SUSAN BASTERFIELD

The Enspiral Network :

More People Working on Stuff that Matters

- I had always been an 'Intrapreneur'

- Thought my personal development and my professional development were separate

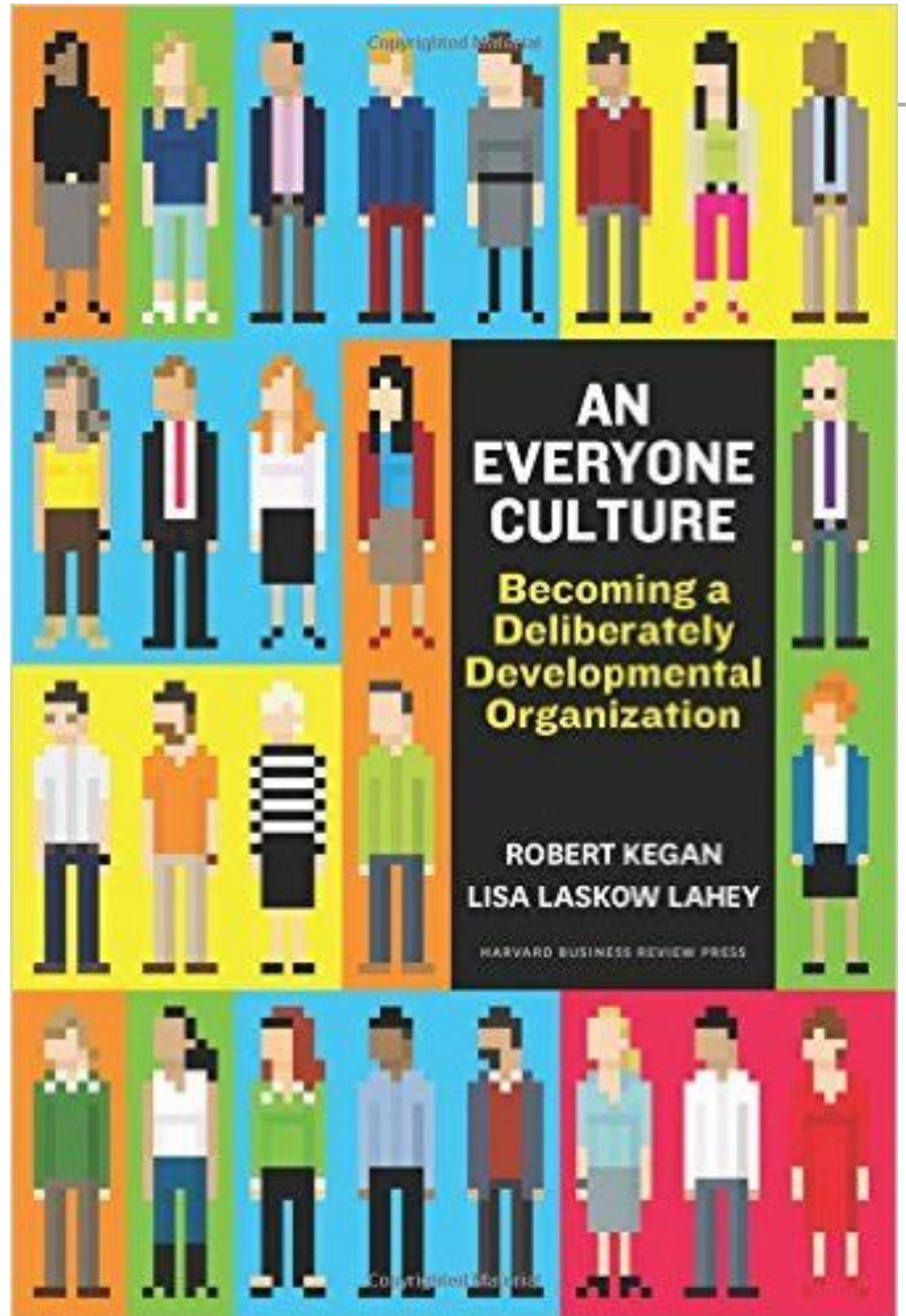- Tired of making incremental internal change in a system that didn't see a need to evolve

