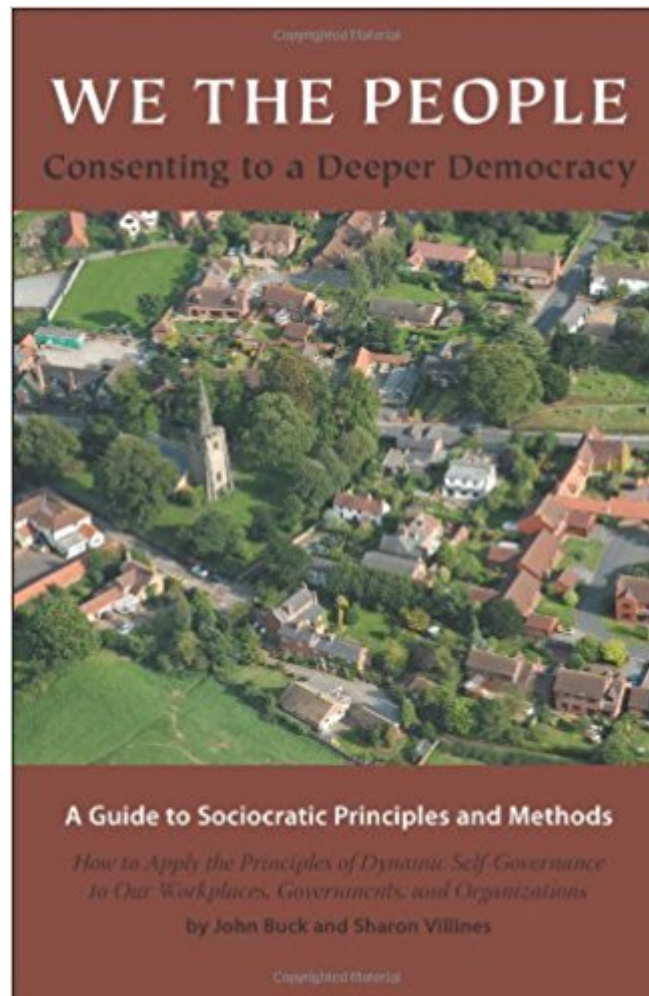




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We The People: Consenting To A Deeper Democracy



Synopsis

We the People describes a new method of governing ourselves that creates more inclusive and efficient organizations. The United States Declaration of Independence asserted that all human beings are created equally and endowed by society with the unquestionable rights of life, liberty, and the pursuit of happiness. In practice, however, these rights are often limited to the majority, the rich, or the property owners. Sociocracy ensures these rights to everyone, and in the process, makes profit-making businesses more profitable and non-profit organizations more effective. Using consent and collaboration as a foundation for decision-making and communications, it builds a strong governance structure that extends from the mailroom to the boardroom and from the client to the funders. Using the new sciences of cybernetics, systems thinking, and complexity theory, it creates organizations that are as powerful, self-organizing, and self-correcting as the natural world

Book Information

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Customer Reviews

We work with self-guiding teams. In the past, I observed these teams talking endlessly without coming to a decision. The former managers still had to cut through a lot of resistance. With the sociocratic method, the teams make decisions well. --N. den Boer, Director, Refinery Safety Department, Shell Oil
I have looked into many possible models for self-guiding organizations but have found nothing that so mobilizes the commitment and creativity of people. Sociocracy tops all others. --Dr. A.J. Joldersma, Economic Director of Kramp Minded, The Netherlands
It's phenomenal how sociocracy accesses and makes available all the intelligence in the group. --Connie Lindholm,

This is the first book on sociocracy by native English speaking authors and the first to place sociocracy in the context of the historical development of governance and management theory. While it presents the theoretical foundations and history of sociocratic principles and methods, it also contains extensive "how to" information.

At this point this book has to be the best title in English on this important topic. Previously John Buck had tried to translate Endenburg's original book into English, but that did not prove a workable solution, both because of the structure of the book and the challenges of the translation. The current book is tantamount to a retelling of the Endenburg story in English, and is much more readable. Personally I do believe that the word sociocracy is a liability, in part because people react negatively to the association with socialism, never mind that it is not warranted at all, but more importantly because it simply is not a clear name. I much prefer the names of dynamic governance which some people have used, or consent management which I have favored. Be that as it may, this material is important, and as a management system, this model will only grow in importance. It is very profound indeed, both theoretically and practically, as you will only learn by practicing it. I don't mean doing a workshop. By actually implementing it in a group and going through at least a year of evolution. For all the challenges will come up, and it is only through surmounting those challenges that you learn the model works. The simple truth is that people use organizations to hide, and in a consent organization there is no place to hide. The learning process is that transparency is not a threat, but it is the solution, namely it marshalls the collective ability to adapt to change in an unprecedented way, and organizational stasis is largely avoided. Thus once an organization truly learns to work with this model, watch out. The sky is the limit!

If you are serious about community development, inclusivity, justice in decision-making this book should be in your personal library as a definitive reference text. I really wish they would re-issue it on Kindle with the search feature enabled. Random access on a printed book is still better than on a digital though. Are you listening .com?

Unfortunately, this book reads like a self-help book rather than a how-to manual. The first 50 pages of the book are spent in trying to sell the reader on the idea of Sociocracy, and the last 100 pages are afterwords and appendices. leaving less than half of the 275 page book as the useful part.

This is one of the most significant books I've ever read. Sociocracy has a tremendous value to offer as an alternative model of self-organization that is more equitable than traditional majority rule democracies, hierarchies, autocracies, and more efficient and effective than consensus.

Clear, interesting, practical, a fabulous guide to this very inspiring form of governance that empowers people at every level of an organization.

The book clearly describes the concepts of sociocracy and the practicalities of its implementation in an organization. A great reference for companies and organizations interested in this model of governance.

Excellent book!

I hope to see this back in print soon. I am using this process in several groups I belong to.

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