

Is there a system of organization and decision making...

- that is more effective and scalable than consensus?
- that delivers greater equality than majority rule democracy?
- that delivers products and services efficiently in any sector - businesses, nonprofits, and social change organizations?

Dynamic Governance!

- Dynamic Governance (DG) is an effective participatory decision-making process based on equivalence of power of all participants regardless of their position in an organization's managerial hierarchy.
- Dynamic Governance redesigns traditional organizational decision making, transforms ownership structure, and offers a vision of society based on power-with.
- Dynamic Governance is also known as Sociocracy – meaning governance by the “socios” – those who associate together!

Drawing on cybernetics and systems theory and designed by an engineer in the Netherlands, DG gives everyone in an organization an ear, a voice, and informed influence over policy that affects them. Businesses, non-profits, educational bodies, health care organizations, and community groups use it. DG invites participation, inspires leadership, and allows an organization to flourish in a changing environment.

Why Dynamic Governance?

- To improve decision making and workflow.
- To give everyone a voice and influence.
- To support a triple bottom line approach: care for the well-being of clients/consumers, workers/investors, community/environment.
- To serve as a model towards building a resilient, sustainable, and cooperative economy and society.

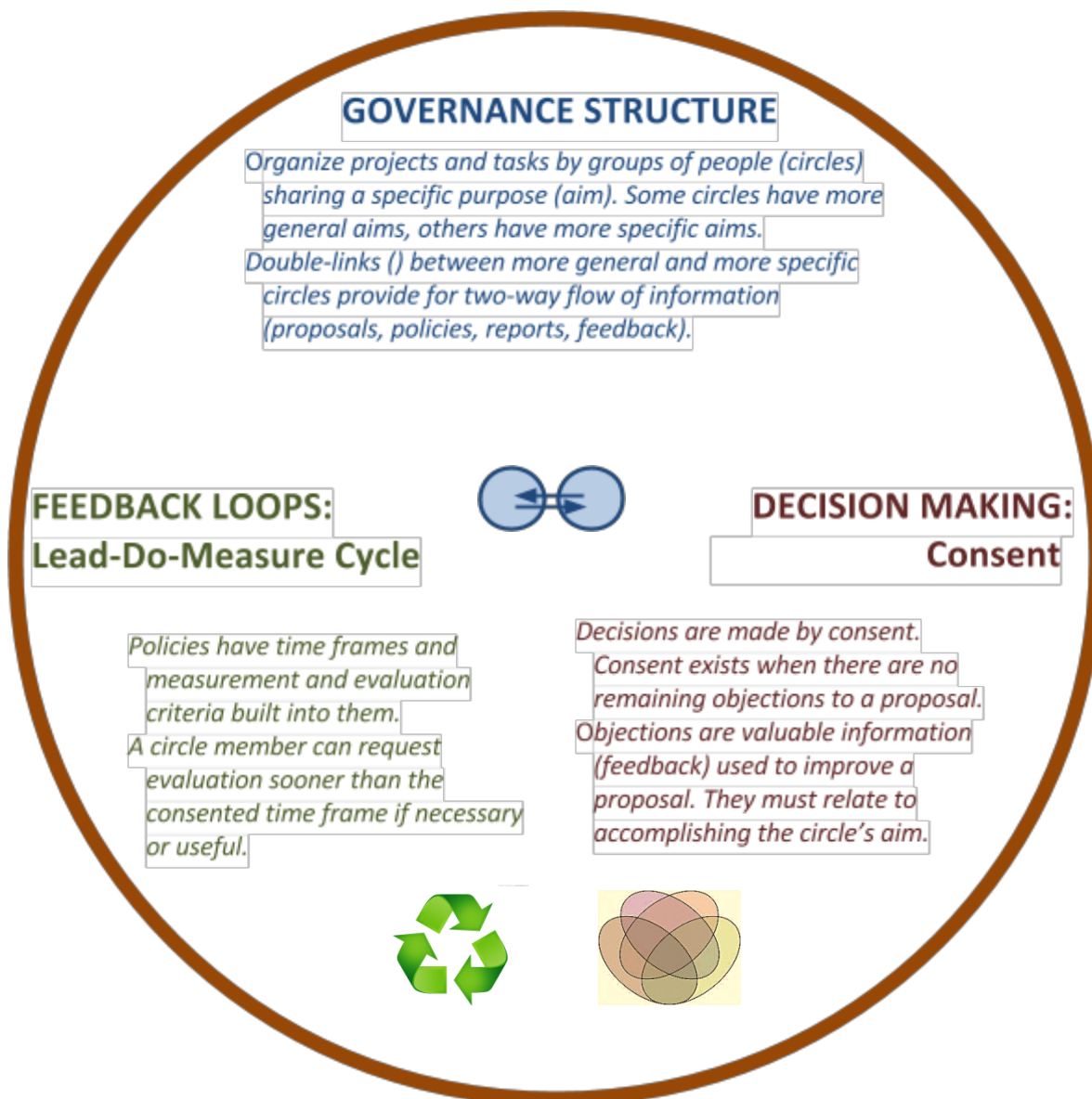


What are the values underlying Dynamic Governance?

- **Equivalence:** Individuals function as peers in deciding how to accomplish their collective aims.
- **Effectiveness:** Designing for action; continuous development toward accomplishing aims and goals.
- **Transparency:** Direct access to all policy documents and records relating to one's work.



Dynamic Governance Basic Concepts



Thanks to Jerry Koch-Gonzalez, Diana Leafe Christian, Sheella Mierson, and John Schinnerer, The Sociocracy Consulting Group, for this drawing.

Get to know more about Dynamic Governance!

- Read *We the People: Consenting to a Deeper Democracy*. Available from sociocracy.info and Amazon.
- Visit The Sociocracy Consulting Group's website: www.sociocracyconsulting.com and read articles, sign up for our mailing list/blog and for workshops (teleclasses and in-person).
- Contact TSCG consultants:
 - Jerry Koch-Gonzalez: jerry.koch-gonzalez@sociocracyconsulting.com, 413-549-1747

