



## **"Scotland Leading: Possibility of Breakthrough Results"**

The world is changing and Scotland has a chance to lead the way. Amid challenges of economic inequality and instability, the world's most successful businesses are governed by economic democracy. Amid challenges of worker disengagement and political alienation, some places enjoy committed citizens who work together to make a difference.

Right now Scotland is poised on the verge of remaking its democracy. What models will we use? Dynamic Self-Governance (DSG), also known as Sociocracy, has the potential of elevating participatory decision-making and democracy to a new level - might Scotland lead the way?

DSG was first developed in Holland in the 1970s at a manufacturing firm, and has since spread to hundreds of organisations on at least four continents -- businesses, charities, schools, and local governments. DSG ensures that every voice is heard, and at the same time it allows rapid decision-making and accountable delegation. DSG brings in every stakeholder, yet at the same time the structure is flexible and responsive to change. DSG reduces polarisation, unlike most forms of majority-rule democracy.

If you are joining us from a company or a not-for-profit organisation, you will get practical strategies for creating a highly engaged workforce, where people feel safe and creative, where productivity is high and turnover low. DSG could thereby offer a huge enhancement of and contribution to what the Common Weal calls 'industrial democracy'.

Or if you are in government and care passionately about the future of Scottish democracy, in DSG you can find strategies for creating governance that works -- from the city council to large bureaucracies to the highest elected offices, we believe that the ways of making decisions together and structuring organisations that have been tested in sociocratic organisations around the world offer a real alternative for Scotland.

Will Scotland be the first nation to enjoy a truly participatory democracy?

## **WORKSHOPS**

**½ day module 1: THE PRINCIPLES** This interactive workshop gives participants an overview of the 4 principles of DSG, why they are important and how they can be applied in a variety of settings, whether in organisations, communities or other localities. The workshop includes exercises and fish bowl consulting to give participants a real sense of how DSG can work in practice. Participants will gain specific tools in making their meetings and joint decisions both more effective as well as more enjoyable and innovative.

**½ day module 2: DECISION-MAKING** This workshop involves participants acting out a collaborative decision-making simulation where they first meet and debate the way they usually would, with a debrief to discuss why this can be counterproductive, followed by the same simulation enacted but using sociocratic meeting tools. This gives participants a real sense and experience of DSG in action. Participants will gain experiential insight into what works and what doesn't work in collaborative decision-making

**Full day module: DYNAMIC SELF-GOVERNANCE IN ACTION:** The full day incorporates elements of both ½ day modules 1 & 2. We explore ways of guaranteeing equivalence in decision-making, transparency and inclusivity of multiple perspectives in policy-making and solutions, contrasting this with the adversarial approach of conventional democracy. In DSG people not only participate in electing representatives, but also in directly formulating and deciding on policies, strategies or principles of an organisation or local community and this is different from most other forms of democracy - to make this possible efficiently and effectively, however, does require some tools and practices which have to be learned. Participants will be exposed to these and will take home some simple practices they can immediately apply.

## Venues and costs

- Tuesday 22<sup>nd</sup> October - Friday 25<sup>th</sup> October:
  - your organisation can book tailored to you sessions in your business or organisation with a certified trainer or with a trainee trainer; costs vary; please inquire
- Wednesday 23<sup>rd</sup> October: with John Buck in a Central Edinburgh venue
  - Costs (Estimated)
    - Morning meeting : TBC
    - Afternoon session: £50 for corporate business/ £30 3<sup>rd</sup> sector/ free for DSG Scotland Event Partners
    - Evening session: £30 for corporates / £15 for 3<sup>rd</sup> Sector/ free for DSG Scotland Event Partners
- Thursday, 24<sup>th</sup> October, with John Buck in a Central Glasgow venue
  - Costs
    - £120 for the whole day; or £70, or free (see Wed. for specs)
- Friday morning, 25<sup>th</sup> October, Central Scotland venue TBC and costs TBC

**Place and Costs To Be Confirmed.**

**DSG Scotland Event Partners: Please note that our free places are limited so please get in touch now if you wish to be considered**

**A Deeper Democracy is possible:**

Dynamic Self Governance Scotland Event

Website: <http://dsgscotlandevent2013.weebly.com>

Twitter: [@DSGScotlandEvent](https://twitter.com/DSGScotlandEvent)

Facebook: [facebook.com/DSGScotlandEvent](https://facebook.com/DSGScotlandEvent)

phone contacts: 07818 061918 (Ruth) or 07805 841535 (Mark)