

# The Holacracy Experience

**Holacracy** is a leading-edge practice for organizing and governing collective performance. By integrating the value of different types and perspectives, it aims to unleash the full human and organizational potential. Aligning explicit structure with natural forms of living and working together, Holacracy enables rapid organizational evolution in response to conditions of increasing turbulence, uncertainty and complexity.

**December 4<sup>th</sup> and 5<sup>th</sup>**

Rotterdam  
The Netherlands

Trainers:

Brian Robertson

Tom Thomison

(HolacracyOne, U.S.A.)

**This 2-day seminar** equips participants with the understanding and tools needed to practice Holacracy. We will learn by observation, experience and hands-on practice, taking time to experiment with and reflect on the core elements of Holacratic practice. There will be ample opportunity to interact with experienced Holacracy practitioners, as well as for networking with trainers and fellow participants.

**Topics covered** will include:

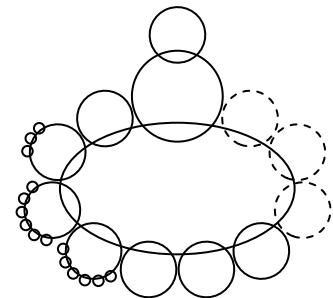
- Integrative decision-making
- Dynamic steering
- Requisite alignment
- Circle organization
- Double linking
- Roles and accountabilities

Recommended reading to deepen your experience of this event:

<http://www.holacracy.org/downloads/HolacracyIntro2007-06.pdf>

## Logistics

This event will take place on December 4<sup>th</sup> (09-18h) and 5<sup>th</sup> (09-17h), at The Hub Rotterdam, Heemraadssingel 219, Rotterdam, The Netherlands. Cost of registration is €750,- for participants from organisations, and €550,- for private persons (both prices include coffee, tea and lunch, and exclude 19% value added tax). Pay before November 5<sup>th</sup> and get a €50,- discount. Space is limited, so register now at <http://www.realize.nl/holacracy/experience>. If you're looking for accommodation, we recommend Hotel Bazar, a funky hotel with Eastern, African and South-American style rooms about 2.5 kilometers from The Hub Rotterdam (see <http://www.hotelbazar.nl>, in Dutch). For more information on Holacracy and this seminar, contact Diederick Janse (T: +31 (0) 6 1091 0021 / E: [diederick@realize.nl](mailto:diederick@realize.nl)).



**About the trainers:**

Brian Robertson serves as a Board member and trainer for HolacracyOne and the CEO of Holacracy-pioneer Ternary Software, an award-winning provider of outsourced software development and process consulting services. Ternary ranked among the 50 fastest-growing privately held firms in the Philadelphia region for three consecutive years, in addition to being recognized as one of the world’s most “democratic” workplaces, and one of the region’s best places to work. Mr. Robertson is known internationally for his work pioneering Holacracy; he frequently teaches and speaks at conferences, occasionally as a keynote, and his published writings have been translated into several languages.



Tom Thomison serves as CEO of HolacracyOne. With over 20 years of entrepreneurial and professional experience, Mr. Thomison has carried responsibilities spanning most aspects of business, including strategy development, finance, operations, human resources, marketing, technology, and business development. He has founded three companies, one of which was sold in a public transaction, and has helped grow several startup organizations. In addition to his direct business leadership experience, Mr. Thomison has served as a management consultant to small and medium sized businesses in the areas of strategy, human resources, technology, and marketing, and he has consulted to Fortune class companies in the areas of business process analysis, documentation, and enterprise technology management.

