



Session 4 – for leaders and facilitators

The fourth session covers organizational structure. Since you are only one circle, we will have to look at examples of organizations with more than one circle. If we imagine your ELC being linked with SoFA through your coach (or with another body filling that role if your coach is using the ELC curriculum without being part of SoFA), then we can now establish double linking between your ELC and SoFA training circle. In order to establish double linking, we will select a delegate from this circle to SoFA.

Note that in the handbook *Many Voices One Song*, we are calling the top circle *Mission Circle* which reflects our most current thinking.

What the circle will need for session 4:

Package 4 (this)

- Session plan
- Poster (meeting agenda)
- Handout for everyone (“Basic concepts session 4”)
- Enough copies of all three organizational structures

Other:

- Computer with good internet connection to play videos
- A timer (phone app works well)

Preparation

ACTIVITY	REFERENCE MATERIAL	EST. TIME
Reading (online)	On organizational structure	15 min
Reading in <i>Many Voices One Song</i>	Sections 2.1-2.2.2, p. 15-29 Section 2.4-2.5.3, p. 45-51	25 min



Free to share for non-commercial use. More content and classes <http://www.sociocracyforall.org/>



Sociocracy For All



Session 4 plan

ACTIVITY	REFERENCE MATERIAL	LENGTH	TIME
check-in	Video (<i>facilitator for rounds</i>)	10 min	0:00-0:10
administrative	Video (<i>facilitator for rounds</i>)	5 min	0:10-0:15
organizational structures	Video (<i>facilitator for rounds</i>)	10 min	0:15-0:25
Examples of organizational structures	<i>Sheets in this file</i> video (<i>facilitator for rounds</i>)	20 min	0:25-0:50
Selection of a delegate	(<i>facilitator for rounds, use decision-making sheet!</i>)	20 min	0:50-1:05
Your organizational structure	(<i>facilitator for rounds</i>)	15 min	1:05-1:20
meeting evaluation round/check-out	(<i>facilitator for rounds</i>) write down questions and feedback	10 min	1:20-1:30

Session 4 enrichment

ACTIVITY	REFERENCE MATERIAL	EST. TIME
videos	video section On organizational structure (watch until 17:12)	7 min
	FAQ: Who selects the leader?	<2 min
	FAQ: What is a delegate in sociocracy?	<2 min



Free to share for non-commercial use. More content and classes <http://www.sociocracyforall.org/>



Sociocracy For All



Meeting agenda Session 4

Check-in	10 min
Consent to agenda	5 min
Org. structures	10 min
Examples of diagrams	20 min
Selection delegate	20 min
Your structure?	15 min
Evaluation session 4	10 min



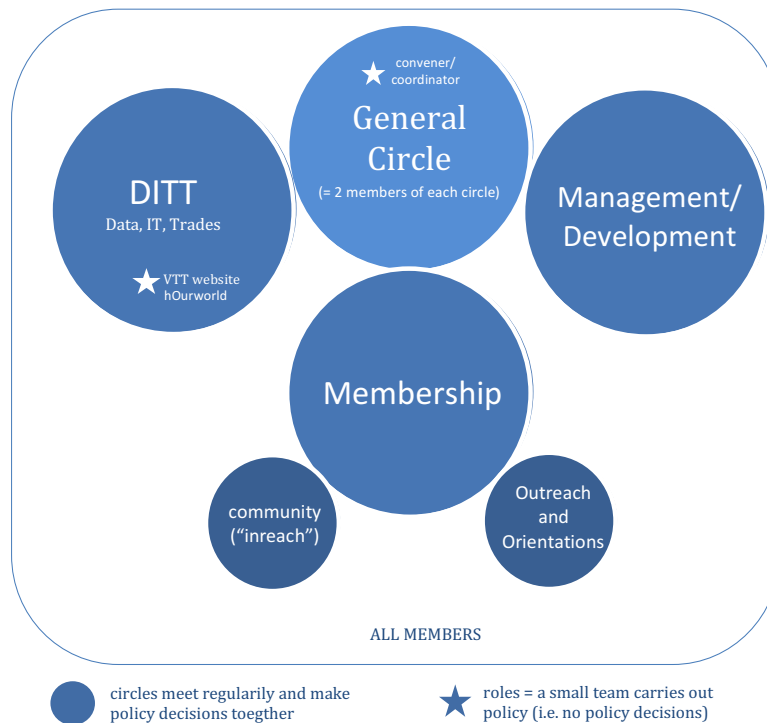
Free to share for non-commercial use. More content and classes <http://www.sociocracyforall.org/>



