

SOCIAL TOOLS

Decentralized Organizing in Practice

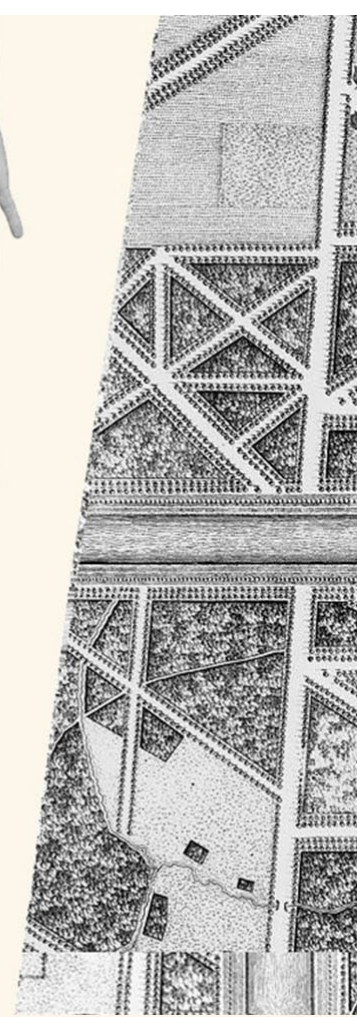
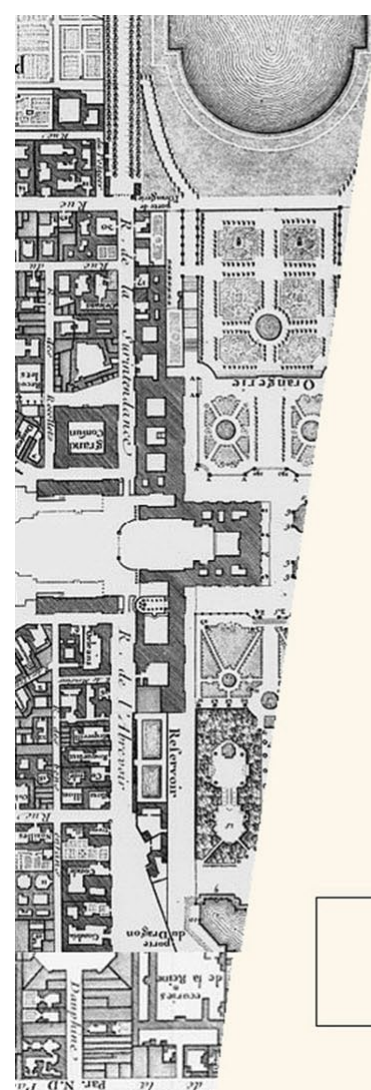
TRAINING CIRCLE

SESSION 1 - Patterns 7+8
NOV 19

- + Distinguish Commitment from Participation
- + A Toolbox of Decision Protocols

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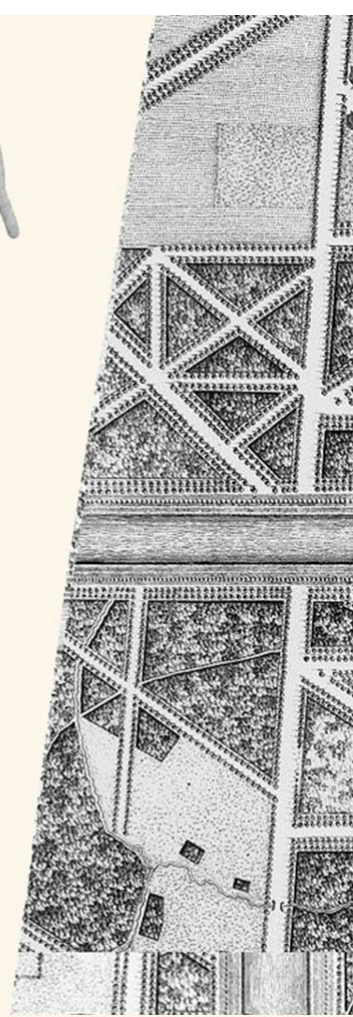
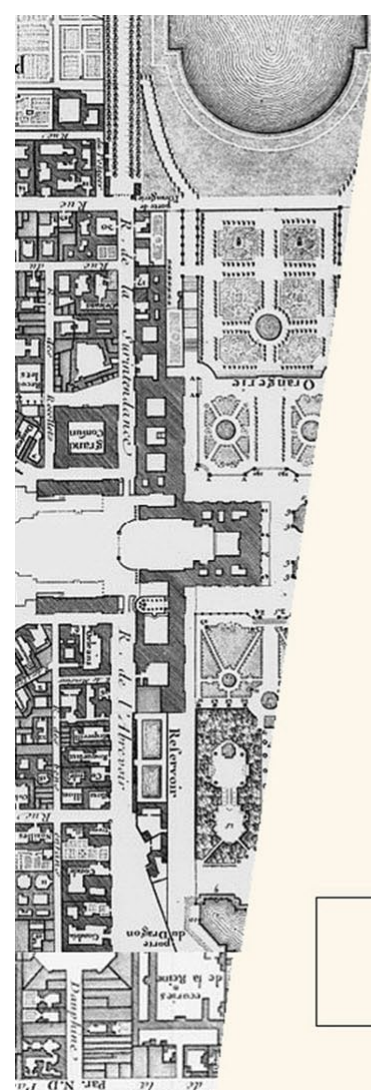
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TRAINING CIRCLE - WHY?

