

ECOLOGICAL ORGANISATIONS: A DESIGN LENS

CHOOSING COSMOLOGIES AND WORLDVIEWS

Which organisational framings reflect our worldviews and cosmologies, such as organisations as commons or organisational members as stewards? Which legal structures will embed these framings?

What is our view on the role of humans within organisations, and, in particular, the role of our members in this organisation?

What stories are we living into and sharing?

What is our view on the role of organisations in the world, and, in particular, the role of this organisation in the world?

Which cosmologies and worldviews is this organisation disrupting and embodying?

What do we understand by cosmologies and worldviews? What education or council might help us choose cosmologies and worldviews that are of service to this organisation, wider ecosystems and social systems, the more-than-human and this planet?

How will we delineate our 'ecology of response-ability', meaning the relationships, people, communities, and beings within surrounding ecosystems and social systems we can tend to and tend to well? What are the signals we'll be paying attention to so we know all members in that ecology of response-ability are being well tended to, and how will we adjust if they aren't?

What are the climate science-based urgencies we will incorporate into organisational perspectives and actions?

How will we find or form, and then build relationship with, ecosystem and social system allies and council?

How is this organisation shaping place, neighbourhoods, social systems, ecosystems, the more-than-human, and planet Earth? What of this shaping do we want to elevate and what do we want to interrupt?

What does ecosystem and social system response-ability mean to us? What education or council might help us understand the role of this organisation in ecosystems and social systems?

How will we notice where we cause harm within ecosystems and social systems? What processes of repair will we initiate? And, if repair is not appropriate, how will we navigate response-able next steps?

How will we take a multigenerational view on the implementation of organisational perspectives and actions? How will we gather data on how we're affecting ecosystems and social systems so we can notice and halt what's harmful and celebrate and elevate what's healthful?

How will we strengthen feedback loops into and out of ecosystems and social systems?

How will we listen to, incorporate, and celebrate the multiplicities of intelligence and voices available to us within this multispecies, multigenerational world?

How will this organisation incorporate, and act in line with, a multispecies and multigenerational perspective? How will we notice when we are off-track?

How will we decide which more-than-human voices need to be listened to and integrated into this organisation's governance, perspectives, and actions? Who or what is included and excluded? And whose council might we seek to hear their voices?

What does being a member of this multispecies and multigenerational world mean to us? What education or council might we need so we can attune to this complexity?

How will we respond to the information, directions, or ideas enquiry opens up for us?

How will we nurture enquiry as a doorway into greater relational, organisational, and ecological awareness and intelligence? And hold enquiry as a valid source of intelligence alongside other sources?

What are the enquiries shaping this organisation? How will we choose our shared enquiries, and support members to enquire into what they are drawn to, so they can bring their findings back to us?

What organisational purpose, stories, and actions will move us into becoming a more ecological organisation? And how do we stay close to the way these may change over time?

FOSTERING ECOSYSTEM AND SOCIAL SYSTEM RESPONSE-ABILITY

ATTUNING TO A MULTISPECIES AND MULTIGENERATIONAL WORLD

ENGAGING IN ENQUIRY

What does enquiry mean to us? What education or council might we need to learn and practice enquiry?

How will we practice the artful listening, curiosity, reflection, and communication that enquiry requires?

What does it mean to this organisation to be becoming more ecological? How do we recognise and celebrate that we are becoming more ecological (or notice and adjust if we are becoming less ecological?)

MOVING WITH SEASONALITY

What does internal and external seasonality look and feel like to us? What education or council might we need so we can move with seasonality?

What are the different qualities and manifestations of seasonality that we will nurture and normalise within the different aspects of this organisation, from how we work together as individuals, teams, and sections into organisation-wide norms and perspectives? How will we notice and steward this seasonality with response-ability?

How will we ensure that we can clearly hear when the time has come for a new organisational season, such as dissolving the organisation or changing form? Whose council might we need to help us hear these times and respond to them response-ably?

CENTRING RELATIONALITY

Which processes and agreements will help us notice and tend to relational repair, and support alternatives when repair isn't the right response?

Which governance and collaboration protocols will best serve us? What information are we paying attention to so that our governance can be responsive, attuned, and appropriate?

How will we better see and respond to individual and organisation-wide relational blind spots and biases?

What does relationality mean to us? What education or council might we need to centre relationality?

ROOTING NON-EXTRACTIVE FOUNDATIONS

What would non-extractive foundations look and feel like? What education or council might we need to start rooting non-extractive foundations?

How is reciprocity flowing within this organisation? How will we notice and elevate flows of reciprocity that lead to member and organisational wellbeing in the long term?

RELATING TO ORGANISATIONS AS LIVING SYSTEMS

What do living systems mean to us? What education or council might we need to understand what it means for organisations to be living systems?

How will we cultivate the conditions for being in relationship with this organisation? How is this organisation shaping us and how are we shaping it?

What information will we be gathering about the current trajectory of this organisation? How will we respond to that information in a timely and appropriate manner?

What is the shape of this organisation? Where are its boundaries and what and who is included and excluded? What are the different elements and how they are interacting?

How will we nurture a system that is rich in diversity so that we can, when needed, be usefully rearranged by cohesive disruption?

How is this organisation being shaped by place, neighbourhoods, social systems, ecosystems, the more-than-human, and planet Earth? What of this shaping do we want to elevate and what do we want to interrupt?

How will we embed decentralisation and distribution as our overarching structure but consider each organisational element on the decentralisation - centralisation spectrum in line with its context?

What choices and norms will move us towards non-extractive foundations? Which systemic norms might we need to challenge, discover, and re-design?

Which of our learnings and information will be of service when made externally available? What are the relationships and systems we will tend to enable this?

How will our foundations be a collective endeavour? How will our wellbeing and grounding be in synergy with the wellbeing and grounding of neighbourhoods, networks, organisations, or collectives?

How will our governance, collaboration, and membership choices be a means of acknowledging and disrupting harmful social and systemic norms and worldviews? Whose council might we need to support us in this?

What peer-led practices for joining, being a member, and exiting this organisation will best serve us? How do we notice and shift individual and organisation-wide blindspots, biases, and barriers in relation to these?

How will we encourage and embed individual and peer-led member development and member benefits?

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