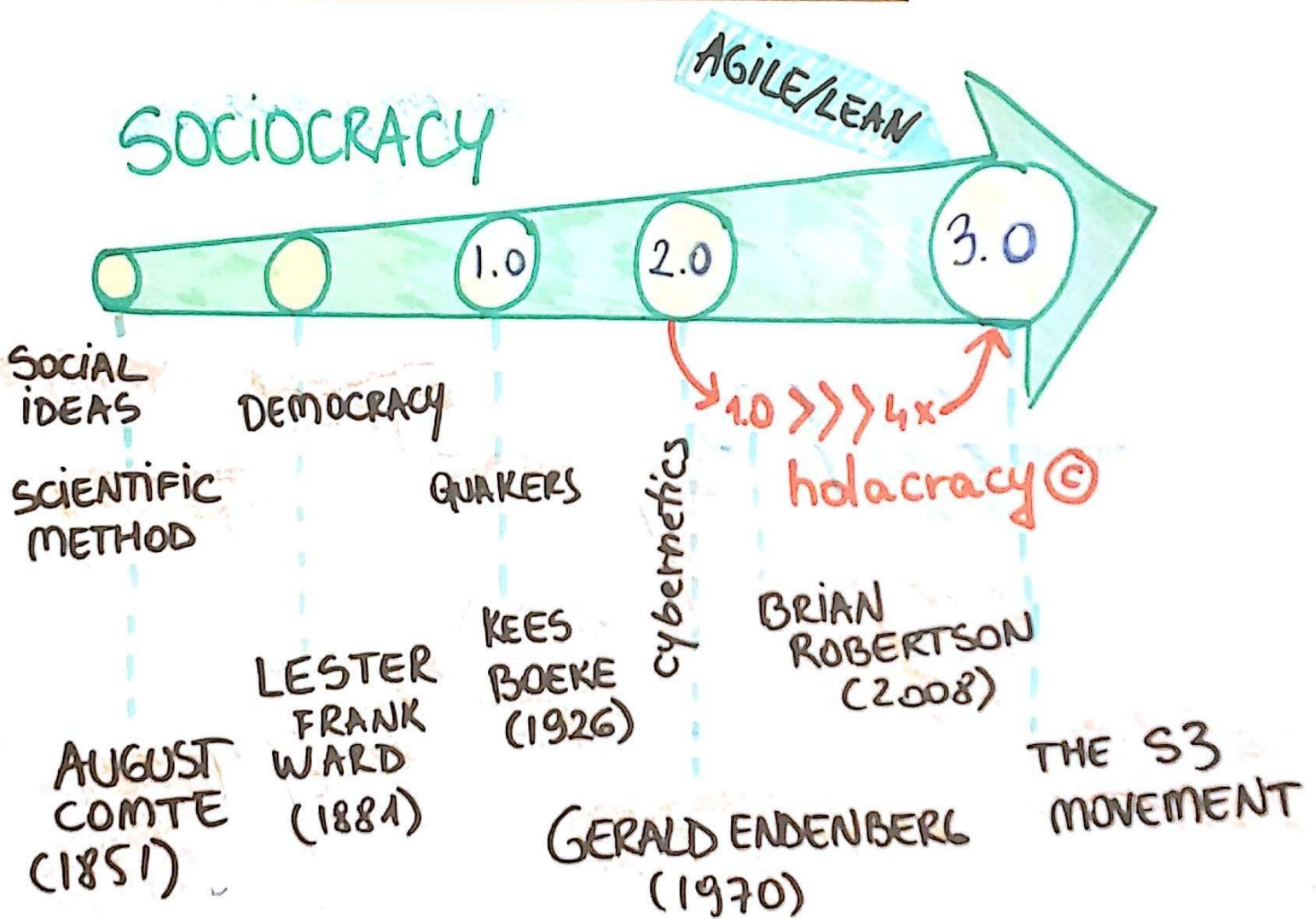


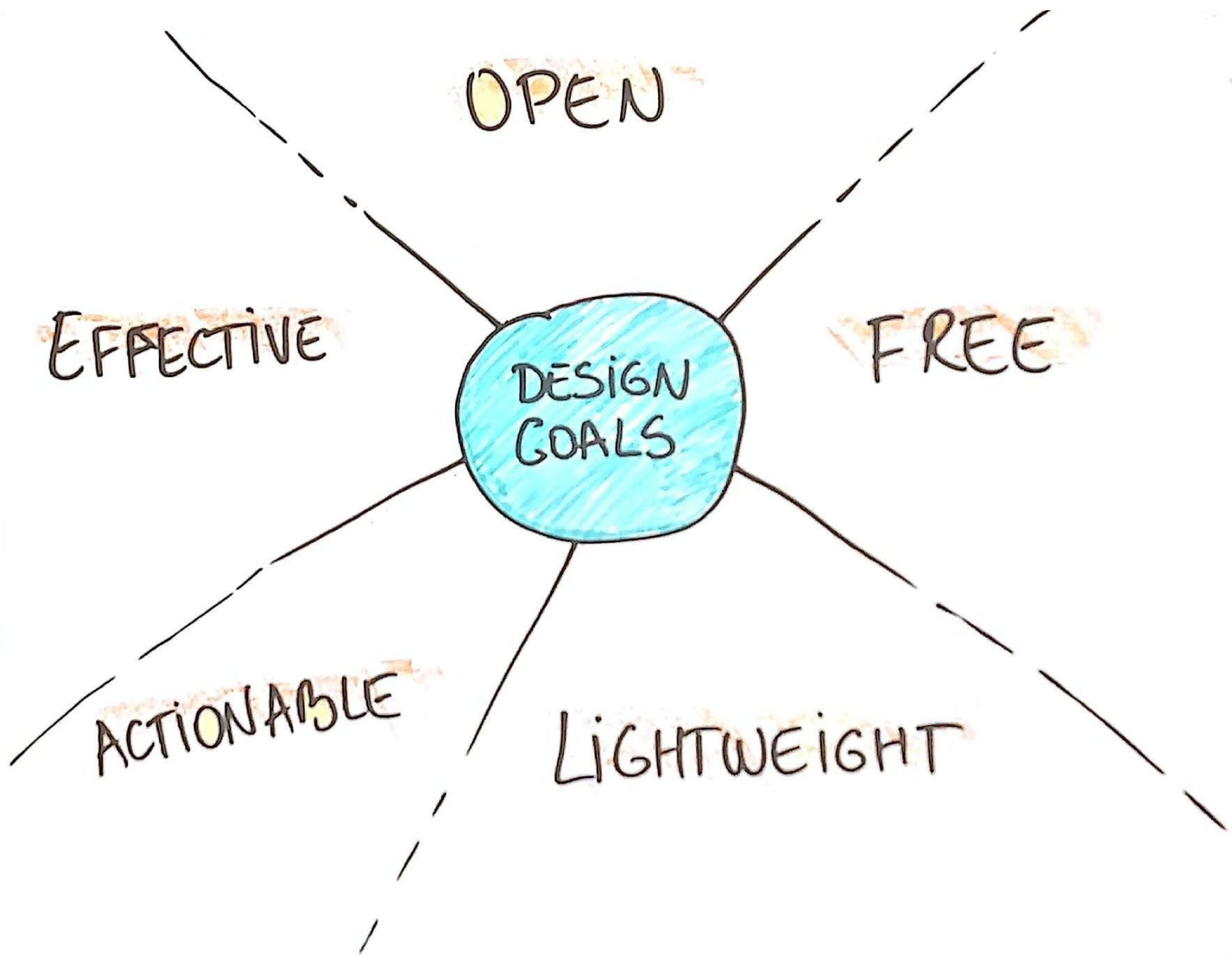
WHAT'S IN A WORD?

