

Bricoleuring collaboration ~ towards inclusive governance

a deeper democracy

Collaborative Governance ~ Transparent, Inclusive, and Accountable

Solidarity_Economy Holacracy
reinventing_organizations
cohousing
Commons sociocracy
ecovillages teal Agile
NewEconomy co-ops Sharing_Economy
sociocracy
communities
permaculture
restorative_circles
cooperative_movement
alternatives_currencies
worker_coops
The_Commons
self-organizing
social_change
peace
transition_towns
NVC



Governance by Design

Organizing Ourselves To Get Things Done

Presentation by: Paul Wildman
paul@kalgrove.com.au 10th Sept 2017 BUUF
(Brisbane Universal Universalist Fellowship)



Spirituality is about **morality** i.e.. about e.g. care, commitment confidence, equality, transparency, and compassion

Governance then takes these values and seeks to put them into practice to enhance the emotional physical comfort of us the people i.e. governance is an expression of this **moral** intent as a fabric of the people and thus our spirituality in our everyday collective lives

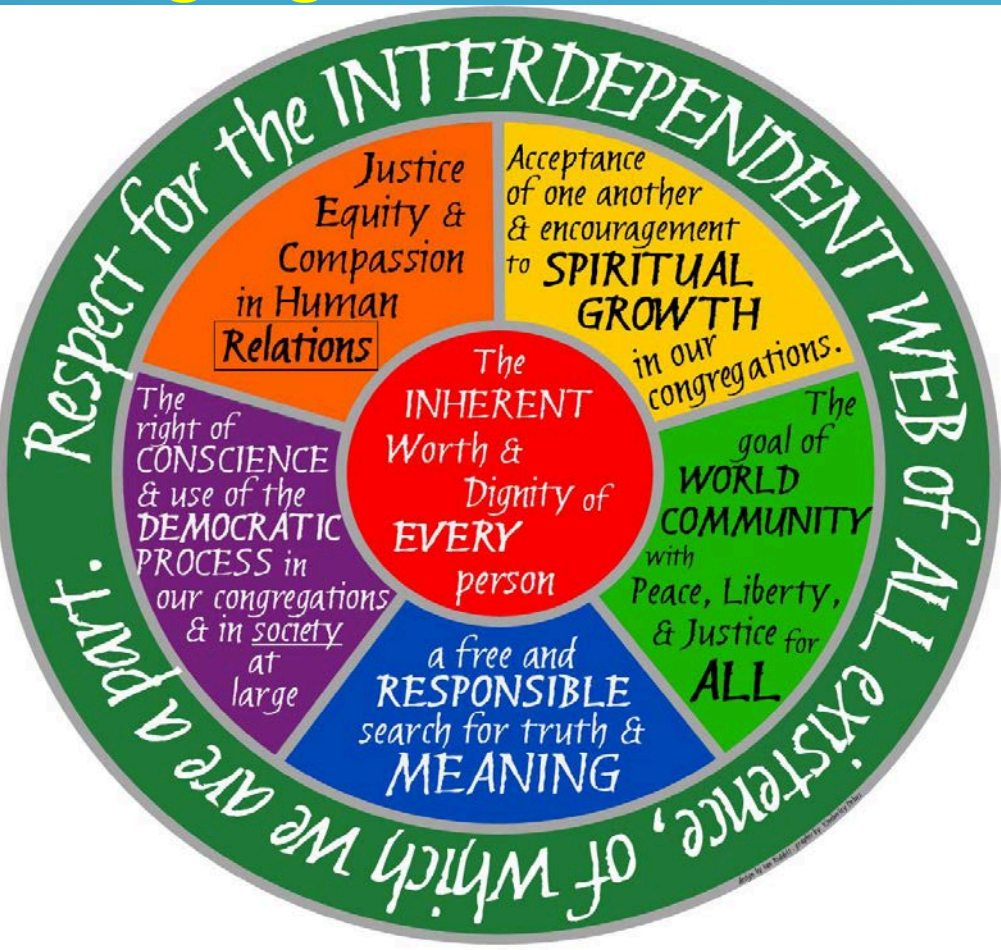
So for me **Spirituality** and **Governance** are **morality** intent and extent i.e. like two sides of this one coin '**how then should we live?**' – they are inseparable & one can understand one by understanding the other.

