

INTRODUCING HOLACRACY®

BRIAN ROBERTSON



What Issues Limit Organizations Today?

Difficulty with Change

Fear

Overwhelm

{Bureaucracy}

Unclear Decision-Making

Lack of Engagement

Painful Meetings

Alignment Issues

Communication Issues

Analysis Paralysis

Politics

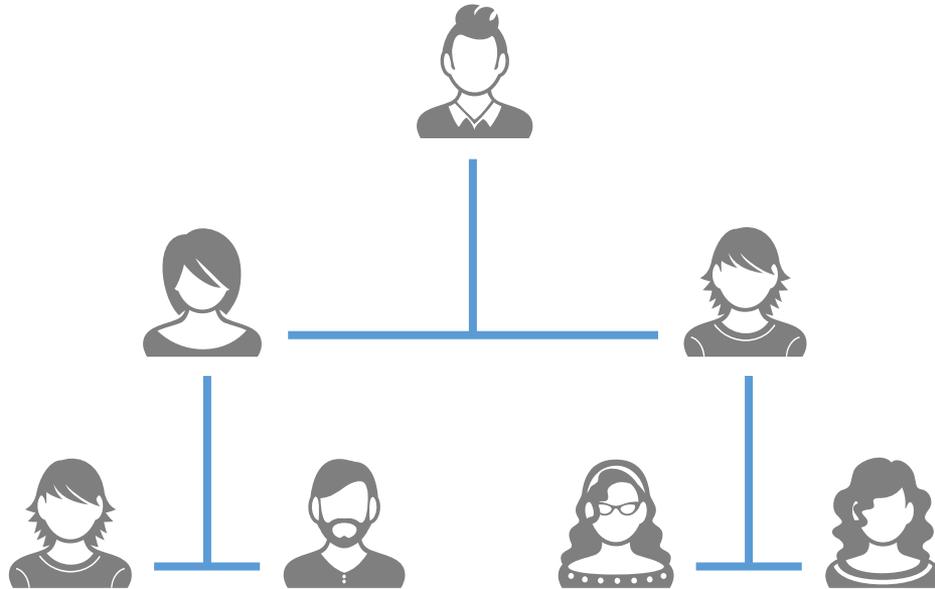
Rigidity



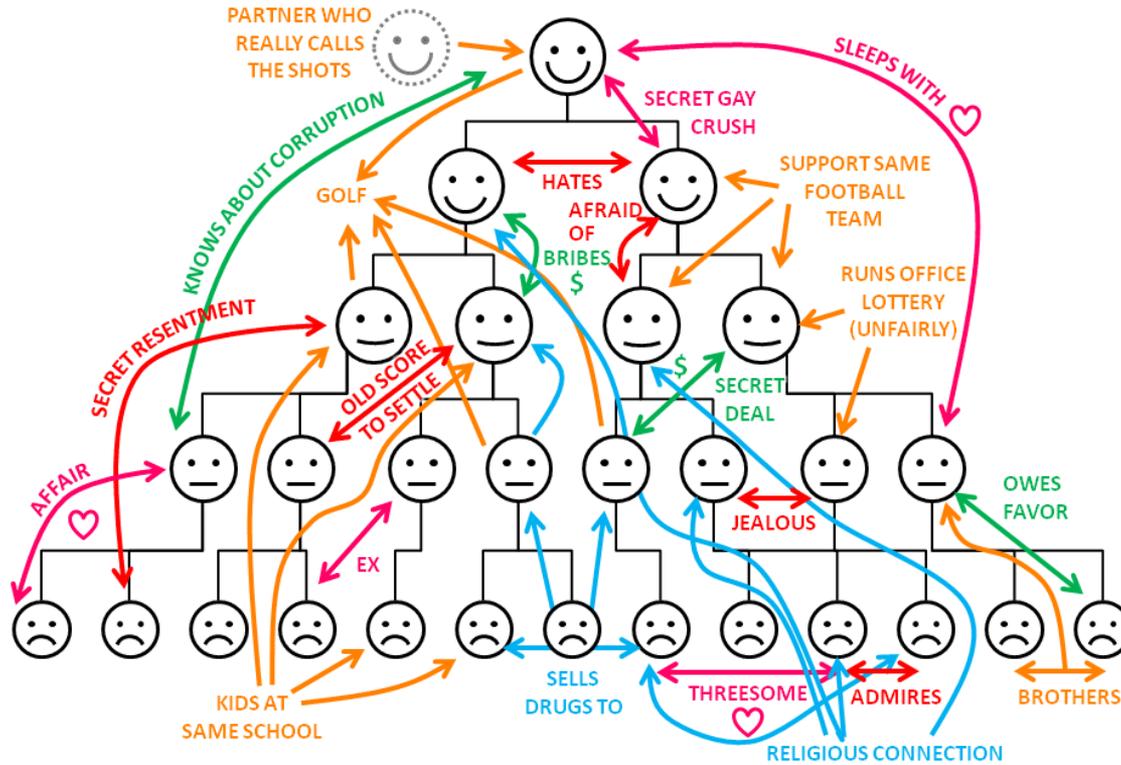
A New Social Technology for Organizations