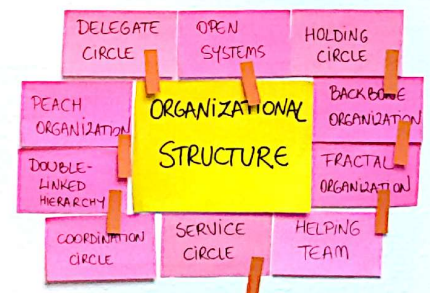
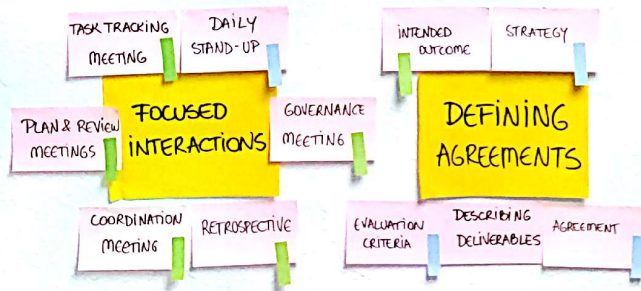
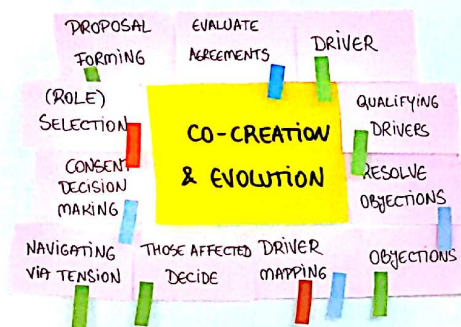
SOCIO- → COMPANION,
Latin "socius" FRIEND

-CRACY → POWER, RULE
Greek "KRÁTOS"

