



# DEFINING YOUR OSC STRUCTURE

## Local OSC

**The local OSCs are free to organize  
their governance how they see fit.**

See this as  
suggestions  
:)

# From People...

## Lisa

- OSC Coordinator
- Responds to questions from new members
- Organizes the new years drinks

## Rene

- Presents the OSCs at events
- Organizes the OSC coffee hour
- Interest in the newest OS tools

## Ahmad

- Supports Lisa with coordination
- Updates the OSC website
- Good at writing grant proposals

# What if Rene leaves?

## Lisa

- OSC Coordinator
- Responds to questions from new members
- Organizes the new years drinks

## Rene

- ~~Presents the OSCs at events~~
- ~~Organizes the OSC coffee hour~~
- ~~Interest in the newest OS tools~~

## Ahmad

- Supports Lisa with coordination
- Updates the OSC website
- Good at writing grant proposals

# ... to Circles and Roles

A “**Role**” is an organizational construct that a person can fill.

A “**Circle**” is a container for organizing Roles and Policies around a **common Purpose**.<sup>1</sup>

A “**Circle**” is a self-governing and semi-autonomous team of equivalent people who **collaborate to account for a domain**.<sup>2</sup>

<sup>1</sup><https://www.holacracy.org/constitution/5-0/#art13> ; <sup>2</sup><https://patterns.sociocracy30.org/circle.html>

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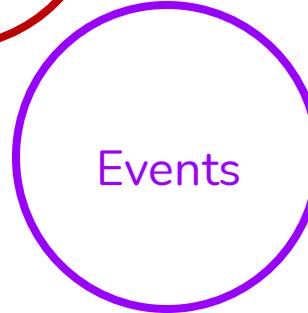


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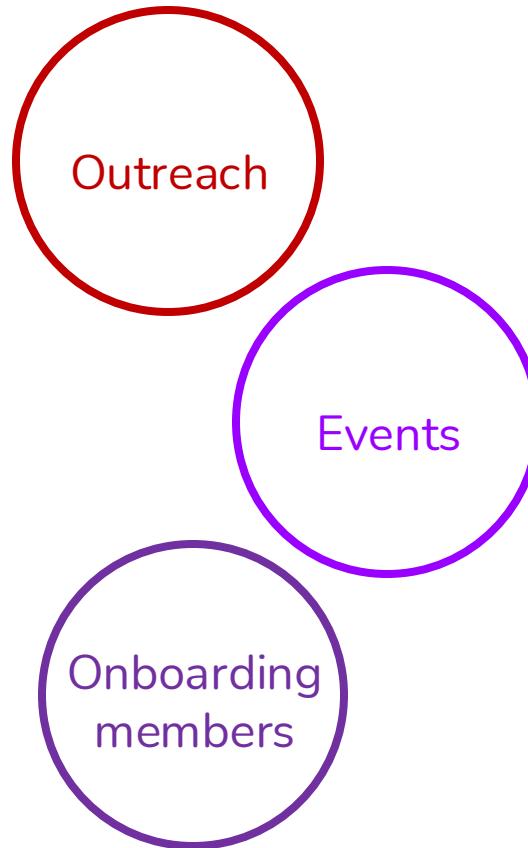


