

# Escaping the Jungle Law

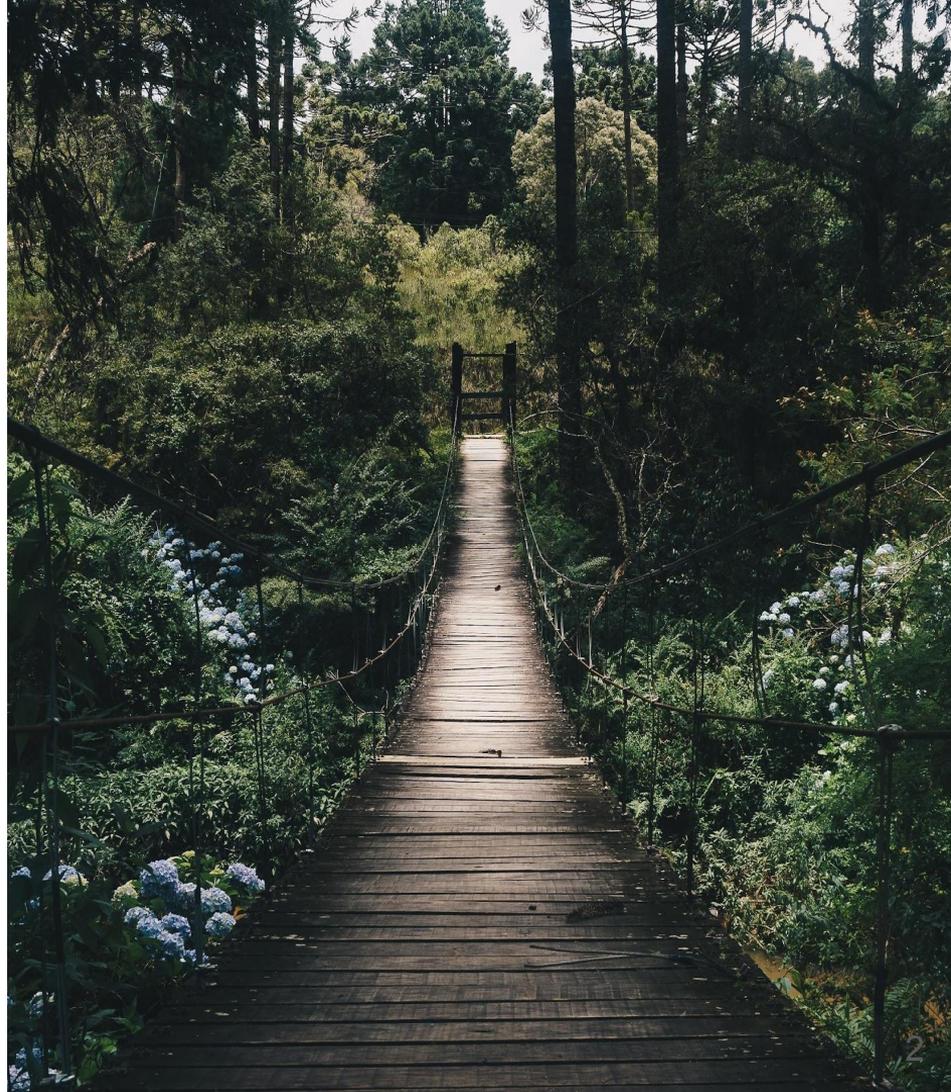
How sociocratic facilitation may help you  
create engaging and inclusive meetings

by Łukasz Adamski



# What's today?

- Why?
- What is Sociocracy
- What are rounds
- Types of rounds



ESCAPING  
THE  
JUNGLE  
LAW

# What is Jungle Law?



Story

# Why?

- Why it is worth to engage, include everyone?
- The wisdom of crowds
  - Sometimes the average of opinion is correct
- Majority is not always right
  - Often only one person has key knowledge and experience
- The myth of natural flow
  - [sociocracyforall.org/myth-natural-flow](https://sociocracyforall.org/myth-natural-flow)
  - Not supporting more silent people
  - Lack of listening

# What is Sociocracy?

- Governance and management approach looking for:
  - Psychological safety
  - Self-management
  - Effective collaboration
  - Productive organisation
- Often identified with:
  - Circles organisation
  - Consent decision making
  - Peer performance review
  - Facilitation
- More:
  - <https://www.sociocracyforall.org/>
  - <https://sociocracy30.org/>

# What are rounds?

*What a round is: everyone speaks, one by one. The facilitator picks one person in the circle to start — typically with a specific question or prompt. Then everyone in the circle speaks until everyone has spoken. Another round can begin, or the facilitator gives a new prompt.*

<https://www.sociocracyforall.org/on-rounds/>



# Hints - how to do rounds right?

- Some ground rules:
  - Right to pass
  - Right to take time
  - +1 / "I agree" - to limit repetition
- Don't jump in when other speaks
  - > write it down for your turn
- Online:
  - Call two next people "Now Lukasz, later Ewa"
  - Write the queue in the chat
- Test and repeat

