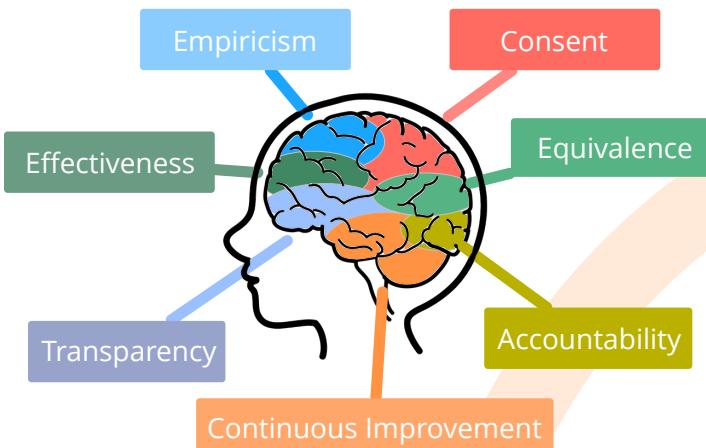


Sociocracy 3.0 - Effective Collaboration at Any Scale

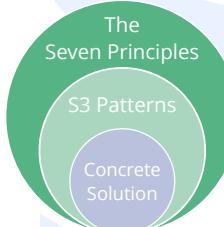


Patterns and Principles

Sociocracy 3.0 contains around 70 different patterns that can help organizations resolve the impediments to successful collaboration.

Each pattern is a template for navigating a specific kind of problem or complex challenge with an agile* and sociocratic** mindset. Patterns in S3 are simple, (mostly) independent and mutually reinforcing.

When using a pattern in your organization, you need to adapt it to your context, and evolve your concrete implementation with what you learn. When adapting and evolving patterns, use the Seven Principles as a guide.



Driver for Creating Sociocracy 3.0

In 2014 we came together to co-create a body of Creative Commons licensed learning resources, synthesizing ideas from Sociocracy, Agile and Lean. We discovered that organizations of all sizes need a flexible menu of practices and structures – appropriate for their specific context – that enable the evolution of a sociocratic and agile mindset to achieve greater effectiveness, alignment, fulfillment and wellbeing.

James Priest and Bernhard Bockelbrink

*Agile: A mindset for navigating complexity through an iterative, collaborative, value-based, and self-organized approach.

**Sociocracy: A mindset where everyone who is affected by a decisions can influence those decisions.

What's in it for me?

Sociocracy 3.0 — a.k.a. "S3" — helps you discover how to best reach your objectives and navigate complexity, one step at a time, without the need for sudden radical reorganization or planning a long-term change initiative:

Simply start with your area of greatest need, select one or more patterns to try, move at your own pace and develop skills as you go.

Regardless of your position in the organization, you will find patterns that are relevant and helpful for you.

Sociocracy 3.0

Lean Startup

Management 3.0

LESS / SaFE / SaS

Kanban / lean

S3 and the family of lean and agile methodologies

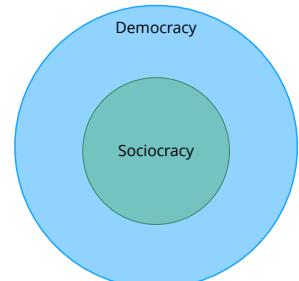
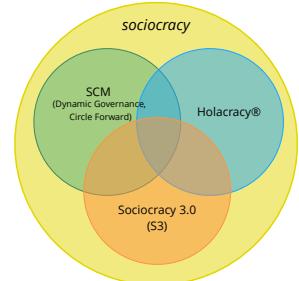
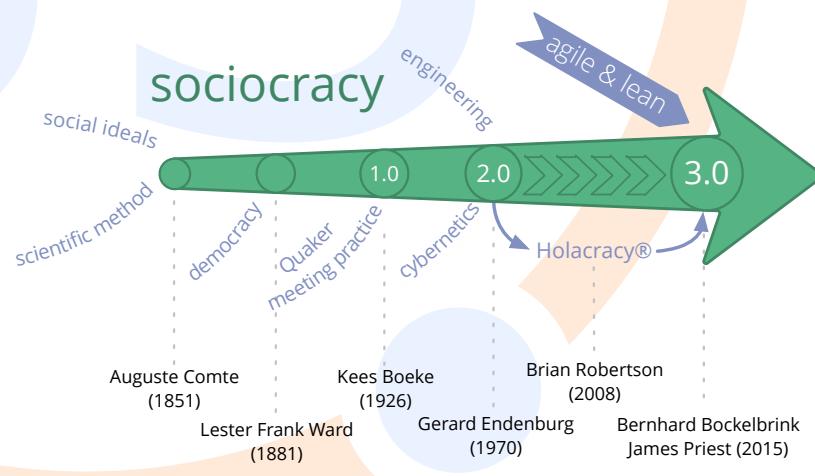
Free and Open Source