FREDERIC LALOUX
FOREWORD BY KEN WILBER

"Impressive! Brilliant!
This book is a
world changer!"
— JENNY WADE, Ph.D.
author of Changes of Mind

Reinventing organizations

A Guide to Creating Organizations
Inspired by the Next Stage of Human Consciousness

AN EVERYONE CULTURE

Becoming a
Deliberately
Developmental
Organization

ROBERT KEGAN
LISA LASKOW LAHEY

- SELF MANAGEMENT

  Based on self-authored accountabilities, peer relationships, without the need for hierarchy, consensus, or coercion

- WHOLENESS

  Bring all of who we are to work, not just the narrow "professional" self

- EVOLUTIONARY PURPOSE

  Organizations have a life and own sense of direction

In most organizations nearly everyone is doing a second job no one is paying them for:
- covering their weaknesses
- trying to look their best….

Weave development into the fabric of working life and organisations will prosper by aligning with people's prime motivation, which is to GROW
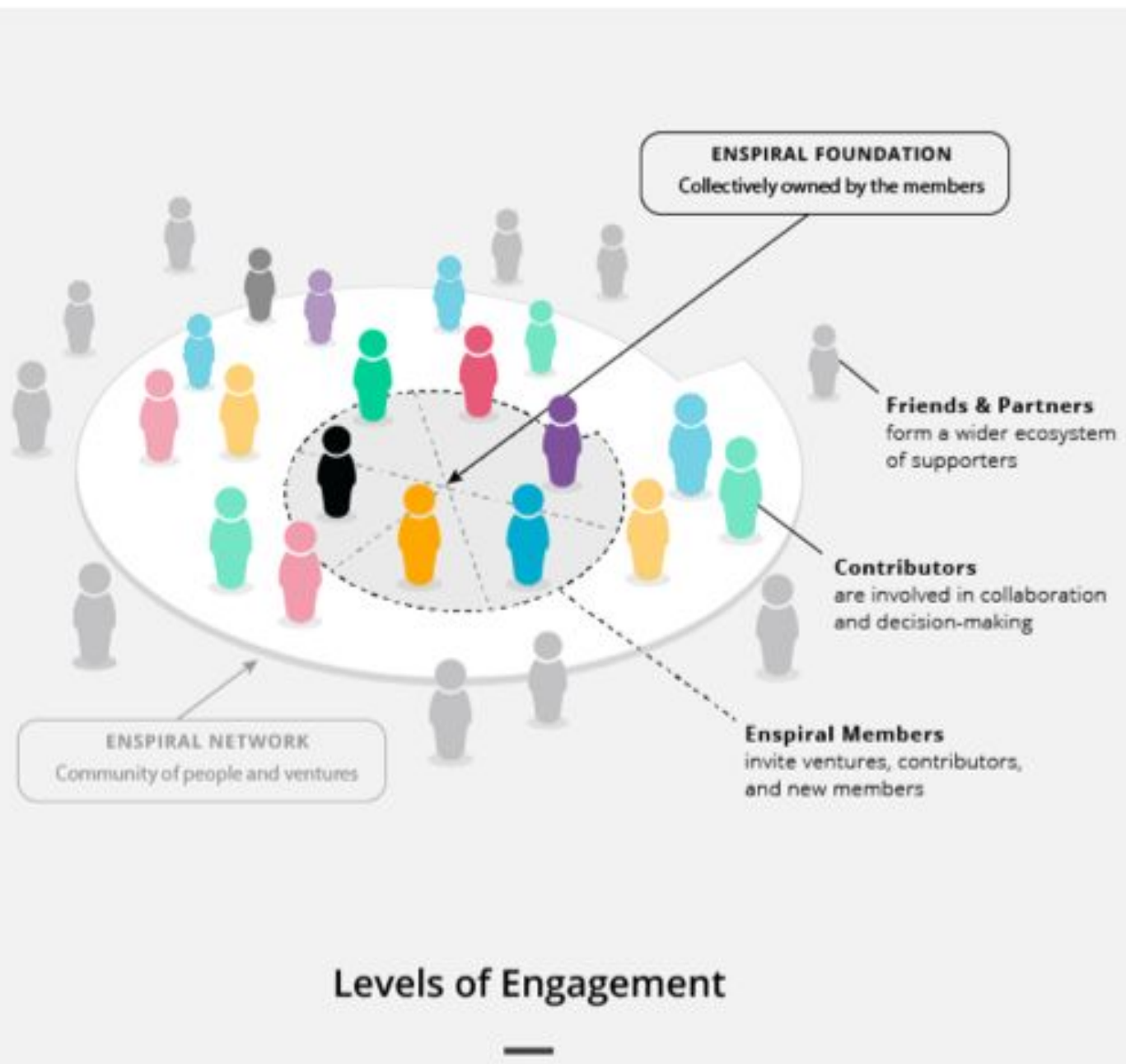
ENSPIRAL IS A RELATIONSHIP, NOT A JOB