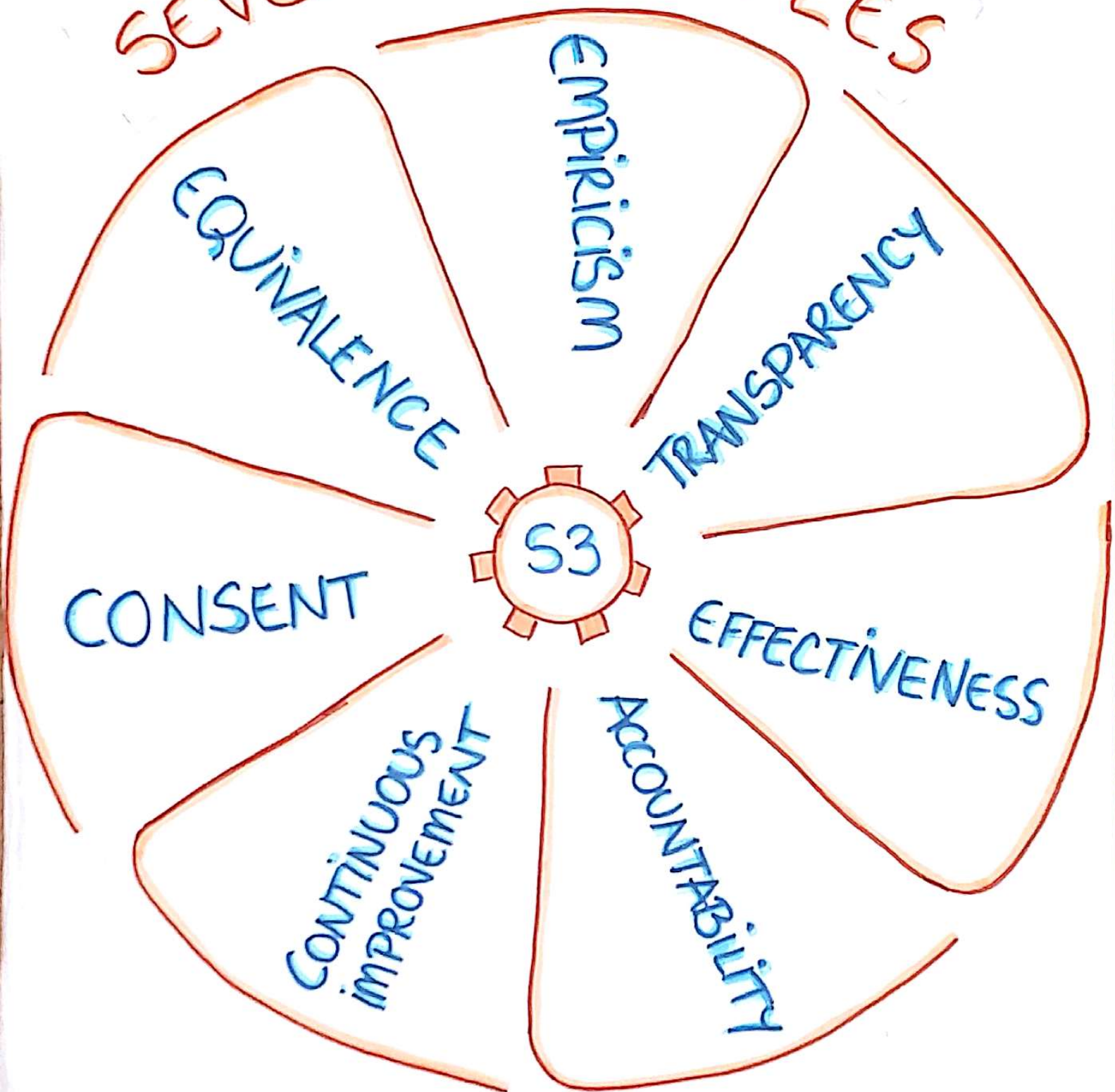
165 YEARS OF EVOLUTION







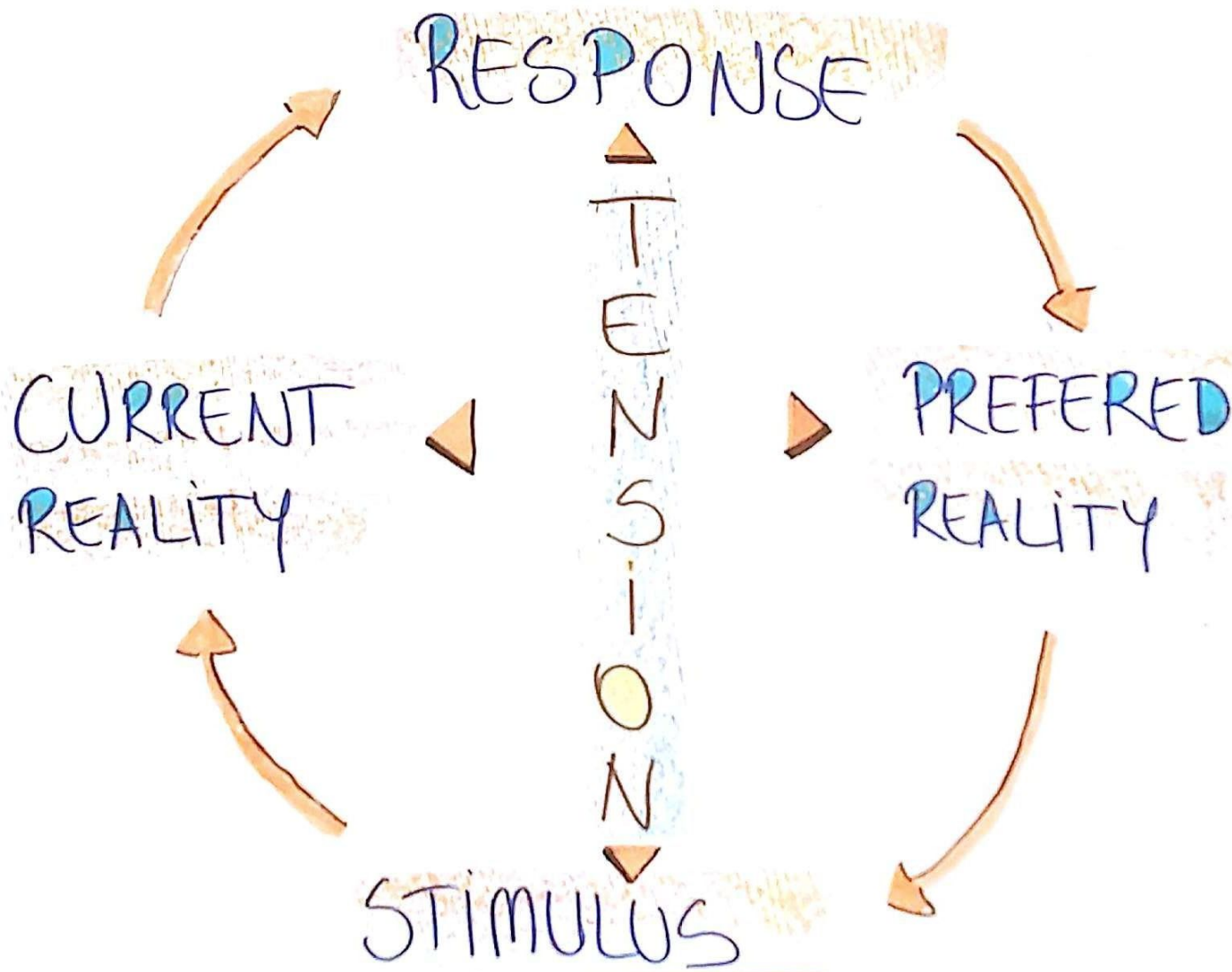
SEVEN PRINCIPLES



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





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 ORGANIZATIONAL DRIVER?

