

## **Sociocracy 3.0**

A practical guide for evolving agile and resilient organizations



Image: <http://www.agileconsortium.net/wp-content/uploads/2016/04/s3-pattern-groups-s.jpg>

*“We are the ones we are waiting for.” Atributed to an unnamed Hopi elder*

**Tag:** organizational, effective collaboration

### **Challenge:**

There is a need for a model capable of adressing participatory decentralized organizations and networks, ensuring equivalence of all members needs and guranteeing effectiveness of operations.

### **Solution:**

Sociocracy is a system of governance using consent-based decision making and an approach towards structuring. It has built in processes for policy forming, elections, evaluations and reviews of results and performance, feedback loops and integration mechanisms, information management and flow systems, processes that stimulate continual individual and group learning as well as models for dynamic steering and merit based leadership.

It has created paradigm-changing results worldwide in corporations - small businesses - non-profit's and non-governmental organizations - grassroots movements - nursing homes - colleges - ecovillages and cohousing communities - religious organizations - private schools - Agile/Lean coaches & teams and international professional and educational membership organizations.

### **Reference:**

<http://sociocracy30.org>

<http://sociocracy30.intranzitie.org/>

Submitted by Romania in Transition Association A.R.T

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