



## OBJECTIVES OF THE WORKSHOP

**This workshop is designed to enable you to:**

**Analyze the impact of decision-making processes on the behavior of people in organizations**

**Use sociocratic governance principles in both your personal life and your work place**

**Gain power by sharing it**

**Use sociocracy to improve the financial, marketing, and social health of your organization**

**Use sociocratic governance as a means to:**

- Gain respect for who you are**
- Develop team spirit in your organization**
- Manage difficult situations**
- Make decisions that can be implemented rapidly with support of your teammates**
- Support the development of leaders at all levels of your organization**
- Stay firm in direction while supporting self determination of working teams**
- Create the conditions for authentic community**

**Explore different strategies to implement sociocracy in your environment**

### **The International School for Leaders Program**

This workshop covers the introductory modules of the intensive program LEAD, which is based on the sociocratic governance method. LEAD includes six modules of three training days each, four and a half months of training, completed over a period of 12 to 18 months.

## WORKSHOP INFORMATION

### **Date & Time**

Two day introductory training planned for fall, 2011

### **Location:**

Bethesda, Maryland.

### **Tuition:**

\$500

### **Registration:**

To express interest contact:

<http://www.governancealive.com/home>

**Telephone:** 800-870-2092



### **Workshop Presenter Information**

**International School for Leaders**  
67 Rue Saint-Laurent Ouest  
Longueuil, QC J4H 1L7

**Center for Sociocratic Governance**  
6827 Fourth Street NW, #213  
Washington, DC 20012



# TO LEAD

## **AN INTRODUCTORY WORKSHOP**

### **The Art of Leading the Individual, the Team, and the Organization**

*A new method of leadership based on the Sociocratic governance model.*



*“Leaders from every form of organization will benefit from this workshop.”*



**May 18-19, 2010**  
**Silver Spring, Maryland**

**Presented by**

**The International School for Leaders**  
**The Center for Sociocratic Governance**

## MODULE 1 Self-Governance

### The Individual and Society

From Democratic to Sociocratic Governance

### Lead Yourself

How to Lead Your Own Personality

### Talents, Needs, Values, and Leadership

Using Wheel of Talents\* to Enliven Your Own Life

### Developing the Self in a Circle

A Learning Experiment

### Conflict Resolution, Sociocratically

An Interactive Experience

### Sociocracy and Community Building

A Guided Small Group Exercise

### To Be a Leader: a Life Project

Evaluation and Transfer of Learning

\* When you register, we will ask you to complete a Wheel of Talents self-assessment for use in the workshop.

## MODULE 2 Governance of an Organization

### Power, Leadership, and Society

Learning from a Simulation

### The Sociocratic Governance Model

The Four Basic Principles

### A Sociocratic Organization

The Design of a Structure

### How to Assemble the Sociocratic Circles

An Experiment in Sociocratic Structure

### How to Make Proposals

A Guided Exercise

### How to Make Decisions

An Interactive Simulation

### How to Run Sociocratic Meetings

A Learning Experience

### Sociocracy: Money and Legal Aspects

Discussion of Organizations without Owners

## An Introduction to Sociocratic Governance

Sociocratic governance, also known as dynamic governance, is based on a simple set of principles combined with a larger number of practical and empowering methods that address the problems confronting leaders and managers. The job of leaders is to make their organizations more efficient. Many efforts aimed at efficiency, however, have focused on false measures of productivity and resulted in questionable ethics. Managers need better tools to lead their organizations to meaningful efficiency.

Management research has long proven that both efficiency and ethical behavior in organizations are linked to the highly cooperative climate produced by a deep sense of community. Cybernetics, the science of communications and control, studies the processes that natural systems use to sustain themselves under changing conditions. Sociocratic governance has used this research to design the most effective methods for creating productive and harmonious organizations.

**By integrating the needs of individuals with those of the organization, sociocratic governance simplifies modern management and decision-making practices, and raises productivity. It eliminates the need for the unproductive power struggles that undermine collaboration and communication and produce inefficiency in organizations. How it does that is the subject of this workshop.**

## Workshop Leaders



**Gilles Charest**, organizational expert and internationally certified sociocratic consultant, graduated from Laval University in Quebec and the Gestalt Institute of Cleveland. Since 1988, Gilles has worked in collaboration with the Global Sociocratic Center to promote the sociocratic governance method. He is author of *Roue des Talents* (Wheel of Talents), an application of sociocracy to self-governance, and *La Démocrate Se Meurt, Vive la Sociocratie!* (Democracy Is Dying, Long Live Sociocracy).



**John Buck** has extensive leadership experience with government and corporations. John helps a wide variety of businesses and organizations in designing work and making group decisions effectively by “rewiring” basic power in the organization. His Master’s degree from George Washington University demonstrated the effectiveness of sociocracy in improving employee engagement. He is coauthor of *We the People: Consenting to a Deeper Democracy, A Guide to Sociocratic Principles and Methods*.