ENSPIRAL FOUNDATION
Collectively owned by the members

Friends & Partners
form a wider ecosystem of supporters

Contributors
are involved in collaboration and decision-making

Enspiral Members
invite ventures, contributors, and new members

ENSPIRAL NETWORK
Community of people and ventures
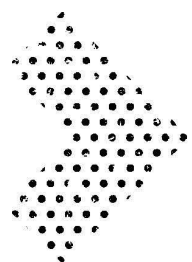
Levels of Engagement

~150 Contributors Participate in Decisions, Budgeting and Working Groups

~25 Members own 1 non-financial share in the and steward the Foundation

ENSPIRAL IS A COMMUNITY BY INVITATION
- A CONTRIBUTOR IS AN INDIVIDUAL THAT ONE MEMBER TRUSTS
- A MEMBER IS AN INDIVIDUAL THAT ALL MEMBERS TRUST

LIFEHACK

LOOMIO
make decisions together

"Scoop"
INDEPENDENT NEWS

exp

ActionStation
people powered change

en.spiral
DEV
ACADEMY

BAMBOO

fairground

greaterthan

The Hum

NO BOSSES - NO COERCION - OPEN PARTICIPATION

en.
spiral

A DIFFERENT KIND OF LEADERSHIP

catalysts   stewards   working groups

minimum viable board   ambassadors

friends   contributors   members

LOOMIO - THE LOVE CHILD OF OCCUPY AND ENSPIRAL

Collaborative Decision-Making

Diverse perspectives come together to make decisions online, enabling shared understanding and collective action

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Group description

This is a group for everyone at Enspiral. For in-depth info about how Enspiral works, see the Handbook: handbook.enspiral.com

Threads   **NEW THREAD**

Enspiral Reconnection Retreat ☆
Enspiral · 3 Apr

Community: The Structure of Belonging — Peter Block (2) ☆
Enspiral - Book Club · Thu

Building our commons through volunteering or livelihood sharing (1) ☆
Enspiral · Thu

Enspiral Week: 15th-23rd July 2017 (2) ☆
Enspiral · Thu

Enspiral Governance & Growth ☆
Enspiral · Wed

Adopting a Personal Conduct Agreement with Conflict Resolution Guidelines ☆
Enspiral · Wed

Sprint 25 - Babbling spider - 18/04 -> 28/04 ☆
Enspiral · Wed

Improving the onboarding forms for newbies so we can learn more about them ☆
Enspiral · Wed
Ops

New contributor welcome and introductions ☆
Enspiral · Mon
Ops

Stewardship Update 2017 🐙(5) ☆
Enspiral · Sun

Members

AC

See all: (225) members + (15) pending

Previous Activities

Meeting: Enspiral Governance and Growth Gathering
by Silvia Zuur · Closed 4 days ago

Count: I've shared my intentions for sprint 25
by Joshua Vial · Closed 7 days ago

Proposal: Round 2: Accept the "X by Enspiral" Brand Agreement.
by Anthony Cabraal · Closed 2 months ago

See all: (334) activities

Subgroups

Book Club
A group where we read and discuss books together.