HOLACRACY

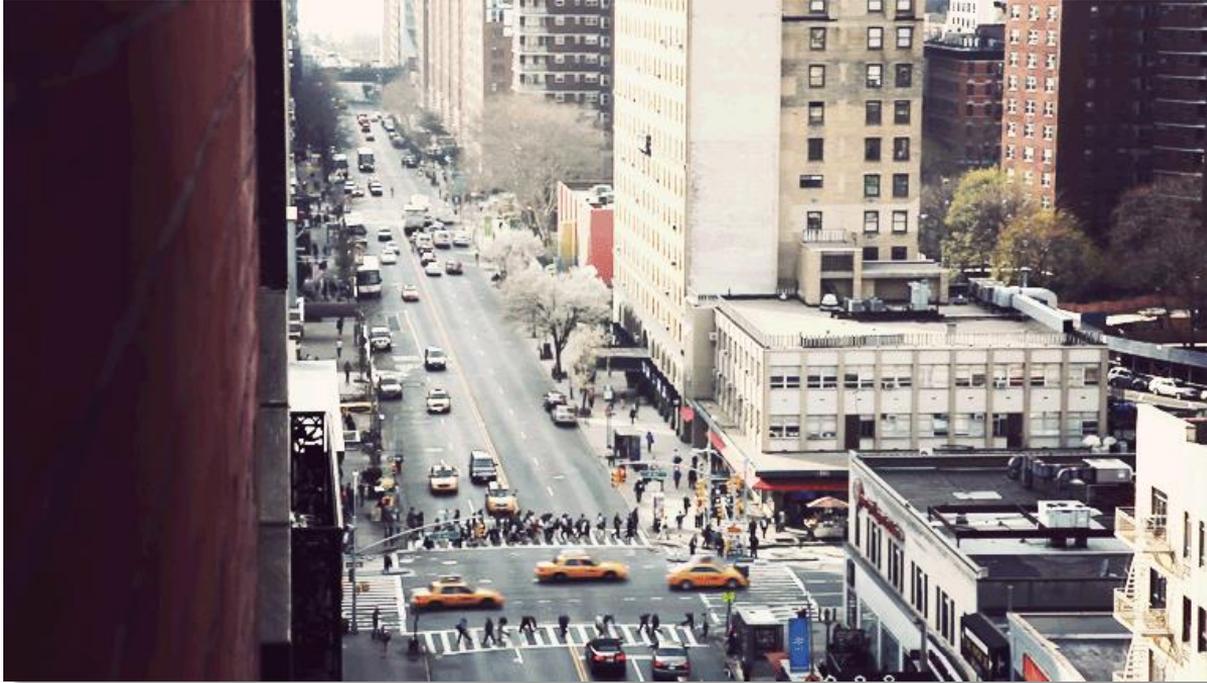
What We're Used to...



