

In Humanocracy we address a simple but deep question: Why do our organizations so often disappoint us and what can we do about it? Part of the answer involves rebuilding our organizations atop a set of post-bureaucratic principles ...

The Principles of Humanocracy

PRINCIPLE	DESCRIPTION	MORE HUMAN	MORE IMPACT
OWNERSHIP	Team members who possess the autonomy and financial upside to think and act like entrepreneurs.	The sense of accomplishment that comes from building something that feels like “yours” rather than “theirs.”	A restless, entrepreneurial organization that pre-empts competitors and out-runs the future.
MERITOCRACY	Natural hierarchies that correlate influence with competence and compensation with value-added.	The confidence that comes from knowing your contributions will be recognized and fairly rewarded.	Decisions that are untainted by power politics and leverage the most relevant expertise.
MARKETS	Decision and coordination structures that harness the flexibility and intelligence of markets.	The wellbeing that comes from being able to make choices that reflect your preferences.	Smart, rapid resource deployment and low cost, market-mediated internal coordination.
COMMUNITY	Deeply personal, trust-based relationships that foster commitment, collaboration and creativity.	The emotional resilience that comes from being known, heard, and accepted for who you are.	Dramatically reduced managerial overheads, intense loyalty, and exceptional customer experiences.
OPENNESS	Values and processes that create a powerful magnet for ideas and skills from within and without.	The growth that comes from an environment that encourages curiosity, learning and candor.	A significant advantage in spotting new opportunities, solving tough problems and multiplying resources.
EXPERIMENTATION	Support for pervasive, fast-paced experimentation with new methods, products and solutions.	The sense of fulfillment that comes from using your ingenuity, trying new things and solving problems.	World-beating innovation, an ever-green strategy, and above average growth.