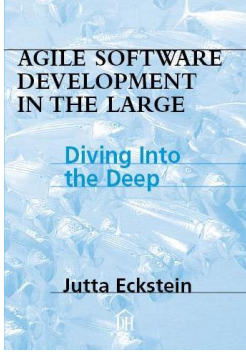
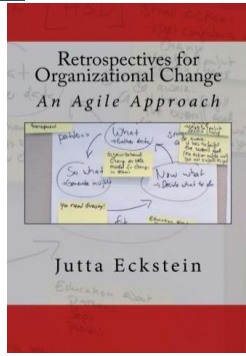
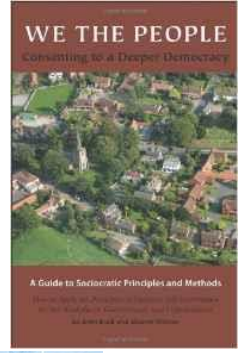
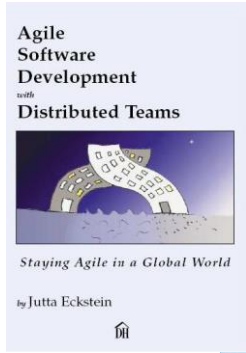
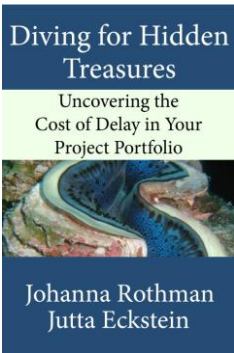


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WITH SOCIOCRACY, HIERARCHY BECOMES AGILE

How to be an organization with “no managers” AND “no workers”



SUMMARY OF SOCIOCRACY PRINCIPLES

- Circles as semi-autonomous units
- Shared decisions based on consent
- Electing people to functions and tasks
- Double-linking between circles

3

INTRODUCE YOURSELVES



- Person with “lowest birthday number” facilitates.
- Facilitator leads a round to introduce yourselves at your table. Begin by asking someone to start.
- When it’s your turn, please share:
 - Your name,
 - Your organization, and
 - Your experience with self-organization and decision-making in relationship to the hierarchy.

4

ELECTION FOR FACILITATOR

- Review role, term, qualifications
- Fill out nomination form
- Share reasons
- Change round
- Consent to candidate

