



Sheella Mierson

Sheella is founding member of The Sociocracy Consulting Group, LLC (www.sociocracyconsulting.com), is known for presentations that are engaging, thought-provoking, and fun. She helps organizations implement Sociocracy in support of their strategic goals, and to create adaptive and effective organizations where all members' voices matter. In addition to being a Sociocracy Consultant, she is a Certified Facilitator for the Blueprint of We Collaboration Process, used to build trust, creativity, effortlessness, and resilience in relationships. Sheella has a long term interest in the cooperative movement and is delighted to present at this conference.

Sociocracy is a whole systems approach for organizational design and collaborative decision-making.

A sociocratic organization is governed *collaboratively* by its members - the 'socios', meaning associates, colleagues, companions - people working together towards a *common aim*.

Sociocracy can be used in any organization where people are trying to accomplish something - together!

Collaborative decision-making produces more effective decisions and greater commitment to implementation.

Feedback built into the organizational structure provides both stability and agility.

Sociocracy is an organizational approach that

- Kindles creativity, innovation, and entrepreneurial spirit
- Maximizes effectiveness
- Reduces tensions around power
- Streamlines decision-making
- Increases individual and collective engagement, commitment and empowerment

Sociocracy information from <http://sociocracyconsulting.com/>