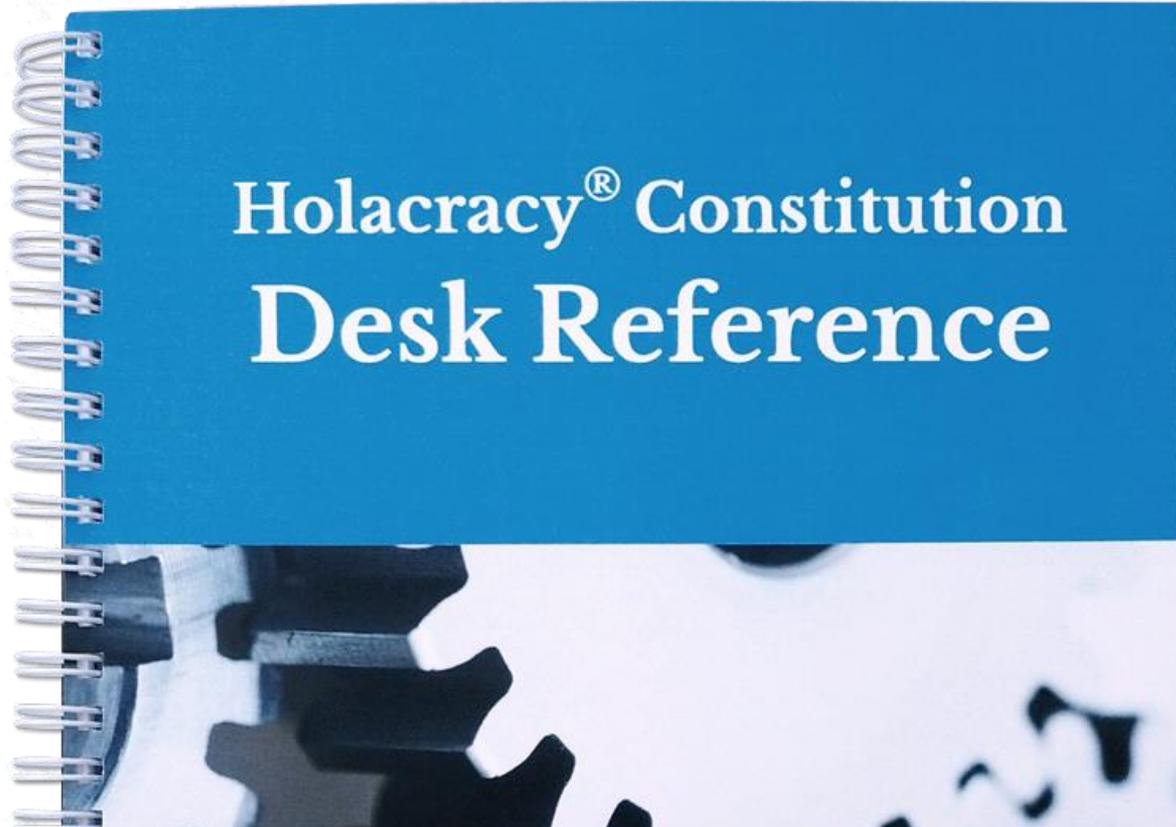
How Power Really Works...



Another Way: Order Without Bosses



A Constitution For Organizations



Key Shifts with Holacracy

 **Static Job Descriptions** →  **Dynamic Roles**

 **Delegated Authority** →  **Distributed Authority**

 **Large Scale Re-orgs** →  **Rapid Iteration**

 **Alignment via Politics** →  **Transparent Rules**

Encoding Authority with Roles

Holacracy Spokesperson

Purpose

Crystalize & convey the Holacracy brand - reveal its why to the world



Accountabilities

- ✔ Assessing invitations for speaking opportunities presented by other roles, and accepting or declining those invitations based on impact vs. cost analysis
- ✔ Heralding Holacracy to and within relevant broader contexts, including press channels, media organizations, purpose-aligned movements, partner organizations and associations, and potential key strategic clients
- ✔ Defining criteria for acceptable speaking engagements, including format and budget constraints
- ✔ Shepherding relationships resulting from Holacracy Spokesperson's activity through an appropriate connection point into Holacracy services or other roles
- ✔ Writing and revising the Holacracy book
- ✔ Sharing key evolutions in Holacracy Spokesperson's storytelling and

