

## **Dynamic Self-Governance (Sociocracy, DSG) The basics in NextGEN**

The Findhorn Foundation operates quite similar to DSG at present, by using it we are using deep democracy more effectively and can eventually change some of the hierarchy or separation that can be experienced within and between the Foundation, the NFA and individuals.

Below is a brief description of DSG created for NextGEN. A DSG training is currently being developed for NextGEN. The Findhorn circle can participate via Teleconference or we can arrange a real time one here for free.

NextGEN was born in October 2005 and has operated as a DSG organization since July 2006.

As a sustainable community it has allowed us to honour each voice bringing in an emotional, human aspect to our decision-making. It allows us to understand each other more deeply and remove some of the hierarchy and separation that can be experienced in meetings. It has brought transparency into the reasons behind the decisions and this has built trust within the organization. It has allowed us to make decisions with speed and grace.

As the leaders of now and tomorrow DSG is aiding us to empower ourselves to take action. It allows us to lead each other without holding onto power so we empower each other. By using DSG we operate in line with the changes we want to see in the world. We co-create the organization while demonstrating to the world what is possible.

It has allowed different circles or elements of NextGEN to have their own autonomy and culture while still being connected to the whole. We intend to further this process to create a simply

organized and effective global representation of sustainably minded youth. This global representation would give relative equality and be the evolution of Democracy.

Below are the basics of Dynamic Self Governance, DSG (The name DSG has evolved from Sociocracy for various reasons) and a simple overview of Dynamic Self Governance in NextGEN.

Sociocracy literally means rule by the “Socios,” people who have a social relationship with each other.

A Dynamic Self Governance (DSG) organization manages itself holistically while each part of the organization has a voice in how it is managed.

DSG can be seen as a system of interlinked principles and strategies that aid and guide a group of people working towards common aims.

It has been developed in a unique management science laboratory for over the last 40 years in The Netherlands.

Large corporate businesses like Shell use it for its effectiveness and people orientated networks like The Centre for Non-Violent communication use it for the compassion it creates between people

### **The Four Governing of Principles Of Dynamic Self-Governance**

- **Consent**

The principle of consent governs decision-making. Consent is different to consensus and there are simple processes to reach consent. For an individual to give consent (i.e. not have a paramount objection) it must be within their range of tolerance. Objections are not viewed as blocks; they are the core or crux of a puzzle. The group wants to solve the puzzle so the decision is: the most viable solution; within the range of tolerance of all members as this creates optimal functioning; allowing the group to achieve its aims in relative harmony.

The whole circle/group must give consent for a decision or action to be taken.

The decision does not have to be the desired strategies of all but it must be acceptable to all.

Day-to-day decisions do not require consent but use of other decision-making processes need to be agreed on by consent.

- **Role Selection (Elections Of Persons)**

DSG circles elect people for roles by consent. The process is a transparent supportive method that allows for discussion and is done in a timely manner.

- **Circles and Circle Processes**

A DSG organizational system consists of semi-autonomous circles, each having its own purpose, roles and functions that work to serve itself and the whole.

- **Double-Linking**

Each circle is connected to the next higher circle with, normally, at least two individuals being members of the higher circle. This ensures effective information flow up, down and across the organization

NextGEN has a minimal hierarchical system, thus the core circle of NextGEN exists.

All circles are represented in the core to serve the whole and make decisions. All fellows have the opportunity to contribute to the decision-making and most likely be part of the core on a changing basis.

DSG removes the “power over” element found in traditional hierarchical structures. Individuals have relatively equal power in decisions made by consent, thus responsibility is shared equally giving leadership a different dynamic not present in autocratic

structures.

When consent is not given there must be a valid reason. This can then be taken and built into the rejected proposal, thus avoiding future problems.

Having a diversity of input should create better solutions or decisions to whatever is current and arising within NextGEN while serving the individuals and the whole simultaneously.

DSG empowers the individual and provides creativity.

It was developed to address human needs and designed to mimic living organisms thus allowing the collective of individuals to run and manage themselves and the organization.

DSG allows a NextGEN circle to manage its own projects. Individuals, circles and other organizations keep their freedom and personal agendas. It allows the individual to accommodate their own needs and each circle is able to be unique.

DSG resembles organic systems using the wisdom of nature and people. The wisdom of nature is sustainability.