All "official" resources about S3 are licensed under a Creative Commons Attribution-ShareAlike 4.0 International License (CC BY-SA 4.0). That means they are free to copy, use, and modify. You need to attribute the original creator of the materials, and all derivatives need to be shared under the same license. The exact license is available at <https://creativecommons.org/licenses/by-sa/4.0/>

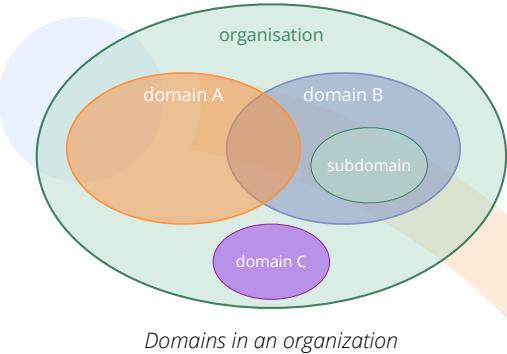
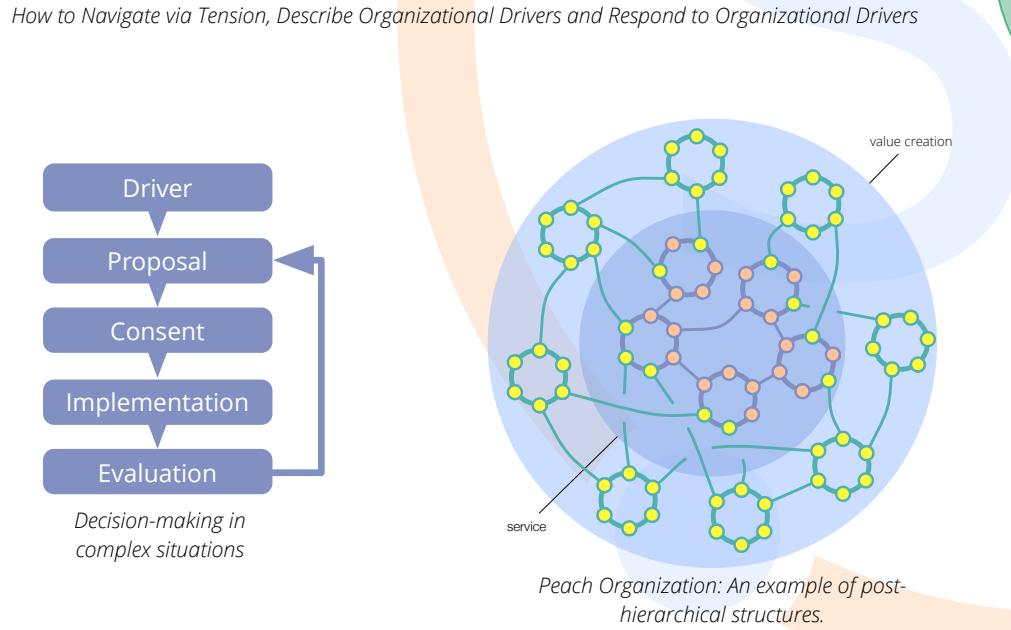
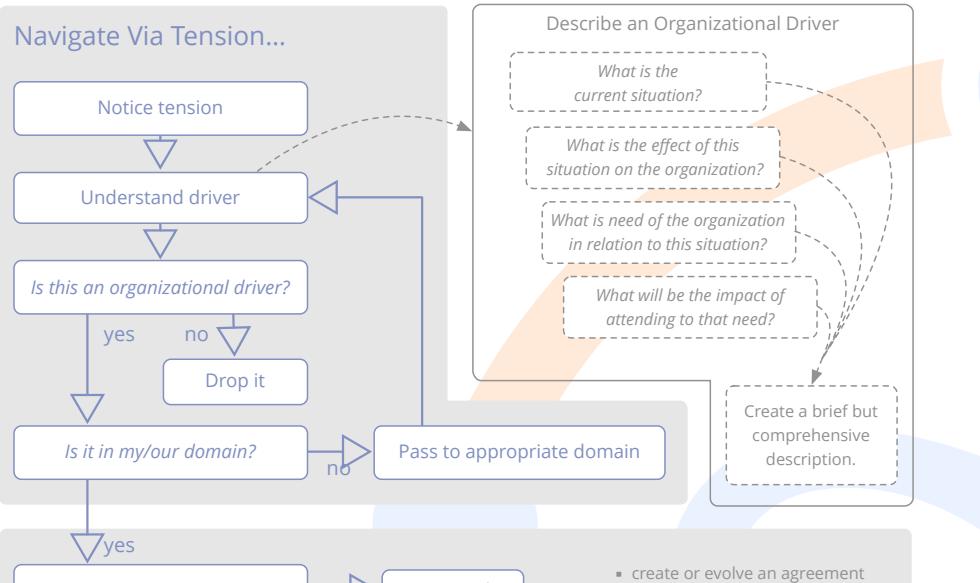
The most up-to date description of S3 is the Practical Guide, which is available as a website at <https://patterns.sociocracy30.org>



