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SEOC

The Sociocracy Empowering Organizational Capacity (SEOC) project, funded through the European Union's Erasmus+ Programme, uses adult education to professionalize staff and trainers and enable them to support the activity of Citizen Initiative Groups active throughout Europe, working for sustainable grassroots solutions for social, economical and environmental challenges.

Adult learners will be training in Sociocracy 3.0 (S3) and use it to establish effective governance in organizations, companies, institutions and informal initiative groups inside and outside of the partnership.

The partnership

The SEOC Project is a close collaboration between Asociatia Romania in Transitie (the Romanian Transition Towns movement), Red Iberica de Ecoaldeas (the Iberian Ecovillage Network), Rete Italiana de Ecovillagi (the Italian Ecovillage Network) and Universitatea de Vest Timisoara (Timisoara West University from Romania).

The outcomes

The partners of the SEOC project are creating together a set of on-line learning resources which will be combined with the existing and emerging learning resources openly available on sociocracy30.org. These materials will enable remote learning and will be integrated in a series of multiplier events consisting of Sociocracy 3.0 introduction workshops, on-line peer learning groups and a Trainer of Trainers program debuting with an in-house training

for the partner organizations (a limited number of participants outside of the partnership are welcome but will not benefit from the project funding).

A key aspect of the SEOC project is the Research Study lead by Timisoara West University. Conducted on the Partners as well as other organisations implementing S3 it will assess the results as well as the dynamics of implementation and the change process involved.

What is Sociocracy 3.0

The name “Sociocracy 3.0” demonstrates both respect to the lineage and a significant step forward.

It also helps avoid the perception of us misrepresenting The Sociocratic Method as promoted by The Sociocracy Group.

The new model of distribution Sociocracy 3.0 employs an uncentralized model for distribution. This is a paradigm

shift in the way sociocracy is brought to people and organizations and one that many people can relate to.

We support “viral” distribution through two key strategies:

Sociocracy 3.0 is open: We want to encourage growth of a vibrant ecosystem of applications and flavors of sociocracy, where people share and discuss their insights and the adaptations they made for their specific context. To that end Sociocracy 3.0 puts emphasis on communicating the underlying principles and explicitly invites the creativity of everyone to remix, extend and adapt the method.

Sociocracy 3.0 is free: To eliminate the barrier of entry for people and organizations we provide free resources under a Creative Commons Free Culture License to learn, practice and teach Sociocracy 3.0. Everyone can use our resources without our explicit permission, even in a commercial context or as a basis for building their own resources (as long as they share their new resources under the same license). We encourage other organizations and trainers to follow our example and release their resources too.

