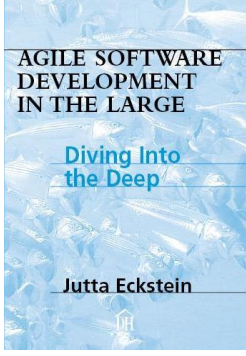
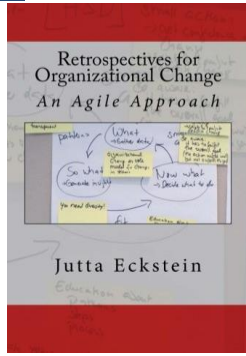
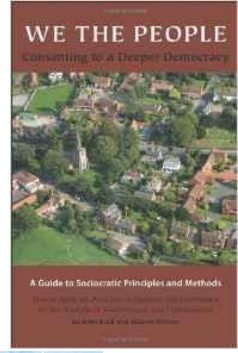
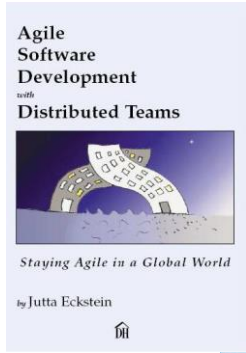
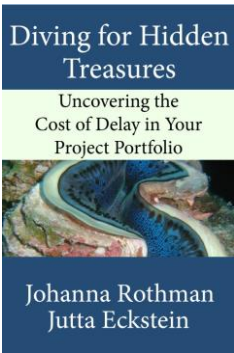


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# WITH SOCIOCRACY, HIERARCHY BECOMES AGILE

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

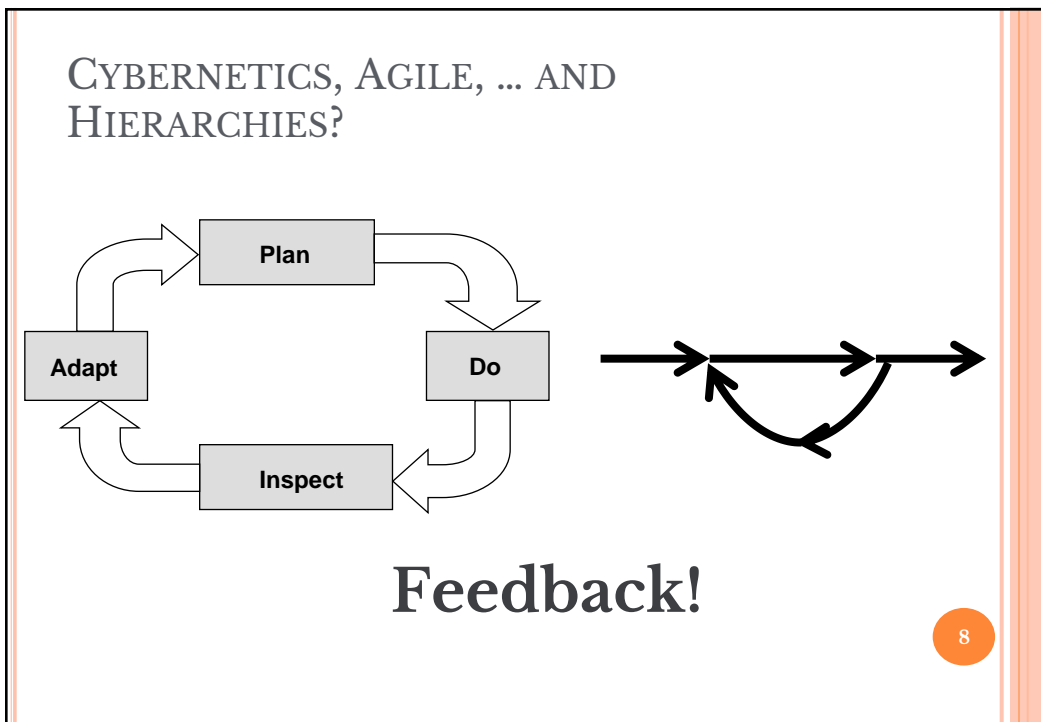
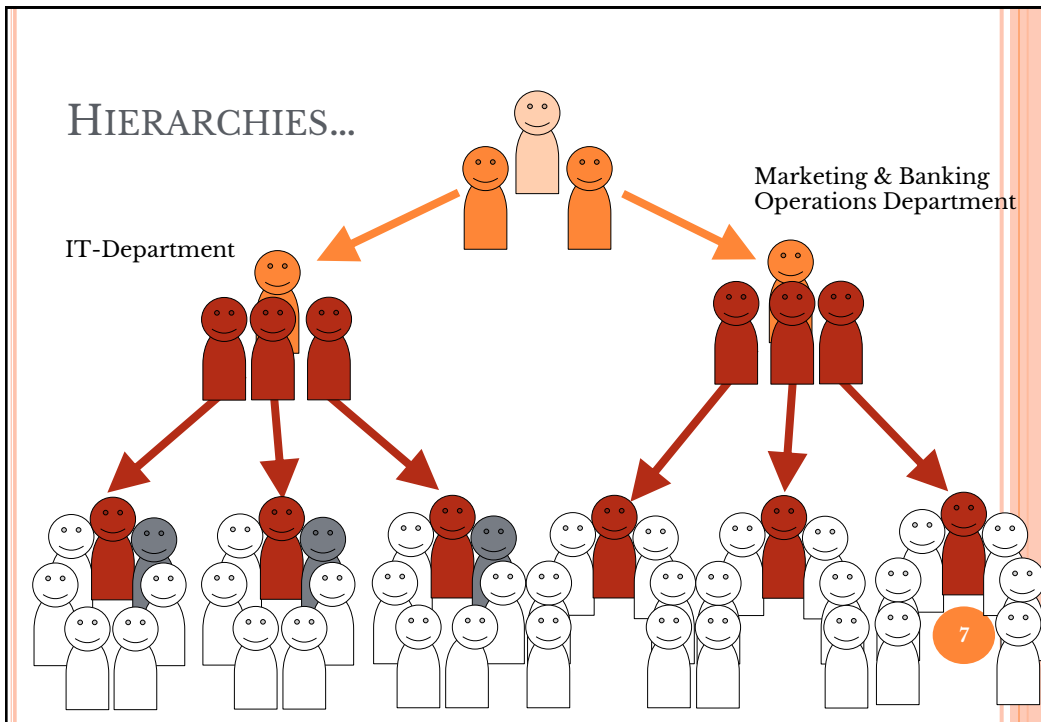
I, [ your name ],  
nominate  
[ name of person nominated ]