Clear Boundaries = Everyone Leads

Web Architect

Purpose

Clear and sexy website for Holacracy and HolacracyOne, smoothly integrated with the right web platforms



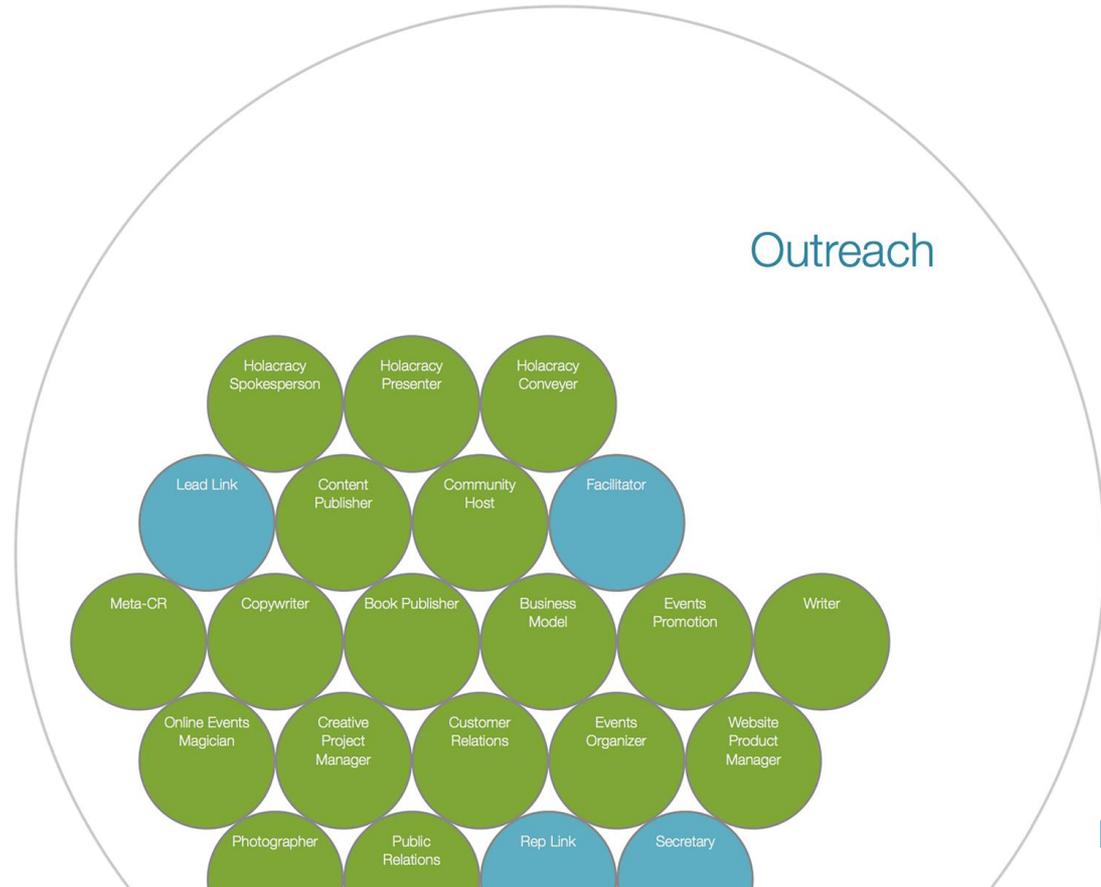
Domains

- 🌐 The holacracy.org website

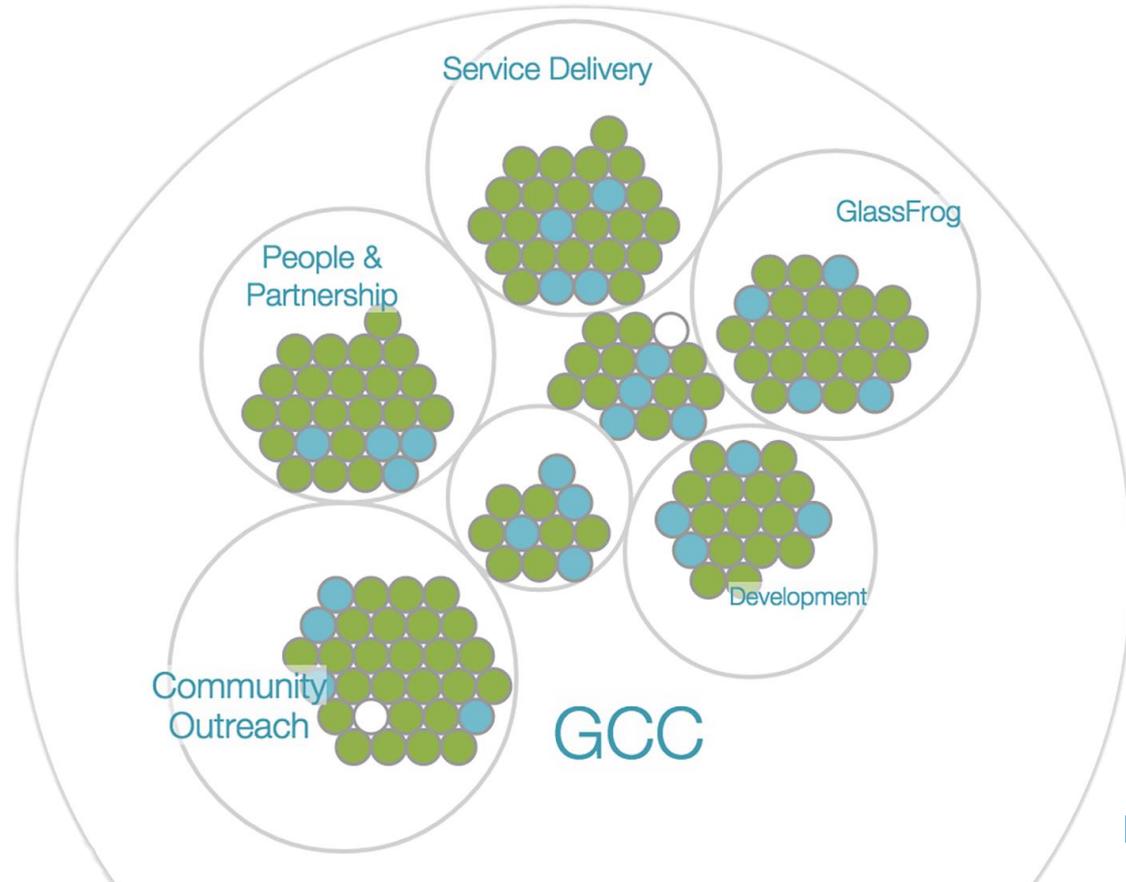
Accountabilities

- ✔ Creating and evolving a user-friendly navigation and structure for the public website that integrates the needs of the business lines
- ✔ Implementing, monitoring, and maintaining an online events registration system that support **HolacracyOne Service Delivery**'s business model and processes for trainings
- ✔ Supporting other Outreach roles in using the online event registration systems and editing the public website
- ✔ Developing and curating public online spaces for Licensees to share localized Holacracy-related content and resources
- ✔ Selecting, configuring and evolving web platforms that support **Community Outreach** roles to provide offerings published by Audience & Offerings
- ✔ Developing and maintaining the organization's core website platform