- + follow up from conference
- + (un)learn & practice habits and routines
- + from disorganisation to decentralised organisation
- + peer-learning
- + create program for Social Tools 2019

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TRAINING CIRCLE - THE PROGRAM



Patterns for Decentralised Organising

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Distinguish commitment from participation.

Define different levels of engagement, e.g. volunteers + workers + owners; or 1 + 9 + 90; or contributors + members.
Explicit rights + responsibilities for each group. Transparent pathways in and out.

A toolbox of decision protocols.

Mandate: I'll decide, then respond to questions.
Advice: I'll listen to input, then I'll decide.
Consent: I'll proceed if nobody objects.
Consensus: I'll proceed if everyone agrees.
Prerequisites: transparency, shared purpose, psychological safety, reliable conflict resolution, regular reflection...

Self-development for collaboration.

We need to unlearn hierarchy to learn collaboration. We can grow our collaboration skills with practice (empathy, self-awareness, reflection, communication, etc). We learn by mimicking people we look up to. So be intentional about which behaviours you bring to your group.

Build a culture of trust & belonging.

Project Aristotle research found the #1 predictor of team performance is psychological safety, i.e. everyone feels they can take risks, suggest new ideas, or disagree.
Build trust & belonging by spending time together (e.g. at annual retreats), getting to know the "whole self", beyond the job title.

Make decisions asynchronously.

Use loomio.org for transparent, accessible, inclusive decisions. More participation, less time spent in meetings. Use meetings for: bonding, trust, complexity, brainstorming.

Agree how you're using your communication tools.

E.g., 3 tools for 3 jobs:
1. Realtime feed: chat/Slack
2. Async threads: email/loomio/forum
3. Static docs: wiki/handbook/gDocs

Intro new tools with care.

Agree the problem; begin time-limited trial; support people to learn; evaluate + repeat.

Systematically distribute care labour.

Care is work. Make it visible so it can be fairly shared.
e.g. Practice giving & receiving care in a 'stewardship' peer-support circle. Monthly check-in: 'how can I support you?' Continuous improvement in emotional intelligence. Deep relationships dissolve conflict.

Collectively agree norms & boundaries.

Common sense doesn't exist, so define your shared norms explicitly. Review and update agreements periodically. Clear expectations: easy onboarding + buy-in.
See loomio.coop/handbook.enspiral.net
handbook.gjni.net

Use rhythm to align autonomy.

Different spaces for different conversations, e.g.:

1. Daily standup (yesterday, today, blocks, wellbeing)
2. Biweekly sprint (planning, demo, retrospective)
3. Quarterly retro + objective setting
4. Biannual retreat

Find your own patterns with regular retrospectives.

Regular structured reflection (good, bad, change). Hear about problems when they are small. Practice trying new things. Grow the org structure that is right for you. Continuous participatory change.
see retrospectivewiki.org

Conflict is normal. Agree how to deal with it.

E.g. conflict escalator from Loomio co-op: agreements (norms & boundaries) and practices (non-violent communication) → direct 1:1 communication → steward-supported conversation → help from internal specialists → external mediators → system review.

Keep talking about power.

Power differences are inevitable. Distinguish "power-with" (social capital, legitimate reputation) from "power-over" (coercion, threats). Make it transparent.
Rotate roles that attract influence. Founders/elders/leaders be patient while new people learn the ropes.

Get unstuck with an external peer.

Someone you trust & respect who is not directly involved in your situation.
Help you rethink issues, gain perspective, renew enthusiasm, host difficult conversations.
Could be a friend or a professional.
For example: talk to us! contact@thehum.org
We are available for training, coaching, advising, hosting retreats...

