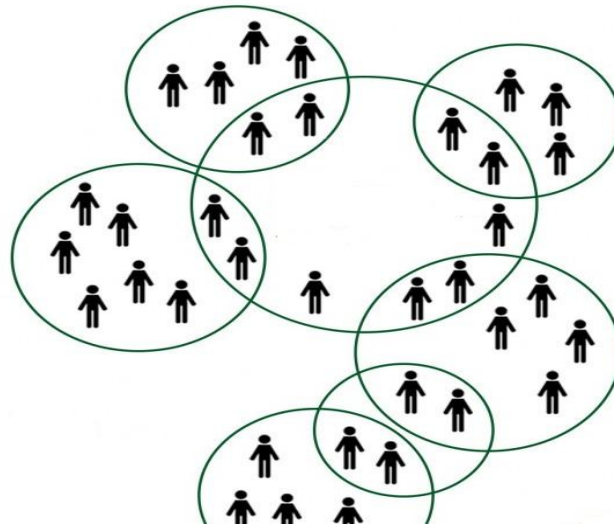


## Sociocracy

Self-governance and consent decision-making in organizations



*"First, the interests of all members must be considered, the individual bowing to the interests of the whole. Second, no action can be taken if there are no solutions found that everyone can accept. Third, all members must be ready to act according to these unanimous decisions."*

Tags: Social. Leadership and empowerment.

Challenge:

Better, more efficient, balanced, merit-based decision-making.

Solution:

The Four Governing Principles of Sociocracy

1. Consent governs policy decision-making. Consent means there are no argued and paramount objections to a proposed decision.
2. Circles are the primary governance unit. Circles are semi-autonomous and self-organizing. Within their domain, they make policy decisions; set aims; delegate the functions of leading, doing, and measuring to their own members; and maintain their own memory system and program of ongoing development.
3. Circles are connected by a double-link consisting of the functional leader elected by the next higher circle, and two or more representatives elected by the circle, all of whom participate fully in both circles.
4. People are elected to functions and tasks by consent after open discussion.

In a sociocratic organization, these four principles are used to form a governance structure that all its members. Everyone has a direct voice, within their domain of responsibility, guaranteed by the principle of consent, in the determining the policies that affect their role in the organization. To understand how this works, sociocratic consent and objections need more explanation.

Links:

<http://www.sociocracy.info/about.html>

Submitted by: FFCUL