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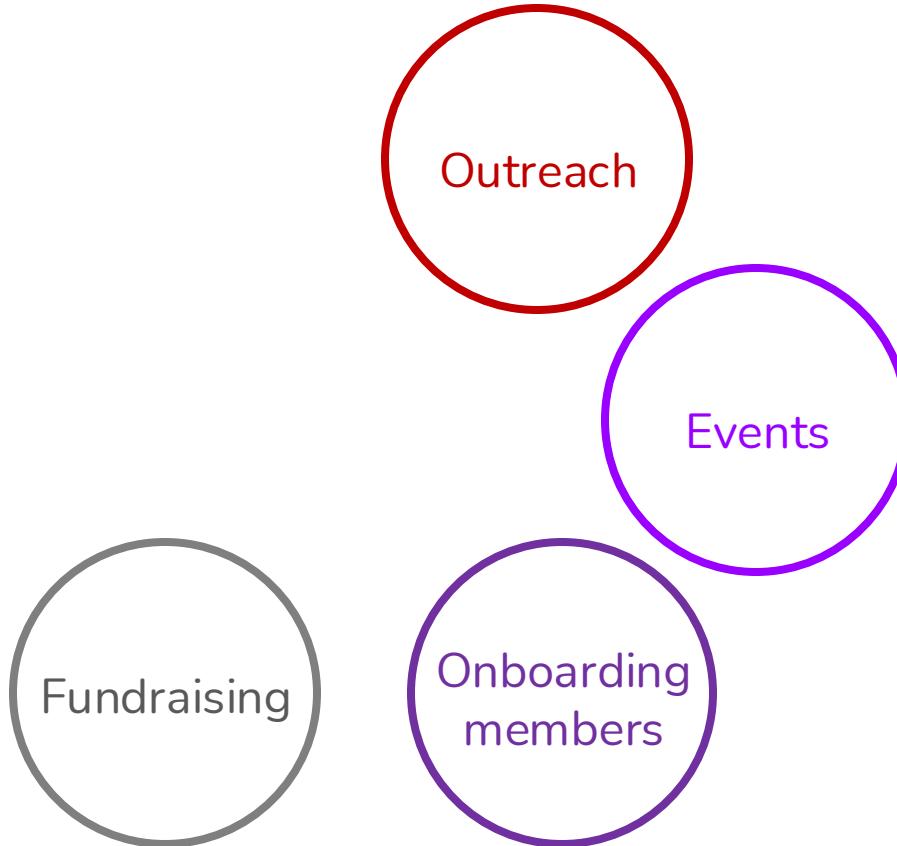