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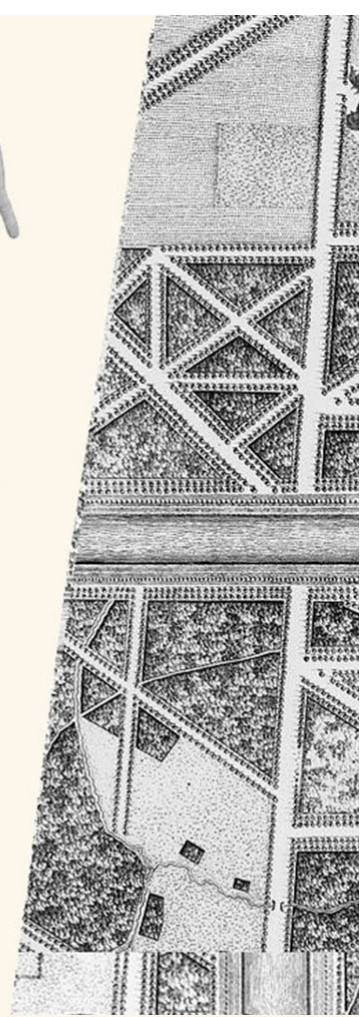
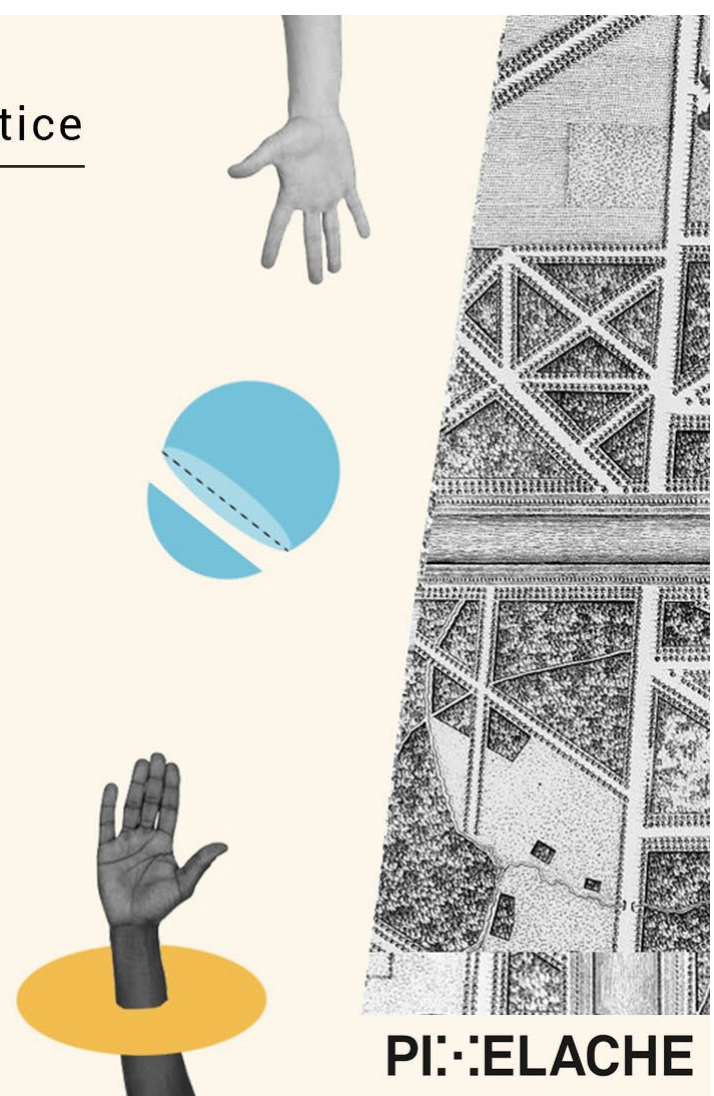
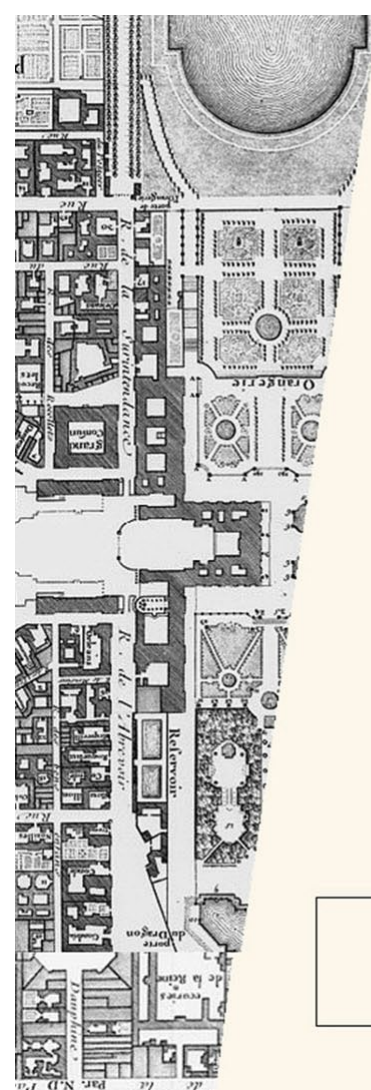
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STAKEHOLDERS - EXAMPLES

