

# Constitution for Widgets unLimited

## Preamble

The “Ratifiers” (Herman as Acting CEO) hereby adopt this “Constitution” as the formal authority structure of the specified “Organization” (Widgets unLimited). In so doing, the Ratifiers cede their power to govern and run the Organization into the rules and processes herein, except for any powers that the Ratifiers lack the authority to delegate. The Ratifiers or their successors may amend this Constitution or repeal it using whatever authority they relied upon to adopt it, provided that any amendments are made in writing. [see more](#)

## Organizational Structure

### Holacracy Constitution Article 1

The Organization will break down and organize its roles and work using the structure and rules defined in Article 1 of the Holacracy Constitution. This article defines all the basic Holacracy structural terms, including Roles and Circles, and the elements of each: Purpose, Domains, and Accountabilities. It also gives the basic responsibilities that come with a Role assignment, including breaking down work into Projects and Next-Actions. [see details](#)

## Rules of Cooperation

### Management Hierarchy

Circle Leads may specify the duties a Partner has in cooperation with others while working within their Circle, unless otherwise specified by a broader Circle Lead or by the Ratifiers.

## Tactical Meetings

### Management Hierarchy

The Organization will continue its current meeting habits, until otherwise changed by a Circle Lead for their Circle, or until otherwise specified by a broader Circle Lead or by the Ratifiers.

## Distributed Authority

### Management Hierarchy

Role Leads must align all actions and decisions with any guidance or directions given by a Circle Lead of their Circle or any broader Circle, unless otherwise specified by a broader Circle Lead or by the Ratifiers.

## Governance Process

### Management Hierarchy

Circle Leads exclusively may edit the Governance within their Circle at any time or allow others to do so, and resolve any conflicts of interpretation of their Circle's Governance, unless otherwise specified by a broader Circle Lead or by the Ratifiers.

 Nick Osborne

Widgets unLimited ●

HolacracyOne ●

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Hygean 2 ●

Hygean 3 ●

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