

ECOLOGICAL ORGANISATIONS

INTEGRATING MORE-THAN-HUMAN

How can we better understand and define which more-than-human voices need to be integrated into decision-making and strategy, and whose council we'll seek to hear them, so we can integrate these voices into decision-making, strategising, and intentions?

How can we more fully collect and integrate up-to-date data that reveals our impact on the more-than-human so that the data can inform adjustments in decision-making, strategy, and intentions?

How do we more carefully listen to, incorporate, elevate, and celebrate the the multiplicity of human intelligences within our members?

How do encourage more consent-based decision-making that gives space to the 'no' voices?

How do actively mitigate blindspots and biases in our hiring, membership, and compensation practices?

How can we better seek to understand how the world and the universe works, and mirror elements of that so that we can be more like nature?

How do we enable greater cohesive disruption and rich diversity within our organisation?

How do we better uncover and shift barriers to full participation for our members?

How do we ensure that our social norms do not shut down some members voices and types of intelligences, and elevate others?

ENCOURAGING RICH DIVERSITY AND COHESIVE DISRUPTION

How do we distribute profits in a way that honours and supports our members and our commons? And how might we distribute profits within our wider commons once our members and commons are fully supported?

What agreements and practices do we need to adopt and evolve for our organisation to be a commons?

How do we ensure that transparent, real-time, pertinent information about our organisation's actions and learnings are made available to the wider commons?

EMBODYING THE COMMONS

How can we centre a stewardship perspective into our organisation's governance and operational systems?

MOVING CLOSER TO RIGHT RELATIONSHIP

What kind of organisational 'reason for being', intentions, strategies, and norms will move us closer to right relationship with planetary health, natural ecosystems, and social systems?

How can we better incorporate the voices of those affected by external-faced decisions into our decision-making, intentions, and strategy?

How can we improve how we gather up-to-date data so we can improve how we understand the likely long-term impacts if we continue with our organisation's current actions, and how we can adjust our organisational behaviour, strategies, and intention for the better?

EMBEDDING SEASONALITY

How do we better listen for the right time for organisation dissolution, and steward that dissolution with dignity for all affected?

How do we normalise seasonality into operational norms and expectations of work management and member behaviour, so that we incorporate seasons of creativity, reflection, listening, rest, and activity, celebration, grieving, sensing, composting, and letting go?

What are the climate science-based urgencies we need to better incorporate into our intentions and strategies?

What kind of Wisdom Councils do we need to initiate and tend, and how do we better insure that we listen to their advice?

BECOMING MORE RELATIONAL

How can we evolve more accessible, explicit, and participatory governance systems and agreements?

How can we make internal feedback systems more useful, so we can more quickly notice unhelpful systemic relationships and, where needed, create healthier ones?

How can we design more peer-led and relationship-centred hiring, membership, and compensation practices?

How can we better see organisational and relational blind spots, and, where needed, facilitate improvements?

How can we make interpersonal, group, and organisation-wide dynamics and roles more visible so we can, where needed, facilitate healthier ones?

How do we better elevate facilitation over management, shared leadership over hierarchies, transparency over hidden?

What are the questions this organisation is living into? What are the stories we're writing together?

How do we keep embedding decentralisation as our norm but evaluate each organisational area individually, to find its right place on the decentralised-centralised spectrum?

How can we better cultivate the conditions for evolving and being evolved by this living, emergent system?

STEWARDING A SELF-ORGANISING SYSTEM

What kind of self-organisation protocol and self-management approach do we adopt and evolve so that we better serve our organisation?

How can we better intergrate the voices from geographical place, sector(s), neighbourhood(s), social systems, and natural ecosystems into decision-making, strategy, and intentions?

How can we strengthen feedback routes into and from our wider ecosystems?

How can shift into ever greater internal iteration and experimentation that's informed by geographical place, sector(s), neighbourhood(s), social systems, and natural ecosystems?

How do we take the longer view on the implementation of new approaches or innovations within our wider ecosystems, so that we can gather data of the effects of these approaches or innovations before any negatives impacts are too great to halt?

How can we nurture ever more activated roots into our wider ecosystems, such as geographical place, sector(s), neighbourhood(s), social systems, and natural ecosystems?

How can we better lead organisational reconciliation and repair within our wider ecosystems?

How do we strengthen relationships with ecosystem allies and ecosystem council?

ACTIVATING ECOSYSTEM RESPONSIVENESS & RESPONSIBILITY