

Conscious co-creation tools... (v3.8)

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One of the issues impacting team work and self organisation is a tendency to 'mindlessly copy' common practices we have seen in organisations - but using dysfunctional tools, or applying tools unconsciously, not appreciating their strengths and weaknesses. So, how do we get over this in a simple way so everyone can work together in joy, freedom and creativity... ? How do we escape hierarchy, command and control, but still manifest?

This is a living document, to be developed on an ongoing basis by all the people in an organisation. The aim is to make a conscious, learning, self organisation that evolves but is stable at the same time, this is how we do it, inspired by Fuller, Deming and Lao Tse...

Lao Tse: "be still as a mountain, flow like a great river".

The 3 core elements are:

1. A fixed **Intent** / target - a simple statement of agreed goals and values.
2. A flowing **Process**, capable of adapting to changing circumstances to enable us to move towards our intent, flexibly evolving while retaining balance, involving everyone as equals.
3. A suitable **Structure**, to bridge the conscious Intent and the Process.

The next 3 elements we add:

1. The Intent is further developed into a more detailed shared **Vision** covering the key elements of success – what does it look like when we get there... ?
2. This clear Vision covering key areas can now be evolved into a simple **Plan**.
3. The plan is the start of a **conscious process** - Plan, Do, Study, Act... so our plans and the process itself have built-in consciousness, capable of evolving.

Our ancestors have sailed seas and oceans successfully for thousands of years...

They knew where they were going – **Intent**.

They had a flexible means of measuring where they were and adjusting along their way – **Process**.

They had a suitable vehicle (a boat) to link these two elements – **Structure**.

They were probably **never** technically on a perfect course from the time they left harbour until the time they arrived due to the actions of wind and tides, but they had an evolutionary, effective process that meant they nearly always got there, no matter what.

Now consider how most organisations deal with Intent (constantly changing) and Process (rigid) and how a hierarchical and divisive Structure means people fail to work together effectively and the organisational environment becomes competitive, corrupted, disintegrated and discredited.

This document is about how we create team-based decision making, so we can effectively harness the 'wisdom of the crowd' or 'collective consciousness', including latent / hidden and innate knowledge.

Einstein: "Insanity is doing the same thing and expecting different results".

Elements for a conscious co-creative environment

I. **Intent** – a shared value driven target (fixed or semi-fixed)... where are we going?

II. **Process** (involving all the people) - flexible, using feedback to create an organic organisation capable of remaining in balance while evolving and working with nature and human nature... driven by values. A flat organisational structure, where all the people take ownership of problems and opportunities, it uses talking circles of 2 types:

- [**The energy circle.** This is chaired. The role of the Chair is a service: to ensure everyone gets heard; to keep a focus on positive solutions; keep the focus on improving the solutions put forward; to hear alternative solutions; if necessary to suggest 2 or more options are developed if there are competing solutions (we are still united by our intent, but we can try different options); to by-pass non-actionable objections (e.g. if we cannot articulate better than “I don't like it” we don't have anything to action in a practical sense – more information may be required).

NB The chair does not vote and simply serves the group as a facilitator – administration, meeting flow etc. The key role is to value peoples time and ensure positive progress is made, where possible suggesting compromise solutions, so we retain group focus and positive momentum.

This circle is used for rapid and effective decision making. If it becomes 'stuck' we revert to the deeper, slower talking circle, to clarify everyone's positions, ensure they are heard and that issues are considered deeply.

- [**The talking circle.** Our tool for unearthing deeper issues and especially the elimination of fear. Everyone is allowed to talk for as long as they want. The Circle goes around at least 3 times. Speaking is not compulsory. The aim is clarity and typically this can involve the uncovering of deep psychological and emotional issues associated with words (semantics) and values. It encourages people to think deeply and exchange freely and is a well proven tool from native cultures, which is still being applied in one way or another in modern and effective organisations, even the British special forces. If the Circle is stuck the participants sleep on the issues and resume the following day... we need to know when to discern between quick decisions and important / effective decisions. “Act in haste, repent at leisure“