Related terms: Leadership, collaboration

So this is our **philosophic question** for today. Take note though: good Governance is not another app – it takes time and effort.



So we take the two sided question for today of **How then should we live?** And tease apart the governance side which becomes: **How then can we apply UU principles e.g. 2 (compassion), 5 (democratic process) & 6 (justice for all),** to govern our social and congregational life inclusively without submitting to the ills of bureaucracy, social stratification & class?



If we can then how can we?
If we can then why aren't we?
Instead so often we use the
default of majoritarian democracy
with bureaucracy built in
...and from the word go

Our de'fault: Majoritarian Democracy - attributes

- 1) Adversarial with strong & powerful executive, separate to & stratified from, the rank & file
- 2) Vertical power base, hierarchical, centralised & stratified power over
- 3) Majoritarian electoral system that dis-considers the minority
- 4) Factions and lobbies
- 5) Boggleloads of bucks – vested interests
- 6) 2 party system in which the 'winner takes all' by electoral majority

And when applied by default to NGO's (who are 'required' to use Govt approved Articles of Association) we also have, 'love 'em or hate 'em'

- 7) President/Sec/Treasurer and
- 8) Proxies

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5

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3
2

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x 40

Governance Systems

▶ Demarchay



▶ Isocracy



▶ Direct democracy



Anarchcracy or as some folks put it 'anarchcrazy'
opposition of constituted official authority/power



Technocracy

What we've got!! With...

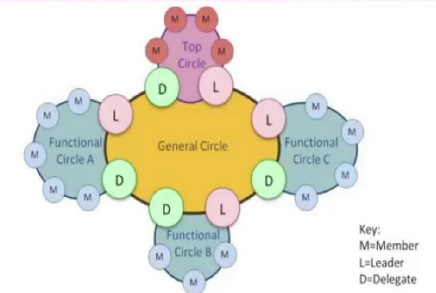


Majoritarian democracy
don't you love to hate it?!!

**majoritarian
democracy**

Sociocracy – this presentation & discussion

Organizational Structure:
Double Link



*What's in a name?

“Socio” - Latin = Companion, Friend



“cracy” - Greek (Kratos) = Power, Rule



WE THE PEOPLE

Consenting to a Deeper Democracy



A Guide to Sociocratic Principles and Methods

*How to Apply the Principles of Dynamic Self-Governance
to Our Workplaces, Governments, and Organizations*

by John Buck and Sharon Villines

Lester Frank Ward, 1893. *Sociocracy*

Kees Boeke, 1945. *Democracy as It Might Be*

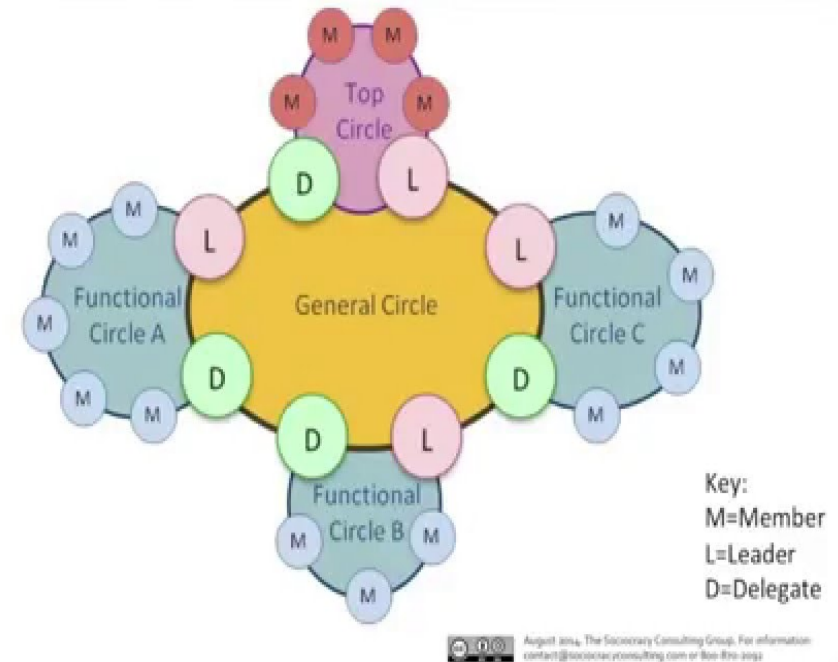
Gerard Endenburg, 1998. *Sociocracy as social design*