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

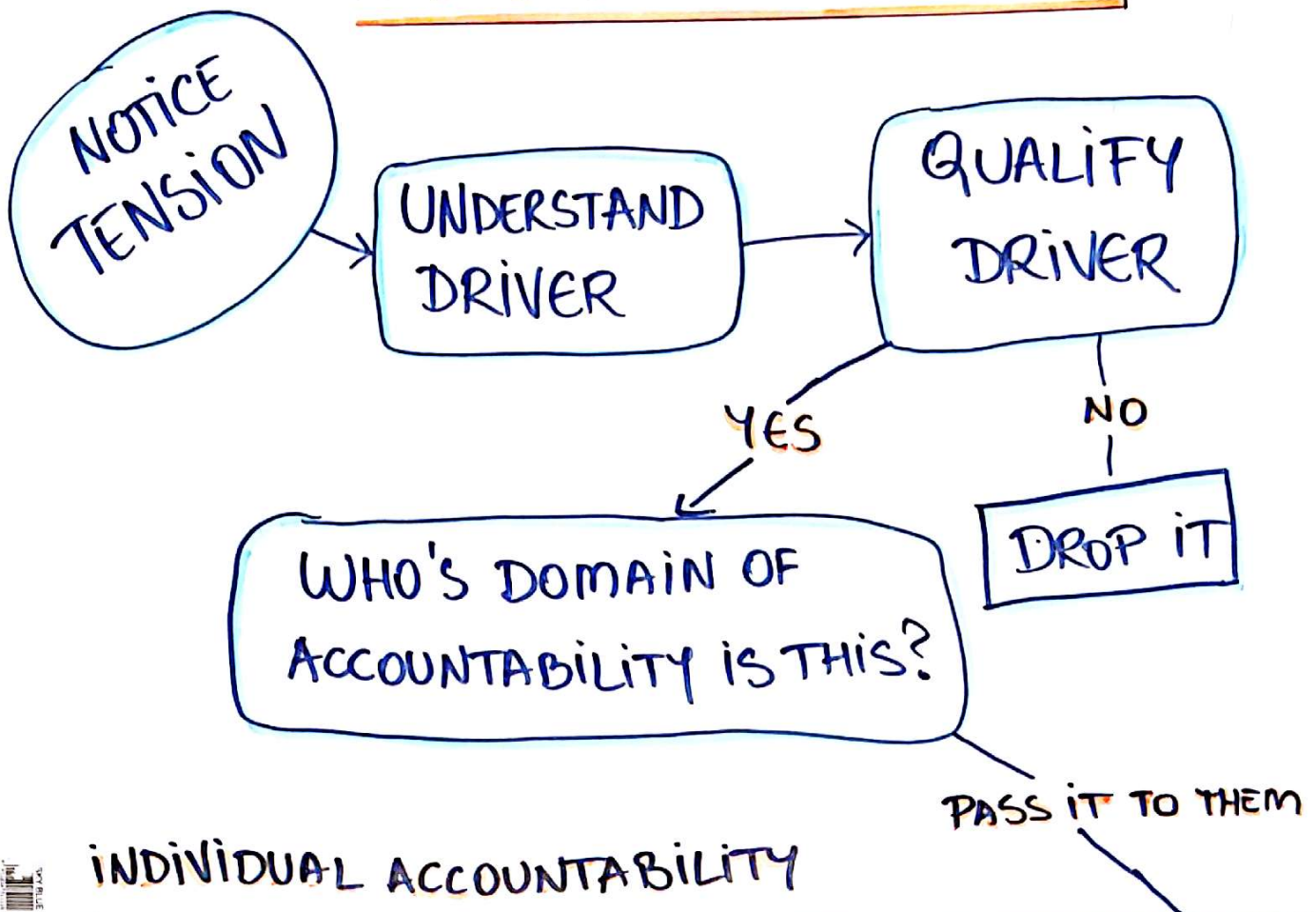


DRIVER STATEMENTS

TYPICAL EXAMPLES TEAMS MAY FACE

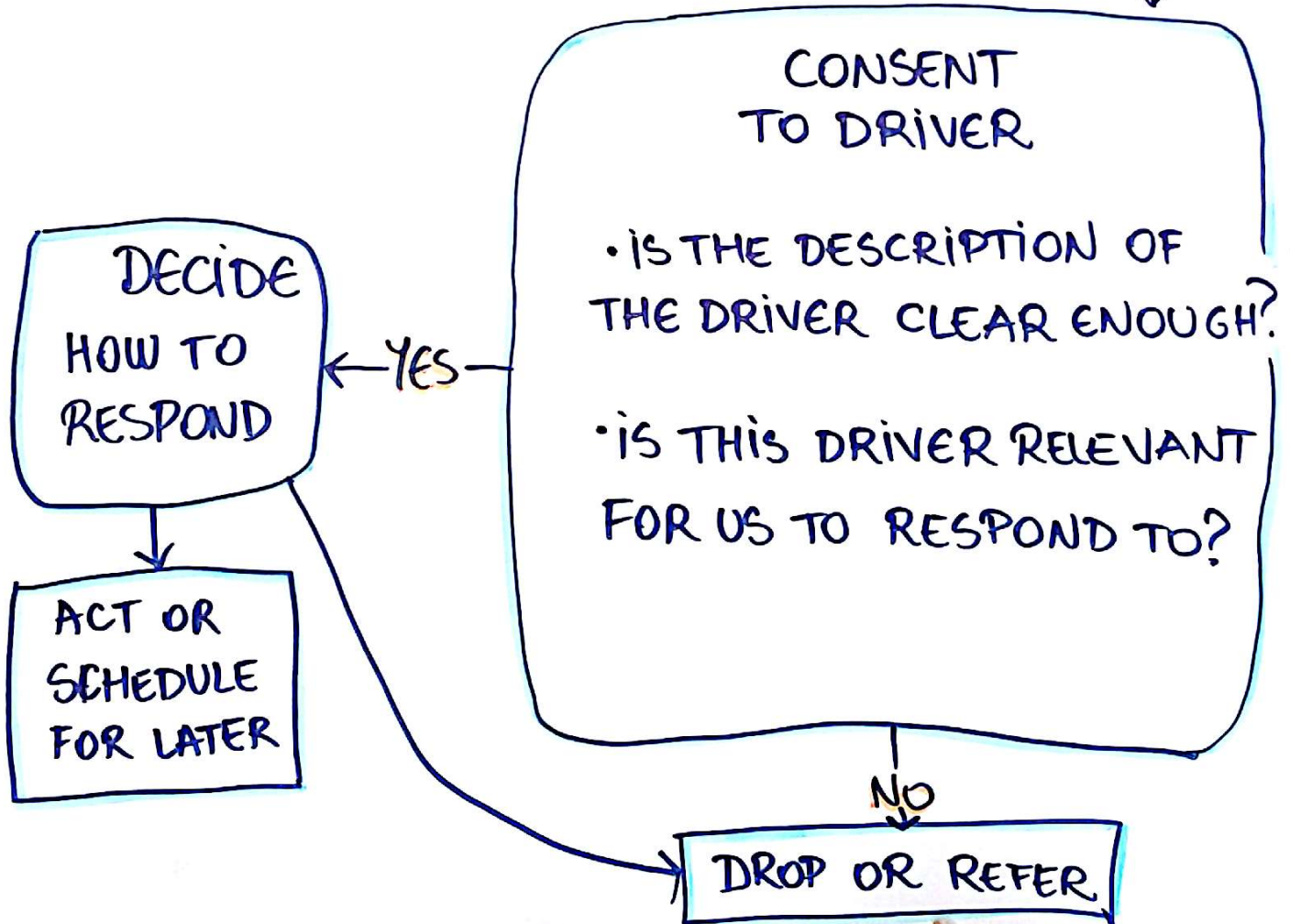
- OUR TEAM IS GETTING STUCK IN ADMINISTRATIVE WORK. WE NEED ACCEPTABLE SIMPLE PROCESSES TO BE ABLE TO FOCUS ON MORE VALUABLE MATTERS.
- WE SPEND A LOT OF TIME DEVELOPING FEATURES BASED ON SPECULATION. WE NEED TO AGREE ON WAYS TO VALIDATE ASSUMPTIONS EARLIER.
- AT TIMES OUR COMMUNICATION & WORK AS A GLOBALLY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