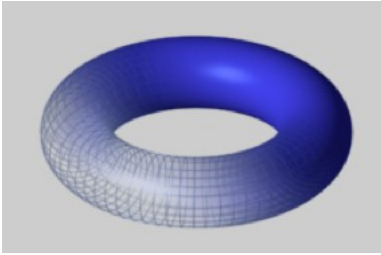
Process rules

We also need to consider the rules by which we agree to operate in our processes – the most important ones relate to how we deal with disagreement, or breaches of our rules? How do we deal with unpleasant truths? How do we maintain our intention and our integrity? How do we put things right when they have gone wrong? How do we all hold our own truth and integrity – but without projecting on others, judging or labelling? How do we re-establish equity when people misbehave, abuse others, or the system and undermine the pure intent of the organisation?? The initial solution is the Circle.

III. **Structure** – a vehicle / structure, a Company, Foundation or Trust etc. can be used to connect these two first elements, to protect value, or manage operations etc. A Trust is good for holding assets, a co-operative, foundation, or company may be better suited to handling operations – separating out the 2 main issues, to protect the assets for the people involved and producing a 'firewall' for operations.

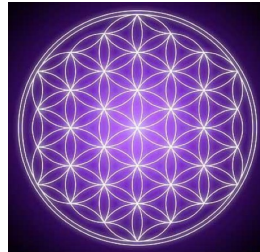
In a real sense though what does this look like? A Structure that involves everyone will look like a circle, perhaps with a group of servant / administrators in the middle doing the leg work of evolving the process and offering their plans, suggestions and recommendations to the People as a whole, who make the decisions (it's a co-owned organisation).

How would this structure look?



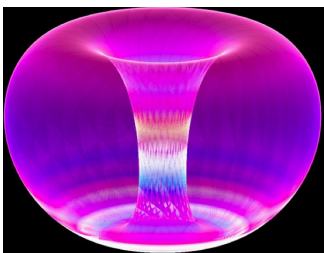
The key feature is a circle / a toroidal energy flow...

What if this needs to evolve even bigger, with specialist groups dealing with Housing and building materials, Food, Water, Waste, Energy, Healthcare, Social issues, Education? Those groups would also form naturally according to interest of the people involved... perhaps each having a team servant to chair, who also overlaps with the process coordination team...



The flower of life... a flat structure, co-owned by all the people with a central process group with other groups specialising gathered around it.

How does the energy flow in this kind of form where the People fully own and decide for themselves and the key decisions are made by all the People...



A toroid...

Next:

IV. **Vision** – a detailed picture (based on our Intent) of what success looks like 'in a perfect world' according to our 'key performance indicators': what does our success look like in detail when we get there in an ideal world... ?

V. **Plan** – a simple evolutionary step-by-step plan for manifesting the first few steps, such as building a straw bale house with Magnesium Oxide; something that can deliver practical results and which can be built in to an iterative (repetitive) process...

VI. A **Conscious Cycle** of Plan, Do, Study, Act... a process that evolves, not just each project but especially how we work together to make a living system. The key issue is the evolution of our system itself.

Intent (example)

Manifesting the best community possible - a model community - a shining example for others to follow; to provide an exemplary natural, spiritual and scientific model for the benefit of ourselves and others; a community which recognises the holistic interconnectedness of ourselves and our environment...

Vision

The vision is structured into key goals we want to achieve, it explains how the criteria for success will be manifested in each area, it is a detailed extension of combined Intent. These are crystallised into more specific, achievable values and goals expressed at meetings – the ideal world values and goals that become our measurements of success (conscious key performance indicators).

Our key community co-creation vision areas (example):

Conscious System (Planning, evolving, communicating and co-ordinating Co-Creation activities).

Food

Water

Waste

Energy

Building materials

Healthcare

Social

Education

Water vision (example)

1. We drink and use the best quality (energised / structured and purified) water for ourselves and our environment, including growing plants (connects to food) – this cuts water usage and promotes healthy organisms.
2. The water we put back into the environment is as clean or cleaner than the water we take out (connects to waste).
3. We have self sufficiency in the best quality water as a community and surpluses can be sold or turned into colloidal silver and other beneficial products, for use inside and outside the community.