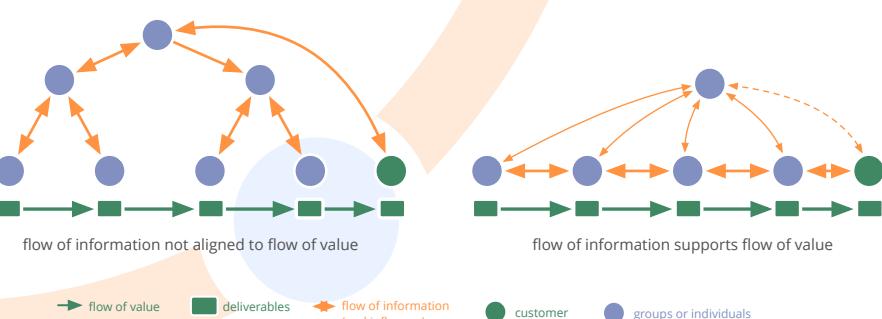
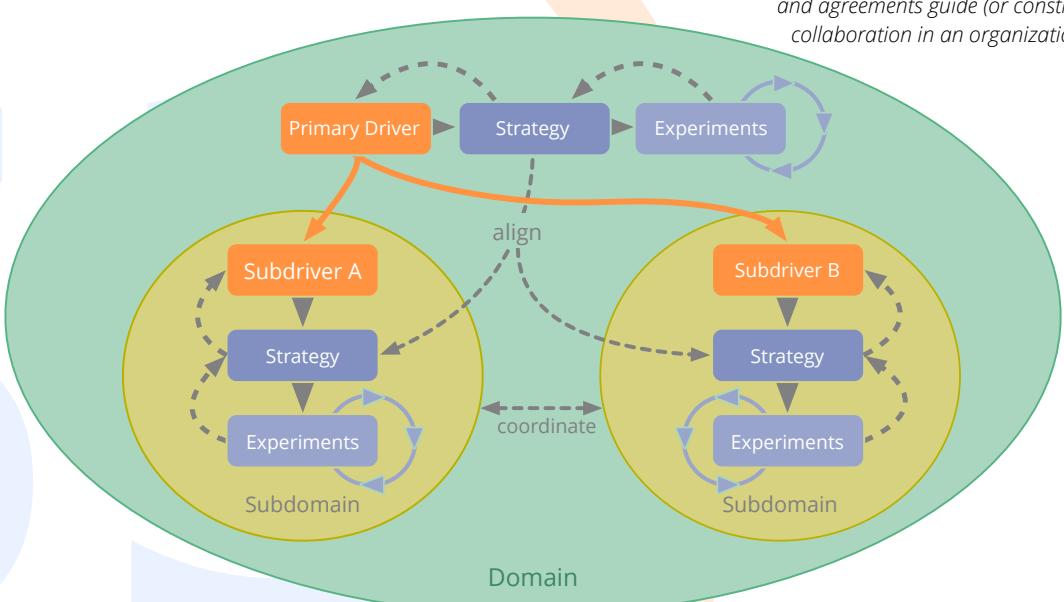
History of Sociocracy 3.0



Making Sense of Organizations



The Seven Principles, chosen values, strategy and agreements guide (or constrain) collaboration in an organization.