5

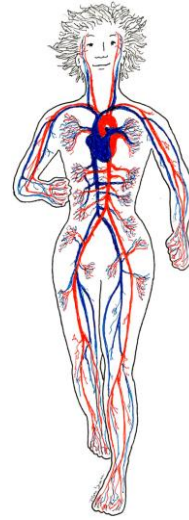
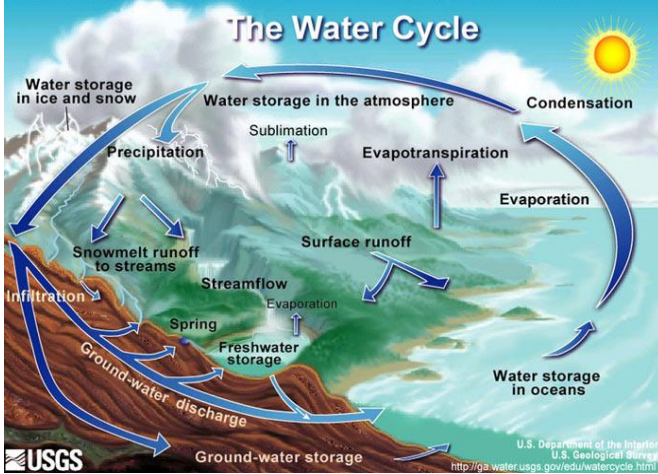
## SUMMARY OF SOCIOCRACY PRINCIPLES