- + Digital Life Collective
- + OuiShare

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STAKEHOLDERS - EXERCISE

QUESTION: How is this pattern visible in the organizations/communities/collectives you are involved? (5 min)

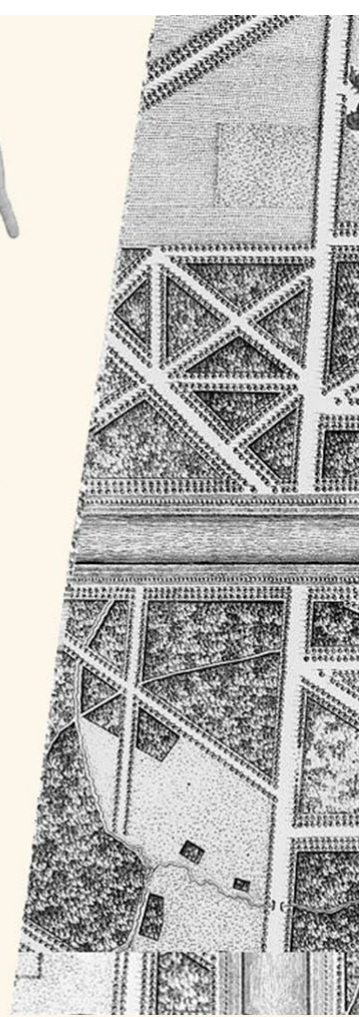
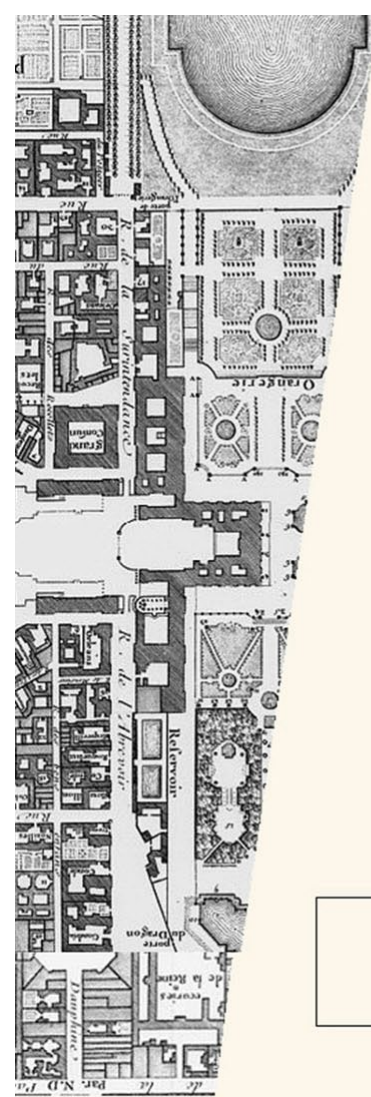
Free discussion in small groups,
share some of your observations. (20 min)