Responding to Complex Challenges

S3 promotes a collaborative and hypothesis-driven approach to decision making:



Navigate Via Tension

Those Affected Decide

Agreement

Evaluate and Evolve

Respond to Organizational Drivers

Describe Organizational Drivers

Develop Strategy

Evaluate And Evolve Agreements

Driver Mapping

Clarify Domains

Clarify Intended Outcome

Describe Deliverables

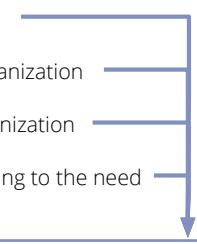
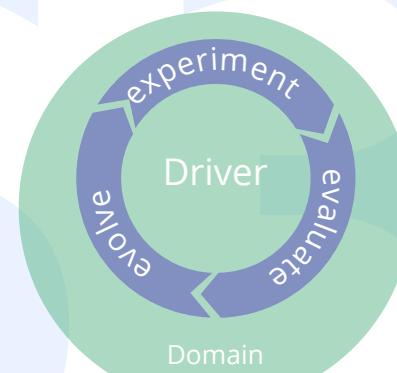
Evaluation Criteria

Complexity: An environment where unknowns are unknown, cause and effect can only be understood in retrospect, and actions lead to unpredictable changes. Since governance decisions always affect people's behavior, there is inevitably a degree of complexity involved in governance.

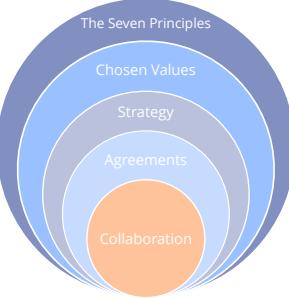
Domain: A distinct area of influence, activity and decision making within an organization.

Driver: A person's or a group's motive for responding to a specific situation.

Governance in an organization is the act of setting objectives, and then navigating and steering to achieve them: People with authority intentionally make and evolve decisions which have an ongoing effect on the way an organization (or a team or individual within it) creates value.



Organizational Drivers:
Understanding An Organization's
Motive To Act



Proposals and Consent

Allocate resources and capacity

Set constraints on actions

Define scope of domains and delegate them to people

Governance Backlog

Determine specifics of deliverables and priorities of their delivery.