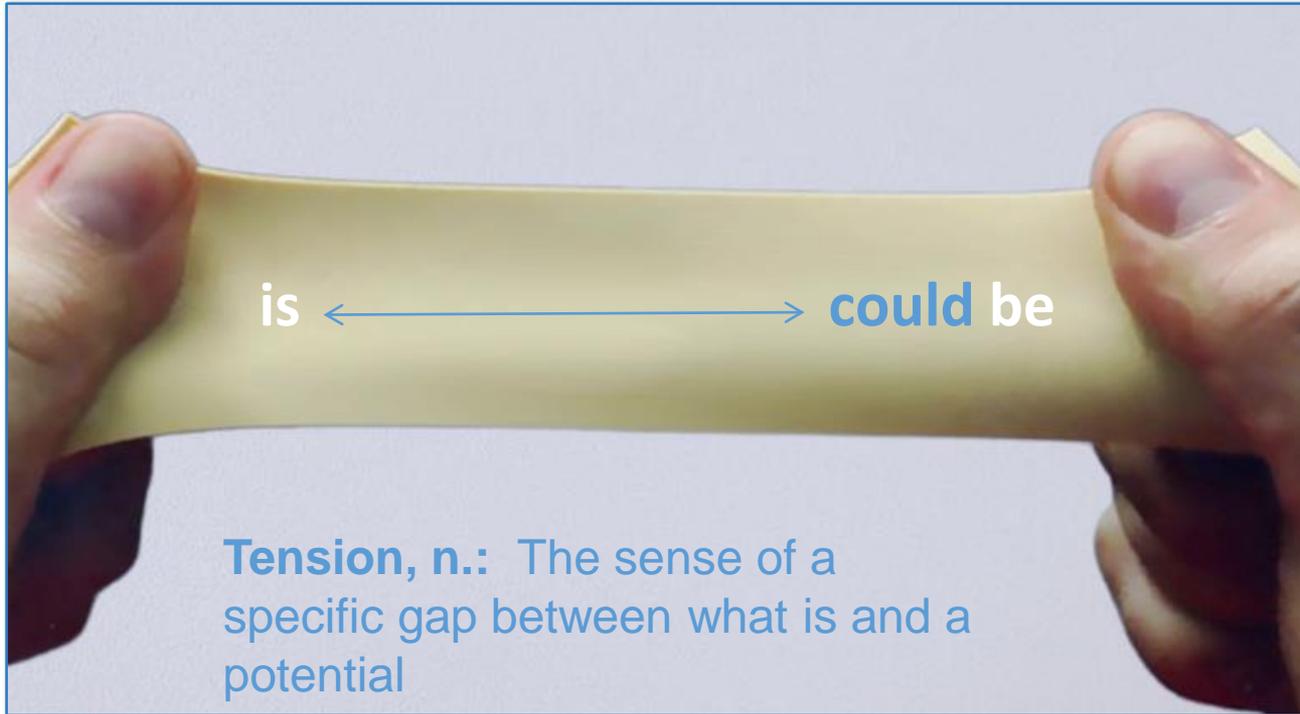
Circles Self-Organize via Governance



A Holacracy-Powered Structure



Tensions Drive Everything

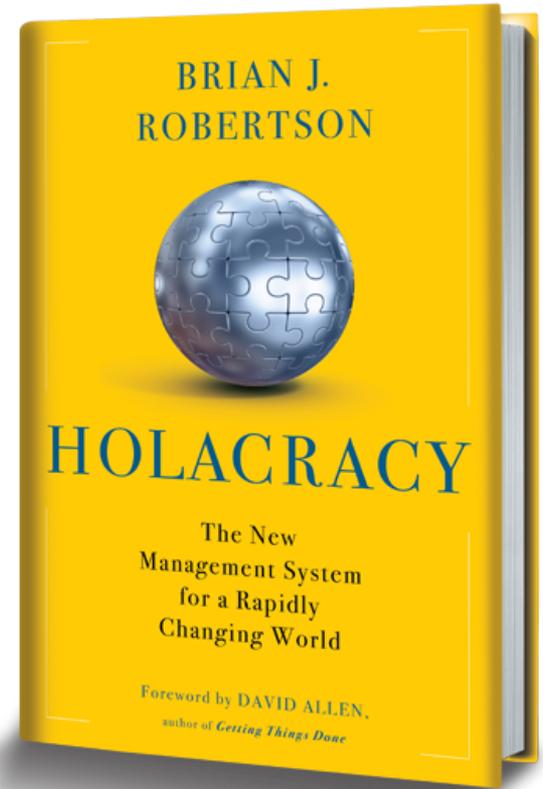


HOLACRACY

The New Management System
for a Rapidly Changing World

BRIAN J. ROBERTSON

HolacracyBook.com



THANK YOU!

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