**RESEARCH QUESTIONS:** A pilot for the project was conducted from August to September 2014 which considered change processes within four alternative organizations. The results suggested that there are numerous issues to contend with when transitioning from traditional structures and embracing alternative models of organizational governance. The research questions are designed from the pilot to enable the project to explore and reveal fresh insights in to the opportunities and challenges faced at an organizational, group and individual level:

1. What organizational narratives are used to justify and reinforce the changing (or changed) identity of the organization as an alternative workplace?
2. What types of challenges do coaches – those who guide transitions within organizations – face during the creation of (and continued stability of) alternative organizations?
3. How do managers/elected leaders facilitate change in these alternative organizations?
4. To what extent are employees free to initiate and pursue change in these organizations?
5. How do human resource professionals initiate, sustain and cope with change in an alternative organization?
6. What methods, structures and processes are employed to increase or decrease the freedom and accountability of individuals and groups within these organizations?

**Specific Areas for Questions:** Following Bernstein (2012) the study will explore the experience of individuals within alternative organizations through semi-structured interviews within the five following areas:

1. The sharing of information within the organization.
2. The individual rights that people have within the organization.
3. The independence of a board of appeal within the organization.
4. The sharing of profits or gains of the organization.
5. The attitudes and values, and the wider consciousness within the organization.

All of these elements of workplace democracy will be reconceptualised along a scale of freedom as non-domination (Griffin, 2015) and will be studied empirically to understand the range of alternative organizations and experiences within them.