Holacracy® Discovery Session Description

Holacracy is a purpose-driven organizational practice, grounded in a set of transparent rules that help organizations clarify and evolve their own unique structure. This focus on rules and structure has an interesting (and often surprising) impact, allowing us to have both more effective work conversations, but also more honoring and satisfying relationships.

The Holacracy Discovery Session is a two-day session designed for your organization’s executive team. Its purpose is to give you a direct experience of how Holacracy would work in your company so that you can decide whether it is right for you.

We facilitate this experience by guiding your team through the Holacracy processes to address your real issues – as if you magically adopted Holacracy for two days.

Key Takeaways

- **Try it with no commitment.** Gives you a direct experience of how Holacracy would work in your organizational context so that you can make an informed decision on whether to adopt it.
- **Learn by doing.** Experience Holacracy by actually practicing it. This is significantly more effective than reading the book or watching videos.
- **Get your team on board.** The Discovery Session allows you to involve the rest of your executive team in deciding whether to move forward with Holacracy. This involvement lowers resistance from key executives down the road.
- **Lay the foundation.** If you decide to move forward with Holacracy, the preparation work done during the Discovery Session sets a solid foundation for the rest of your adoption.
- **Gain insights.** Even if you decide not to move forward with Holacracy, you will gain clarity into aspects of your organization’s dynamics that could be improved.

Session Outline

**Day 1**

- Introductions
- Overview presentation of Holacracy, with Q&A
- Experience the Tactical Meeting process
- Debrief and Q&A

**Day 2**

- Review learning from the previous day
- Experience the Governance Meeting process
- Debrief and Q&A
- Discuss next steps, and dig into any other specific topics of interest