

worldblu

10 PRINCIPLES OF ORGANIZATIONAL DEMOCRACY™

After over a decade of research into what organizational democracy is, we've discovered the ten principles that it takes to cultivate a highly successful and sustainable democratic workplace.

These 10 Principles of Organizational Democracy must be put into practice on both the individual and leadership levels, and be supported by democratic systems and processes to have a successful democratic organization.

1

Purpose + Vision

When an organization and the individual know their reason for existing and have a sense of intentional direction.

2

Dialogue + Listening

When we listen and engage in conversations in a way that brings out new levels of meaning and connection.

3

Fairness + Dignity

When each person is treated justly and regarded impartially.

4

Transparency

When ideas flow freely and information is openly and responsibly shared.

5

Accountability

When each person and the organization as a whole is responsible to each other and their community for their actions.

6

Individual + Collective

When individuals understand the unique contribution they make towards achieving collective goals.

7

Choice

When each person is encouraged to exercise their right to choose between a diversity of possibilities.

8

Integrity

When each person steadfastly adheres to ethical and moral principles.

9

Reflection + Evaluation

When there is a commitment to continuous feedback and development and a willingness to learn from the past and apply lessons to improve the future.

10

Decentralization

When power is appropriately shared among people throughout the organization.