

# Foundational Elements of Sociocracy



This work by John Schinnerer is licensed under a Creative Commons Attribution-ShareAlike 3.0 Unported License - <http://creativecommons.org/licenses/by-sa/3.0/>

# Sociocratic Values (ethics)

Equivalence – individuals function as peers in deciding how to accomplish their collective aims

Effectiveness – designing for action; continuous development towards accomplishing aims

Transparency – direct access to all policy documents and records relevant to governance and decision making

# Sociocratic Principles

**Consent** – Consent governs decision-making. Consent means there are no argued and paramount objections to a proposed policy decision.

**Circles** – circles are semi-autonomous, self-organizing units with their own domain and aim and their own action, development and feedback processes.

**Double Linking** – between circles - enables information (feedback) to travel up, down and across an organization

**Elections** – Circles elect people to functions, tasks and roles by consent and with transparency

# Vision Mission Aim (VMA)

Vision – a description of the world as we want it to be in the future (*A world where...*)

Mission – our general approach to creating that desired future

Aim(s) – specific steps that carry out our mission and create our desired future (*To produce...*)

## **Election parameters**

**Responsibilities** – *of* the position, role, task.

**Qualifications** – *for* the position, role, task.

**Term** – *how long* before end of or review of the position, role, task.

# Election process outline

- Review & consent to parameters for role: responsibilities, qualifications, term
- Submit nominations to facilitator
- Round – reasons for nominations
- Round – invite changes to nominations, with reasons
- Facilitator proposes a candidate whose reasons for nomination satisfy parameters for role
- Round – consent re proposed candidate (candidate last)