Sociocracy For All



Organizational structures example: a time bank



A time bank is an organization where people can trade services (for instance, Mike cuts Petra's hair for one hour, and Petra weeds Tim's garden, and Tim watches Paul's kids...). Every hour is tracked in an online-system.

Department circle aims:

- DITT: enabling trades through online platform and website
- Membership: strengthening and growing community of time traders
- Management/development: growing financial foundation for the time bank

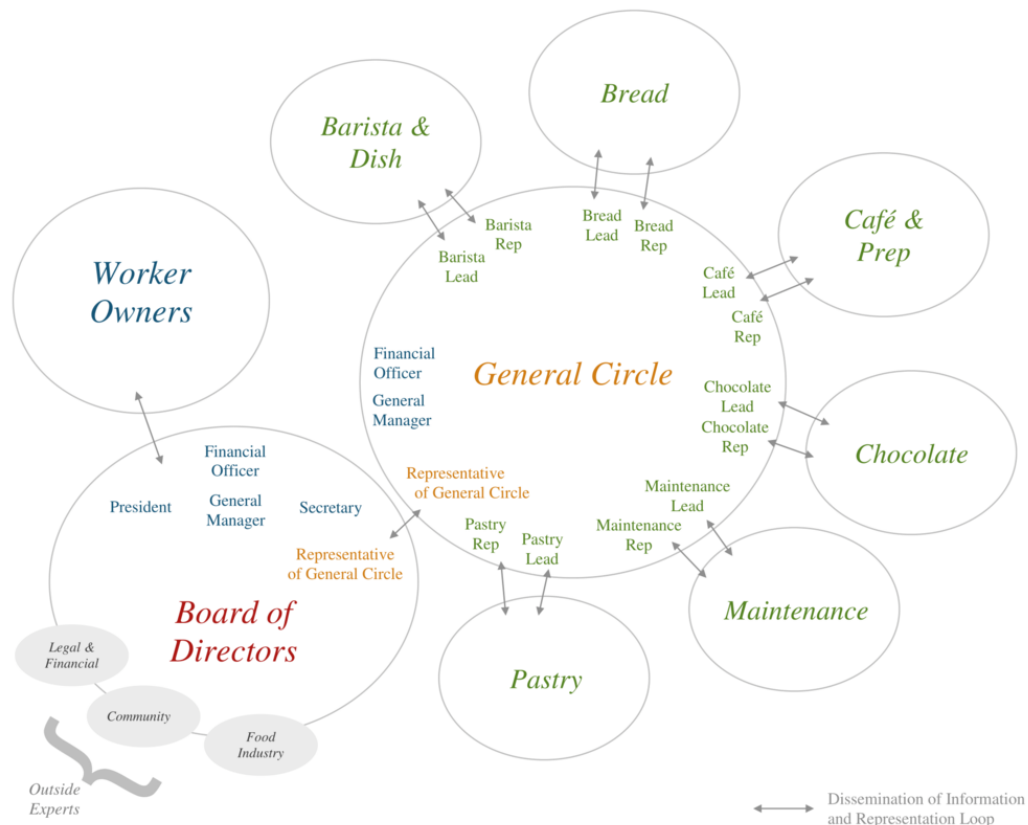
Comments:

- No top circle/board level
- Coordinator of the General Circle got added after the initial implementation
- Double linking between department circles and sub-circles of membership circle
- Sub-circles of membership circle were added later ("budding out")
- all volunteer (ca. 16 volunteers)
- ca. 1 year after implementing sociocracy



Free to share for non-commercial use. More content and classes <http://www.sociocracyforall.org/>