NAVIGATE VIA TENSION



INDIVIDUAL ACCOUNTABILITY

* ACCOUNTABILITY OF CIRCLE OR PERSON IN A ROLE



WAYS TO RESPOND TO DRIVERS

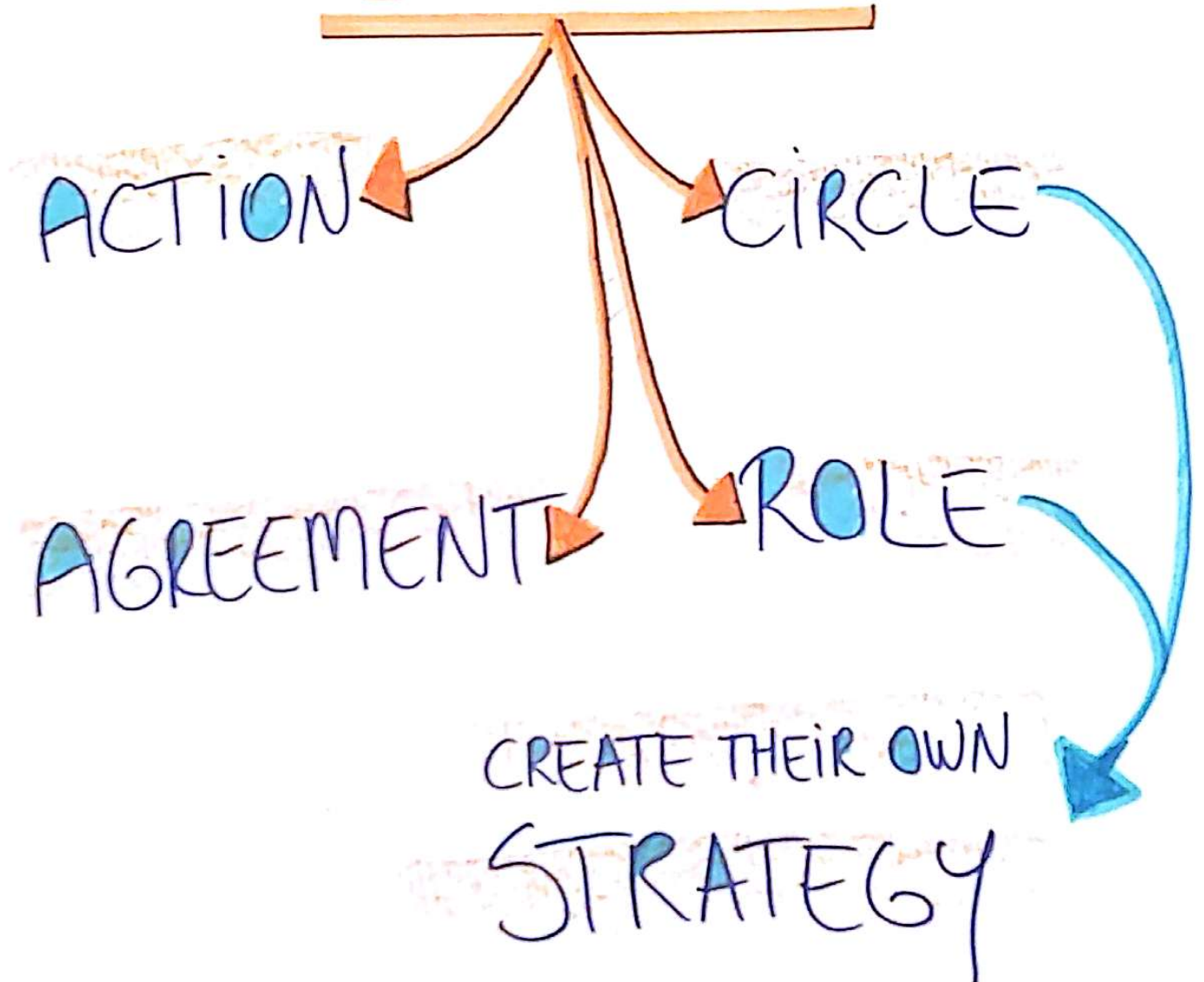
ACTION

CIRCLE

AGREEMENT

ROLE

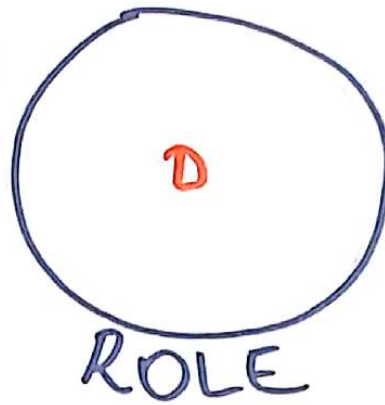
CREATE THEIR OWN
STRATEGY



DRIVER JOURNEY

OPERATIONS

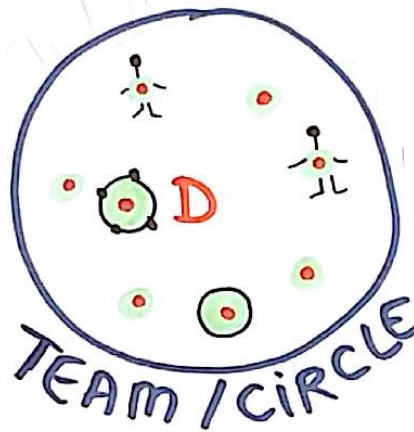
To Do	In Progress	Done
D	D	D
D	D	D
D	D	D



- 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	Agenda
D	D	D
D	D	D
D	D	D

CONSENT

THE ABSENCE OF REASONS
NOT TO...

OBJECTION $\Rightarrow$

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.

F

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 ...

✗ 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



PROPOSAL INGREDIENTS

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

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

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 $\left\{ \begin{array}{l} \text{FREQUENCY} \\ \text{CRITERIA} \end{array} \right.$
- BUDGET/TIME/RESOURCES
- PREVIOUS VERSIONS

SELECTION

PRESENT ROLE DESCRIPTION



RECORD NOMINATIONS



REASONS FOR NOMINATIONS



INFORMATION GATHERING



NOMINATION CHANGES



PROPOSE A NOMINEE



ANY OBJECTIONS?



CELEBRATE!