Governance Meeting

Logbook

Governance Facilitator

Logbook Keeper

Co-Create Proposals

Resolve Objections

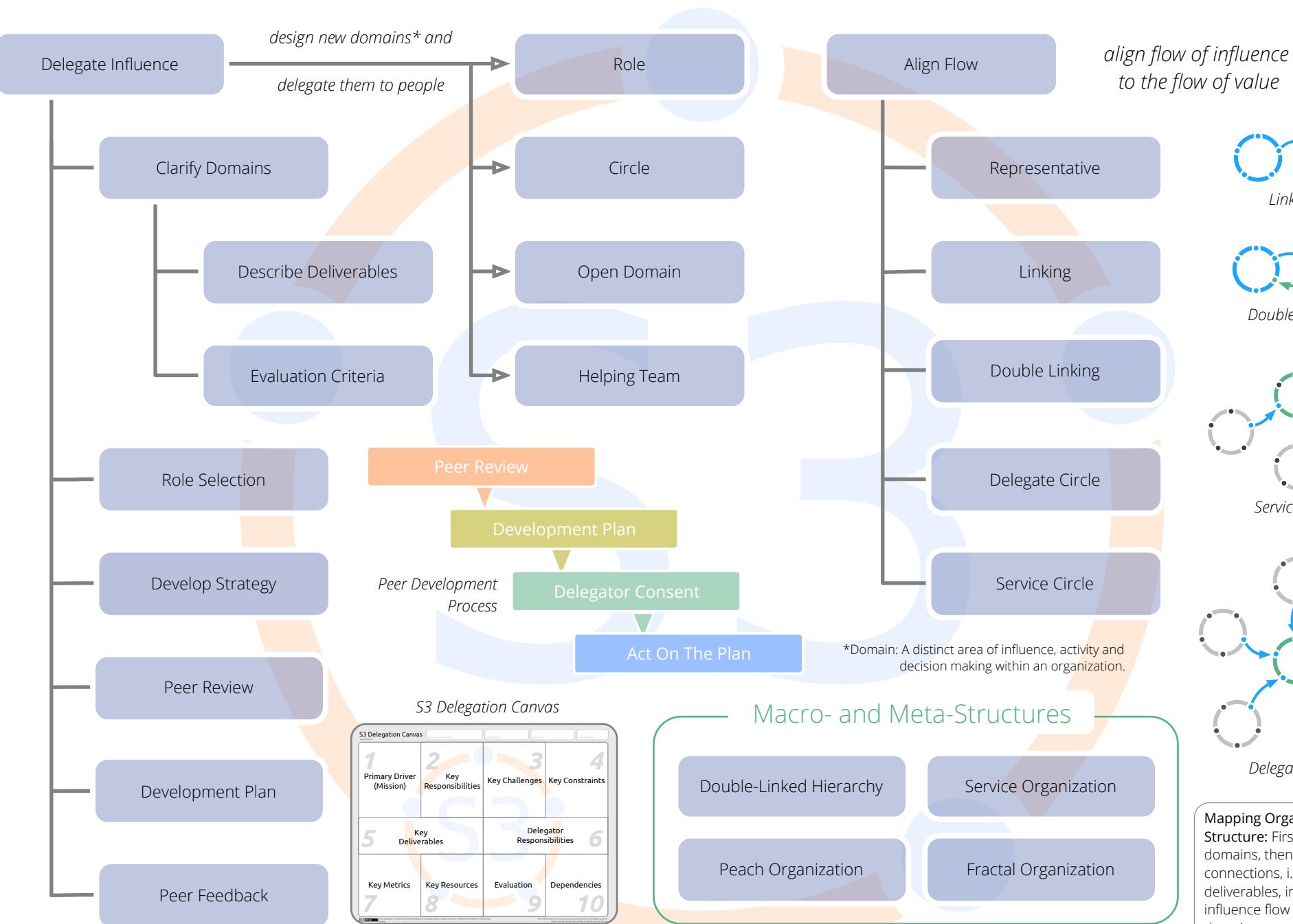
Proposal Forming

Consent Decision Making

Objection

Role Selection

Building Structures for Collaboration



Operations

Organizing and doing the work.

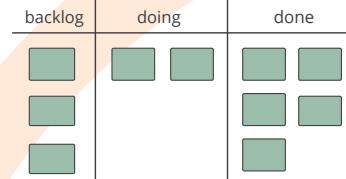
Kanban

Continuous Improvement Of Work Process

Visualize Work

Pull-System For Work

Limit Work In Progress



Effective Meetings

Prepare For Meetings

Facilitate Meetings

Evaluate Meetings

Rounds

Check In

Meeting Host

Coordination

Daily Standup

Coordination Meeting

Coordinator

Planning Meeting

Product Backlog

Iteration Backlog



fixed interval between deliveries

Governance Meeting

Review Meeting

Retrospective

Product Backlog

Iteration Backlog

delivery of value



fixed interval between retrospectives

Governance Meeting

Governance Backlog

Retrospective

Backlog

Prioritize Backlogs

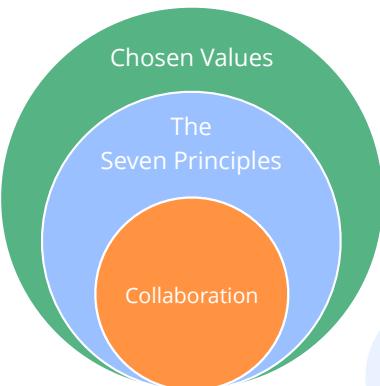
Timebox Activities

Retrospective

Planning And Review Meetings

Enabling Engagement

Guiding Organizations Toward More Conscious Collaboration



Transparent Salary

Understand Context

Understand Pattern

Propose Adaptation

Consent to Adaptation

Test Adaptation

Evaluate and Evolve

Adapt Patterns to Context

Agree On Values

Adopt The Seven Principles

Pull-System For Organizational Change

Open Space For Change

Adapt Patterns To Context

Contracts For Successful Collaboration

Bylaws

Support Role

Empiricism

Consent

Equivalence

Effectiveness

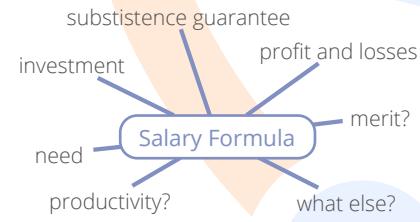
Accountability

Transparency

Continuous Improvement

Open Systems

Breaking Agreements



Transparent Salary: Some ideas for components of a salary formula

Supporting Change in Teams and Organizations

Help identify the biggest impediment to successful collaboration, co-create a plan what to do about it in your circle of influence (taking into account any patterns in S3 that might apply), consider any objections to that plan, and then implement it, evaluating the results and evolving the plan as you go. Repeat this process with what is now the biggest impediment. Avoid introducing S3 to people beyond suggesting specific patterns if they don't indicate interest, and avoid introducing new language (like drivers, consent, etc.) if there is no need to do so.

"Is my behavior in this moment the greatest contribution I can make to the effectiveness of this collaboration?"

Artful participation in a nutshell

Sociocracy 3.0 - The Patterns