John Buck and Sharon Villines, 2007.
We the People

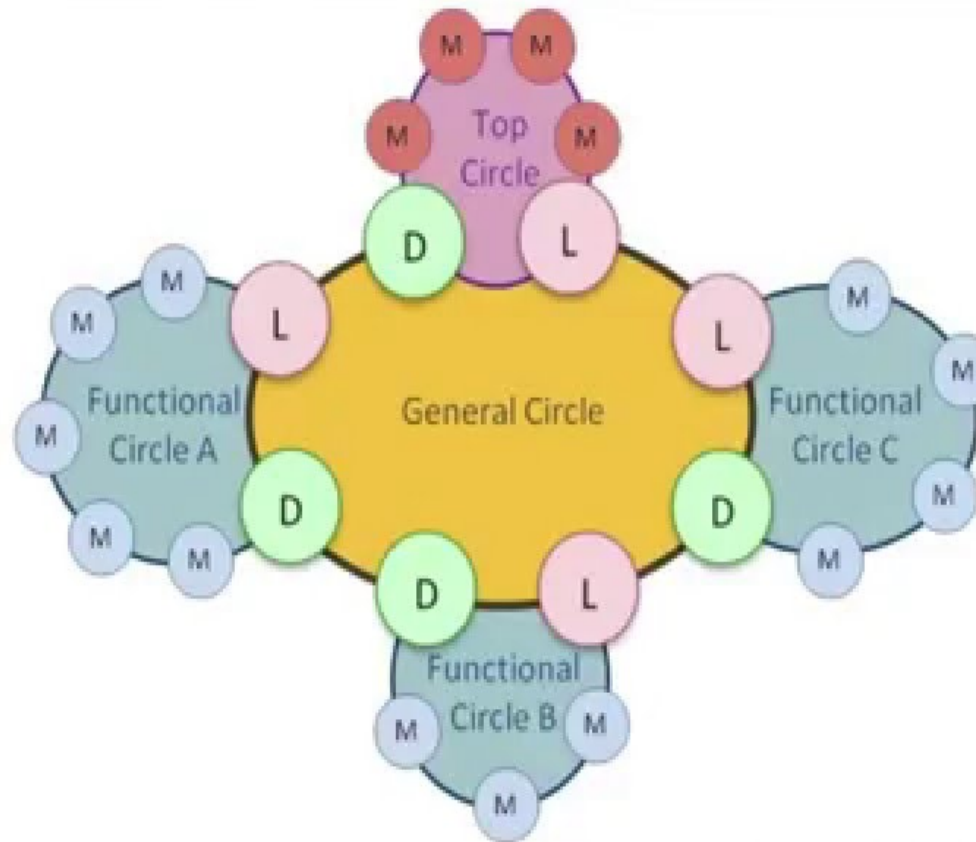
Design principles of the Sociocratic Circle Method (SCM) of Governance

- 1 Opening round
- 2 Paramount Objection
- 3 Double linked/nested circles
- 4 Consent, not Consensus, not majority
- 5 Induction/homework
- 6 Conflict pre-emption
- 7 Non-majoritarian
- 8 Equalitarian thus sympatico with Quakerism
- 9 Sociocracy is not against hierarchy it is against bureaucracy which is hierarchy with control

Organizational Structure: Double Link



Organizational Structure: Double Link



Key:
M=Member
L=Leader
D=Delegate



August 2014, The Sococracy Consulting Group. For information:
contact@sococracyconsulting.com or bit.ly/socgs

So a Sociocratic organisation/community is comprised of a series of **Sociocratic circles** each of up to a dozen people. Each 6-7 such circles then, contribute two members to the next circle, using the *double link* method, for an **integration circle** above them.

