## ECOLOGICAL ORGANISATIONS

A story of organisations as rich ecologies, deeply informed by and informing ecosystems, social systems, the more-than-human, and this planet.

How can we evolve more How can we better understand and define How do we more carefully How can we better seek to which more-than-human voices need to accessible, explicit, and listen to, incorporate, understand how the world and be integrated into decision-making and elevate, and celebrate the participatory governance the universe works, and mirror How can we better steward systems and agreements? strategy, and whose council we'll seek the multiplicity of human elements of this, so that we can relational reconciliation and to hear them, so we can integrate these intelligences within our be more like nature? repair, where appropriate, and voices into decision-making, strategising, members? offer dignified, person-centred How can we make internal and intentions? alternative pathways where not? feedback systems more How do we enable greater How do we encourage more useful, so we can more cohesive disruption and rich consent-based decisionquickly notice unhelpful How can we more fully collect and integrate How can we make personal and diversity within this organisation? making that gives space to systemic relationships up-to-date data that reveals our impact team development more self/cothe 'no' voices? and, where needed, create on the more-than-human so that the data directed? healthier ones? can inform adjustments in decision-making, How do we better uncover and strategy, and intentions? How do we actively mitigate shift barriers to full participation How can we make blindspots and biases in for our members? interpersonal, group, How can we design more peer-led and hiring, membership, and and organisation-wide compensation practices? relationship-centred hiring, membership, dynamics and roles more and compensation practices? How do we ensure that our social visible so we can, where norms do not shut down some needed, facilitate healthier INTEGRATING members' voices and types of ones? How can we better see MORE-THANintelligences, and elevate others? organisational and relational HUMAN blind spots, and, where needed, facilitate improvements? ENCOURAGING BECOMING RICH DIVERSITY How do we better elevate MORE AND COHESIVE facilitation over management, RELATIONAL **DISRUPTION** shared leadership over How do we distribute profits hierarchies, transparency over hidden? in a way that honours and supports our members and What are the questions this commons? And how What agreements and this organisation is might we distribute profits How do we keep practices do we need living into? What are embedding within wider commons to adopt and evolve for the stories we're writing once our members and decentralisation as this organisation to be together? STEWARDING A the norm but evaluate this commons are fully a commons? **ECOLOGICAL** each organisational **SELF-ORGANISING** supported? **EMBODYING THE** area individually, to ORGANISATIONS How can we better SYSTEM COMMONS find its right place on cultivate the conditions the decentralised-How do we ensure that transparent, realfor evolving and being centralised spectrum? time, pertinent information about this evolved by this living, organisation's actions and learnings are emergent system? made available to the wider commons? What kind of self-organisation protocol and self-management How can we centre a approach do we adopt and stewardship perspective into ACTIVATING this organisation's governance evolve so that we better serve this organisation? and operational systems? **ECOSYSTEM** MOVING CLOSER **RESPONSIVENESS** TO RIGHT & RESPONSIBILITY RELATIONSHIP What kind of organisational How can we better intergrate the reason for being', intentions, voices from geographical place, **EMBEDDING** strategies, and norms will sector(s), neighbourhood(s), move us closer to right **SEASONALITY** social systems, and ecosystems relationship with planetary into decision-making, strategy, health, ecosystems, and How can we strengthen and intentions? social systems? feedback routes into and from wider ecosystems? How can we nurture ever more How can we improve how we gather How can we better activated roots into wider ecosytems, up-to-date data so we can better incorporate the voices of such as geographical place, understand the likely long-term those affected by external-How can we shift into ever greater How do we better listen for the right sector(s), neighbourhood(s), social impacts if we continue with this faced decisions into internal iteration and experimentation time for organisation dissolution, and systems, and ecosystems? organisation's current actions, and decision-making, intentions, that's informed by geographical place, steward that dissolution with dignity adjust organisational behaviour, and strategy? sector(s), neighbourhood(s), social for all affected? strategies, and intention in line with systems, and ecosystems? How can we better lead these findings? organisational reconciliation What are the climate scienceand repair within wider How do we normalise seasonality into How do we take the longer view on the based urgencies we need to better ecosystems? operational norms and expectations implementation of new approaches or What kind of Wisdom incorporate into intentions and of work management and member Councils do we need to innovations within wider ecosystems, so strategies? behaviour, so that we incorporate How do we initiate and tend, and how that we gather data of the effects of these seasons of creativity, reflection, strengthen do we better insure that we approaches or innovations before any listening, rest, and activity, celebration, relationships with listen to their advice? negatives impacts are too great to halt? grieving, sensing, composting, and ecosystem allies and letting go? ecosystem council?