

# 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 multiplicity of human intelligences within our members?

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

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

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

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

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 this commons? And how might we distribute profits within wider commons once our members and this commons are fully supported?

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

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

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

## EMBODYING THE COMMONS

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

## MOVING CLOSER TO RIGHT RELATIONSHIP

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

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

What are the climate science-based urgencies we need to better incorporate into 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?

## 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?

## 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?

## STEWARDED A SELF-ORGANISING SYSTEM

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

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

## ACTIVATING ECOSYSTEM RESPONSIVENESS & RESPONSIBILITY

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

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

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

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

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

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

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

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

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

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

How can we better steward relational reconciliation and repair, where appropriate, and offer dignified, person-centred alternative pathways where not?

How can we make personal and team development more self/co-directed?

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

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