

Sociocracy For All webinar

Consent

How to invite, welcome and deal with objections



What is an objection?

= a concern that a proposal will **get in the way of the circle's aim.**

(Aims: “offering a Thanksgiving dinner to the homeless in Madison county”)

Personal preference

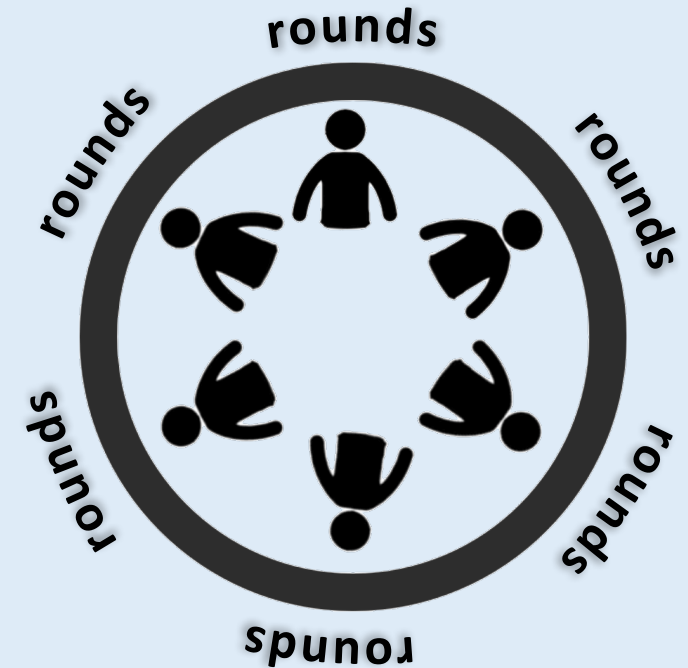
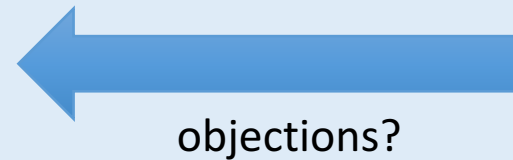
No objection

Objection



When do we hear objections?

- Present proposal
- Clarifying questions
- Quick reactions
- Consent round



Why do we want to hear objections?

- Since an objection is a concern that a policy might conflict with the circle's aim, the objection will contain **valuable information** that everyone wants to hear and understand before we make a decision.
 - We have to have everybody in the circle in the boat for maximal buy-in.
- Time spent on objections in time worth spending



Who is responsible for addressing the objection?

Rumor about sociocracy:

~~In sociocracy, the *objector* has to come up with a better proposal.~~

Everyone in the circle is responsible to deal with the objection.

How do we invite objections?

- Training (this webinar!)
 - Culture change:
 - Ask for objections
 - Model objections
 - Deal with objections
- know your options!

“If you have doubts that you can work with this, now would be a good time to say it so we can make the proposal better.”

“I am concerned this might be in conflict with what we want to be doing. Can we find a way to make it safer?”

Now what? Options.

- Seek understanding
- Amend proposal
- Refer to other circle/get feedback

Options for moving forward: Seek understanding

- What is the concern?
- Where is the interference with the circle's/organization's aim?
- Personal preference or objection?

(Even if it is “just” a personal preference, it is worth listening!)

Options for moving forward: amendments

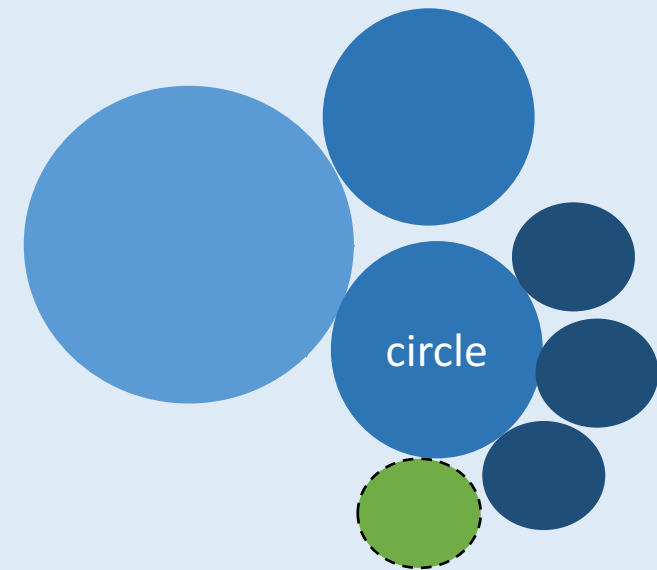
- Revise content
- Shorten term
- Measure the concern

