

Hart's Mill, Efland NC

A Case Study in the use of Sociocracy



Beautiful Hart's Mill is a peaceful rural land, currently being developed into an EcoVillage, in Efland, NC. Its current members started using Sociocracy, a form of governance sometime later, after it was suggested by the original founders.

(*Responses to this case study were happily provided from Hope Horton of Hart's Mill.)

Why are you using Sociocracy, and how did it work for you in the beginning?

To establish transparency, foster total community, to create more involvement in decision making and to give an alternative to consensus.

It offered a full approach to structure and how information would flow and be more effective.



What was positive about its use at the start, and what did not go well?



It went well and gave a way to structure business meetings with the use of rounds.

Only in the beginning was there a learning curve with the use of rounds. It took some time before people became comfortable with the structure.

What is your favorite feature in using Sociocracy today?

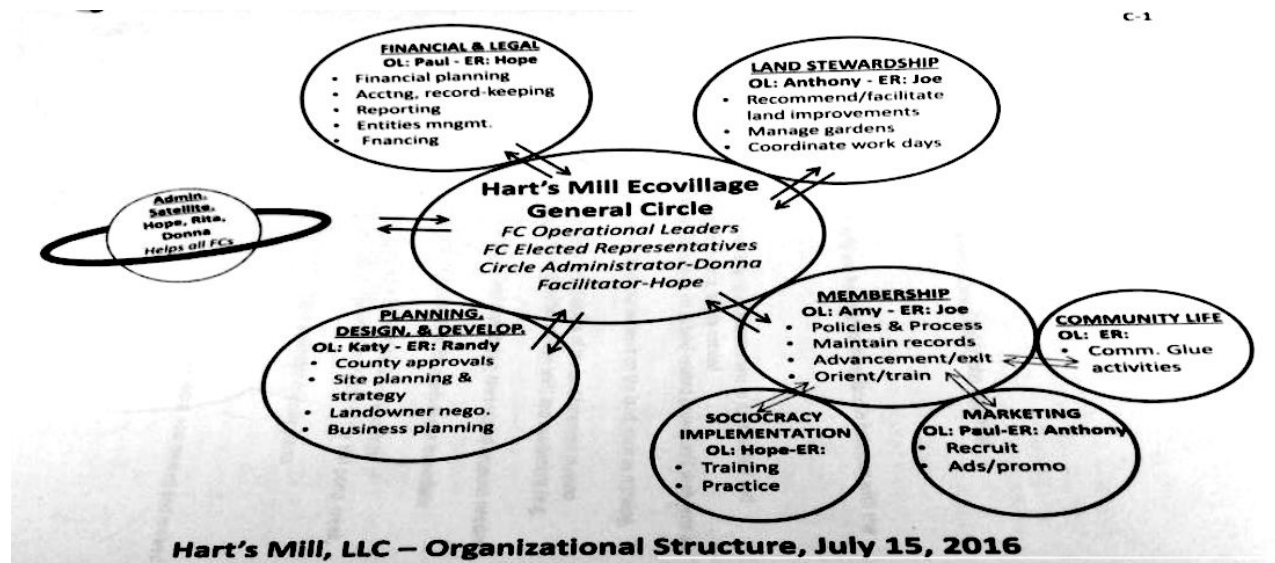
I love the rounds and feel they are the most powerful part of Sociocracy because they allow everyone to express their thoughts and feelings. People will not argue with one another nor contradict what each person has to say. The rounds help people to hear more wisdom being shared by the group. The rounds give people a sense of where they are at, with their ideas. It is also a very respectful way of listening. People listen more carefully because they know they will have their turn to speak.

What has been your most positive experience with Sociocracy?

In early September, 18 of us, attended a 3 hour meeting where lots of decisions needed to be made. Had it not been for the discipline in using rounds; I don't believe we would have gotten much done but instead we got much accomplished.

The single biggest reason for why you would recommend it be used by others?

It is the most intelligent structure on every level!



This case study was written by Cathy Nicolaidis as part of her contribution to the [Sociocracy Leadership Training](#).