And so on vertically and horizontally for the whole organisation/community – **scalability**

Timelines – any form of inclusive governance takes time, commitment, capability, resources (prior commitment of (y)our time). I suggest as we are getting used to SCM we double the usual meeting preparation and actual meeting time for a Sociocratic governance.

So Sociocracy seeks to redress the 4 classic dilemmas of governance i.e. *tyranny of the majority*, the *banality of autocracy*, the *desolation of structure-less-ness*, and bypassing the classic hippie problem of the *squeaky wheel!!*

So: ***How then should we live together?*** Can we govern ourselves inclusively without submitting to the principles of bureaucracy, social class and stratification?

I say **yes** and a way to do this is through **Sociocracy**.
Which can extend to governance in (not Government)
and Business, Community, NGO orgs and indeed to a
point other creatures (inc. as member rep. in the circle).
Again this links to *pack and takes/homework* from today
such as:

- 1 To demonstrate our spirituality practically (2 sided coin)
- 2 TransHumanism (upcoming talk)
- 3 To calibrate our membership of NGO's (such as BUUF)
- 4 Our relationships (AC-PW Agreement since 1999), &
- 5 Fun!! (the Sociocracy board game for adults).



Democratic dogs sneeze for their supper



Nick Lavars | 18 hours ago



Sneezing in wild African dogs had previously been thought of as a way for the animals to clear their throats, but new research claims it's used as a form of voting (Credit: Dr Andrew King)

~ Ψ Sociocratic Relationship Agreement Ψ ~

Agreement of Both Parties

. Preamble

- . Annette Selvaranee Knight
- . Paul Henry Wildman

. Agreement

Annexures - Exchange of Financial Details

. Financial Disclosure Statement

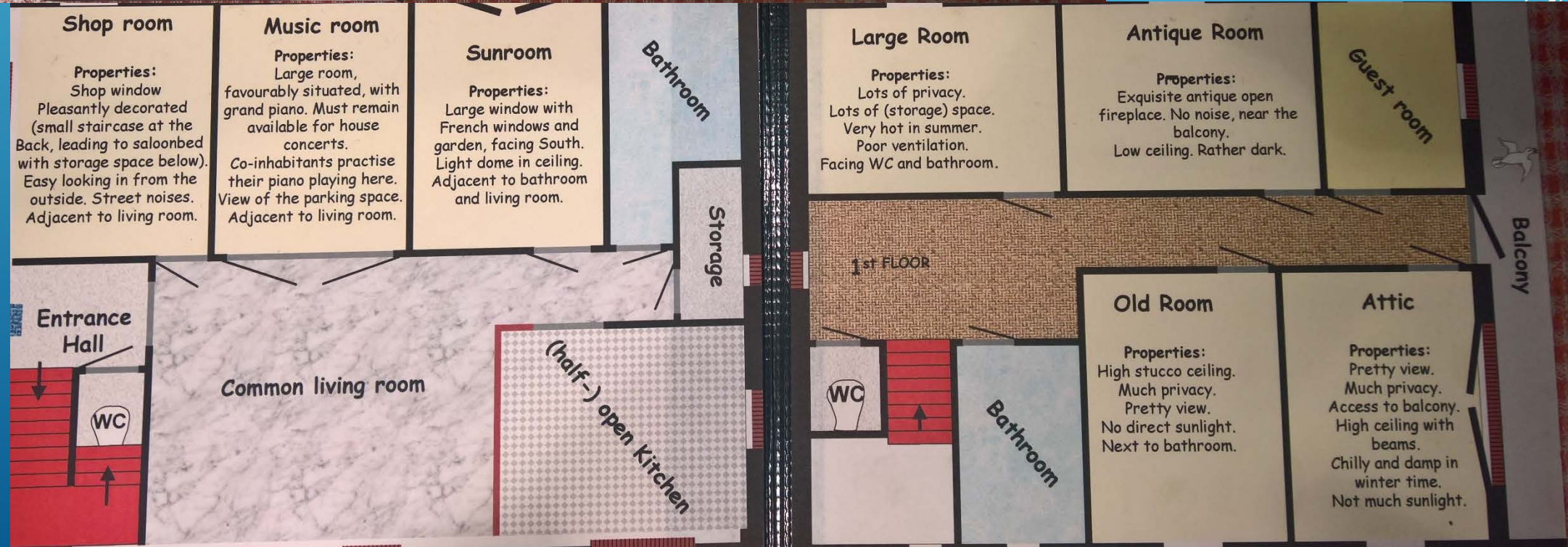
- . Annette Selvaranee Knight
- . Paul Henry Wildman