Next step – research, what is best option to achieve our vision, what we can make ourselves, what 'spin off' products are most suitable for use within the community (and possibly sell / export, to create positive economy and / or 'work' driven by passion and interest)... who has already researched this area and wants to share? How do we measure success (plant growth, feeling good, what about clean waste water?)

Food vision (example)

1. We use the best (easiest, most cost effective, most productive and long term sustainable) techniques and technologies for growing healthy and abundant fruit and vegetables.
2. We grow our own fresh organic food of the best quality all year round (including tropical fruit and vegetables) by combining selected technologies with controlled growing environments (connects to building materials and techniques) using hydroponics, aquaponics, energised water, mineral products, frequency growth stimulators, resonant building materials...
3. We produce surpluses of top quality fruit and vegetables, which can be sold, bartered or gifted, to bring abundance and return energy / create economic flow into our community.

4. Grow herbs and produce organic essential oils.
5. Micro minerals which can be sprayed on to plant leaves.
6. Volksgarden? Or other growing systems?
7. Hydroponics.
8. Aquaponics – fish culturing that can diversify diet, remove stress and time spent in food growing and bring in extra income while using waste water for fertilising plant growth?

Next step – research, what are the best options to achieve our vision, what are the costs, what we can make ourselves, what 'spin off' products are most suitable for use within the community (and possibly sell / export, to create positive economy and / or 'work' driven by passion and interest)... who has already researched this area or is interested and wants to share or get involved?

Waste vision (example)

1. We will consider and implement opportunities to turn waste cost and liability for the environment into a community profit and a benefit for the environment – zero waste.
2. Plastics and waste oil may be converted to bio-diesel, to help generate power for the community. The key issues to research and consider: energy and time cost (compared to benefits), pollution, safety...
3. Urine – can be diluted and used to feed plants, or can be used to grow algae, which is a process that is easy to automate and can be used for feeding fish or people (spirulina), made into compost or for biochar... used to support soil fertility and a carbon sink.
4. Solid human waste and vegetable waste can be used for compost – to fertilise the soil and to generate heat energy, which can be used to warm indoor growing areas or water systems. Adding wood chips can increase the heat output.
5. Grey water can be energised through spirals (accelerating purification) and connected to gravel, sand, plant, reed bed, algae and UV light approaches... the combination making for faster, more effective water purification.
6. This can be started as a model using a single house, we also can consider what possibilities exist for retro fitting existing buildings and even large buildings later.
7. Can we persuade the local council to support this, a local university to help with measurement of waste water cleanliness, local environmentalists to get involved, local companies? - we need facts, figures and numbers to help persuade them.

Most parts can be ready to go quickly... local community support would be needed for small scale experiments and testing re waste water.

Healthcare vision (example)

1. The community should have the best (most powerful / effective, reliable and easy to use) healing technologies. In future every household should be able to own these for use by themselves and their friends and families. The group suggests the C-Dove energy healing device, the Low Level Laser and the Solaris Healing Blanket for this, 2 of which were developed by the Russian space programme, well established and well proven. We will look for pioneers with experience of Scenar healing who will consider buying this for themselves and share their experiences

with others.

2. We recommend a community purchase of the following equipment - for use by health therapists living in the community:

The EX715AG Cosmodic – the most effective at producing cellular regeneration / body healing and rebuilding (simple and safe to use).

For cellular regeneration the Cosmodic needs to be used with the Low Level Laser (simple and safe to use).

And the Solaris Healing blanket (also developed for the Russian Space Programme and again simple and safe to use).

We also recommend Deta Elis technology, which uses bio resonance to diagnose the underlying causes of bodily disorders and frequencies to treat parasites, viruses, bacteria, and fungi (again this equipment is simple and safe to use).

We can also use structured and energised water in the form of Brown's Gas to treat people holistically.

If fundraising allows the community could consider the purchase of a professional level Cosmodic, which will extend the range and effectiveness of treatments by the health practitioners in the community.

Project ready to start.

