

**WORKSHOP**

# **WORK SMARTER TOGETHER**

making it possible with dynamic governance



**SOCIOCRACY**

**November 30 to December 1, 2018**

Offered by:

Entrepreneurship  
Development  
Institute of India



In collaboration with:



GovernanceAlive, LLC

# Introduction

**We are all in the same boat  
in a stormy sea,  
and we owe each other a terrible loyalty.**

- G. K. Chesterton

## **We are all in the same boat...**

All of us recognise the truth of this - sometimes we nod in affirmation, and many times we speak of this ourselves. Yet, world over, we don't live in a way that shows that we truly understand or see this truth.

### **Why? Why do we find it so difficult to live and work as a group?**

Working as a group, working in teams, forms an integral part of our life as a whole, and not just work. **We all are in the same boat when we are working together;** whether this 'boat' is our family, the community or Society we live in, our work place, an organization we are part of, our neighbourhood, city or country. However, when we have to work together, we don't **feel** as if we are in the same boat.

Let's use this 'boat' metaphor to try and see what is happening.

### **Imagine that a group of people have come together and hired a boat to go sailing in the sea.**

Once out in the sea, they start to discuss where to go, or what next to do.

Can you visualise the chaos and confusion that reigns? the discussion turning into a debate?

**Now, up the ante, and imagine that they see some danger ahead** - may be some rocks or a brewing storm.

Can you visualise the heated discussions that ensue?

**Let's up the ante once more. A gaping hole develops in the bottom of the boat. Water starts gushing in. The boat starts sinking.** Everyone is terrified. Maybe even frozen for a moment. Or even shouting more violently at each other. But... **what do you think happens next?** as everyone comes face to face with this: they are all sinking with the boat? What happens to the discussions? or the differences and animosities felt earlier?

**A real crisis, experienced commonly, brought the group together. The same boat. Different behaviour.** What happened?

Previously, they were different people with a common purpose - out to sail. And when they talked, there was no boat they thought of. When the boat started sinking, 'they' disappeared, and all focus was on the boat. **With the focus on the boat, they shared a fate: sinking AS a boat. And, saving the boat became their shared purpose.**

Dynamic Governance (also known as Sociocracy) helps us to see and experience this 'boat' we are in, and brings us together to work as a team. **And it does this without needing a crisis to make it happen.**

# About Sociocracy

Sociocracy, as a subject or body of work is about systems and processes that make 'working together' a self-organizing activity - like, the way nature works. Or, like people coming together when their boat is sinking.

As a tool or methodology, Sociocracy is a system of governance, or a framework of organising the 'working together' of a group :

- it helps the group to gather around a shared purpose, which inspires participation.
- facilitates organisation-wide flow, and effective use, of information. This empowers people
- enables working in a way that is collaborative and self-organising

With the result that every person in the organisation has a potential to affect change: when they see an issue, an opportunity, or a better way of doing something, there is a framework already in place to process this immediately.

## Sociocracy is founded upon

- equivalence of voice (explained below)
- decision-making and elections by consent (explained below)
- self-organising circles to carry out the work - by making feedback and evaluation a part of all activities
- 'double-linking' of representatives to interconnect the elements of an organisation - to enable effective flow of information from top to bottom, and back

Today, a variety of organizations use sociocracy in The Netherlands, other European countries, Brazil, and the United States. They range from building and manufacturing companies, to healthcare organizations, to a public school system, Institutes and even a Buddhist monastery. It is part of the curriculum and practice of several Dutch universities and technical colleges.

**Equivalence of voice:** Sociocracy takes the popular democratic ideal of 'every voice is equal' (equality), and turns it into a workable practice of 'every voice is of equal value' (equivalence). It does this by valuing every voice in the context of the purpose and place of their role in that structure.

**Decisions based on consent rather than consensus:** Decisions are made only in the absence of reasoned objection from those affected by them. And the consent is based on the decision being "good enough for now" and "safe enough to try"...

# Benefits of using Sociocracy

A few benefits of Sociocracy that people and teams typically experience are that sociocracy:

- creates more productive, effective and efficient teams
- establishes a 'power-with' governance structure, as opposed to the traditional 'power-over'
- streamlines decision making while engaging & empowering all members
- maximises inclusion and self-participation
- develops group ingenuity for problem solving
- discovers & encourages leadership
- encourages creativity, innovation and entrepreneurial spirit
- enhances adaptability, flexibility and responsiveness
- creates, fosters & nurtures harmonious environments
- raises the overall morale and sense of well-being

# About Workshop

This workshop will be experiential, where participants first learn the framework, systems and processes of Sociocracy, and then practice their implementation.

## Objective(s)

- Learn about the principles behind Sociocracy's framework and experience the validity and working of these principles
- Learn the systems and processes and understand their implementation.
- Learn the use of key components of Sociocracy and then practice using them during the workshop
- Establish peer-learning circles amongst the participants, which can convene after the workshop to continue to share and learn from

---

**Date** : 30th November &  
1st December 2018

**Time** : 10:00 AM to 5:30 PM

**Fees** : 10,000/- (Inclusive of GST)

This includes study material kit, refreshment, lunch and workshop charges. The fee does not cover any travel cost, conveyance, out-of-pocket or medical expenses.

**Venue** : EDII, Ahmedabad- Gujarat

## Accommodation :

This is a non-residential programme. However, if any one wishes to stay in the campus, applicable charges are to be paid as per EDI norms.

each other's experiments, and for further study of background materials.