Period covered 01/01/1999-ongoing

Annette Selvaranee Knight born 13/02/1950 living at xx Blue Gum Drive Marsden 4132

Paul Henry Wildman born 02/07/1949 living at 38 Royal Street Virginia 4014

No. 4: 05/1999 No. 1 12/1998 Reworked to include Sociocracy 15-10-2001



Jesus's approach to Governance had a strong echo of sociocracy. It was:

- (1) bottom up, (2) 'other' inc. gender inclusive
 - (3) politically/socially/economically disruptive
 - (4) care & concern oriented rather than purely economic
 - (5) servant leadership
 - (6) morality lensed & most likely didn't use majoritarian democracy definitely was NOT bureaucratic/authoritarian/theocratic
 - (7) faced the consequences of his decisions walked his talk – a direct lived life response to **how then should we live?**
 - (8) Practiced *love your neighbour as yourself* (very close to sociocracy)
 - (9) Matthew 6: 10 as above so below - fractal
- Sociocracy then is post-democratic just as BUUF is post-christian



The wolf shall dwell with
the lamb, the leopard
shall lie down with the
young goat; and the calf,
the lion and the kid will
play together; and a little
child shall lead them.
Isaiah 11:6

SOCIOCRACY

a deeper democracy

Collaborative Governance—Transparent, Inclusive, and Accountable

Solidarity_Economy Holacracy
reinventing_organizations
cohousing
sociocracy
Agile
Sharing_Economy
Commons
ecovillages teal
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Resources

- ▶ <http://dynamicgroups.com.au/why-use-sociocracy-for-a-groups-structure-and-organisation/>
- ▶ <http://sociocracyconsulting.com/learn/foundations-of-sociocracy/>
- ▶ http://mpegmedia.abc.net.au/rn/podcast/2007/09/InI_20070925.mp3 last 15mts
- ▶ <http://www.sociocracy.info/we-the-people/>
- ▶ <http://www.problemsofhumanity.org/sociocratic-circle-organization-method.html>
- ▶ http://newatlas.com/democratic-dogs-africa-wild-sneeze/51222/?utm_source=Gizmag+Subscribers&utm_campaign=1d7e39499d-UA-2235360-4&utm_medium=email&utm_term=0_65b67362bd-1d7e39499d-90666733

Resources

- ▶ This presentation draws from work by Marielle Jansen in 2007 when she travelled from the Nederland's to Australia to conduct a series of workshops with Gerard Endenberg
- ▶ Endenberg, G. (2006). What Kind of form for organisations? (1) the empty form for business, education and society. (2) necessity of time-independent developing (3) the sociocratic circle-organisation as a basis. Holland, International Sociocratic Centre: **100**.
- ▶ Endenberg, G., What Kind of form for organisations? (1) the empty form for business, education and society. (2) necessity of time-independent developing (3) the sociocratic circle-organisation as a basis. 2006, International Sociocratic Centre: Holland.
- ▶ Endenburg, G. (1998). *Sociocracy: As social design * A rationale for a new social design for society * What's wrong with democracy? * The design in operation in a business * The business enterprise as society.* Delft, Netherlands, Eburon.
- ▶ Endenburg, G. (1998). *Sociocracy: As social design* A rationale for a new social design for society* What's wrong with democracy? * The design in operation in a business * The business enterprise as society.* Delft, N'lands: Eburon. 216pgs.
- ▶ Endenburg, G. (1998). *Sociocracy: The organisation of decision-making with 'no objection' as the principle of sociocracy.* Delft, Netherlands, Eburon.
- ▶ Endenburg, G. (1998). *Sociocracy: The organisation of decision-making with 'no objection' as the principle of sociocracy.* Delft, Netherlands: Eburon. 264pgs.
- ▶ Rawson, W. (1956). *The Werkplaats (Dutch - Workshop) Adventure: An account of Kees Boeke's great pioneer comprehensive school: its methods and psychology.* London: Vincent Stuart Publishers. 153pgs.





