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

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.
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___]

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HIERARCHIES...

IT-Department

Marketing & Banking Operations Department

CYBERNETICS, AGILE, ... AND HIERARCHIES?

Feedback!

Plan

Adapt

Inspect

Do
CIRCULAR POWER

The Water Cycle

- Water storage in ice and snow
- Precipitation
- Condensation
- Sublimation
- Evapotranspiration
- Evaporation
- Snowmelt runoff to streams
- Streamflow
- Surface runoff
- Infiltration
- Spring
- Freshwater storage
- Ground-water discharge
- Ground-water storage

Hierarchies...

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CIRCULAR HIERARCHIES
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/

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MANY THANKS!

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