EFFECTIVENESS REVIEW

INVITE PARTICIPANTS



COLLECT APPRECIATIONS



COLLECT IMPROVEMENT
SUGGESTIONS

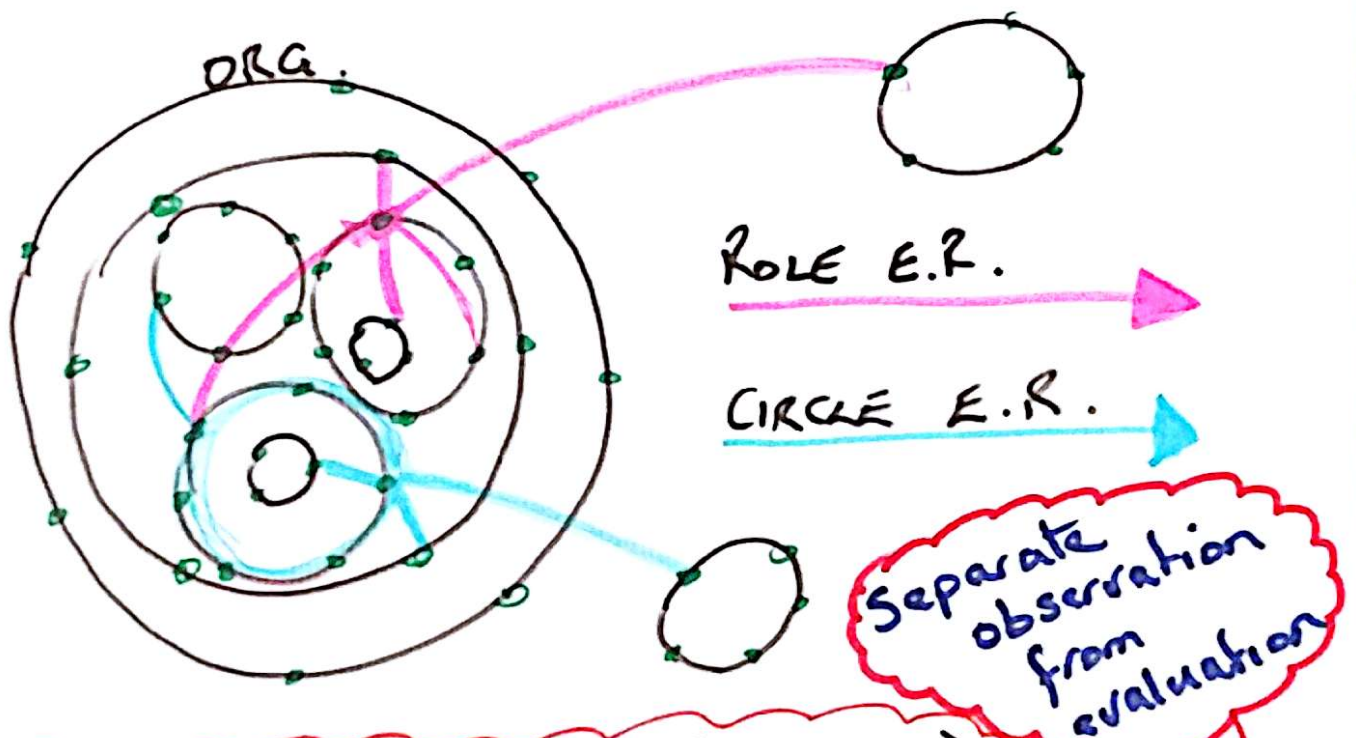


CO-CREATE DEVELOPMENT
PLAN



CONSENT TO PLAN

EFFECTIVENESS REVIEW



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 S3



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.

HEMM, THAT
MUST BE TOUGH

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

IT'S NOT
EITHER, OR...

IT'S

BOTH & MORE

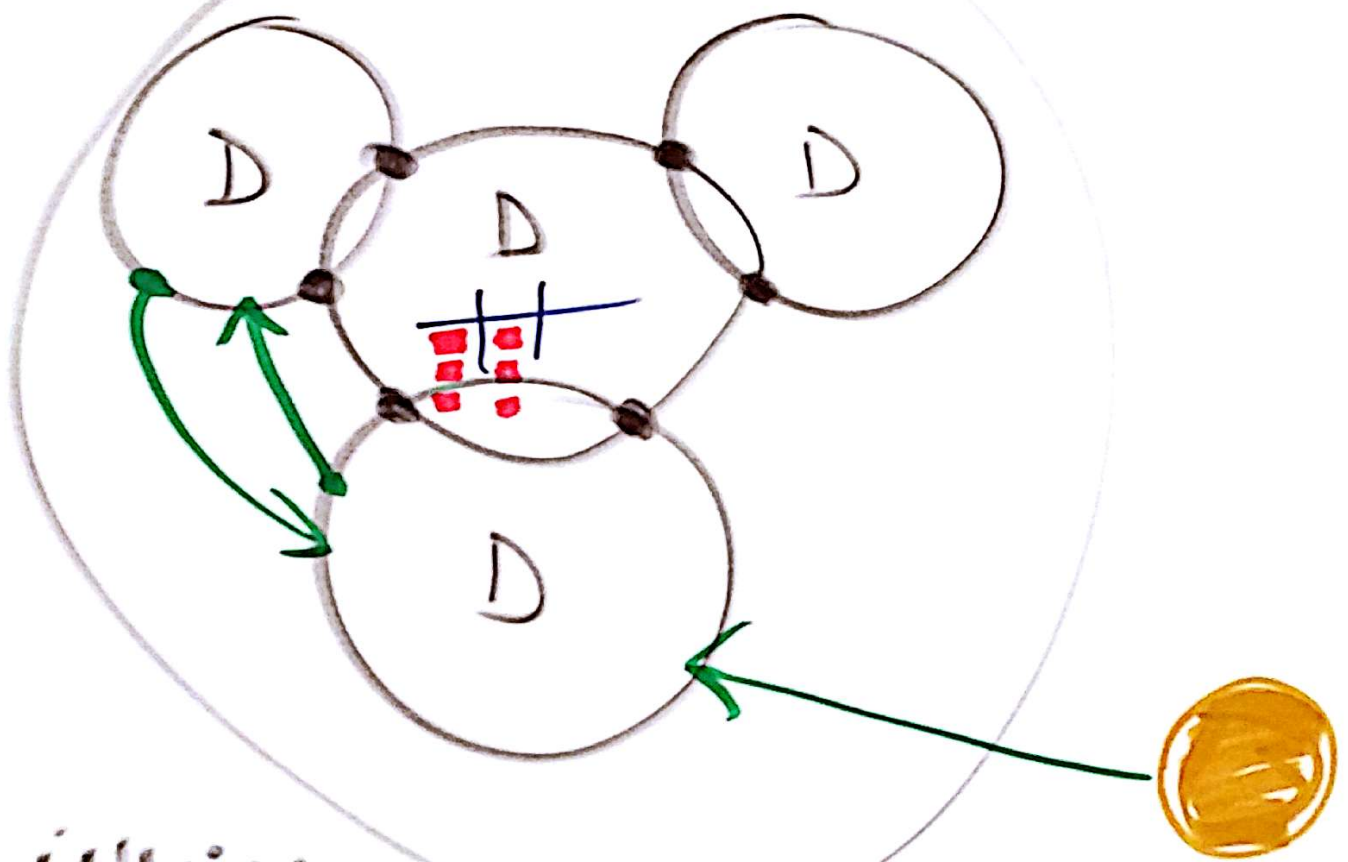
TOM LESCHER

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:

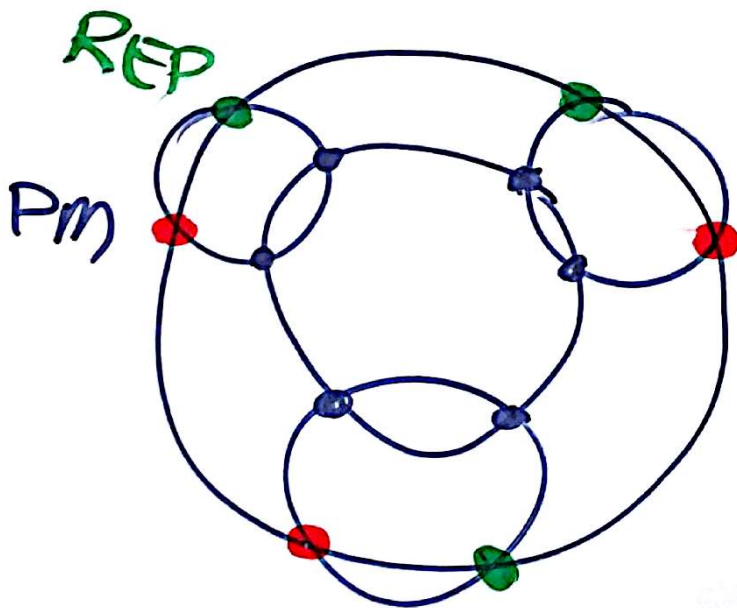
- : Add drivers to gov backlog
- : Form proposals
- : consent & object

