

SOCIAL TOOLS

Decentralized Organizing in Practice

TRAINING CIRCLE

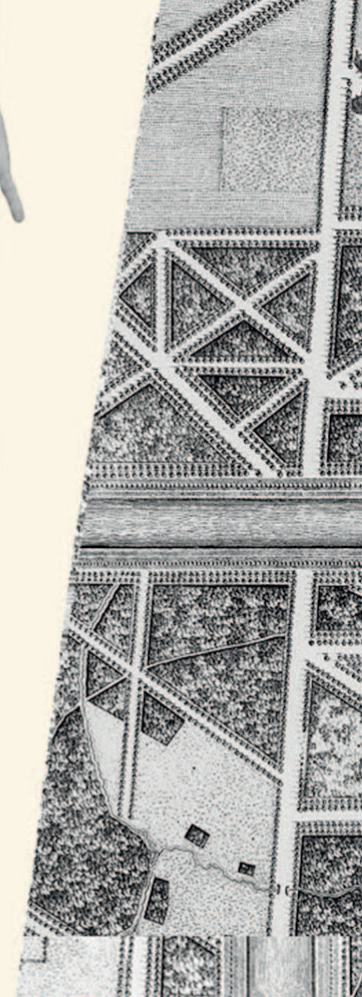
SESSION 3 - Patterns 11+12

MARCH 25

- + Use Rythm to Align Autonomy
- + Find Own Patterns with Regular Retrospectives

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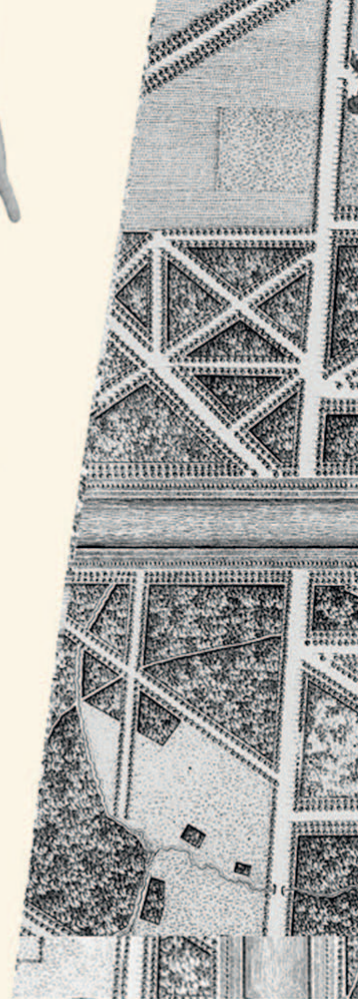
Decentralized Organizing in Practice

TRAINING CIRCLE - WHY?

- + follow up from conference 2018
- + (un)learn & practice habits and routines
- + from disorganisation to decentralised organisation
- + peer-learning
- + take inspirations into your own context
- + 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.com
handbook.qini.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 retrospective.wiki.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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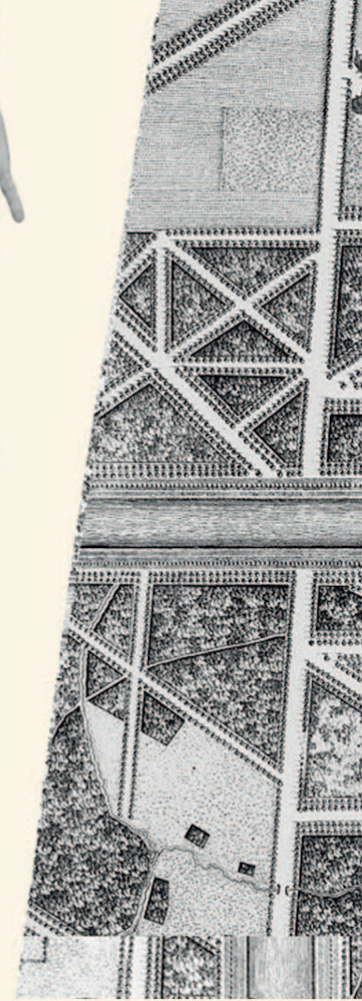
PATTERN 11

USE RYTHM TO ALIGN AUTONOMY

Video 12 min

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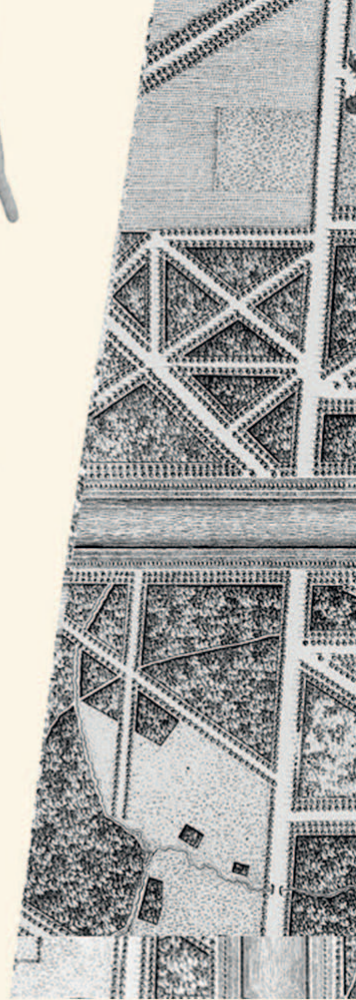
PATTERN 11

USE RYTHM TO ALIGN AUTONOMY

EXERCISE

- + What's the "Rythm" in your organisation?
- + Reflect on your own (ca. 3 min.)
- + Discuss in small groups of 3-4 people (about 20 min.)
- + 3 quick Presentations (max. 3 min. per presentation)

BREAK !



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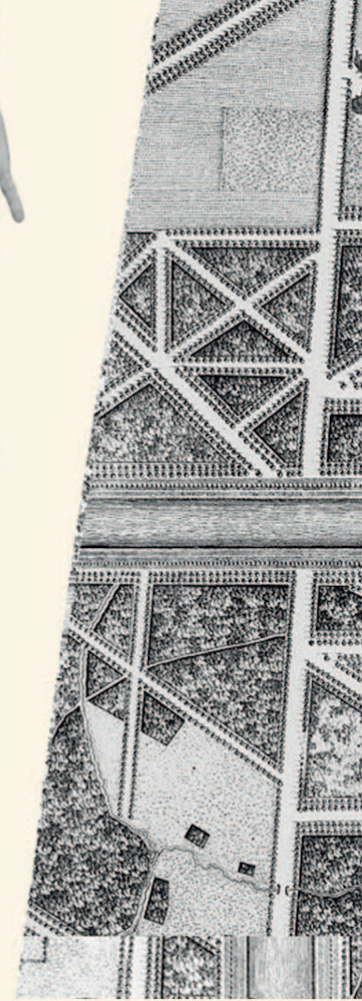
PATTERN 12

FIND YOUR OWN PATTERNS WITH REGULAR RETROSPECTIVES

Video 5 min

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RETROSPECTIVE --> SOCIOCRACY 3.0



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PATTERN 12

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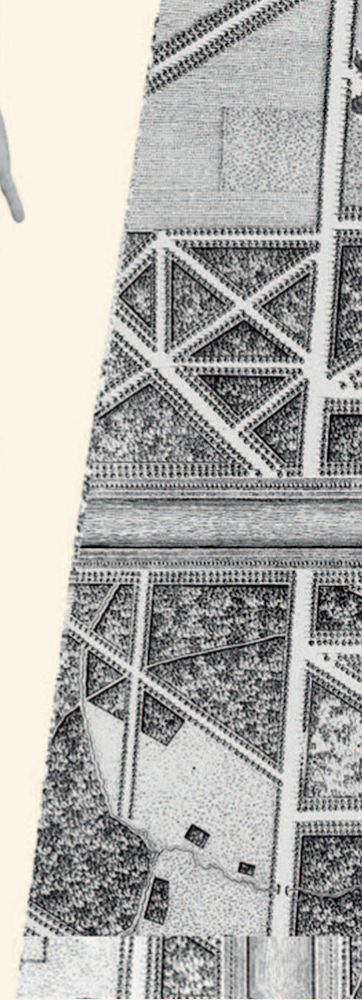
EXERCISE - SOCIAL TOOLS RETROSPECTIVE

- + MEETING FREQUENCY
- + MEETING PLACE
- + MEETING STRUCTURE
- + COMMUNICATION TOOLS
- + THE CONFERENCE IN 2019

What's good? What's not so good? What do we change?

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EXERCISE: CONSENT DECISION

What Communications Tools we want to use in the future?

DRIVER STATEMENT

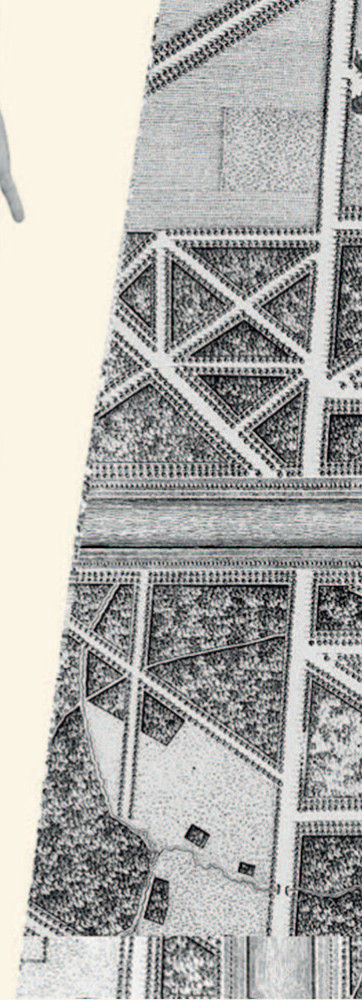
Email and Eventbrite (as used at the moment) are insufficient communication tools for our needs. We want to create a participatory learning environment, and we need a communication and decision-making tool for that.

PROPOSAL (SOLUTION TO OUR ISSUE)

We suggest that we would start using Loomio as our tool for collective communication and decision-making.



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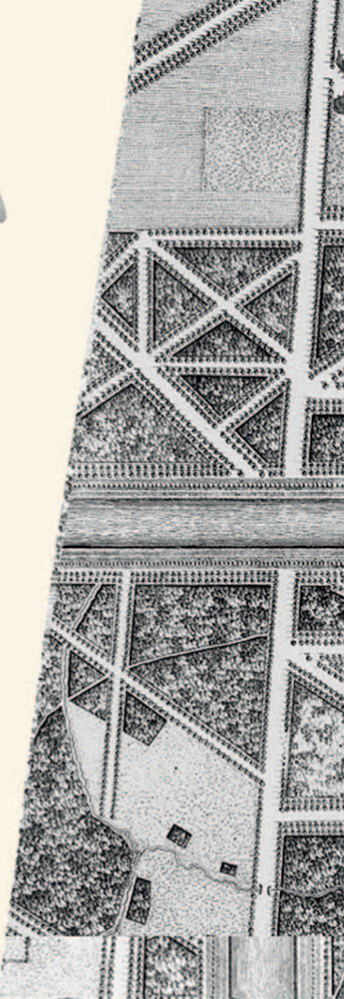
WHO'S ACCOUNTABLE
Oliver & Ilpo

EVALUATION DATE
After the conference in September 2019

EVALUATION CRITERIA
Published online with the proposal

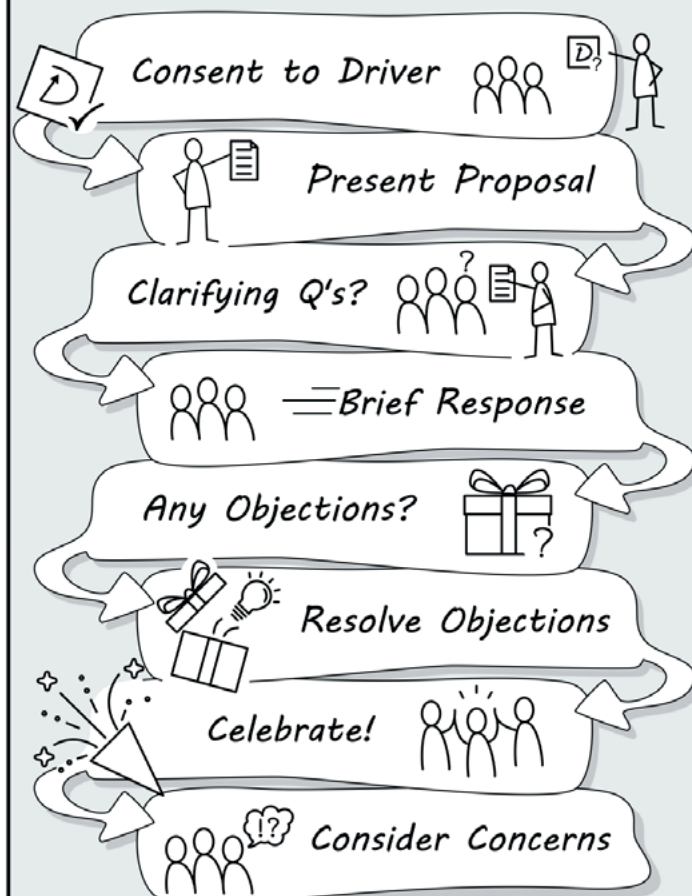


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Consent Decision Making



Consent Decision-Making – Short Format

1. Present Proposal

2. Clarifying Round

3. Quick Reaction Round

4. No Objection Round
"Do you object to this proposal?"

No
Any Objections?

Yes -
choose one:

Facilitator amend proposal

"How might you solve this?" round

Brief dialogue – 2 or 3 people

Free-form dialogue → amendment

Rework; refer to higher/lower circle

5. Announce Decision; Celebrate
Go to Next Agenda item

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PATTERN 12

FIND YOUR OWN PATTERNS WITH REGULAR RETROSPECTIVES

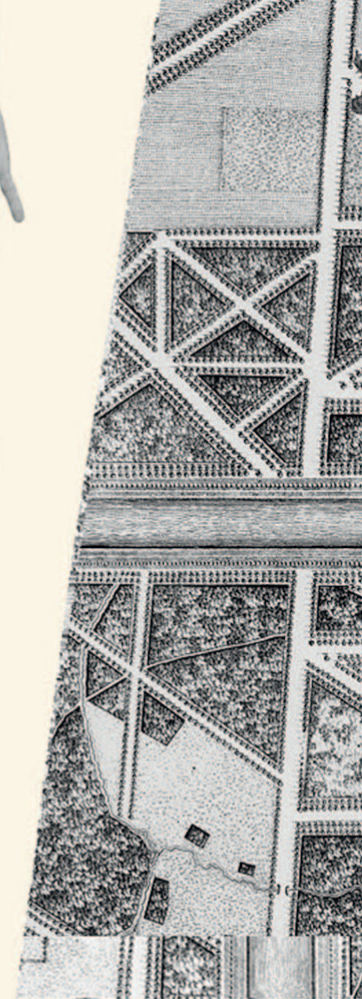
EXERCISE - SOCIAL TOOLS RETROSPECTIVE

- + MEETING FREQUENCY
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NEXT STEPS / SUGGESTIONS

SESSION FOUR - MAY 21 (TUESDAY)

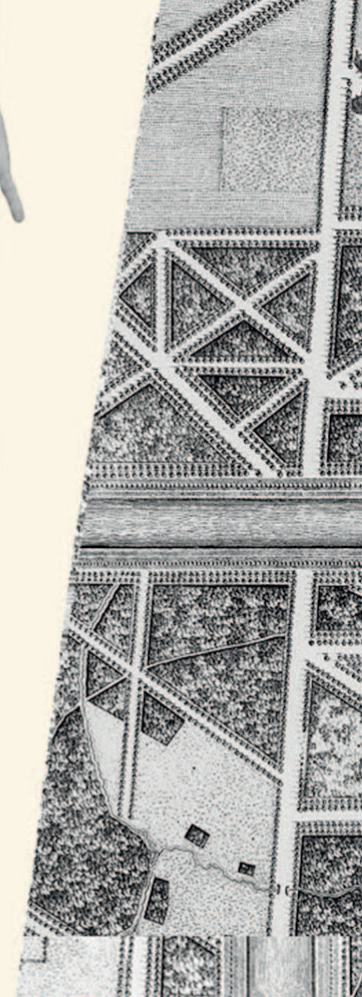
Patterns 3+4

Distribute Care Labour

Collectively Agree Norms and Boundaries



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