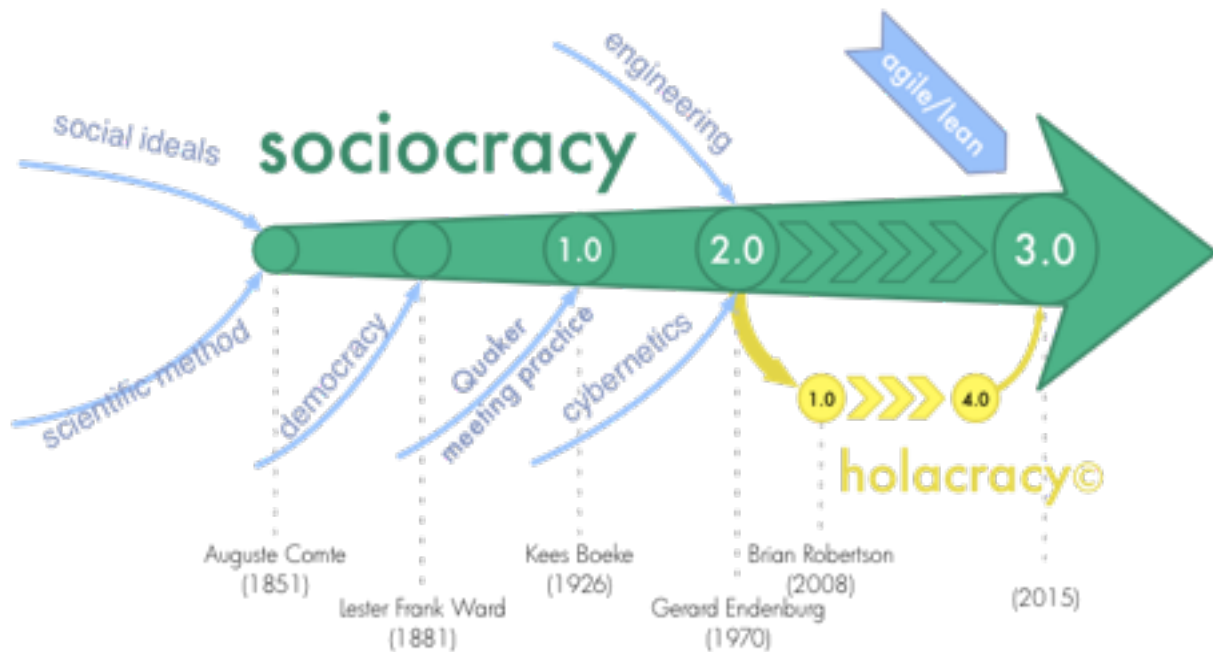
Why Sociocracy 3.0

Sociocracy as a form of governance has been referred to since 1851. Subsequently it has been developed and adapted by many different people and organizations, including Gerard Endenburg, The Sociocracy Group (TSG) and Brian Robertson (HolacracyOne).

Yet, outside the Netherlands sociocracy today remains largely unknown.

We love sociocracy, because we see organizations and their members thrive when they use it.

We believe that the world will be a better place when more organizations use sociocracy.



The evolution of the method

Maybe we need to make this explicit: Sociocracy 3.0 is not targeted specifically at the existing community or at The Sociocracy Group (TSG). The Sociocratic Method is already well developed and many people appear to be mostly happy with it.

Yet from our direct experience, even for those organizations that have heard about sociocracy, there are many obstacles to actually become invested. With Sociocracy 3.0 we actively work on addressing and eliminating what stands in the way:

Reducing Risk and Resistance

Sociocracy 3.0 meets organizations where they are, and takes them on a journey of continuous improvement, there's no radical change or reorganization. Sociocracy 3.0 employs The Kanban Method as a change method, and provides a collection of independent and principle-based patterns an organization can adopt to become more effective. All patterns relate to a set of core principles, so they can easily be adapted to context.

Shifting Focus From Aim to Need

Sociocracy 3.0 moves primary focus from vision, mission and aims, towards the source of motivation, and aligns the organization towards serving needs. Organizations which are already need-driven, value driven or customer-centric, find this immediately accessible.

Condensed to the Essentials

When looking at the norms, The Sociocratic Method may look big and scary. By focusing on the essentials only, Sociocracy 3.0 offers a light weight framework to build upon and adapt as necessary.

Integration with Agile and Lean Thinking

The Sociocratic Method is an “empty” method

when it comes to operations and creating a culture of close collaboration. Many organizations already implement or show preference for lean and agile methods for operations and collaboration. We think this is a great idea, so Sociocracy 3.0 is designed for easy adoption into lean and agile organizations. We will offer integration guides for Scrum and The Lean Startup Method.

A New Way to Evolve Organizational Structure

The organizational structure according to The Sociocratic Method is modeled on a hierarchy of domains. We see an emergence of multi-stakeholder environments, and intentionally flat organizations, both of whose requirements are not met by this structure. Evolution of organizational structure happens naturally and in small steps when using The Kanban Method: the flow of information and influence in an organization is slowly aligned to the flow of value. Sociocracy 3.0 provides a variety of structural patterns that can be combined to grow structure in a more flexible way.

More information and contact:

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