Organizational structure example: a worker-owned bakery

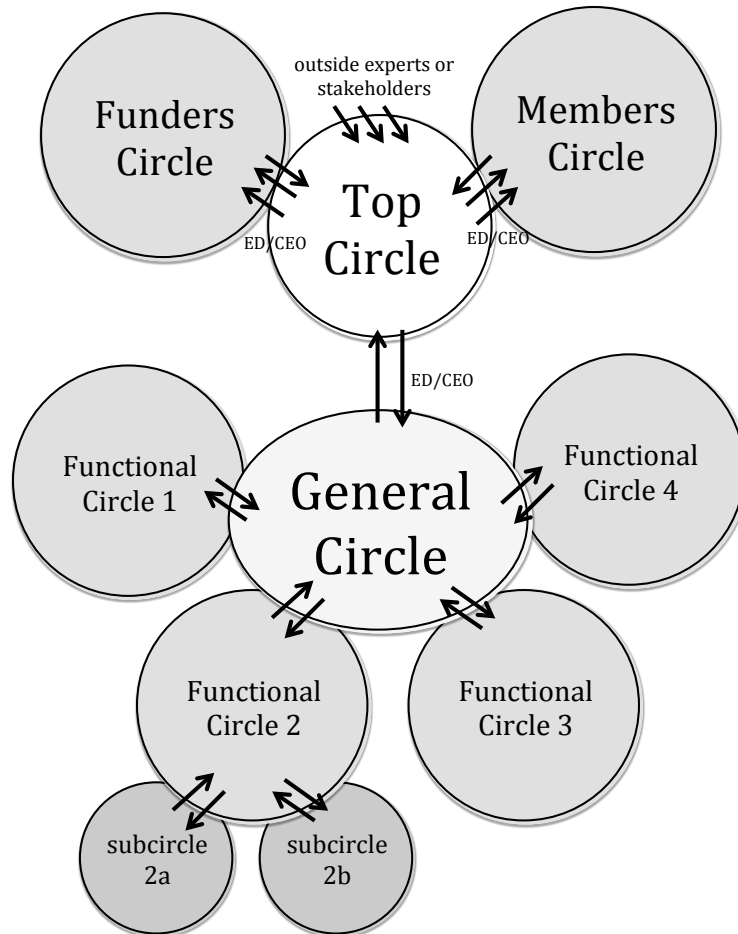


This is a worker-owned bakery/café. Not all workers are owners.

Comments:

- Top circle/board of directors has outside people and helps to connect with other organizations from the cooperative world and the community.
- The General Circle has many members because of the number of departmental circles. This is – among other reasons – because the restaurant is open 7 days a week and relies on redundancy for conflict between meeting time and work shift time.
- The non-owner members are part of the governance system. The owner-circle has only owners, and worker-owners wear their owner hat in this circle.

Structure of a non-profit



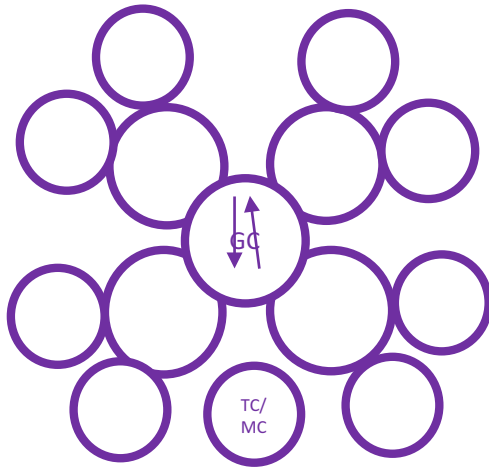
Comments:

- generalized structure
- the general membership can send representatives, just like the funders of the non-profit
- there can be any number of sub-circles and layers of sub-circles.



Empowered Learning Circles
for Sociocracy

Basic concepts session 4



Circles

- ⇒ Authority is in circles
- ⇒ push authority to the most specific level (give as much power as possible to sub-circles)
- ⇒ the General Circle (GC) is for flow of information
- ⇒ The top circle's (TC) domain is long-term planning

Nested circles are double-linked:

