

Syllabus
CCI 2023 – Advanced Module
Dynamic Governance/Sociocracy

Monthly Schedule

PHASE ONE: UNDERSTAND. CONNECT AND EDUCATE

Learning Objectives

By the end of this phase, participants will have

1. Connected with each other and coaches around sociocracy as an organizing and governance model.
2. Become aware of the core sociocratic concepts of consent decision-making, circles as an organizing structure, and double-linking of circles for accountability and transparency.
3. Received an invitation to participate in Phase Two for a more in-depth exploration.

January 2023 – Individual Exploration

- The board chairs or designated board members and the general managers from all NFCB stations may view and discuss the [introductory video](#) at their convenience:



February – March 2023 – Information Sessions, Decisions, and Group Formation

- 1-hour Zoom-based informational session to discuss the introductory video, address clarifying questions, and explore how the sociocratic concepts connect with the experience of individuals in their organizations. Please use this link to join one of the sessions:
<https://us02web.zoom.us/j/85763751346>

You may attend on either (or both) of two dates:

Tuesday, February 7 at 3:00 p.m. Eastern/Noon Pacific

Monday, February 13 at 3:00 p.m. Eastern/Noon Pacific

These information sessions will allow the consultant team to connect with those who signed up for the Dynamic Governance/Sociocracy module and build awareness and engagement with the broader NFCB membership.

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PHASE TWO: EXPLORE. BUILD A BASE AND EXPERIMENT

Learning Objectives

By the end of this phase, participants will have

1. Connected with each other and coaches around more in-depth learning and actual experience of sociocracy practices
2. Developed a capacity to introduce, implement, or pursue further exploration of sociocracy in their organizations through Phase Three pilot projects.

April 2023 - June 2023 – Phase Two, Part One: Explore. Build a base and experiment

- Small groups, organized by NFCB staff, meet independently on a schedule convenient to you and participate in a 4-session video-assisted training program. SCG Nonprofits will provide the convener of each group with links to the course material for each session.
- After each of the first four training program sessions, each Convener participates in a virtual coaching session (typically about 45 minutes) with an SCG Nonprofits coach. In the third training session, the group will select a delegate to join the convener in these coaching sessions. In these coaching sessions, we will discuss what came up in the last session and what will come up in the next session.
- Participants will consider their goals, possible pilot projects, and the transition to Phase Three in a fifth small group session.

June 28, 2023 - Phase Two, Part Two: NFCB Pre-Conference Intensive Workshop

- Small group interaction and practice with the core concepts of sociocracy.
This session is for stations intending to do a pilot project and those interested but not yet committed to Phase Three. Attendees will include paired general managers and board reps, where possible. Additional members of station leadership are also welcome.

June 29 or 30, 2023 - Phase Two, Part Three: Intro to Dynamic Governance/Sociocracy Workshop

- Small group interaction introducing the core concepts of sociocracy.
This session at the NFCB Conference is for anyone not yet acquainted with the dynamic governance/sociocracy model.

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PHASE THREE: DECIDE. FORM A PROPOSAL AND IMPLEMENT

Learning Objectives

By the end of this phase, participants will have

1. Connected the concepts and practices of the sociocratic model to the specific needs and contexts of their organizations
2. Designed and conducted a pilot project within their organization
 - a) Coaching and training an internal change team for implementing sociocratic practices, or
 - b) Facilitating an exploratory group in their organization for further study and experimentation
3. Developed a presentation to share insights, opportunities, and questions carried forward

July 2023 – October 2023 – Pilot Projects, Experiential Learning, and Coaching

- Design pilot projects to introduce and implement sociocratic practices in your station policies and practices. (Some of these may be exploratory projects to “test the waters,” while others may choose “all in” transformational approaches.)
- Participant station representatives meet with coaches two hours a month in one or two sessions to discuss progress, challenges, surprises, and breakthrough experiences. Core coaching areas might include:
 - o Making decisions by consent
 - o Facilitating meetings and decisions
 - o Meeting format
 - o Troubleshooting
 - o Facilitating the selection process
 - o Generating proposals for selections and decisions
 - o Organizational design
 - o Aims and domains of circles
 - o Feedback processes, including performance reviews
 - o Role of Board and Management
 - o Implementation strategies
 - o Onboarding new participants in the organization
 - o Interpreting sociocratic design and practices to others
 - o Involving stakeholders

August - September 2023 – Mini-Conference for Peer-to-Peer Updates

Midway through the pilot project phase, we will host a virtual gathering for peer-to-peer support and sharing insights from pilot projects.

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PHASE FOUR: SHARE. CELEBRATE LEARNINGS AND CHOOSE NEXT STEPS

Learning Objectives

By the end of this phase, participants will have

1. Reported to others their learnings, challenges, and breakthroughs
2. Celebrated gains and learnings of the previous year
3. Chosen the next steps to pursue in the next one to three years.

November 2023 - Celebrate, Share, and Look Forward

Informal presentations on what each group is learning about their organization through its pilot project and what they hope to continue. The “audience” for these presentations will be other project groups, the coaches, and curious NFCB affiliate staff and board members who may choose to start a new cycle of the project.

FACILITATORS AND COACHES

Jerry Koch-Gonzalez
Jerry@sociocracyforall.org

Cyrus N. (Russ) White
White@SCGnonprofits.com