Holacracy® Intro Webinar

Presented by: Anna McGrath
Agenda

- Welcome and Introductions
- What is an Organization?
- Introduction to Holacracy®
  - Processing Tensions
  - Dynamic Steering
  - Governance Meeting Process
  - Tactical Meeting Process
- Summary and Wrap up
Framing The Status Quo

Rigidity

Painful Meetings

{Bureaucracy}

Difficulty with Change

Lots of Talk, Lack of Decisions

Lack of Initiative

Chaos

Overwhelm

Fear

Unclear Decision-Making

Politics

Analysis Paralysis

Communication Issues
What is an Organization?
What is an Organization?
Not a collective, but an entity...

The Organization

It Takes a Village to Raise an Organization...
Holacracy® is………

... a system for **governance** and operations

... an **integrative** way, to distribute **autocratic authority**

... a new **power structure**, vested in a **constitution**

... a **practice**, not a theory or model

... in service of the organization’s **Evolutionary Purpose**
Partial List of Those Practicing Holacracy® ………

... Pantheon Chemical (eco-chemical company)

... Conscious Capitalism (Association)

... David and Co (Getting Things Done®)

... Zappos (& Las Vegas Downtown City Project)

... Maestro Conference (Social Conferencing)

... IMC2 (Strategic and Creative Agency)

... Colman Knight Advisors (Integral Wealth Advisory)

... Obvious Corp / Medium (Consumer Web Applications)
Flying with All Your Instruments…
Sensors

The Goal: Anything, sensed by anyone, anywhere in the company, can get rapidly & reliably processed into meaningful change…(if relevant to the purpose.)
SENSING TENSIONS

I'd like your input on the idea of hiring a coordinator for our projects.

Terrible idea. Waste of money. Wouldn't help.

He starts Monday.
The Power of Processing Tensions...

*Tension, n.*: The sense of a specific gap between what is and a potential
Working In vs. Working On the Organization

Operations vs. Governance
Government of the People by the People for the people

Governance of the Organization through the People for the Purpose
Governance = Organization Structure

3 definitions of “structure” for any organization:

- Formal Structure (the org chart & job descriptions)
- Extant Structure (the one actually operating)
- Requisite Structure (the natural one, “wants to be”)

Don’t design the formal structure…
… evolve it by processing tensions.
Governance Outputs (Structure)

- Role Definitions
- Policies
- Elections
Components of a **Role**: (e.g. “Marketing”)

- **Purpose**: (why it exists; what it aims to manifest)
  - Generate buzz about WonderWorks’ Holacracy Implementations and Conscious Culture Programs

- **Domain**: (grants control; a property right)
  - The Organization’s Public Website
  - All Social Media Accounts & Pages

- **Accountabilities**: (defines expectations & authorities)
  - Promoting and marketing the company’s overall offerings
  - Orchestrating public speaking engagements & similar PR
Distributed Authority at Scale: Organic Structure

Roles

Circle

Lead Link

Rep Link

Circle

Roles

Roles

Roles
Distributed Authority at Scale:
Organic Structure
“How do I become a butterfly? she asked. You must want to fly so much, that you are willing to give up being a caterpillar.”
About WonderWorks

Supporting You in Creating a Conscious Organization:

- Holacracy Implementation Services
- Holacracy Intro Days and Taster Days
- Coaching Services
- Workshops
- Speaking Engagements

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