



Session 2 – for leaders and facilitators

The second session guides through decision-making methods and the larger context of sociocracy, and the elements of a sociocratic policy circle meeting. You will also start learning about how to generate policy.

Note: this session is not yet aligned with more current thinking as published in our book. Please review the article on the [sociocratic meeting format](#) as additional, complementary resource.

What the circle will need for session 2:

Package 2 (this)

- Session plan
- Poster (meeting agenda)
- Decision-making sheets (“Sociocratic meeting formats and decision-making”, 1 per person)
- Handout for everyone (“Basic concepts session 2”)

Other:

- Computer with good internet connection to play videos
- A timer (phone app works well)
- A way to take notes for questions and feedback
- A way to take notes on 2+ big pieces of paper

Preparation

ACTIVITY	REFERENCE MATERIAL	EST. TIME
Reading online	On meeting format	15 min
Reading online	On picture forming and proposal shaping	15 min
Reading in <i>Many Voices One Song</i>	Section 5.1, 5.2, 5.3 Print version p. 177-194	20 min
Reading in <i>Many Voices One Song</i>	3.3.1, 3.3.2 (first part) Print version p. 91-108	20 min



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Session 2 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>)	10 min	0:10-0:20
why sociocracy? outline of class	Video (<i>facilitator for rounds</i>)	20 min	0:20-0:40
Meeting format	Video (<i>facilitator for rounds</i>)	10 min	0:40-0:50
picture forming	Video (<i>facilitator for rounds</i>)	15 min	0:50-1:05
proposal pieces	Video (<i>facilitator for rounds</i>)	15 min	1:05-1:20
meeting evaluation	(facilitator for round) write down and keep all questions, dimensions and proposal piece.	10 min	1:20-1:30

Session 2 enrichment

ACTIVITY	REFERENCE MATERIAL	EST. TIME
video	Policy vs. operational decisions	<2 min
article	Sociocratic meeting format	<2 min
article	The values under sociocracy	<10 min
article	How decision making affects our behavior	< 10 min
videos	1. How to generate a proposal in sociocracy 2. Consent process	<5 min <5 min



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Meeting agenda Session 2

Check-in	10 min
administrative	10 min
Why sociocracy? + Outline ELC	20 min
Meeting format	10 min
Picture forming	15 min
Proposal ideas	15 min
Evaluation session 2	10 min



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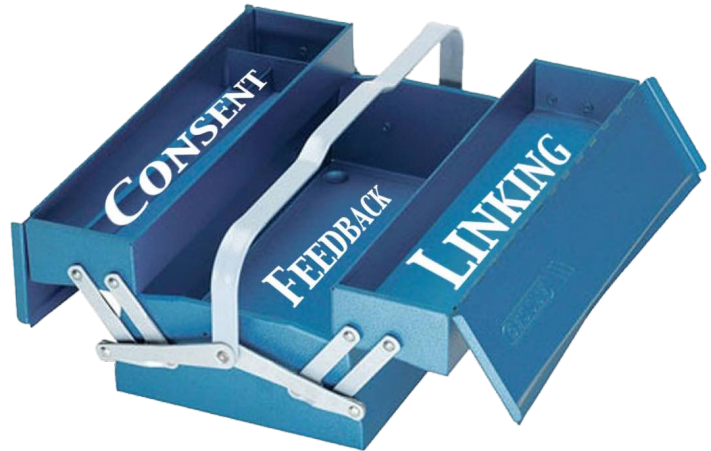
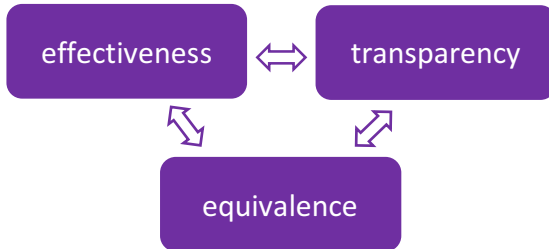


Sociocracy For All



Empowered Learning Circles
for Sociocracy

Basic concepts session 2



Decision-making

Autocracy:

⇒ rebellion

Majority vote:

⇒ ignores up to 49% of the votes
⇒ lack of information

Consensus:

⇒ can be slow & frustrating

Consent:

⇒ effective
⇒ no one ignored
⇒ all information on the table

Outline for ELC

session 1 Elections

session 2 Meeting format, generating proposals

session 3 Consent decision-making

session 4 Organizational structure

session 5 Feedback + evolving

session 6 (review and free space)