Building materials (example)

1. The community should be able to build new buildings and retrofit / improve existing buildings using the most appropriate, best quality (longest lasting) and best value for money materials, so it can meet its building needs effectively and sustainably – causing the least disturbance to the environment.
2. The materials can be old or new, or a combination of old and new technologies.
3. Straw bale can be very cost effective and perfect for community build projects if it is used correctly – it is a carbon dump, it has excellent insulation properties, it is fast to build with. The potential weakness of straw is damp, so it requires a breathable membrane over the surface. Lime plaster is the traditional method, but this is not environmentally friendly.
4. Geopolymers are super materials and very environmentally friendly. Natural geopolymers include Magnesium Oxide (MgO), slag (waste from metal smelting) and fly ash (waste product from combustion processes).
5. Features of geopolymers: used for buildings, perfect for wood and straw bale, roofs, roads, spray building techniques, bag building techniques, good insulation properties, also for encapsulating existing cement, will use ash and slag waste and local materials, radiation proof, can be used to make sinks and bath tubs, surfaces via moulds, environmentally friendly, cheap, fireproof, waterproof, radiation proof, very strong, low skills needed, testing of materials (mix) is required, can last thousands of years with the right mix, can be multi poured, forms a single crystalline structure - an interesting prospect to combine with sacred geometric shapes (as it forms a single crystalline form), reflects positive energy to the human body (unlike concrete), has been used for Russian submarine hulls, stronger than steel, 5x less CO2 emissions than concrete, 80% less greenhouse gasses, cures more rapidly than concrete, forms a perfect bond with cellulosic material (wood, straw, paper), unlike concrete, can be skimmed over a surface (such as straw bale), can be sprayed into roads. MgO is also paramagnetic - resonant / energy giving for the

human organism. A small amount can substitute a much greater amount of concrete or steel, it is flexible and lighter than aluminium and is a very common stone found and produced all over the world...

6. One of the world's top experts in Magnesium Oxide is George Swanson, who advises the Chinese government on restoration of MgO buildings and temples 2,500-3,000 years old. He has offered his consulting services for a discount to the community and can provide basic advice on mixes, testing etc.
7. The community could consider new community building and retrofitting of straw bale to improve insulation of existing buildings at low cost. Costs could be cut further by offering straw bale building courses, bringing money into the community and reducing the costs. Labour could be subsidised further by using WWOOFFER's.
8. Income and cost reducing opportunities for community builders, craftsmen, artists include producing: sinks, basins, shower trays, baths, work surfaces, bowls, tiles, tables and chairs.
9. Training courses for straw bale, clay building, magnesium oxide...
10. Consciously consider building a small straw bale barn to learn the basics of hydroponics and aquaponics techniques as well as building and MgO techniques.
11. We will consciously consider building approaches with reference to:
 - Energy costs / manufacture and.
 - Time / labour costs of self manufacture processes.
 - Handling and manufacture ease of use and safety.
 - Environmental issues.
 - Setting times.
 - Maintenance / longevity.
 - Other opportunities, e.g. cottage industry, courses, making baths, sinks, work surfaces etc... ?

Consulting can be done now ready to start this year.

Energy vision (example)

The community intends to be self sufficient for its own needs and abundant (selling surpluses) in clean energy generation.

1. Key areas for consideration: generation, transformation, storage.
2. Key criteria include cost / bene fit, maintenance (ongoing cost), reliability.
3. Surplus energy can be used to link to an energy-backed currency – a community alternative currency.
4. Some inventors will accept energy backed currency, at least as a part payment.
5. The currency can be exchanged for £ by people who pay the community for surplus energy.
6. Most likely options include solar (new generation, especially if storage can be applied), wind, hydroxy (water powered engines using the modified hydrogen-oxygen mix for a clean fuel).

Social / community facilities vision

There is interest in reopening the station building and possibly other buildings to:

1. Provide more shops, or have a delivery service for local people without transport for goods such as household basics, also locally made products.
2. Provide test areas for hydroponics and aquaponics (controlled environments).
3. Have cafes and restaurants for people to meet and to provide enjoyable social spaces for all ages.
4. Exhibit local arts and crafts.
5. Consume less (including energy to bring in basic living items), keep more energy / money within the community.
6. Buy / sell local products such as colloidal silver, food, essential oils, usnea (local natural healing product for people and fish – see Food section), technologies, book courses, provide a private community clinic, provide a book exchange / library, massage, dance.
7. Offer a local service for dropping off / collecting post.
8. Create local work / community income.

