

# HolacracyOne Community of Practice Call - Sociocracy - Holacracy™ - December 7th, 2011

Prepared by Bernard Marie Chiquet

Comments by Christian Rüther, former member of the sociocratic center Germany

## Main difficulties to explain differences:

- same words for different things: governance, circle, rep link, election process, decision process, objection

- different levels of consciousness: from “about us” to honoring the sovereignty of the Organization - from focus on “codependence” to “territories” to “individual sovereignty”

Topic	Holacracy™	Sociocracy
Organization	Living System with its own identity & Raison d’Être	Entity of persons, that share the same vision and wants to fulfill the vision
Operating System	Core Organization	Consent rules every decision making, many organisations delegate their operational decisions to a leader with autocratic decision making, but this is one way
Tension	Essence of Holacracy™	Main aspect, it’s all about tension and governance of power
Dynamic Steering		Main aspect, part of consent – the bike example is from sociocracy/ holland
Governance	Real explicit structured discipline - <b>new vacuum space that allows integration</b>	Clear structured governance meetings
Spiral Dynamics	Yellow	Green, Yellow, turkis
Decision Process	IDM™, valid/invalid objections	Consent – argued and Paramount objection
Who decides the validity of the objection?	Facilitator/ the group	The person giving the objection, can’t be overruled by anyone else
What happens if a circle don’t get a decision	Not quite clear, 3.9.-3.10 in constitution	After two meetings after 48 hours decides the next higher circle
Structure	Holarchy	Not specified – circle and operating structure, often is this a hierarchical one, but also in the circle structure are different hierarchies
Hierarchy of Circles	Board Circle, General Circle, specific Circles	Top circle, general circles, specific circles

Circle	Cell with scope	Sum of individuals, working with sociocratic method to reach an aim
Meeting structure	Strategy, Governance, tactical, daily meeting (Lencioni Death by meeting)	Not very much specified, difference between governance and operational meeting
Strategy	Major theme, strategic initiatives, higher purpose	Not specified
Dynamic Operations	Real structured practice : Agile, GTD®, Lean	Not specified
Individual Action	Process	Not specified
Election Process	Integrative Election Process™	Open election with consent
Rep Link	Rep Link	Double Link
Self-organized Circle	Yes	Yes
Applications	Organizations	All : Communities, Government, Families, Companies, etc.
Aim	Higher Purpose - Raison d'être	Vision as a wanted picture outside of the entity (better world) Aim as a wanted picture/ distribution of a part-Entity inside the organisation
Work to be done	Roles/Accountability	Production Process (designed) input-transformation-output Leading/doing/measuring - doing tasks - leading tasks - measurement tasks Roles/ Accountability possible – not specified
Allocation	Role assignment by default by Lead Link	Consent in the governance circle
Who hires new members and fire old ones?	??	Circle in consent, „fire“-process is a special one, where the candidate can be part of the circle meeting, but has no decision-power
Status or Grades	No	Not specified
Corpus	Constitution - easy to obtain	Constitutions – not so easy to obtain
Individuals	Individual sovereignty - differentiation of people and organization	Individual sovereignty – all the people like to realize the aim

Facilitation	Care for the process alone	Care for the process, the people and the higher aim (vision/aim)
Leadership	Everybody in their Roles - power shift from human to Governance space AND autocratic power in roles	Not specified
Example	UdN from Sociocracy to Holacracy™ - change of interpersonal dynamics - use of sociocracy outside Holacracy™ meetings	Endenburg electronics since 1970, Reekx, Wheels for all in Holland I've found 8 totally sociocratic organisations and about 50 that realized some parts of sociocracy Ted Millich had made a documentary about it, <a href="#">here</a> is a short version

### Sources of Sociocracy are:

- Buck, John/ Villines Sharon: We the people, 2007
- Endenburg, Gerard: Sociocracy. The organization of decision-making „no objection“ as the principle of sociocracy, 1998
- Endenburg, Gerard: Sociocracy as a social design, 1998
- Global Sociocratic Center: Norms of Sociocracy SCN 500 and 1000
- [Rüther, Christian: Soziokratie. Ein Organisationsmodell. Grundlagen, Theorie und Praxis, 150 pages in German about sociocracy, a MBA Thesis](#)

### My Experiences

- 25 days training received
- 15 days training given
- About 100 days experience with sociocracy inside the center and with partly implementations/ facilitations