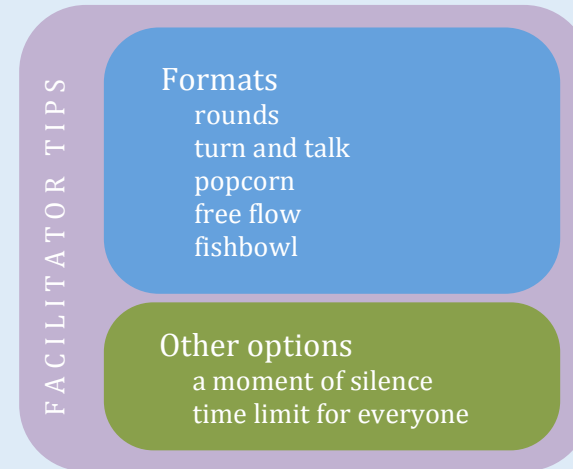
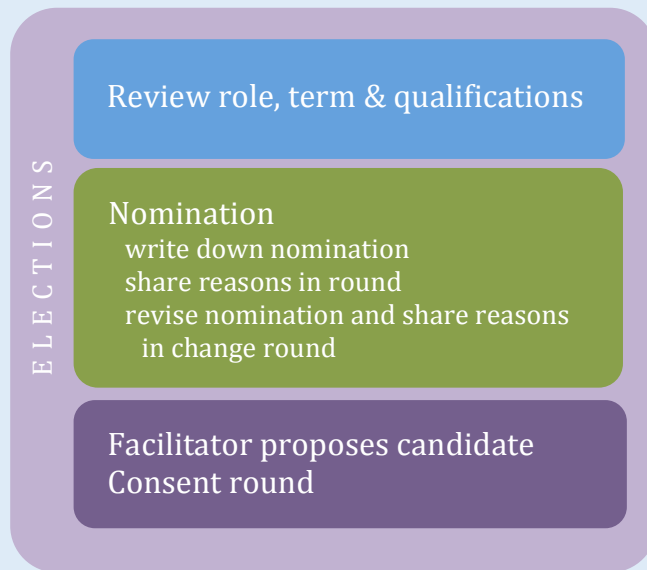
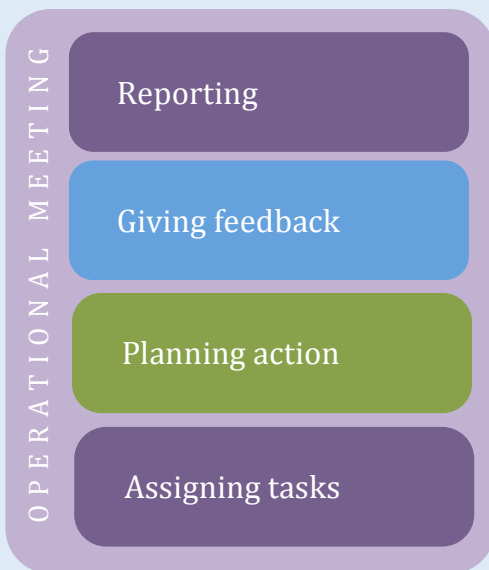
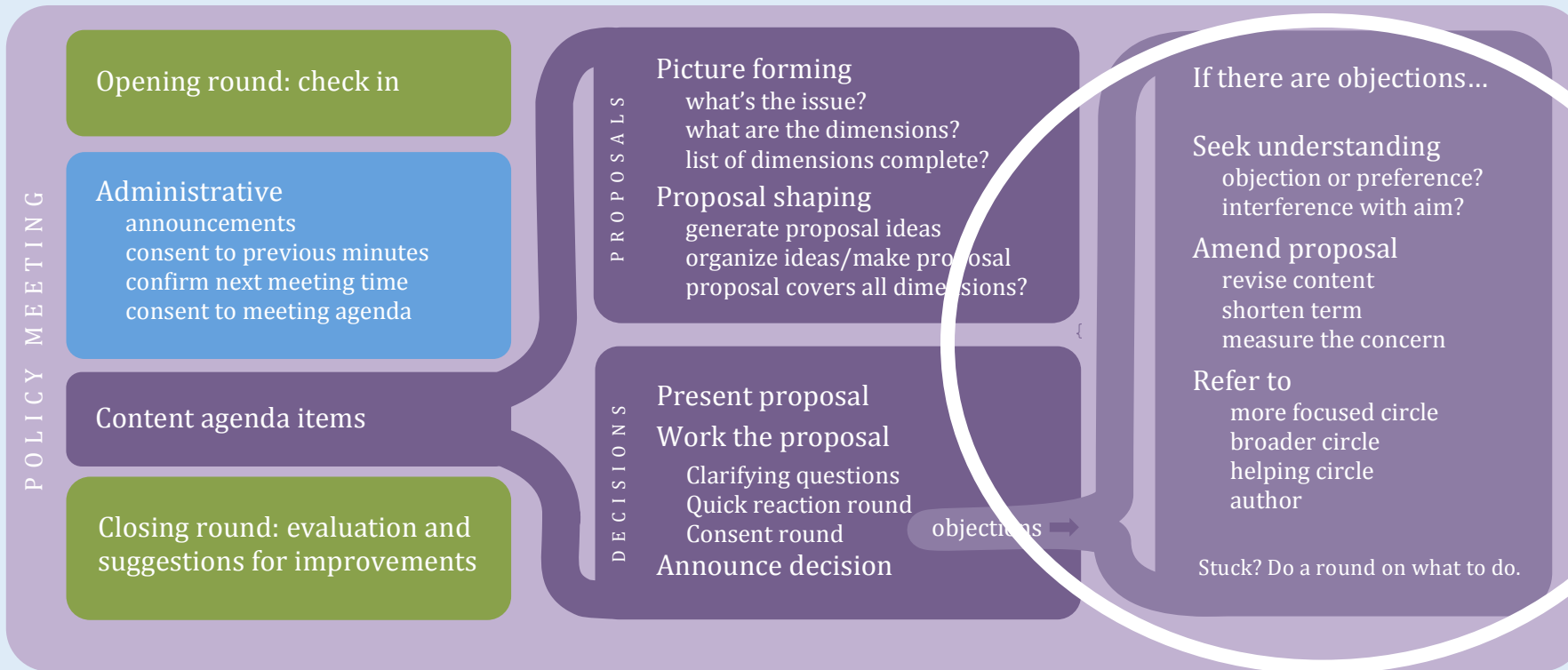
Options for moving forward: refer to...