Alternative / additional funding vision

Our own alternative currency... ?

£, \$ and € are not backed - fiat currency exists through a law process of offer and acceptance... we can make our own to help raise funds, create financial independence and as a first step to making our own bank or credit union.

1. Local designer and/or artist or photographers make designs.
2. Select the best by competition, or have a team work on this?
3. Choose a suitable printer and material.
4. Decide if the currency is intended to be linked to energy – this will be an alternative currency.
5. Advantages to energy currency – it forms a bridge to a world where energy is free. Everything(!) is a function of energy. It can be an inflation hedge. It could be attractive to hold it instead of \$ for investors. A good looking currency may be attractive to collectors.
6. The notes could therefore be valued in terms of energy / electricity... kilowatts or kilowatt hours:

http://www.biomassenergycentre.org.uk/portal/page?_pageid=75,59188&_dad=portal

7. £1.50 = 10kWh (appx. - local price needs confirming)
8. Plan:
 - Decide on suitable note values (10kWh, 100kWh etc) and initial print run / numbers of notes required.
 - Decide on issue of notes to local community – free – find out who wants this.
 - Speak to key local shop keepers and suppliers – friends / supporters... will they work with us on this?
 - Notes can be made available to buy inside and outside the community (to collectors and inventors / energy equipment manufacturers)... needs publicity to get collectors interested.

- Sell notes in advance to cover print run (make them pretty / collectable).
- Use funds from sale of notes to buy power generation equipment.
- Select (research) and buy power generation equipment – a mix is good, it can be used to bring people in to see them and learn about them.
- Set aside \$ / £ from energy sales (as required) for converting the energy notes to £ / \$ for inventors. e.g. if an inventor / developer / company will accept some of the notes send them to them, tell them the conversion rate – tell them you will let them know when they can start converting notes, which are now inflation proof / energy value linked. They send the notes back, we convert to (say) \$, £ or € and send to their account.
- Note: energy is a form of measurement, \$ are a form of measurement – we can measure anything and therefore back our currency with anything that can be measured this way, including health services, or avocado's...

Action and basic admin points for meetings

1. Agree notes, intent, flow chart etc... go through everything (ask people coming to meeting to read in advance and bring notes to discuss / clarify or amend).
2. Amend / add information as needed.
3. Agree actions – highlight key opportunities to community: draft letter / e-mail to community on action points, ask for support, set a time limit.. make a list of people who are interested and what their support is.
4. Keep meeting notes during meetings – not everything that is discussed, but everything decided and of note.

Manifesting the outcomes

Issues and opportunities for future income:

- Research and share existing research they have done on the above areas.
- Develop, build and maintain (e.g. technologies)
- Grow food
- Deal with waste
- Design houses and community amenities
- Administer healthcare and acquire skills in the new healing technologies
- Create and experiment with MgO - bath tubs, shower trays, benches, tables, chairs, pots.
- Teach courses / transfer skills
- Administrate courses and other community activities – make sure the jobs are done and everyone has what they need
- Teach courses – technical (e.g. building materials,) art (painting, pottery, writing, photography)
- Build and maintain website(s)
- Do PR, marketing communications etc.
- Plan
- Make currencies
- etc.
- Core group to create co-ordination and conscious feedback and involve the people... design and redesign the (holistic) system.

Further information is available if needed:

MoSO – the Bucky Fuller / Deming systems thinking, holistic organisation model.
Conscious co-creation flowchart.

NOTE: this is **not** a prescription: these are suggestions, be conscious of tools, every tool has a weakness, try turning your coffee cup upside down - it's a simple tool and very

effective, but it does not work if it is abused or it is used unconsciously.

Appraise tools consciously, use what works for you, adapt them as required (consciously) make them your own, enjoy your process, make them your own...

Summary

Do not get distracted by words (such as organisation), we need to **agree a definition** first, we all have emotional attachments to words, and when we connect emotion with words we are no longer balancing our hearts with mindfulness, let's focus on **intent**...

