



Introduction to Holacracy™

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Conte & Company
Case Western Reserve University
Dept. of Organizational Behavior
Weatherhead School of Management

Never before in human history have organizations faced a world of such complexity and change, unfolding at a dizzyingly rapid pace. How will we organize to meet these challenges?

Even the most progressive approaches to human organization can be insufficient for navigating today's complex and rapidly changing world.

What new forms of organizational design, governance and steering might offer greater agility, flexibility, transparency and health? If we enter into new agreements and rewrite the rules of human engagement, could we make a quantum leap in organizing — one as transformational as the leap from archaic feudal systems to modern democracies?

In response to these compelling questions, a powerful possibility is emerging on the leading edge of organizational theory and practice. It's called Holacracy™.

Holacracy™ is a complete system of organizational governance and steering that includes and adds to current and past forms of organizing. Integrating the best elements from previous approaches, Holacracy™ draws upon a wide range of models, principles and practices.

Holacracy's™ core concepts include:

- Integrative decision-making (everyone has a voice)
- Dynamic steering (faster decision-making and increased agility)
- Requisite alignment (right fit between structures, roles and accountabilities)

Holacracy's integration of hierarchical leadership with democratic ideals aims to create a higher-order organization that is capable of artfully surfing waves of complexity and uncertainty as they rush toward the shore.

Join us to explore and experiment with the cutting-edge concepts and practices of Holacracy™.

HolacracyOne, LLC

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Register online at
www.holacracyone.com/seminars

Tues., October 30, 2007
4:00 PM Welcome Reception
4:30 PM - 8:30PM Presentation



The George S. Dively Executive Education Center
Case Weatherhead School of Management
11240 Bellflower Road
Cleveland, OH 44106

Registration: \$79

Lead Presenter: Brian Robertson

Register online at:

www.holacracyone.com/seminars

Deadline: October 23, 2007



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About the Seminar

This seminar introduces the basic structure and governance practices of Holacracy, and provides an overview of the core principles and understanding behind them. Additional time is reserved for Q&A and debrief with experienced Holacracy practitioners, as well as for networking with trainers and fellow participants.