The XR UK Self Organising System (SOS) enables us to harness group wisdom while remaining agile and able to respond quickly to emerging situations. This is how it works.

**DISTRIBUTED AUTHORITY**

- People fill **roles** with defined **mandates** (= purpose + domain + accountabilities).
- They have full authority to make **decisions** and take action within that **mandate**.
- When making a decision from their role, people are responsible for seeking input from those with experience in the area or those affected by it.

**SELF-ORGANISING CIRCLES**

- Each **circle** (or team) has its own mandate and can define and refine its roles.
- For large **roles**, the **circle** may create a **sub-circle** that will in turn self-organise.
- This **circle** structure widens out to the **Anchor Circle** which contains all circles.
- **Consent** and **linking** ensure that no individual has power over another, and mitigate the negative features of a hierarchical structure.
- Each level of the structure is slightly further removed from the nitty-gritty and take a broader view regarding resource use, purpose and priorities.

**HOW POWER IS DECENTRALISED**

- Authority is distributed into **roles** and **circles** using a collective decision-making process. **Mandates** empower roles to make operational decisions.
- To add/change a role/circle, a member presents a proposal to resolve an issue, referred to as a **tension**, and each **circle** member has the opportunity to object.
- Objections are encouraged, as they represent important information that can be integrated to improve the **proposal**, before it is either accepted or withdrawn.
- The aim is to get something workable that allows movement forward.
- The decision can be revisited later on, so it doesn’t have to be perfect first time.

**LINKING STRUCTURE**

- External coordinators attend meetings of wider **circles**, as equal members.
- This gives every **sub-circle** equal power to raise objections during decision-making in the wider circle, if they create or change roles.

**RADICAL TRANSPARENCY**

- The **roles** and **circles** should be kept up-to-date and visible for all.
- This allows every member to discover the structure and contact whoever they need to when making decisions day-to-day.
- Minutes, projects, and other relevant documents should also be transparent, so the whole organism has insight into the history of each part.