These foundations were usually founded in the belief in self-interested atomistic individuals rationally pursuing their distinctive self-interests in a context of other individuals pursuing their own interests. Given this base, noticeably similar to Newton's theory of particles in motion, a full-scale theoretical construction of social and political relations was created, neatly mirroring the physical sciences.

Complexity and Public Policy: A New Approach to 21st Century Politics Robert Geyer and Samir Rihani



Further from a Newtonian perspective once the election has been held is in effect in support of the Newtonian top down 'God' type mechanical power over bureaucracies where the heads shift but their silo method of operating doesn't. So that as conditions change in the periphery, new knowledge and praxis, environmental collapse, water rationing etc. by the time the message gets through to the centre and moves up the chain of command and a decision/decreed is made and promulgated down the chain of command its too late as the situation has transformed

Plus this in a sense is like slaves Newton's self-interested atomistic particles/individuals (above) electing their own slave boss

All those who voted for some other boss are now ignored.

Ah! the bliss and bombs of Majoritarian Democracy



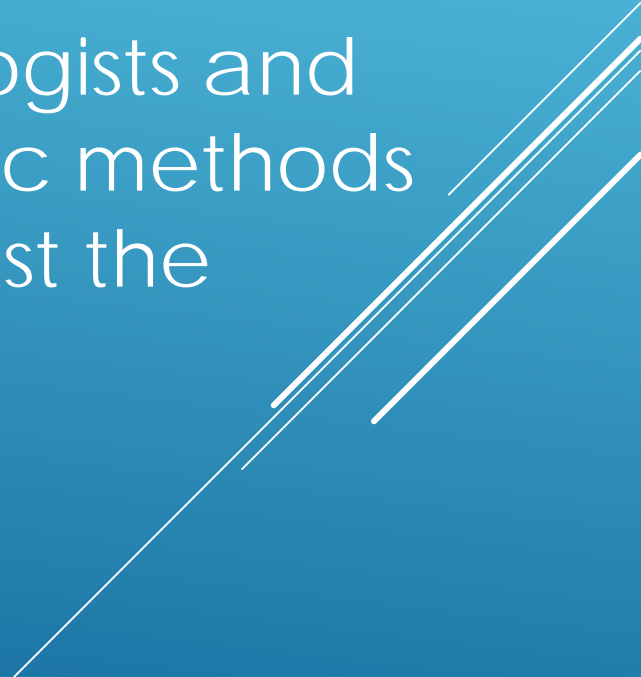
Today we don't depend on this *socious* (our tribe in Latin) for survival as in 99% of our history rather nowadays we depend on *technos*/the technocracy or as I call it the 'techno-bureaucrazy'

Technocracy, in short in classical political terms, refers to a system of governance in which technically trained 'technocrats' experts rule

Technocracy with its political arm of majoritarian democracy is now 'naturalised' so much so that few of us (dare to) ask what and why?

The key questions for today are: 1 what is Sociocracy? 2 what does it mean? & 3 how do we do it? Today I will try for the first two

The term itself was coined in 1851 by French philosopher Auguste Comte, as a parallel to sociology, the science that studies how people organise themselves into social systems. Comte believed that a government led by sociologists and other technical experts, would use scientific methods to meet the needs of all the people, not just the ruling class.

Several thin, white, parallel diagonal lines are positioned in the bottom right corner of the slide, extending from the right edge towards the center.

American sociologist Lester Frank Ward in an 1881 paper for the *Penn Monthly* advocated sociocracy to replace the political competition and adversarial contention created by majority vote. Both Comte and Ward advocated the application of scientific methods to governance but neither had a method for its application.

Interest continued in the 1920's work of peace activists & educators wife and husband team Betty Cadbury & Kees Boeke (both Quakers). Intriguingly Sociocracy started its contemporary role in their children's school (which still exists) Netherlands.