Brand Working Group
Loomio threads and convo for the BWG

Enspiral Ambassadors
A place for the ambassadors to make decisions together

WHAT KIND OF DECISIONS DO WE MAKE TOGETHER?

Proposal: We should adopt the Stewardship Agreement
by Richard D. Bartlett · Closed 9 months ago

Proposal: I've helped to promote OS//OS to my networks
by Anthony Cabraal · Closed 9 months ago

Proposal: Temperature Check - December 2016 Stewardship Retreat?
by Billy Matheson · Closed 9 months ago

Proposal: An Invitation to be an Enspiral Connector at OS//OS 2016
by Helen Kirlew Smith · Closed 9 months ago

Proposal: We change Enspiral Foundation 'Members' to 'Partners'
by Damian Sligo-Green · Closed a year ago

Proposal: Should we make the improvements board public?
by Joshua Vial · Closed a year ago

Proposal: Temp check: Are you interested in an Enspiral Winter Gathering?
by Nanz · Closed a year ago

Proposal: Who's in?
by Susan Basterfield · Closed a year ago

Proposal: I encourage a working group to make a thorough chat system migration proposal for the network.
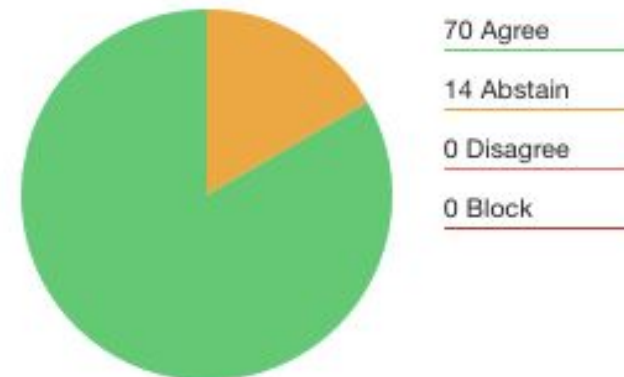by Robert Guthrie · Closed a year ago

Stewardship agreement:

- Every member has a steward.
- Every new contributor has a steward. By default, this will be the person who added them.
- Eventually everyone who wants one will have a steward.
- Anyone can be a steward.
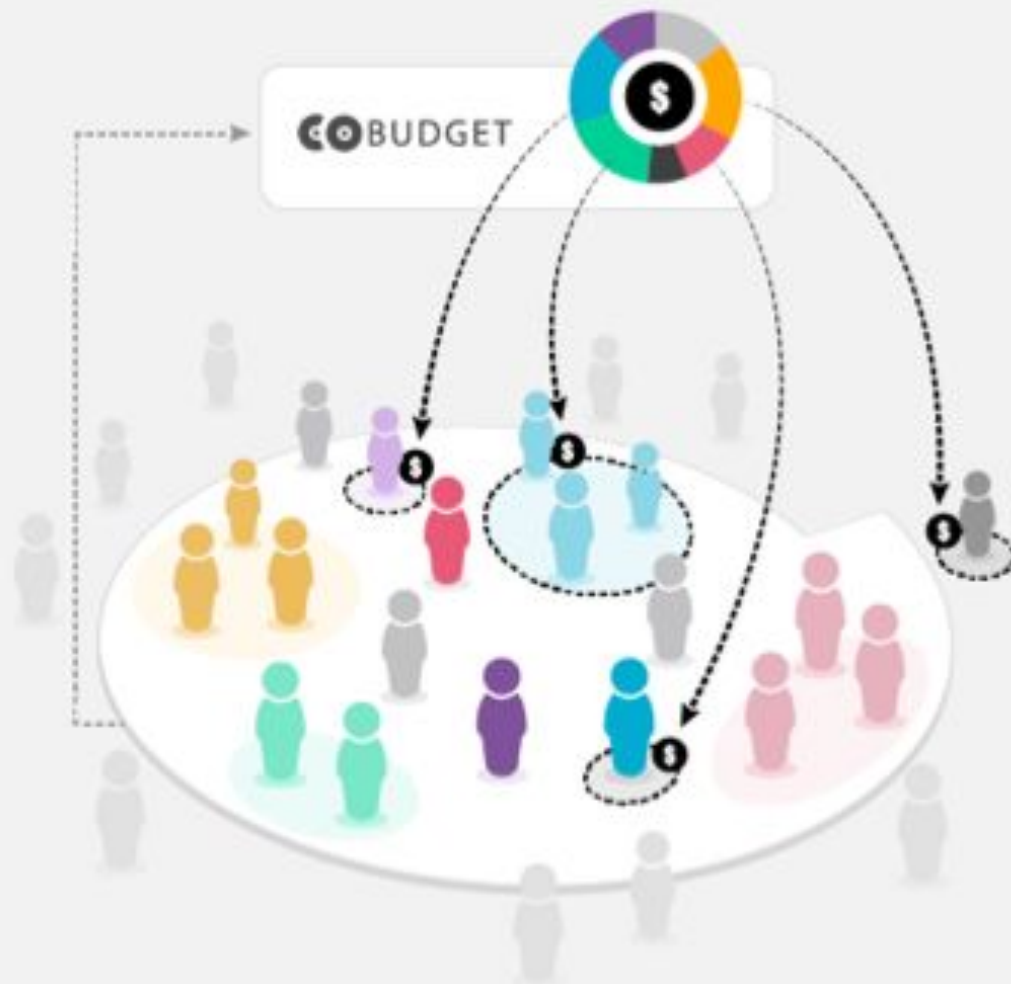- Anyone taking on a named role (e.g. Catalyst, Matchmaker) needs a steward.

Your steward looks after your relationship with the group, your one guaranteed point of contact. You and your steward can agree the scope of the role together. As a suggested start point, they should check in with you once per month to see how you're going.

Note: this is a **significant decision** as defined in the decisions agreement. Agreeing to this proposal means you support the creation of a new official Enspiral Agreement.

Results

70 Agree
14 Abstain
0 Disagree
0 Block

COBUDGET

Collaborative Funding

Projects to support the network and its vision are funded using a transparent participatory budgeting process

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Enspiral Foundation

Available Funds

👤 $0   👥 $11,374   [+👥 Invite People]   [$ Manage Funds]

All Buckets   Funders   Admin

[+]

$ **Funding Now**

Get Teddy to Brave Conversations conference in Canberra (10th/11th April) [5]
$440 funded - **$200 to go**

Ōtākaro Edible Orchard Chch sponsorship [1]
$375 funded - **$125 to go**

Thanks John (@coopchange) [3]
$425 funded - **$75 to go**

My.Enspiral Previous Development Debt Repayment [2]
$315 funded - **$2,269 to go**

Cobudget Cobudget - OS//OS, assets and updates [19]
$1,514 funded - **$956 to go**   You gave $20

✓ **Funded**

Supporting grassroots action / keep Rich & Nati going in the US [1]
Gina Rembe - $400 · unpaid

Support two humans to attend Lifehack's Flourishing Fellowship [3]
Toni Reid - $1,400 · unpaid

WE ARE IN A RELATIONSHIP

Dan is Anake's steward...
Anake is Mix's steward...