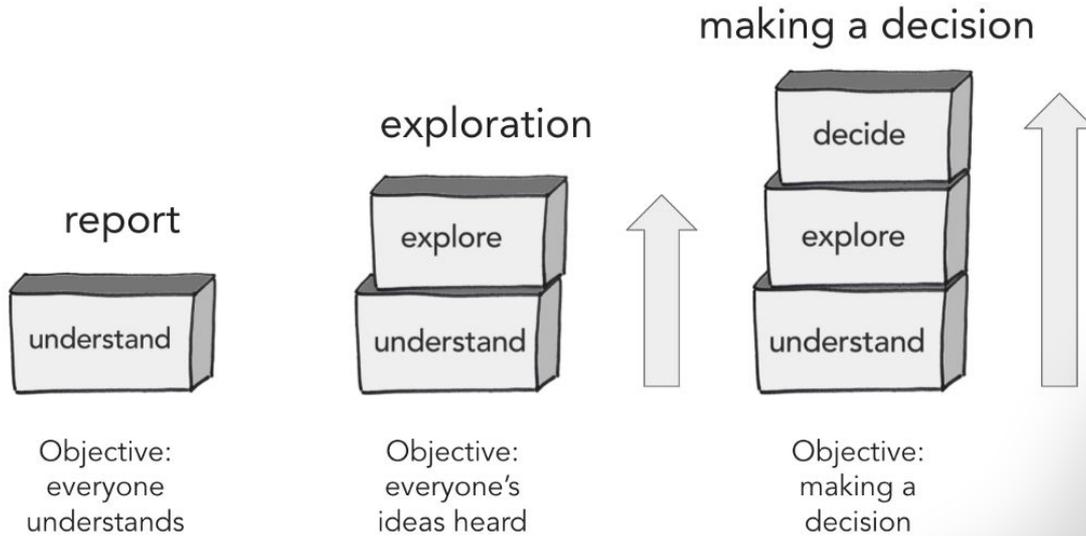
# Types of Rounds



# Opening round

- “Check in” into the meeting
- “How are you? How are you feeling?”
- Help us to take care about each others
- Introduce each other
- Shuffle questions from time to time to know each other better
  - “My favourite food?”
  - “Last holidays?”

# Discussion in rounds



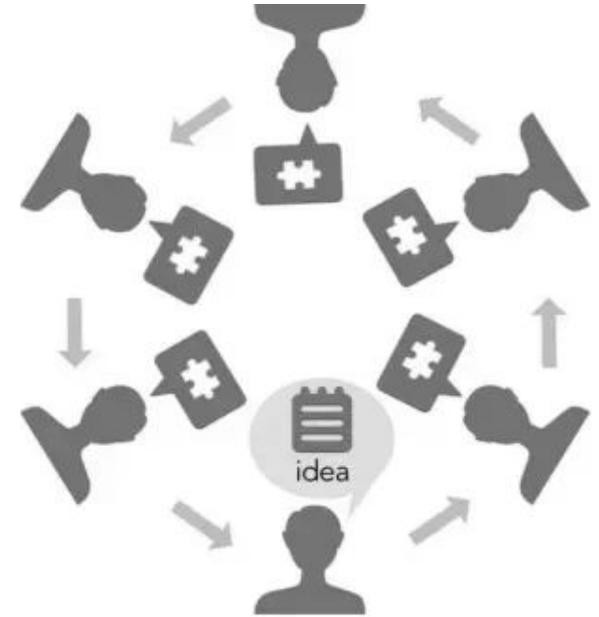
# Clarifying questions round

- After proposal/statement, before reactions
- Help to limit reacting to the wrong understanding
- “What are the questions to the proposal/statement?”
  
- Good examples:
  - “I do not understand, can you explain...”
  - “What do you mean by...”
- Avoid / pick up suggesting questions:
  - “Why not to...?”
  - “Have you tried...?”



# Reactions round

- After questions, before decision
- Help to explore how the team understand the situation / the proposal / statement
- “What do you think about it? How do you feel about it?”
- Repeat the rounds if needed
- In big groups:
  - Treat it as temperature check
  - Focus on quick reactions - five sentences or less
  - Ask for detailed discussion in subgroup of volunteers



# Closing round

- “Check in” after the meeting
- Share observation, reactions to group process and meeting
- “How did you feel on the meeting?”  
“What was helpful on the meeting?”
- Useful feedback on:
  - Interpersonal dynamics
  - Content of the work
  - Meeting facilitation

# When not to use rounds?

- Big teams, too many people ~8
- You use other inclusive facilitation  
eg. estimation poker, 1-2-4-all
- When you want to mix facilitation  
“I propose to do a free flow for 10 minutes and  
finish up with rounds”

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WHY NOT?

# Quick recap

- Types of rounds
  - Opening
  - Decision
    - Clarifying questions
    - Reactions
  - Closing
- Hints
  - Call two next people
  - Rights to pass/wait
  - +1 / I agree
  - Take notes
  - Test and repeat

# Resources

- <https://sociocracy30.org/>
- <https://en.wikipedia.org/wiki/Sociocracy>
- <https://www.sociocracyforall.org/a-facilitators-guide-to-keeping-meetings-on-track/>
- <https://www.sociocracyforall.org/on-rounds/>
- <https://www.sociocracyforall.org/meeting-format/>
- <https://www.sociocracyforall.org/myth-natural-flow/>
- <https://GoogleSlidesThemes.com>
- <https://www.youtube.com/watch?v=bRO5WqlaSnA> – Paulina Irena
- <https://www.youtube.com/watch?v=4dBh707GO8s> – Ewa Piotr



Story

# Thank you

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