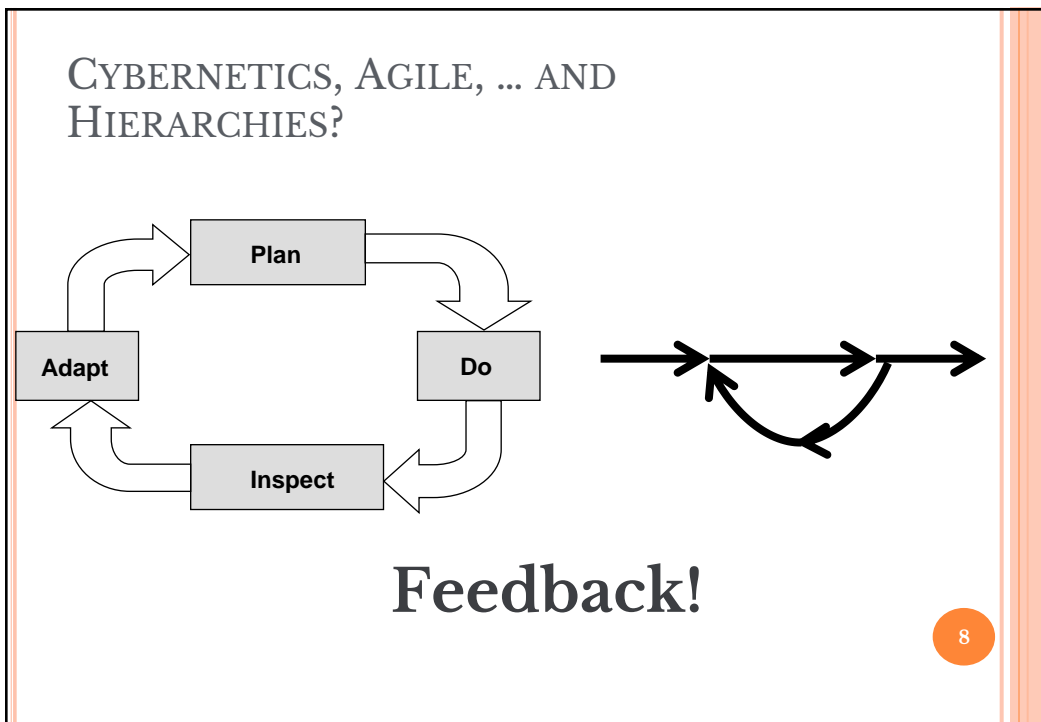
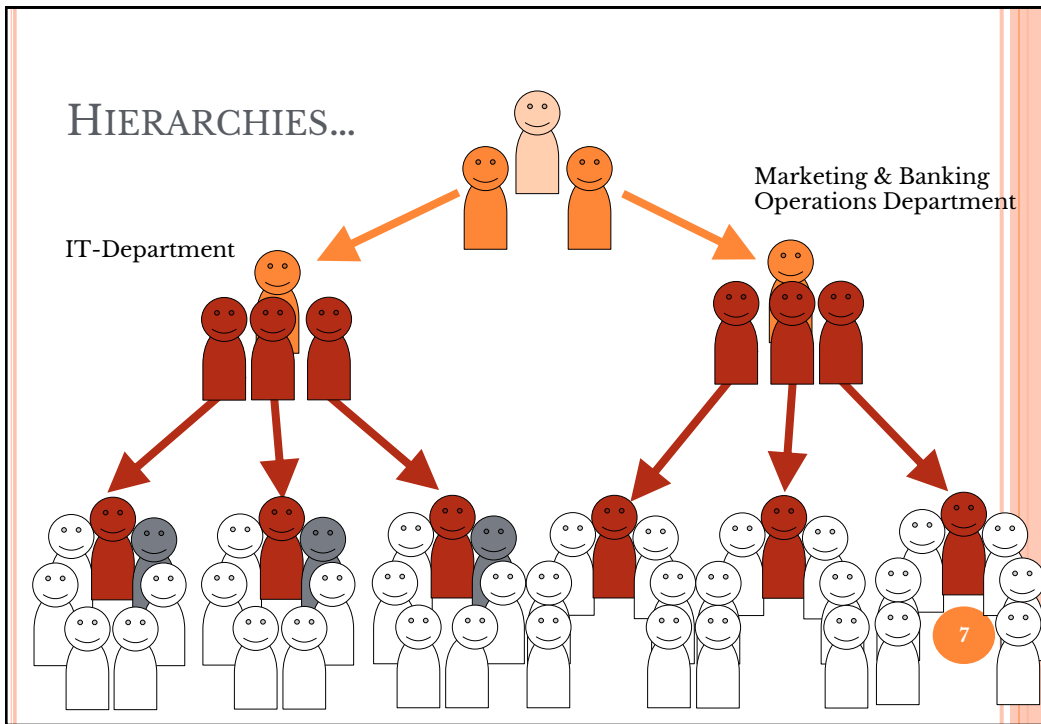
I, [your name],
nominate
[name of person nominated]

5

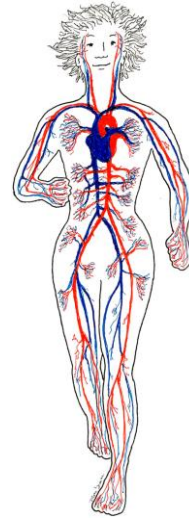
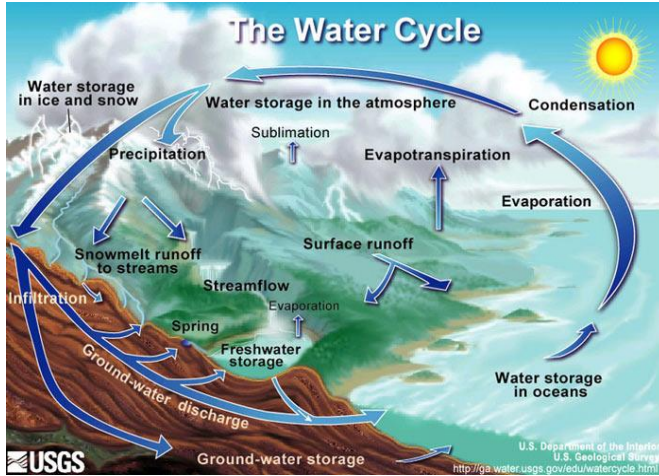
SUMMARY OF SOCIOCRACY PRINCIPLES