## Approach

The workshop will comprise of

- Lectures, Presentations and Videos
- Role Plays, Games and Exercises
- Group Discussions to harvest and consolidate the learning
- Practicing Sociocracy through Work groups, or 'circles', with actual tasks, roles and responsibilities

We will also be forming different peer learning circles at the end of the workshop so that the participants can continue their learning and practice of Sociocracy, based on their interests.

---

## How to Pay :

Please send filled-in Nomination form with cash/DD/at par cheque (Rs. 10000/=) drawn in favour of Entrepreneurship Development Institute of India, Ahmedabad. The filled-in form may be address to:

**Dr. Pankaj Bharti,**  
(Programme Director)  
E-mail: [pbharti@ediindia.org](mailto:pbharti@ediindia.org),  
Mobile: 09924441365

Nomination form can also be downloaded  
from EDII Website: [www.ediindia.org](http://www.ediindia.org)

# About Governance Alive

GovernanceAlive, LLC, works internationally to turn organizations into living organisms with capacity for self-determination, self-development and self-repair. Its purpose is to **“evolve a shared mind for humanity to think together and reach the stars”**. Located near Washington, DC, USA, its work has been to train and mentor “governance entrepreneurs.” Over time these entrepreneurs

have connected into a network of supportive organizations.

It also provides direct services, including, meeting facilitation, training, mediation, and consulting for a wide range of clients: manufacturers, information technology companies, healthcare organizations, churches, schools, restaurants, NGOs, co-housing communities, and individuals.



# Facilitator

## John Buck

John has been heading an international consulting, training and facilitation firm GovernanceAlive, LLC as a CEO, since 2007. He has been a keynote speaker at many business and management conferences in the USA and Europe. He is also a co-director of a nonprofit organization, Center for Dynamic Community Governance.

An expert in governance methods and organizational design, he serves on the boards of various organizations. John has also given short speech on need for faster and agile decision making processes, in 17th session of the United Nations Committee of Experts on Public Administration in April 2018. He has also given TEDx Talk on "Sociocracy: Thinking Smarter Together" in February 2018.

John Buck has coauthored a book, *We the People: Consenting to a Deeper Democracy*. He has also co-authored another book, *Company-wide Agility with Beyond Budgeting, Open Space & Sociocracy: Survive & Thrive on Disruption*.

John mentors, trains, consults and conducts workshops in many countries including the United States, Canada, Netherlands, the United Kingdom, India, Korea, Spain, Portugal, and New Zealand. He also teaches online classes with a global audience.

John has a Master Degree in Quantitative Sociology from The George Washington University and lives near Washington, DC, USA.



"All of a sudden in 2009 our business was way down. While that was going on, our management group was sitting down and making a plan.

It was a very detailed and elaborate plan that happened spontaneously. Folks were comfortable enough with the process to put it on the table and get it into action. That's a direct result of using the sociocratic process. If these guys had not come to action and done the work, we would have folded."

**-Richard Heitfield, President,  
Creative Urethanes,  
Virginia**

## Testimonials



"Watching a group of people in the same business with differences of opinion make decisions they all agree to in 15-20 minutes is a powerful thing."

**-Joe Garrison, Co-Owner, Blue  
Scorcher Bakery & Cafe,  
Astoria, Oregon**



# The Institute

**E**ntrepreneurship Development Institute of India (EDII) - an acknowledged National Resource Institute for entrepreneurship education, research, training and institution-building - is an autonomous and not-for-profit institute, set up in 1983. It is sponsored by apex financial institutions viz. IDBI Bank Ltd, IFCI Ltd, ICICI Bank Ltd and the State Bank of India (SBI). The Government of Gujarat pledged 23 acres of land on which stands the majestic and sprawling EDII campus. To pursue its mission, EDII has helped set up 12 state-level, exclusive Entrepreneurship Development Centres and institutes.

In order to broaden the frontiers of Entrepreneurship Research, EDII has established a Centre for Research in Entrepreneurship Education and Development (CREED), to investigate into a range of issues surrounding small and medium enterprise sector, and establish a network of researchers and trainers by conducting a biennial seminar on entrepreneurship education and research.

Launchpad, a learning and networking facility for students, has also been put in place where the students benefit by being a part of the entrepreneurial community and by networking with

budding entrepreneurs. Also instituted are the Industry Verticals - a facility designed to help students explore business opportunities in various sectors. EDII offers industry verticals in about 20 areas.

The institute also hosts an Incubation Centre, with support from the National Science & Technology Entrepreneurship Development Board (NSTEDB), Department of Science and Technology (DST), Govt. of India. Named the Centre for Advancing and Launching Enterprises or CrAdLE, this incubation centre has zeroed in on four sectors viz. manufacturing, food/agri business, renewable energy and healthcare, to promote start-ups.

EDII leads the Global Entrepreneurship Monitor (GEM) – India team. The study has emerged as the world's leading entrepreneurship study and the richest platform of entrepreneurship research.

In the international arena, efforts to develop entrepreneurship by way of sharing resources and organising training programmes, have helped EDII earn accolades and support from the World Bank, Commonwealth Secretariat, UNIDO, ILO, FNSt, British Council, Ford Foundation, European Union, ASEAN Secretariat and several other renowned agencies.



**Entrepreneurship  
Development  
Institute of India**

P.O. Bhat 382 428, Dist. Gandhinagar, Gujarat  
Tel : +91-79-23969159, 161, 163  
Fax : +91-79-23969164, E-mail : [info@ediindia.org](mailto:info@ediindia.org)  
Website : [www.ediindia.org](http://www.ediindia.org) / [www.ediindia.ac.in](http://www.ediindia.ac.in)