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6

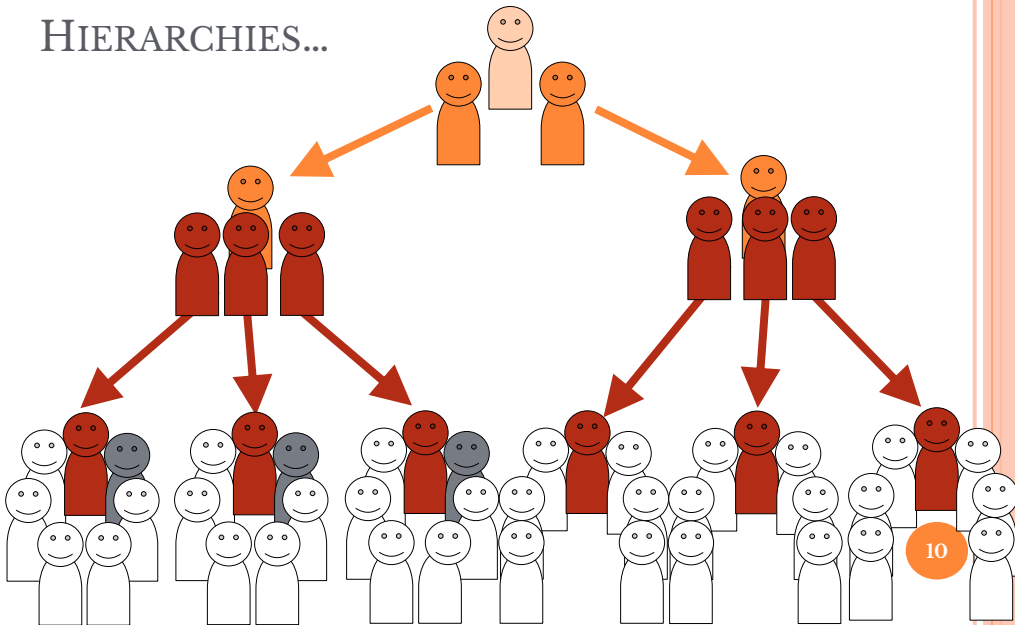


# CIRCULAR POWER

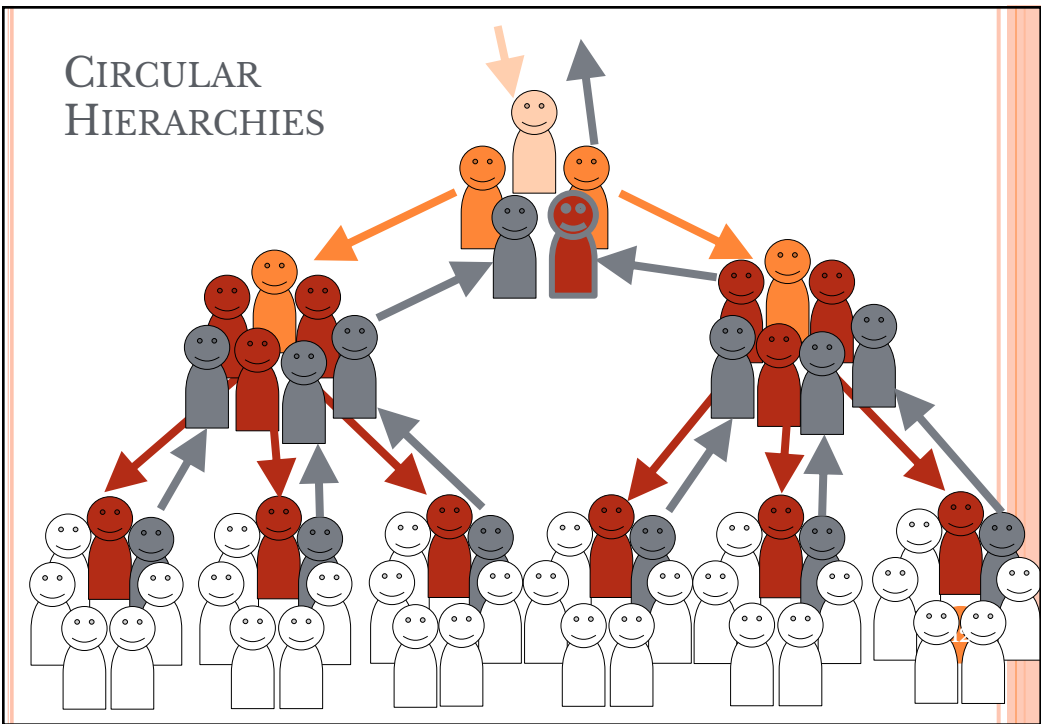
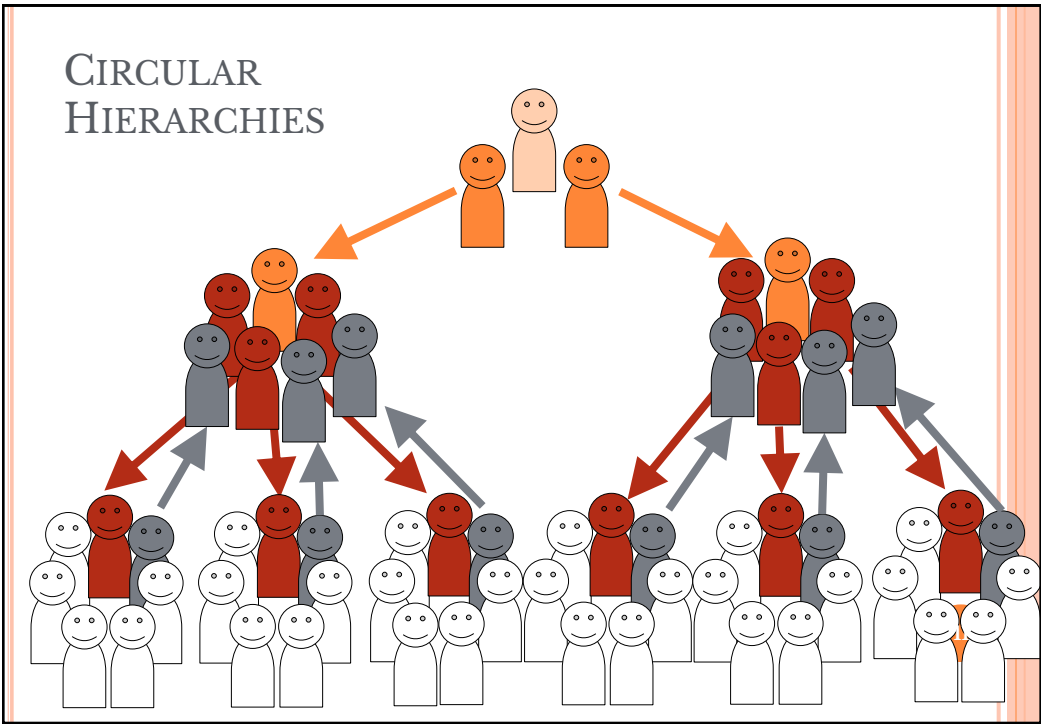


9

# 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