Events

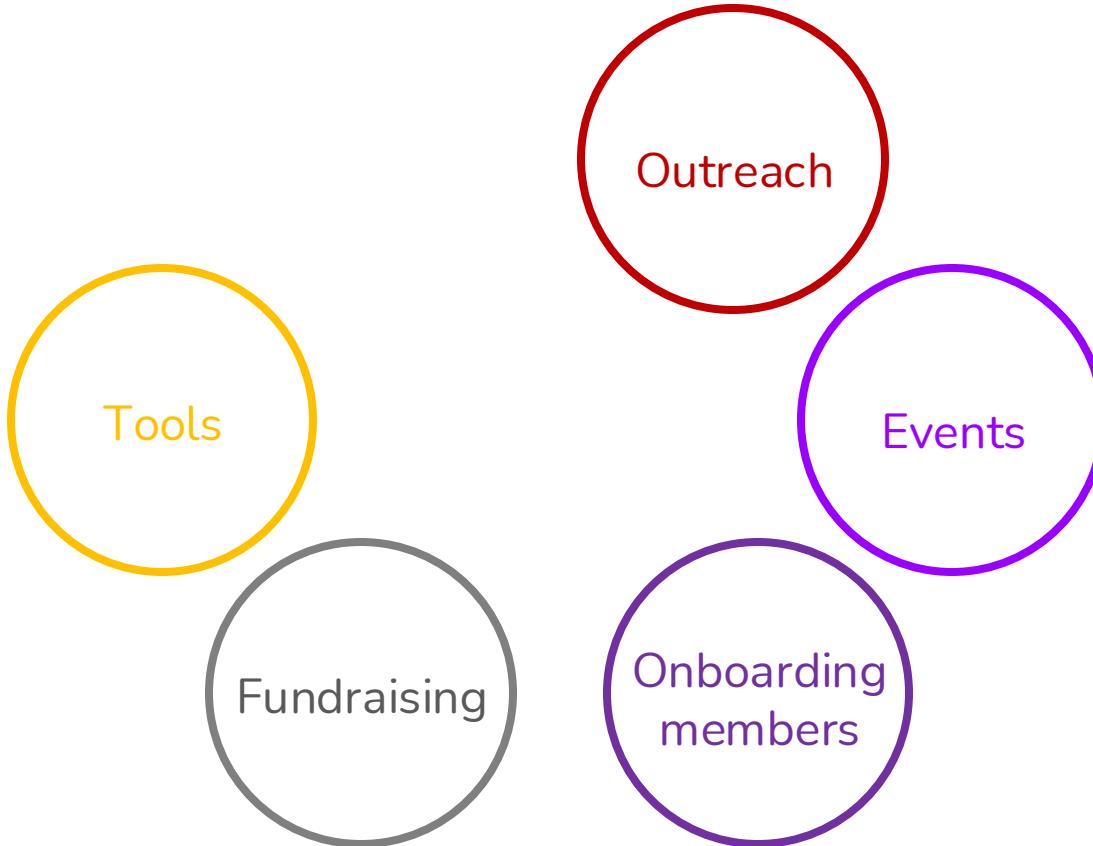
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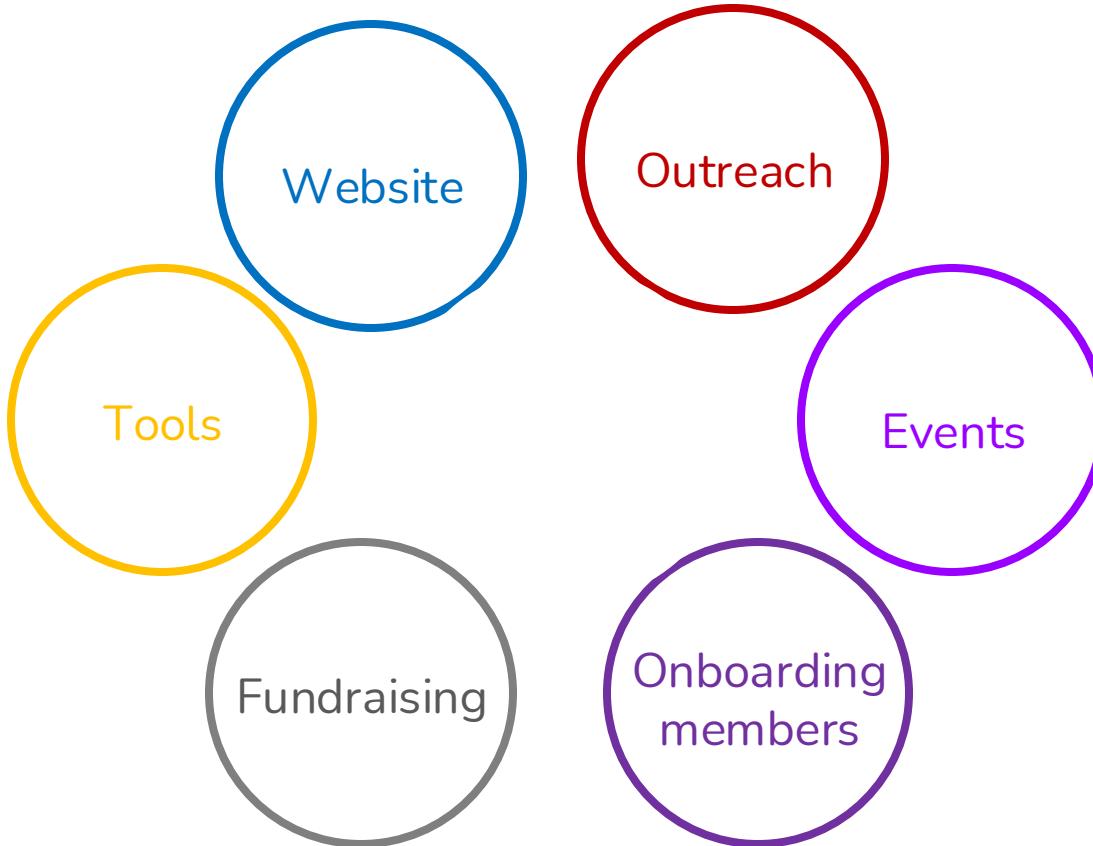
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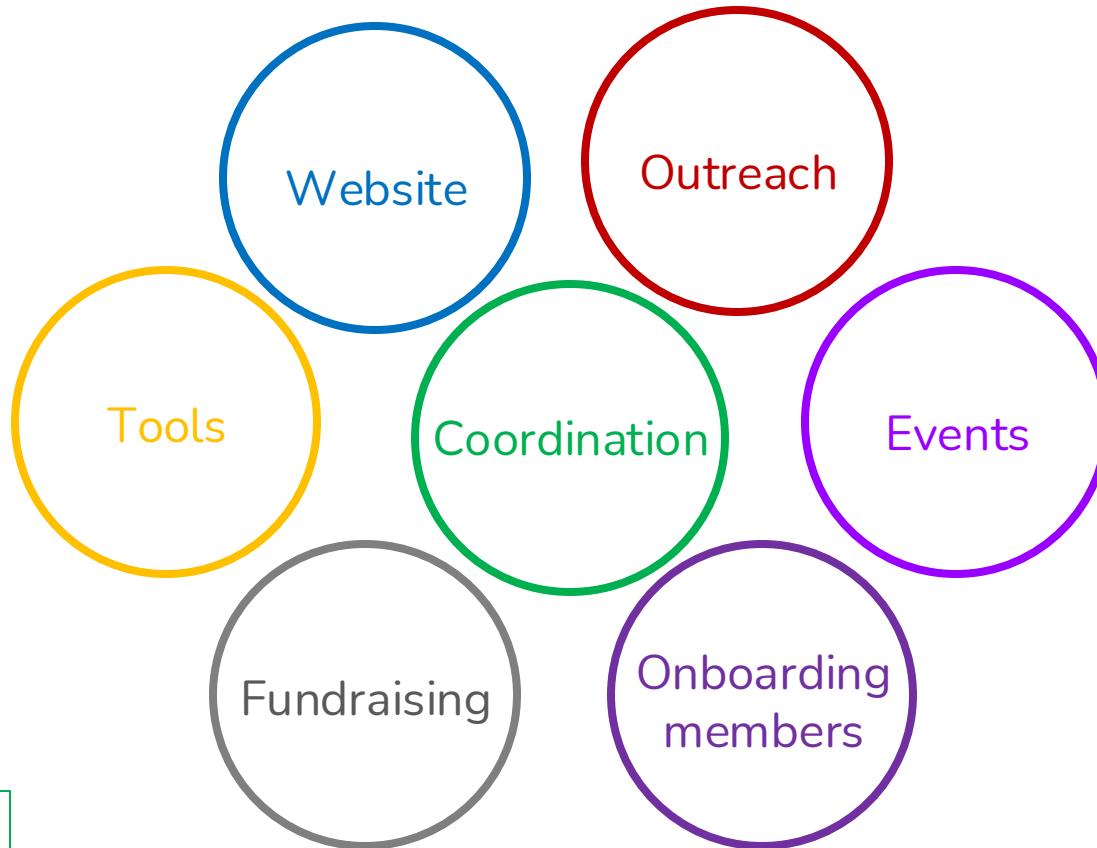
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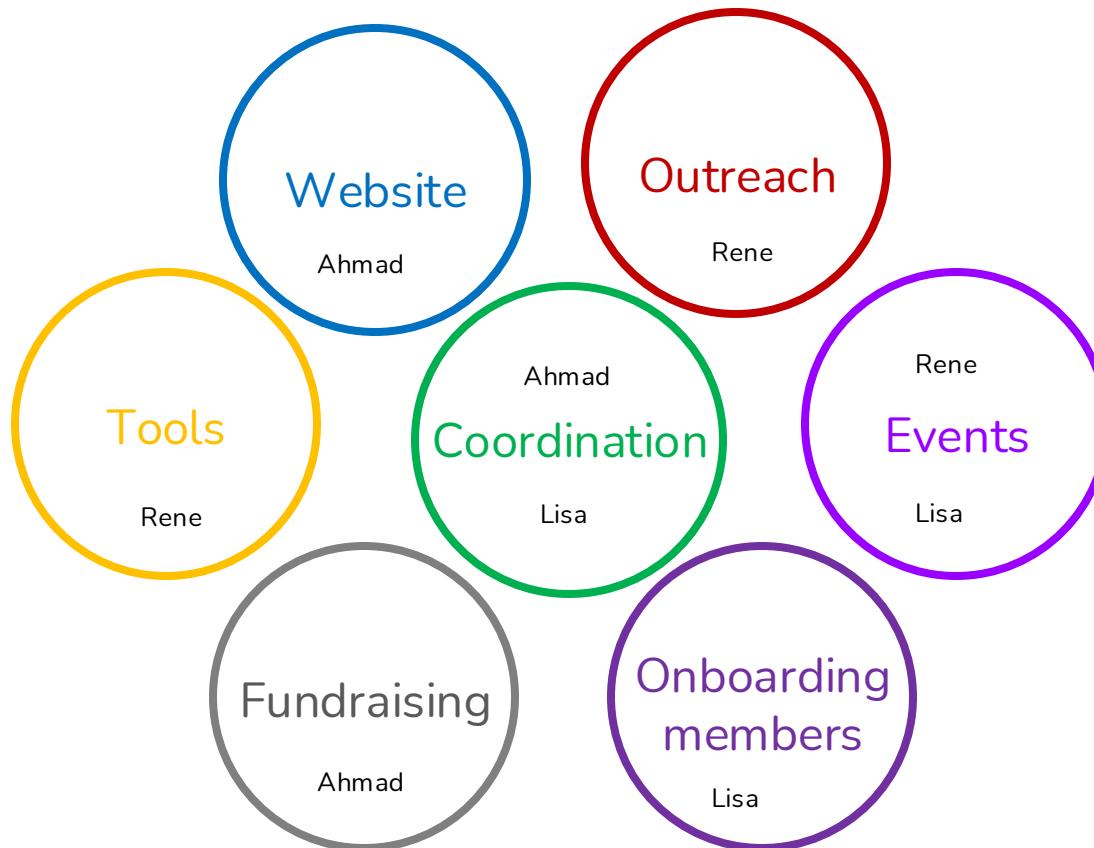
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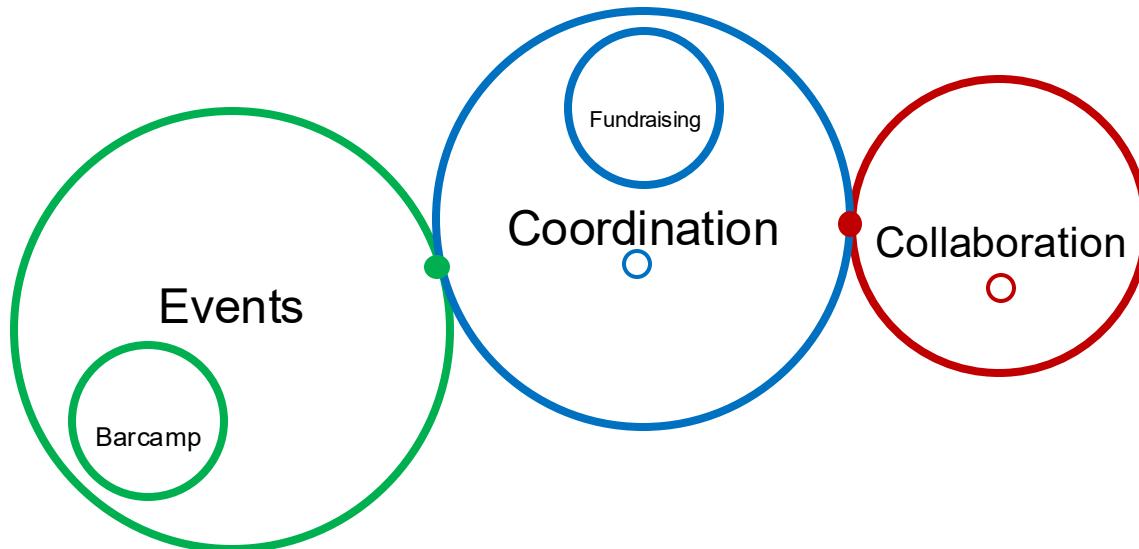
# Structures exist...



... even when people leave



# Circles can also have subcircles



*In a circle you can have dedicated roles.*

● ● *Representative who joins the coordination circle to represent their circle there.*

*Use the template to  
create your own  
circle structure!*

# Circle Description Template

For each circle create a description with the aim, the responsibilities and any roles within the circle:

| Circle name                   |   |
|-------------------------------|---|
| Aim                           | <i>What is the circle set out to do? What does this circle want to achieve?</i>       |
| Activities and outputs        | <i>Which activities belong to this circle? What outputs does this circle produce?</i> |
| Responsibilities              | <i>What is this circle responsible for?</i>   |
| Roles within this circle      | <i>Describe the specific roles that exist within this circle?</i>                     |
| Relationship to other circles | <i>What is the connection to other circles?</i>                                       |
| Resources needed              | <i>Are there any (financial) resources this circle needs to function?</i>             |
| Duration                      | <i>Is the circle permanent or temporary?</i>  |

Extra Reading: This Sociocracy [guide](#) gives more background on how to define of circles and roles for a new organisation.

# THANK YOU FOR YOUR ATTENTION!

