# Certified Sociocracy Facilitator Program

**Index**
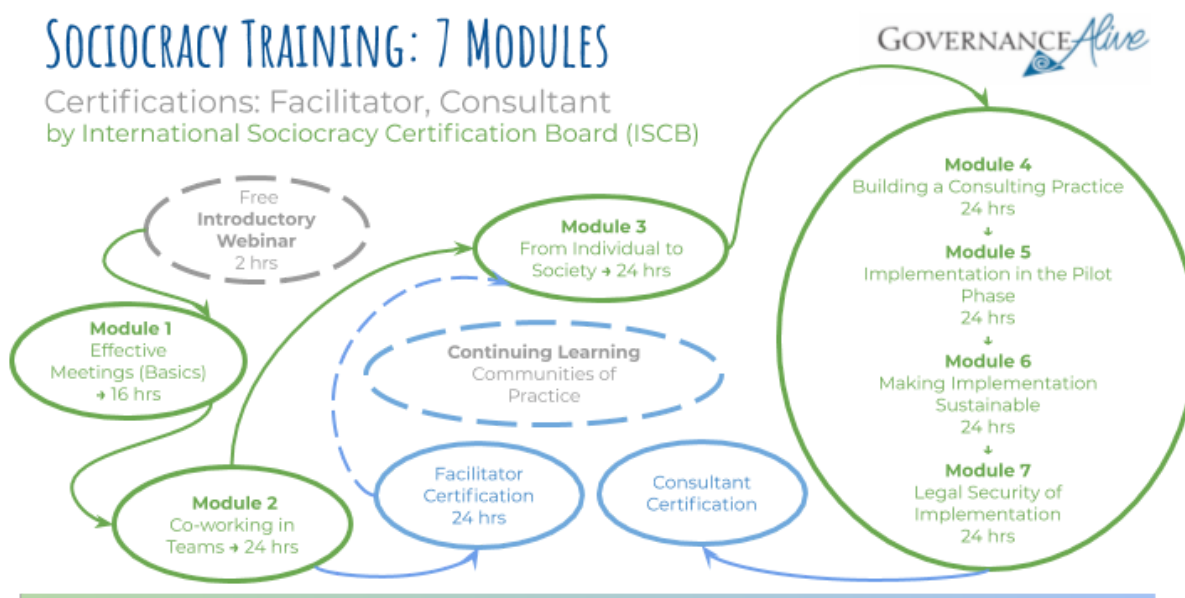
"LET'S WORK TOGETHER TO BUILD A GLOBAL CULTURE THAT LOOKS AT DECISION MAKING AS A TIME FOR ARTISTRY, NOT A TIME TO HAVE A FIGHT."

John Buck

www.GovernanceAlive.com

# Overview

This document describes the certified sociocracy facilitator program.  Our complete program is 7 modules and the facilitator certification program includes Module 1 and Module 2, plus study groups and certification.

The following chart summarizes our complete program.



Modules 1, 2 and 3 are open to all. Modules 4-7 provide additional training if you are aiming to become a certified sociocracy consultant.

- Module 1 explains the foundations of sociocracy and how to run effective meetings.
- Modules 1-3 will equip you to start implementing sociocracy in your own team or organization. (You may or may not want to become a certified facilitator.) This is a great track for team leaders, CEOs, board members and others who lead and manage teams.
- If you want to become a certified meeting facilitator, you'll be taking Modules 1 and 2, plus attend a mentored Facilitator Certification peer group and complete the Facilitator Certification process.
- Communities of Practice are available after each Module on an ongoing basis to support your continued learning.

# Facilitator Certification

You will start with Module 1 (everybody does 😃) to be sure you understand the basic principles, experience the underlying spirit of sociocracy and our somatic (embodied) approach to it.

## Module 1: The Foundations of Sociocracy and Effective Meetings

Module 1 includes 16 hours of live training, interactive exercises, experiential learning, as well as time for questions and personal reflection.

1.  Introduction to the overall program
2.  Why do we need governance?
3.  History of sociocracy
4.  Methodological principles: the four basic principles of sociocracy
    a.  First basic principle: Consent
    b.  Second basic principle: Circle Structure
    c.  Third basic principle: Double Linking
    d.  Fourth basic principle: Open Elections
5.  The sociocratic meeting
6.  Focus on a common aim
7.  Sociocratic facilitation
8.  Distinguish between policy and operations
9.  Dynamic steering
10. Basic attitudes in sociocracy
11. Dealing with your own consent

After completing Module 1, you and other participants in your cohort are invited to form a Community of Practice for facilitators that may include documenting and discussing your facilitation experiences. Module 1 is a prerequisite for taking Module 2.

## Module 2: Working in a Sociocratic Team

Module 2 is 24 hours of live training, the class will divide into groups of four to five participants who will work together on an actual, real-world project that may, at the participants' discretion, continue for a while after the class. The training goes into the four basic principles in much more depth, alternating between explanations, exercises, discussion of real-world examples, questions, and time for personal reflection.

1. How to build a circle
2. The common aim or offer of the circle
3. Domain of the circle
4. The memory of the circle – Logbook
5. Aim Realization Process: The 9 Steps
6. Distinction between policy decisions and execution
7. Governance roles and functions, distributing tasks
8. Leading successfully - initiating, motivating, correcting, supporting
9. Role improvement and personal development in sociocracy

## Study Groups

After Module 1 you are invited to join or continue with a Community of Practice for facilitators to work toward their facilitator certification. This process involves documenting and discussing your actual facilitation experiences.

## Certification

Facilitator Certification is granted after the review of 10 submitted facilitation reports, 20 hours of supervised and peer-supported learning in a Community of Practice group, and a performance-based evaluation. The evaluation team, at the least, includes a certified mentor, a peer, as well as a client.

Facilitator Certification is a prerequisite for entering the Consultant Certification program.

# Investment

The individual investment for each part of the sociocracy facilitator certification program is as follows:

- Module 1 - $650
- Module 2 - $975
- 10 Facilitated 2 Hour Study Group Sessions ($100 each) - $1,000
- Facilitator Certification - $550

Total if steps are completed individually: $3,175

If you are ready to become a certified facilitator, you can pay a one-time price and secure all of the above for: $2,400

# Additional Information

If you are an experienced sociocracy practitioner and want to be notified about our Module 1 - Module 2 rapid onboarding course, let us know here: https://www.governancealive.com/o/experienced-sociocracy-practitioner-updates/.

Financial Assistance:

If you are interested in our program and need some financial assistance, please get in touch with us to discuss ideas and possibilities contact@governancealive.com.

Multi-Purchase Discounts:

If you have others in your life who are also interested in this important topic and skill, we do offer multi-purchase discounts. Send us an email at contact@governancealive.com and share your situation with us.

Custom Group Program ($20,000):

If you have at least four and up to 12 (ish) participants from the same ecosystem, we can create a custom cohort for you. The benefit is that the exercises and conversations will be directed towards real work situations. Projects and proposals that have been stuck will experience progress, community members will connect in deeper ways.