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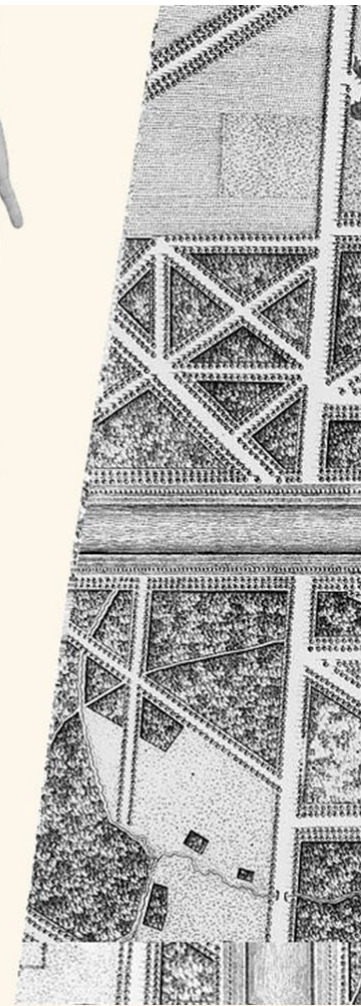
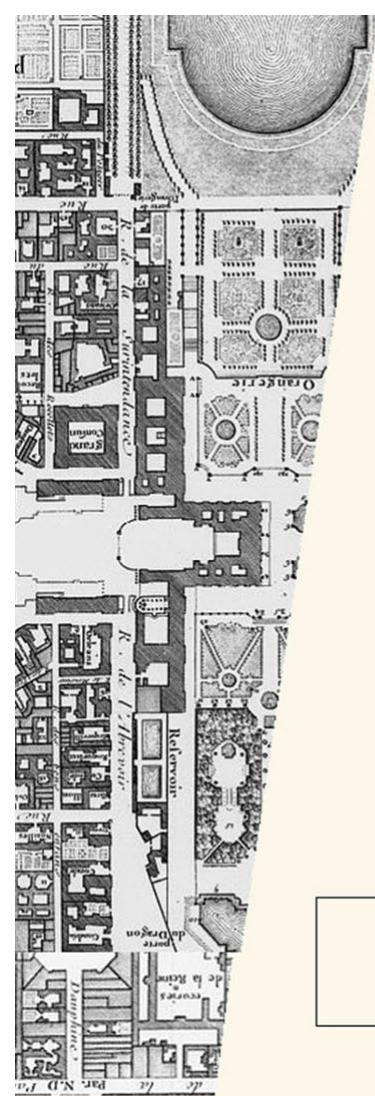
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DECISION MAKING - EXERCISE

1. mark individual choices for each proposal
2. clarifications (if options are unclear)
3. address objections: how to modify the proposal so that objections would move to toleration
4. write your own proposal (optional)

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CONSENT DECISION

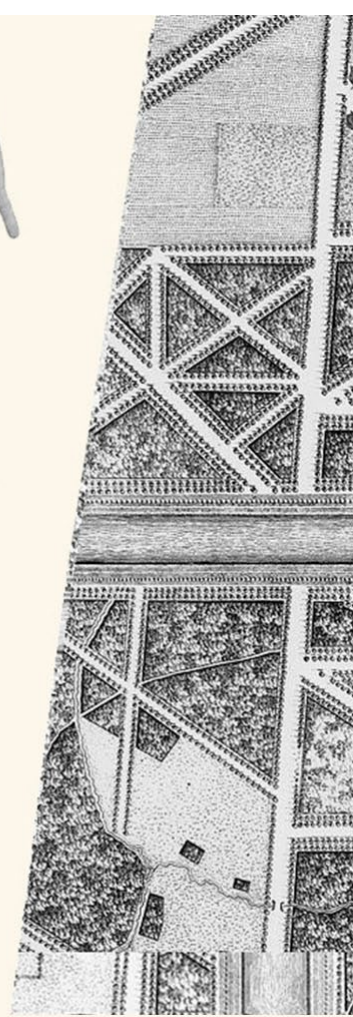
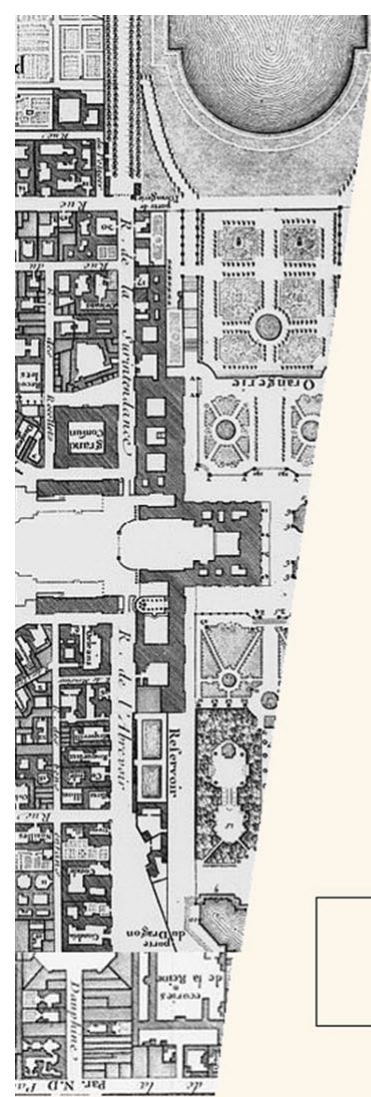
Video James Priest (Sociacracy 3.0)



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NEXT STEPS / SUGGESTIONS

SESSION TWO - JAN 14

Patterns 9+10

Make Decisions Asynchronously

Agree How You Are Using Your Communication Tools

SESSION THREE - MAR 25

Patterns 11+12

Use Rhythm to Align Autonomy

Find Your Own Patterns With Regular Retrospective



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