Operations:

the actual doing of our work



Policy:

guidelines workers set for themselves in *how* the work is being done

SOCIOCRATIC MEETING FORMATS AND DECISION-MAKING

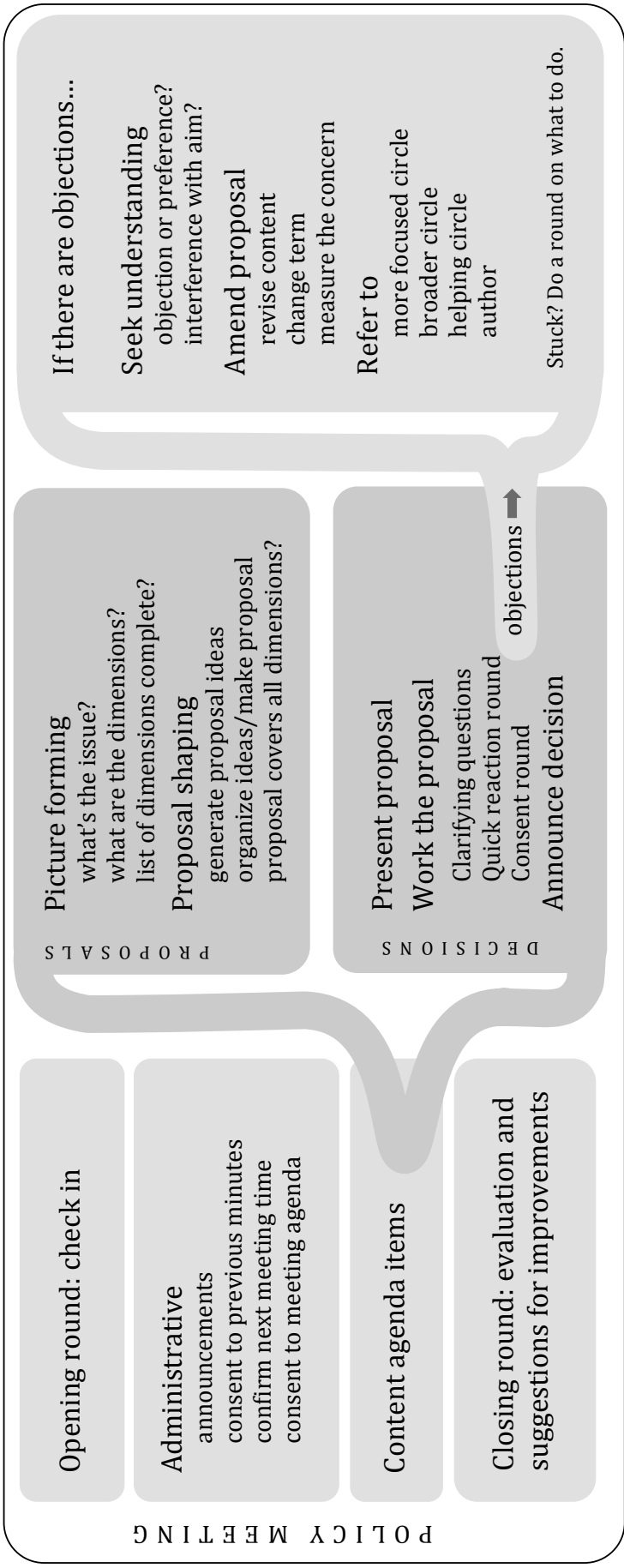
POLICY MEETING	Opening round: check in	Picture forming what's the issue? what are the dimensions? list of dimensions complete?	Proposals present proposal ideas organize ideas/make proposal proposal covers all dimensions?	Refer to more focused circle broader circle
	Administrative announcements consent to previous minutes confirm next meeting time consent to meeting agenda	Content agenda items	Present proposal Work the proposal Clarifying questions Decision round Announce decision	Seek understanding objections or preferences? interference with aim? Amend proposal revise content change term increase the concern
	Closing round: evaluation and suggestions for improvements			Refer to more focused circle broader circle
OPERATIONAL MEETING	Reporting	Giving feedback	Planning action	Assigning tasks
			Review role, term & qualifications	
			Nomination write down nomination share reasons in round revise nomination and share reasons in change round	
			Facilitator proposes candidate Consent round	
				Facilitator tips Formats rounds turn and talk program free flow feedback Other options a moment of silence time limit for everyone

Generating proposals:

Picture forming & proposal shaping

Meeting format

SOCIOCRATIC MEETING FORMATS AND DECISION-MAKING



FACILITATOR TIPS

- Formats**
 - rounds
 - turn and talk
 - popcorn
 - free flow
 - fishbowl
- Other options**
 - a moment of silence
 - time limit for everyone

ELECTIONS

- Review role, term & qualifications
- Nomination
 - write down nomination
 - share reasons in round
 - revise nomination and share reasons in change round
- Facilitator proposes candidate
- Consent round

OPERATIONAL MEETING

- Reporting
- Giving feedback
- Planning action
- Assigning tasks



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