HELPING CIRCLE

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

- OP & GOV
- OFFER A SERVICE
- ~~CAN~~^{is} BE TEMPORARY

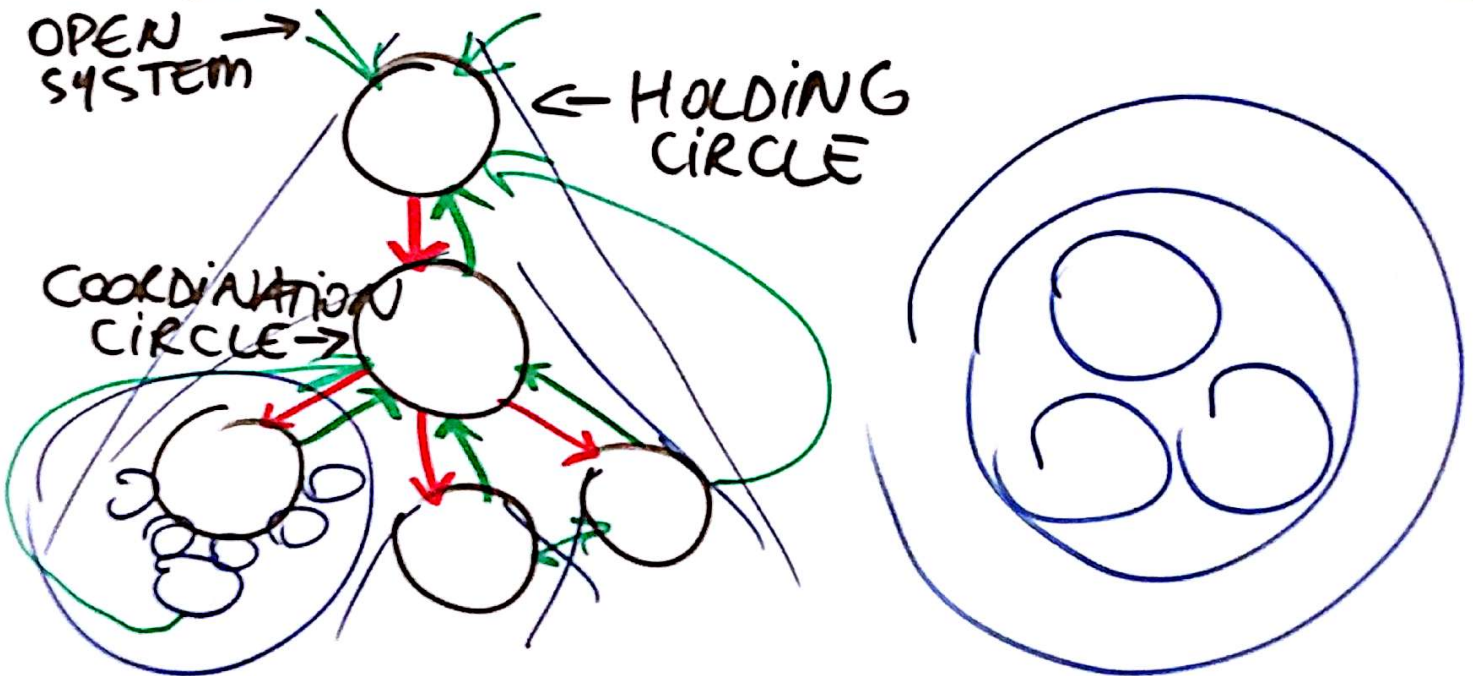
SERVICE CIRCLE



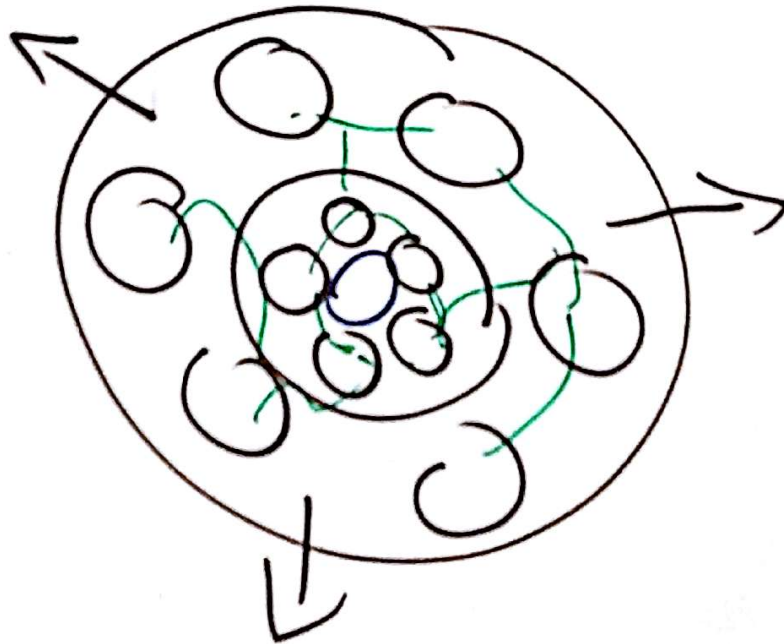
COORD. CIRCLE

ensures synchronization across the org.

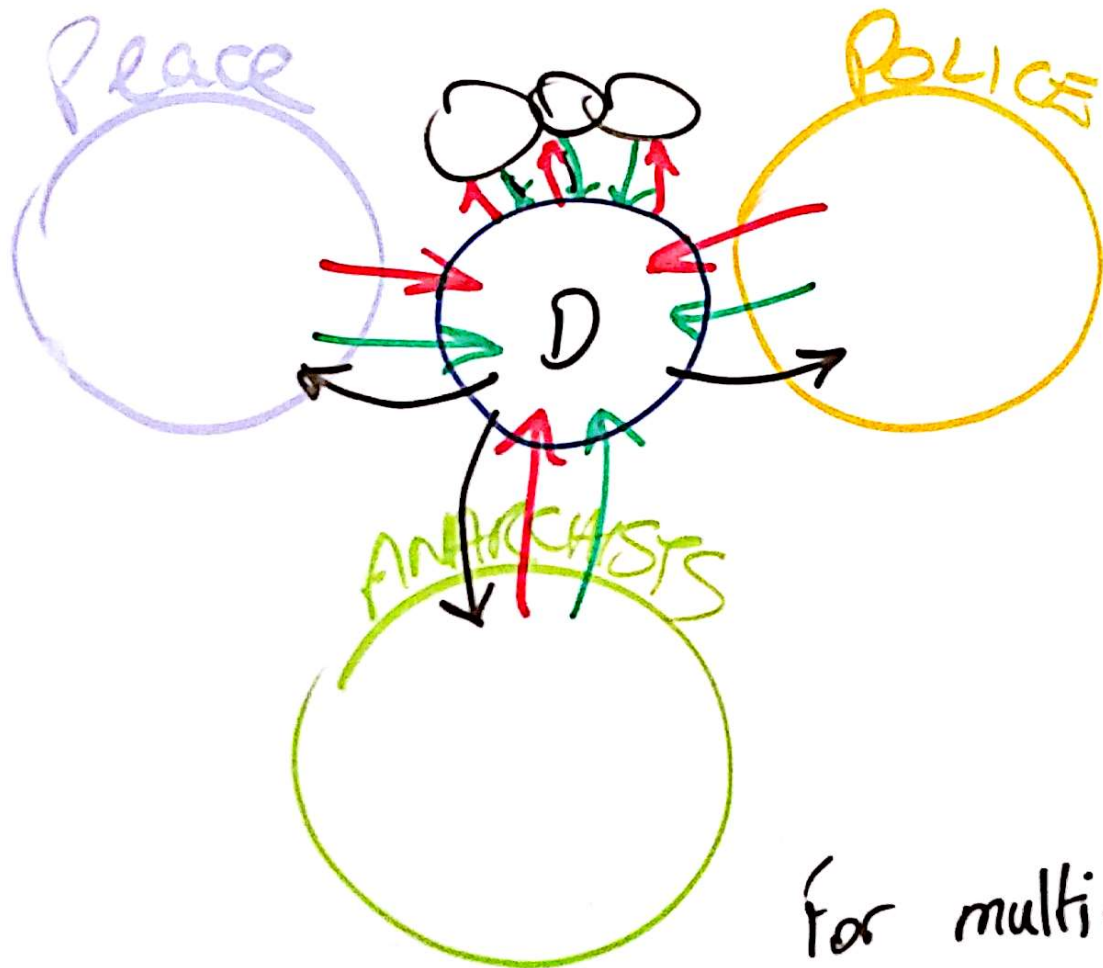
DOUBLE LINKED HIERARCHY



PEACH OR 6.



BACKBONE ORGANIZATION



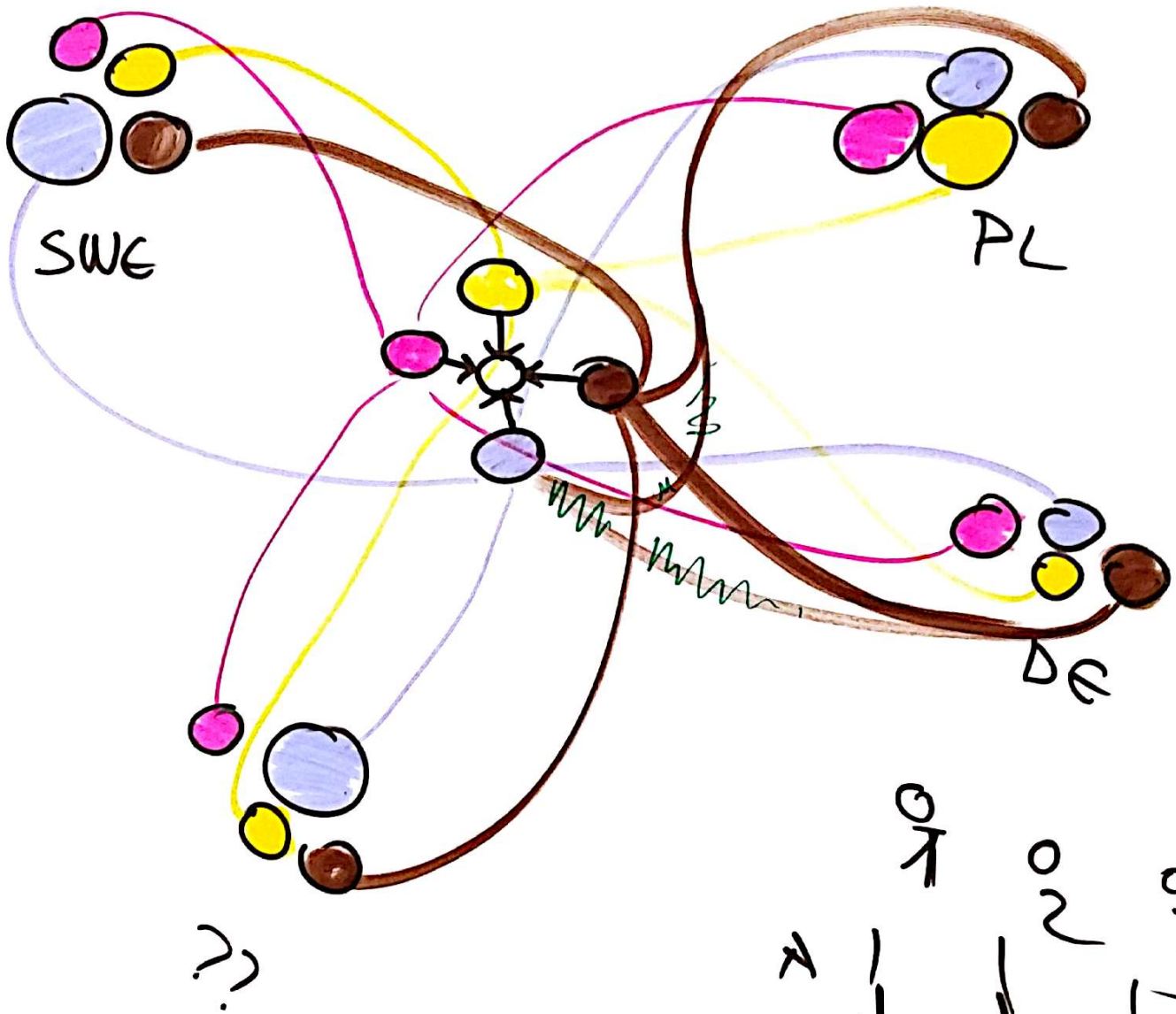
For multi-agency
collaboration
around a
shared driver.

Steward
(Pioneer) →

Represent home org. →

Represents Collaboration →

FRACTAL ORG.



	1	2	3
A			
B			
C			

ARTFUL PARTICIPATION

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

