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Empowerment and Sociocracy – a concrete implementation model and method for organisations

How does cooperation and commitment develop? How do people – considering their situation – be included in decision-making processes?

In Sociocracy's Circular Organizing, people learn to commit themselves (more strongly) to their own and at the same time also to common concerns (work, housing and the like). It raises the sense of self-efficacy, which is a central aspect of empowerment: "I have an influence on what concerns myself, my opinion is important, I can play an active part."

The Circular Organizing in Sociocracy makes participation possible and provides an answer as to how people – considering their situation – may be included efficiently and effectively in decision-making processes. Personal responsibility is increased.

It has a very different effect on cooperation, personal responsibility and joint responsibility whether those concerned can speak out on an issue, whether they are consulted or whether they can truly co-decide. Real participation means participation in decision power. The higher the level of participation, the higher is the probability that the person concerned will effectively back a decision, identify with it and actually support its implementation.

The workshop will focus on "Making decisions in consent" (not "consensus", but at least: "I can live with this, I have no serious objections"). This is one of the central aspect of Sociocracy's Circular Organizing. In it, the most diverse perspectives and needs are taken into consideration in decisions so that these are supported and implemented by all. In addition to the introduction to the Circular Organizing in Sociocracy, this will also be an opportunity to try and experience this decision method.

Brief profile

Born in 1956, social pedagogy graduate, freelancer in organisational development, supervision, coaching, project consultancy, adult education, certified Sociocracy consultant. Key aspects: work rehabilitation and integration, participation, particularly with mentally and/or socially impaired people; setting up running social firms and partially running them (Limmathof restaurant, Zurich; Ladys First, Zurich; DieSozialfirma, Riedikon). Activities in diverse boards of non-profit organisations. Further information: www.kraemer-beratung.ch