TURN-BASED DISCUSSION

You don't have to implement sociocracy to be able to do this. Give it a try!

The more people involved in a **decision making** process, the more colorful the associated discussions.
How do **D I S C U S S I O N S** work in your company?

In the past, many of us have observed this situation in our working lives:

The loudest ones shape the **discussion**. We get lost in details. Different opinions generate emotional friction. Passionate individuals overwhelm the discussion, compelling others to hold back completely.

We often notice the influence of **sociocracy** in everyday life by how **efficiently** and humanely discussions are conducted in our company today. We speak in **rounds**: everyone in turn gets to speak ONCE to give his/her **reaction** to the proposal. If opinions differ greatly, there is a second round of feedback to process what we heard and adjust the proposal.

Establishing this procedure was a learning process and required external support. Some egos pay a price upfront, but consider the gains: much more efficient discussions and decisions; higher **quality** due to hearing important individual objections, and more trust in the competencies of others. In this way, equal decision-making and shared **responsibility** become possible.

Curious For More Tools?
(click or scan qr-code)

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