The system of **Sociocratic governance**, we are talking about today is evolved from this legacy. It is a method for the application of Wards, Cadbury and Boeke's ideas on Sociocracy - called the **Sociocratic Circle Method (SCM)**. Developed in the 1990's, again in the Netherlands, by electrical engineer & entrepreneur Gerard Endenburg. It arose in recognition of the devastation of WW2 and the subsequent collapse of governance.

Sociocracy then represents the results of this '**social evolution**' and, for me, a viable and valuable counterpoint to the ever present top down technical evolution (technocracy along with majoritarian democracy) we see all around us and I will be talking more about in our upcoming discussion on Transhumanism

Sociocracy is a direct expression of the Quakers Mission:
*to foster the understanding that within everyone is a directly
accessible spiritual light that can lead/governance people to
equality, simplicity, justice, compassion and peace*

Because sociocracy, as you will see, uses a **fractal** structure, it is highly **scalable** and this, combined with its social & economic aims, means it can be applied in all sizes & types of organisations.

It also distributes leadership & power to the bottom levels of an organisation & thus produces the characteristics of **flat organisations**.

Governance Systems

- ▶ **Demarchay** – ancient Greece used this: (or lottocracy) is a form of government in which the state is governed by randomly selected decision makers who have been selected by sortition (lot) from a broadly inclusive pool of eligible citizens.
- ▶ **Majoritarian democracy** – this is the default system for the West and its many NGOs e.g. Brexit and Trump – who is left out? [49.0% is left out that's who!!]
- ▶ Isocracy - An **isocracy** is a form of government where all citizens have equal political power. The term derives from Greek ἴσος meaning 'equal' and κρατεῖν meaning 'to have power', or 'to rule'. An **Isocracy** expands from the legal right of isonomia to political and economic systems, from equality of law, to equality in governance. Used for 100years in Ancient Greece by Pericles (495-429BC – Peloponnesian War with Sparta)



**majoritarian
democracy**



Direct democracy (also known as **pure democracy**) is a form of democracy in which people decide (e.g. vote on, form consensus on) policy initiatives directly.



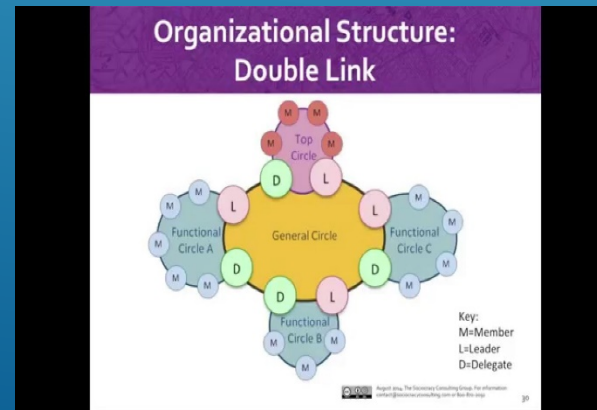
Technocracy, in classical political terms, refers to a system of governance in which technically trained experts rule by virtue of their specialized knowledge and position in dominant political and economic institutions. Official symbol of the Technocracy movement (Technocracy Inc.). The Monad logo signifies balance between consumption and production early 1900's