To counteract emotional bias we can consider first the dysfunctional examples we all know of about words like system, organisation, leadership etc. – think of the opposite – this is now able to help define our ideal definition, we should aim high, embed our highest vision and values, and try to communicate them clearly.

Our intent in this document is to deliver a system that encourages everyone to develop to take their rightful place as a leader and a team member, using collective consciousness / the 'wisdom of the crowd'. Collective consciousness is not about averaging, it is about considering alternatives and choosing the best, trying it, testing it and using feedback as to whether our system met our expectations. It is designed to liberate and support individual creativity, intuition and intention, so everyone can find a place to fit in and contribute where they are able and where they find joy and creativity.

The key aim is to remove unconscious assumptions (about ourselves, human nature, the nature of organisation itself) and replace them with conscious hypotheses – ones we can model, test and even measure, systematically removing dysfunctional assumptions and ineffective practices to make an organic, evolutionary, joyful environment. The task is nearly impossible unless we engage with other people with different skills experiences and questions as we all have blind spots... but we forget them.

Our personal blind spot is easier for others to see, so a simple shared process can help us to focus on what we are really good at and let the others who love doing the things we don't like – team work, which tends to remove ego and develop deep, heartfelt and joyful co-operation.

The mechanics of co-creation

- Behaviours are motivated by love or fear.
- Change the environment and the behaviour changes.
- Co-creation relies on eliminating fear.
- A fair, transparent and open collective system is more stable and more effective than any 'leader'.
- A 'bad' system delivers unexpected results.
- A bad system relies on a good leader, a good system makes everyone a leader.
- An effective system devolves responsibility and encourages team work and co-creation.
- People tend to behave more responsibly when they are given responsibility.
- Wise decisions are built on collective consciousness and the wisdom of the crowd.
- A co-creative environment develops energy that draws in other co-creators.
- A co-creative environment is not suited to big egos, they end up isolating themselves, leading to modified behaviour, or people to cannot adapt (they are simply unready) leaving.
- Political, controlling and fear-driven behaviour is therefore moved to adapt and rebalance in a co-creative environment... or it isolates itself.
- People who can't cope with a co-creative environment therefore adapt, or leave.
- Co-ownership keeps interests mutual and mutualises team work.

- Removal of assumptions and self deceptions about what we are good at and what others are good at helps people release projections and impulses of fear and control – for this see the Myers-Briggs and FIRO-B tests.
- Co-creation is a great way of taking the oxygen from ego and self interest.
- A co-creative environment is therefore self balancing.
- Teams can and do self organise, for this we need to have awareness of tools and rules - and bring in to consciousness how they influence outcomes.
- This kind of team working requires individual and mutual responsibility... this means the team must act when one of the members breaches the rules – and focus on the system that enabled the undesirable outcome to manifest. If an individual cannot comply with mutual team-based rules then they should be presented with their behaviours and how they impact the team.

Closed groups, ego, hierarchy, command and control, secrecy and the cult of personality all undermine co-creation, promote fear and develop 'us and them' division.

Structures for community

Legal structures are also necessary. These suggestions are probably what the community has in mind, but worth bringing to light...

General principles

Co-ownership

Co-creation

Servant leadership

Collective decisions / consciousness for key decisions... community wide 'wisdom of the crowd'.

The wisdom of the crowd is not about averaging, nor is it about typical elections: it is about the true nature of a problem being defined by the crowd, by the solutions being generated by the crowd, and being selected by the crowd.

'Political' viewpoints such as right and left tend to cancel themselves out and this does not generally mean that the wisdom of the crowd answer lies in the middle... the best solution is the one that resonates most powerfully and collapses unrealistic paradigms such as left / right.

Intention:

The key aim of Legal Structures such as Trusts and Co-operatives is legal separation – separating the functions of operations from assets. If anything goes wrong with the operations, if the markets crash, if a major job goes wrong, if the operation gets sued, the operating organisation can be closed and another entity started... without the people losing their assets.

Trust – asset holding... is it worth considering an offshore jurisdiction? Assets can include, land, property, branding, trade marks, intellectual property. Trusts are often used by the rich for protecting assets and reducing taxes.

Operations – co-operative

Local companies, subsidiaries and separate projects can be run from the co-operative via simple legal contracts and agreements.

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