- **Circles as semi-autonomous units**
- **Shared decisions based on consent**
- **Electing people to functions and tasks**
- **Double-linking between circles**

6

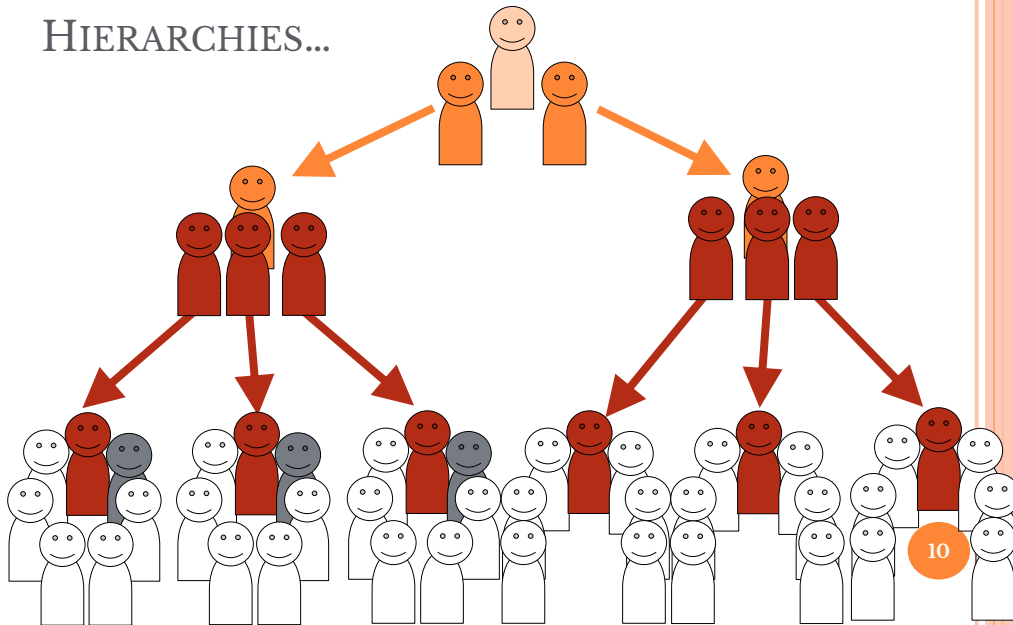


CIRCULAR POWER

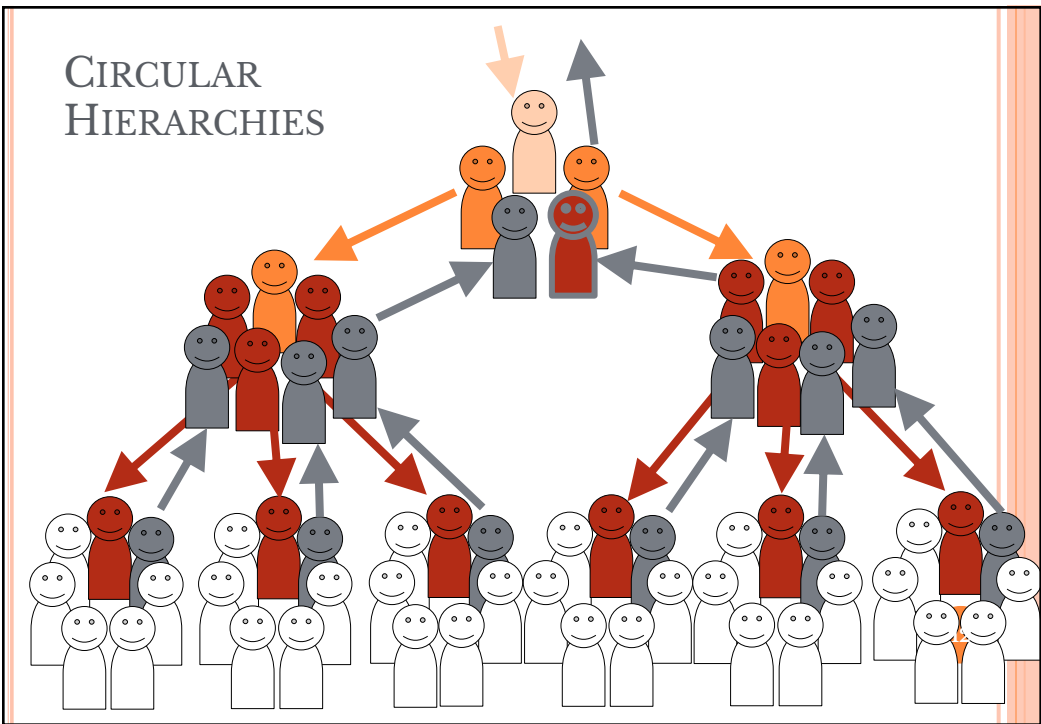
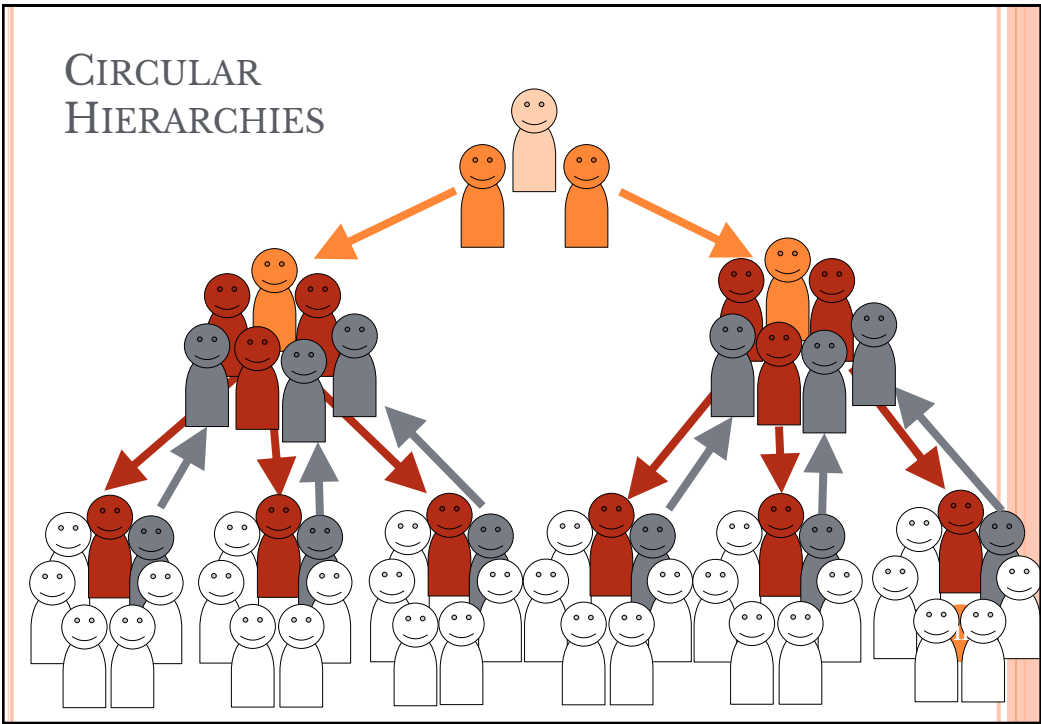


9

HIERARCHIES...



10



SCRUM MASTER'S EXPECTED SERVICE TO THE ORGANIZATION

- Leading and coaching the organization in its Scrum adoption;
- Planning Scrum implementations within the organization;
- Helping employees and stakeholders understand and enact Scrum and empirical product development;

• Source: <http://www.scrumguides.org/>

13

SUMMARY OF SOCIOCRACY PRINCIPLES

- **Circles as semi-autonomous units**
- **Shared decisions based on consent**
- **Electing people to functions and tasks**
- **Double-linking between circles**

14

MANY THANKS!

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