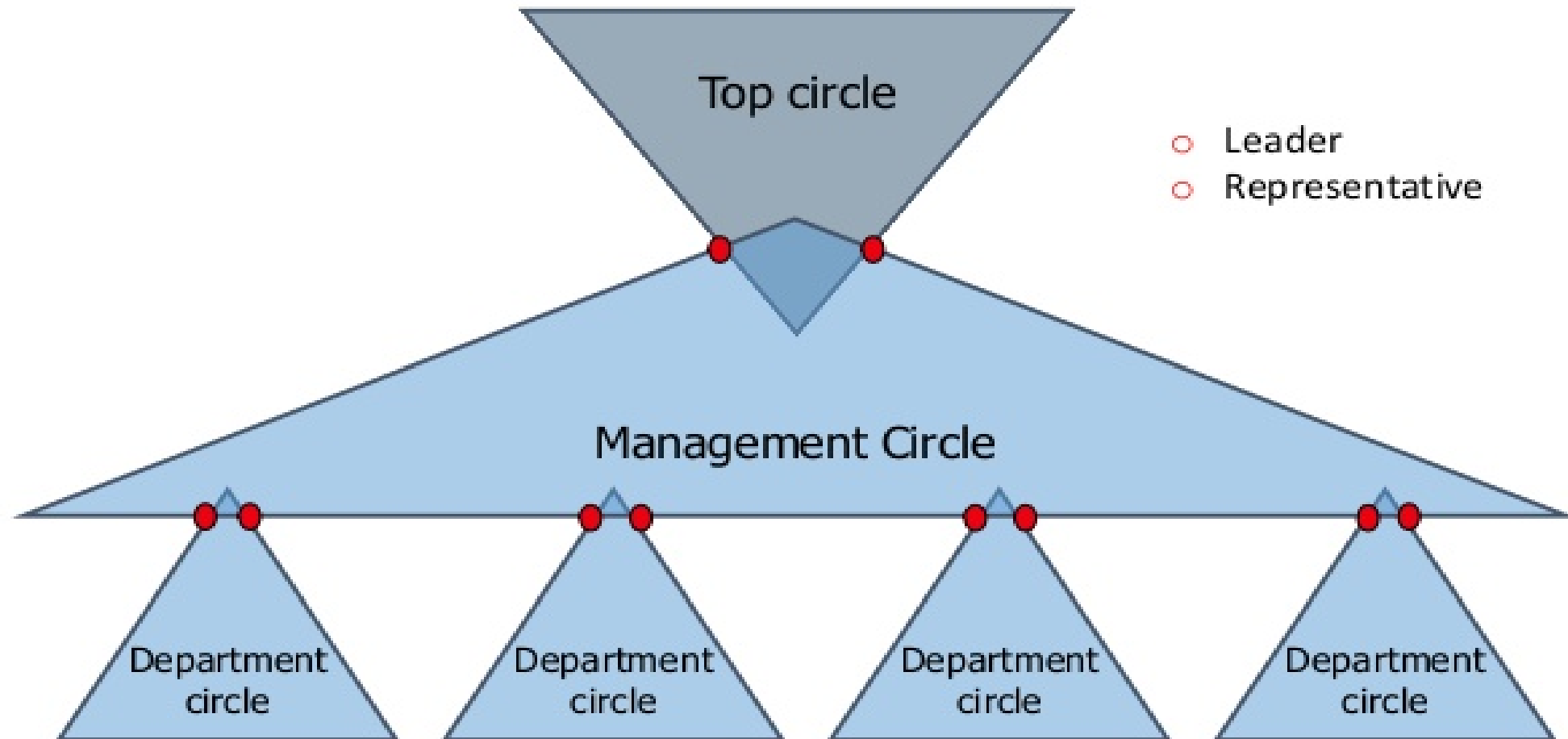
Anarchy opposition of constituted official authority/power
<https://www.facebook.com/MutuallyAssistiveAnarchism/>



Sociocracy – this presentation and discussion



Double link in organisations



FIRST IMPLEMENTATION

Kees Boeke and Betty Cadbury



Kees Boeke and Betty Cadbury

When WW II began to engulf Europe, the first implementation of sociocracy was achieved. Before the war, Dutch educator Cornelius "Kees" Boeke and his wife, English educator Beatrice "Betty" Cadbury, had been active internationally in Quaker peace education, predominantly in the Middle East. Boeke was a vocal pacifist and spoke against war with Hitler. When WWI began the Boekes were expelled from England. In 1914, they settled in Kees Boeke's hometown, Bilthoven, a small community in The Netherlands. They continued their peace work, actively supported pacifists, and started several European and International peace organizations.

The First Implementation: The Childrens Community Workshop

In 1926, the Boekes founded the first sociocratic organization. Needing a school for their children, they started the Children's Community Workshop and began adapting Quaker egalitarian principles to its governance. By 1945, the residential school community had grown to 400 students, staff, and teachers who participated as equals in school functioning and program design. Decisions were made by consensus and no actions taken until everyone agreed. The school still exists and functions according the same principles.

Although confined to the Netherlands and arrested by the Germans during the occupation, Kees Boeke continued to write about the abuses of power that were becoming evident in democracies. His most well-known essay is "Sociocracy: Democracy as It Might Be."