# Is there a system of organization and decision making...

- that is more effective and scalable than consensus?
- that delivers greater equality than majority rule democracy?
- that delivers products and services efficiently in any sector businesses, nonprofits, and social change organizations?

# **Dynamic Governance!**

- Dynamic Governance (DG) is an effective participatory decision-making process based on equivalence of power of all participants regardless of their position in an organization's managerial hierarchy.
- Dynamic Governance redesigns traditional organizational decision making, transforms ownership structure, and offers a vision of society based on power-with.
- Dynamic Governance is also known as Sociocracy meaning governance by the "socios"
   those who associate together!

Drawing on cybernetics and systems theory and designed by an engineer in the Netherlands, DG gives everyone in an organization an ear, a voice, and informed influence over policy that affects them. Businesses, non-profits, educational bodies, health care organizations, and community groups use it. DG invites participation, inspires leadership, and allows an organization to flourish in a changing environment.

# Why Dynamic Governance?

- To improve decision making and workflow.
- To give everyone a voice and influence.
- To support a triple bottom line approach: care for the well-being of clients/consumers, workers/investors, community/environment.
- To serve as a model towards building a resilient, sustainable, and cooperative economy and society.



# What are the values underlying Dynamic Governance?

- **Equivalence**: Individuals function as peers in deciding how to accomplish their collective aims.
- **Effectiveness**: Designing for action; continuous development toward accomplishing aims and goals.
- Transparency: Direct access to all policy documents and records relating to one's work.

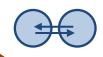


### **Dynamic Governance Basic Concepts**

#### **GOVERNANCE STRUCTURE**

- •Organize projects and tasks by groups of people (circles) sharing a specific purpose (aim). Some circles have more general aims, others have more specific aims.
- Double-links (≒) between more general and more specific circles provide for two-way flow of information (proposals, policies, reports, feedback).

## FEEDBACK LOOPS: Lead-Do-Measure Cycle



#### DECISION MAKING: Consent

- •Policies have time frames and measurement and evaluation criteria built into them.
- •A circle member can request evaluation sooner than the consented time frame if necessary or useful.



- Decisions are made by consent.
  Consent exists when there are no remaining objections to a proposal.
- •Objections are valuable information (feedback) used to improve a proposal. They must relate to accomplishing the circle's aim.



Thanks to Jerry Koch-Gonzalez, Diana Leafe Christian, Sheella Mierson, and John Schinnerer, The Sociocracy Consulting Group, for this drawing.

# Get to know more about Dynamic Governance!

- Read We the People: Consenting to a Deeper Democracy. Available from sociocracy.info and Amazon.
- Visit The Sociocracy Consulting Group's website: <a href="www.sociocracyconsulting.com">www.sociocracyconsulting.com</a> and read articles, sign up for our mailing list/blog and for workshops (teleclasses and in-person).
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