



The Circle Way: A Leader in Every Chair

Christina Baldwin, Ann Linnea

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An authoritative and accessible guide to this foundational form of collaborative decision-making

Uses images, stories and step-by-step instructions to teach the basics of circle and explore it's deeper meanings

Written by two pioneers in reviving, standardizing and popularizing circle process

More and more organizations are looking for alternatives to rigid, top-down hierarchy. Even the most old-school now realize that good ideas can come from anywhere and that fostering collaboration and group cohesion is vital to any healthy enterprise. But what approach can best create an environment that ensures clear speaking, compassionate listening, and the making of well-grounded decisions? The most ancient one: the circle.

The circle was the form of original gathering that taught human beings how to create social patterns. All modern group processes open to collaboration or to flattening the hierarchy are based in some way on circle practices. Here two veteran practitioners offer a comprehensive guide to this foundational form of human interaction

The Circle Way lays out the basics of circle conversation based on the original work of the coauthors, who have studied and standardized the essential elements of circle practice and have been implementing them in a variety of organizations for over fifteen years. It opens with a unique visual guide to circle and then presents both structure and story so that readers understand how these elements come into play and how they are interrelated and interactive. Baldwin and Linnea include detailed instructions and suggestions for getting started, setting goals, and solving conflicts. And they delve into the deeper aspects of circle, illuminating the profound transformation the process has on people who participate in it.

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