Enspiral Foundation Members
Stewarding Circle September 2016

Rose is Malcolm's steward...
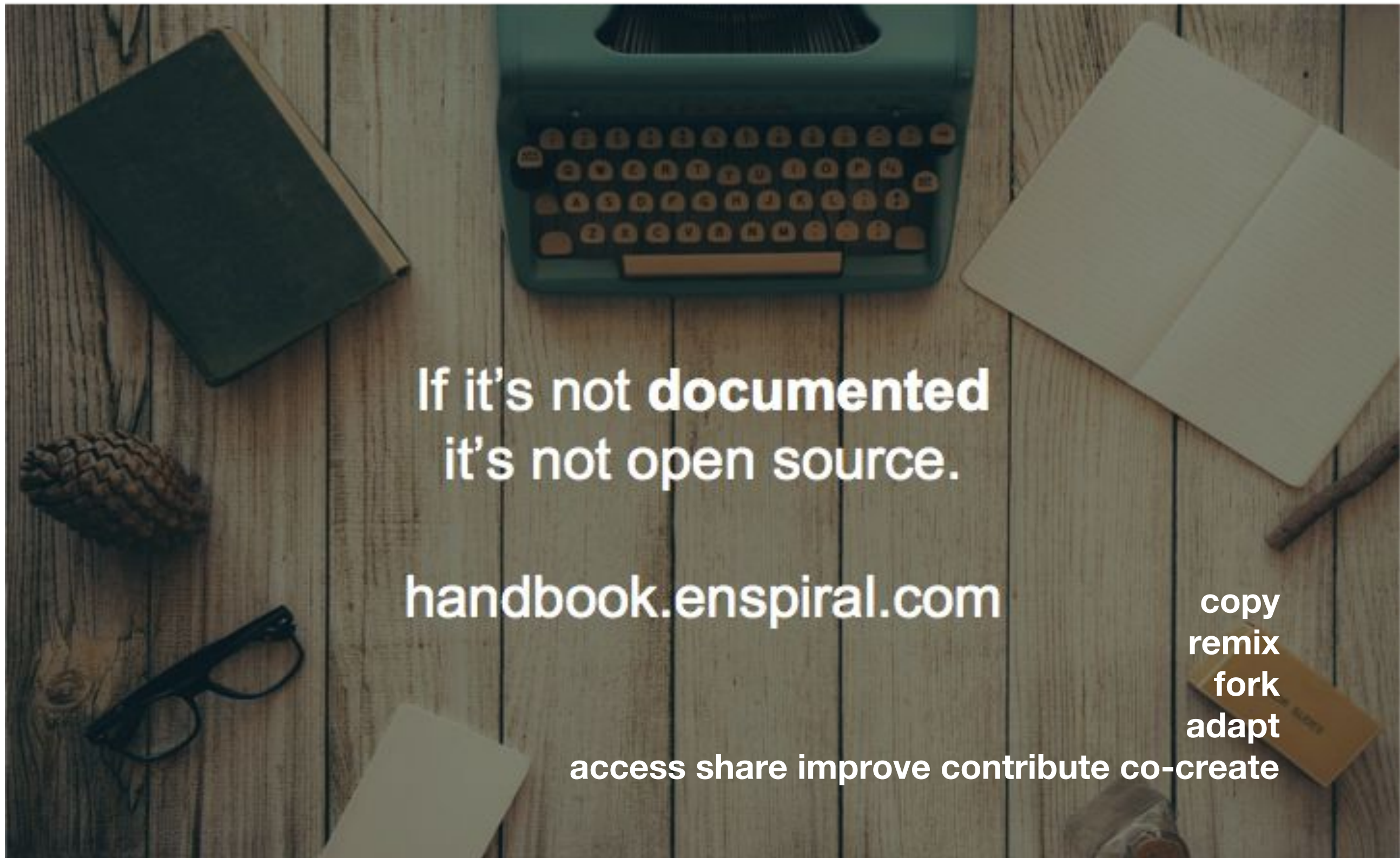Malcolm is Beka's steward...

REGULAR RETREATS, LARGE AND SMALL

OUR RELATIONSHIP TO LIVELIHOOD - PODLIFE

EVERYTHING IS PUBLIC (NO SUCH THING AS IP)

If it's not **documented** it's not open source.

handbook.enspiral.com

copy
remix
fork
adapt
access share improve contribute co-create

WE WROTE A BOOK

THE INVITATION