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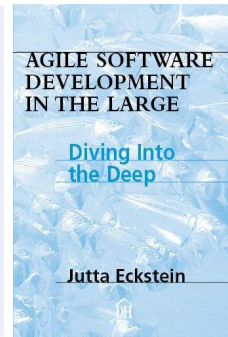
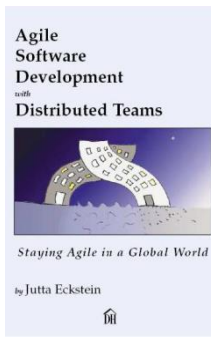
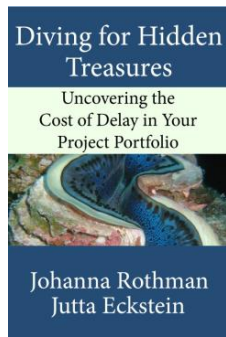
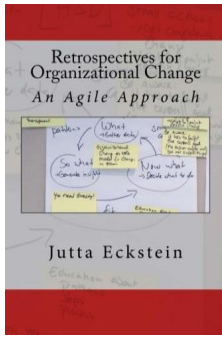
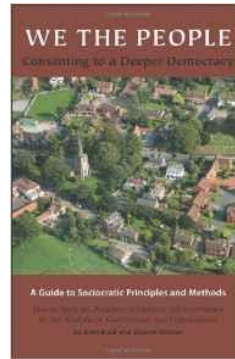
14

MANY THANKS!



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15