Outline

1. Tools to support equal voice and learning
   a. Rounds
   b. Check in, check out (evaluation round)
2. Expect consent
   a. Consent (compared to other forms)
   b. Objections
3. Sociocratic Elections
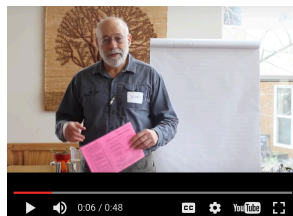   a. How
   b. Why
4. Sociocracy is more

1a. Rounds

Why rounds?

- Supports equal voice (introverts)
- Rounds support speaking AND
- Rounds support listening
- Rounds keep you on topic

→ effectiveness
→ equivalence

1a. Rounds

Rounds are your best friend

- Use rounds as a start
- Use rounds to "round up"
- Use rounds on process if you're stuck

(you can also ask for a round when you are not the facilitator!)

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1a. Rounds

Rounds on process

- When a discussion gets out of control
- When the facilitators get confused
- When the process feels muddy

→ "Let's do a round on how we could move ahead from here"

1b. Check in and evaluation round

Check in

- We meet as human beings
  (we share what might be affecting
  our behavior in the meeting)
- We get to know each other
- We can focus on the meeting

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1b. Check in and evaluation round

Evaluation round

- We reflect on our own experience
- We hear other people's experience

→ transparent
→ dynamic/learning

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2. Consent

What is consent?

- "Do you object?"
- Active process

→ shared responsibility
→ shared ownership

2a. Consent

Comparison

- majority vote

- consensus

(We can decide to make a decision by other means.)

2a. Consent

Expect consent

- Function as if consent is already the standard in decision-making:
- "Are there any objections?"
- "Let's not implement this until we have enough information to resolve this objection."

2b. Objections

Culture change: welcome objections

- Resolving objections builds a stronger proposal.
- Invite constructive objections: "Now how is this going to work? What's wrong with it? Let's make it better & get all the chinks out now."

POLICY MEETING

Opening round: check in

Administrative
  announcements
  consent to previous minutes
  confirm next meeting time
  consent to meeting agenda

Content agenda items

Closing round: evaluation and suggestions for improvements

PROPOSALS

Picture forming
  what's the issue?
  what are the dimensions?
  list of dimensions complete?

Proposal shaping
  generate proposal ideas
  organize ideas/make proposal
  proposal covers all dimensions?

DECISIONS

Present proposal

Work the proposal
  Clarifying questions
  Quick reaction round
  Consent round

Announce decision

objections →

If there are objections...

Seek understanding
  objection or preference?
  interference with aim?

Amend proposal
  revise content
  shorten term
  measure the concern

Refer to
  more focused circle
  broader circle
  helping circle
  author

Stuck? Do a round on what to do.

OPERATIONAL MEETING

Reporting

Giving feedback

Planning action

Assigning tasks

ELECTIONS

Review role, term & qualifications

Nomination
  write down nomination
  share reasons in round
  revise nomination and share reasons
    in change round

Facilitator proposes candidate
Consent round

FACILITATOR TIPS

Formats
  rounds
  turn and talk
  popcorn
  free flow
  fishbowl

Other options
  a moment of silence
  time limit for everyone

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objections

Announce decision

2b. Objections

Options for moving forward

A. Seek understanding
B. Amend proposal
C. Refer elsewhere

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Stuck? Do a round on what to do.

2b. Objections

Options for moving forward

A. Seek understanding

- Personal preference or objection?
- All circle members own the concern

"Even when an objection cannot be resolved, if it is thoroughly understood, everyone may be more willing to move forward and test the decision."

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2b. Objections

Options for moving forward

A. Seek understanding

B. Amend proposal

    a. Revise content

    b. Change term

    c. Measure the concern

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2b. Objections

Options for moving forward

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(No word-smithing with more than 3 people!)

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3. Elections

Elections

1. Review role, term and qualifications
2. Nomination round
3. Change round
4. Consent round

POLICY MEETING

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Stuck? Do a round on what to do.

OPERATIONAL MEETING

- Reporting
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- Planning action
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ELECTIONS

- Review role, term & qualifications
- Nomination
  - write down nomination
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FACILITATOR TIPS

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tasks

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3. Elections

Why?

- Increase knowledge through feedback
- A volunteer may not be the best person for the job, and the person who is may not volunteer.
- People often recognize abilities in others that others don't see in themselves.

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3. Elections

More whys...

- There can be resolvable objections to a nomination proposal (time, experience etc.)
- Building leadership
- Group wisdom!

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4. Sociocracy is more

Basic principles of Sociocracy

- Consent decision making
  → elections, policy
- Organizational structure
  → linking, double links, General Circle
  → decisions in small circles
- Feedback
  → evaluation for policy, roles, meetings

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For All

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