

## 10 PRINCÍPOV SLOBODNEJ FIRMY-Traci L. Fenton

### **1. Purpose and Vision**

A democratic organization is clear about why it exists (its purpose) and where it is headed and what it hopes to achieve (its vision). These act as its true North, offering guidance and discipline to the organization's direction.

### **2. Transparency**

Say goodbye to the "secret society" mentality. Democratic organizations are transparent and open with employees about the financial health, strategy, and agenda of the organization.

### **3. Dialogue + Listening**

Instead of the top-down monologue or dysfunctional silence that characterizes most workplaces, democratic organizations are committed to having conversations that bring out new levels of meaning and connection.

### **4. Fairness + Dignity-spravodlivosť a dôstojnosť**

Democratic organizations are committed to fairness and dignity, not treating some people like "somebodies" and other people like "nobodies."

### **5. Accountability-zodpovednosť**

Democratic organizations point fingers, not in a blaming way but in a liberating way. They are crystal clear about who is accountable to whom and for what.

### **6. Individual + Collective**

In democratic organizations, the individual is just as important as the whole, meaning employees are valued for their individual contribution as well as for what they do to help achieve the collective goals of the organization.

### **7. Choice-možnosť voľby**

Democratic organizations thrive on giving employees meaningful choices.

### **8. Integrity**

Integrity is the name of the game, and democratic companies have a lot of it. They understand that freedom takes discipline and also doing what is morally and ethically right.

### **9. Decentralization**

Democratic organizations make sure power is appropriately shared and distributed among people throughout the organization.

### **10. Reflection + Evaluation**

Democratic organizations are committed to continuous feedback and development and are willing to learn from the past and apply lessons to improve the future.

### **The Principles of Democracy**

**1. Purpose & Vision-účel a vízia**

Purpose is the reason the organization exists; vision is the organization's sense of direction.

**2. Transparency & the Free Flow of Ideas-transparentnosť a voľný tok myšlienok**

Is when there is openness about organizational objectives and expectations and information pertaining to those goals is freely shared.

**3. Dialogue & Listening-dialóg a počúvanie**

Is when we engage in two-way conversation, particularly among people who may not normally have occasion to talk with each other and listen together.

**4. Accountability-zodpovednosť**

Is when both employees and the organization are responsible and answerable to each other, their customers and their community.

**5. Individual and Collective-jednotlivo a spoločne**

Is valuing the unique contribution each employee makes in support of the organization's shared goals.

**6. Choice-možnosť voľby**

Is when there is the opportunity to choose between a variety of possibilities.

**7. Decentralization & Distribution of Power-decentralizácia a rozdelenie moci**

Is when power is shifted from the core and appropriately shared with employees at all levels of the organization.

**8. Reflection & Evaluation-reflexia a vyhodnotenie**

Is careful and thorough reconsideration and feedback regarding previous actions, events or decisions within the organization.

**9. Participation & Collaboration-participácia a spolupráca**

Is when we engage and contribute, either individually or in a team, to decisionmaking and achieving a goal.

**10. Equality-rovnosť**

Is when every employee is regarded impartially regarding rights, treatment and access to opportunities.

**11. Absence of Tyranny-absencia tyranie**

Is when the work environment is free from all forms of overt and subtle oppression and domination.

**12. Empowerment-sebariadenie**

Is when employees genuinely believe their presence, perspective and voice are vital to the progress of the organization.

**13. Ownership-vlastníctvo**

Is when an employee legally possesses a portion of the company or a project.

**14. Innovation-inovácie**

Is when employees are encouraged to think creatively and invent new ideas, products, practices and services.

**15. Diversity-rozmanitosť**

Is when differing views and perspectives are presented and valued.

**16. Justice-spravodlivosť**

Is when there is fairness and reasonableness in the way employees are treated and decisions are made.

**17. Spirituality & Love-spiritualita a láska**

Spirituality is when employees are engaged in meaningful work, which contributes to their process of selfactualization and encourages their connection with the Divine; Love is when we reach out and show sincere care for others.