Send issue to a different circle OR get feedback from...

- a more focused circle (a “subcircle”)
- a broader circle (the “parent circle”)
- a helping circle
- author

→ there has to be a next step!





If you're stuck...

Do a round on what to do.

yes, we've said that before.



Example 1

Proposal:

Membership circle is forming a new subcircle “outreach + orientations” to do outreach to non-members and to perform orientations.



How are we going to populate this circle? We are stretching ourselves too thin and might burn out.

Example 1

Proposal:

Membership circle is forming a new subcircle “outreach + orientations” to do outreach to non-members and to perform orientations.

We recruit circle members (by doing...).

We re-evaluate in three months and would like 6 committed circle members by that time. If not, the existence of the subcircle will be reconsidered.

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

I consent.

Example 2:

Policy:

Every community member has to do 6h of community work.
→ If you don't work, you can pay \$.

CommWork circle asks CommLife for feedback.
The decision **stays** in Community Work circle since the policy is in Community work circle's domain.

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
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author

Stuck? Do a round on what to do.

Resources

- Decision-making sheet both in black & white and in color is on the site www.sociocracyforall.org/resources
- More on feedback in our 23min video here: https://youtu.be/F818QTn6_f8
- Explanation/how-to video of decision-making sheet is here: <https://youtu.be/kRo4nQbmxrE>
- Subscribe to Jerry Koch-Gonzalez on youtube
- Sign up for the mailing list on : www.sociocracyforall.org (newsletter ca. once a month)
- Twitter [@sociocracy4all](https://twitter.com/sociocracy4all)

Sociocracy For All (SoFA)

Here is how SoFA can help you

- Free resources (articles, videos, webinars, webinar recordings)
- In-person workshops (\$\$ depending on your budget and travel costs)
- Put a SoFA member on retainer (for instance 2h of phone call time a month, \$100)
- Sociocracy Leadership Training (SoLT)

www.sociocracyforall.org/solt

see website for next cycle

(as of Oct 2016, \$200 for 12 intense weeks, may be subject to change)

Sociocracy For All (SoFA)

Here is how YOU can help SoFA

- Share the free resources and use them!
- Host an in-person workshop and/or help us promote locally
- Donate \$\$ or help us find donors
 - Free us up to generate content
 - Support underfunded change-making organizations
- If you participate or watch the recording, how about donating \$5 to SoFA so we can keep producing free content

