

REFLECTIONS

1.2 - Reflections on Regenerative Thinking

Thursday, March 23, 2023

Prompt [Notes](#) [Link](#)

- What was most inspiring, most resonating? What do you feel most compelled to share with others? Why?
- How does this align with and/or build on your own current thinking, values, and approach to leadership?
- What content are you struggling with? Why?
- What new questions are coming up for you, particularly around “leading”, “regenerative”, and “sustainability”?

Reflection

My wife Heidi and I dropped our daughter off in Austin last Sunday at her giant dorm with a bag full of fresh Onigiri from the Asahi market. Tasty treats, that for us, signal spring break is over and it's time to rev up the mind for all in the standard American 6 week learning cycle. A line from Nick Cave's *No Pussy Blues* rings in my mind. *Damn!* We move on and I turn on my curiosity. Tune into the next cycle. Undergrads that I work with will be scrambling to finish (mostly) engineering projects, faculty around me dealing with new leadership (new president & VP) dictated change, and me & my mackerel cohort: capstone, decentralization, and regeneration. The latter taking current focus.

There is a direness to many of our initial readings. Human anthropocentrism has unbalanced the earth ecosystem to a point of near certain current life extinction. We have tipped past the tipping point and our single minded focus on solving finite complicated challenges without consideration to broader complexity and balance will not work. Our biodiversity holds solutions in its ability to evolve, coexist, heal, and fully use and self support in its localized ecosystem. A

diversity that is shrinking under human encroachment and indifference. So what? We consume away our basis for life is what. So what is being done?

Autumn Spanne walks us through some of the early thinking and efforts to shift our approach to being with Arne Næss's philosophy of Deep Ecology. Two simple postulations: Humanity needs to lose its psychopathic self centeredness and humans are part of earth's ecosystem not controllers of. Simple and concise, critics deride its lack of elaboration and the eventual weaponization by some. Early adopters of the philosophy attacked single aspects of the issue with frustration and little effectiveness. Applying a single solution approach to a complicated problem strategy does not seem to work on complex ecosystem issues. Que Einstein's quote *We can't solve problems by using the same kind of thinking we used when we created them.*

Progressive businesses and governments, through public pressure or empathetic leadership, have started leading a way by recognizing that the value of what we are stepping on and tossing away far exceeds what we can imagine. They study, acknowledge and address their bio footprint. The top tier demand and pursue subcontractors that uphold the same values. Creating supply chains and distribution chains of respectful bio impact. Some are also

Systems thinking approach has contributed to cyclical economy postulations and attempts. Our current western world view relies on growth to solve problems. More available money provides more ability to fix. Basic math shows the canceours nature of this model. Infinite growth equals total consumption. Our readings argue that a shift to cyclical ecological systems based economy is the way. Look to thriving natural complex systems for our basis of action. Nature displays the best and most comprehensive case studies. We just have to slow down to sense their teachings and let our worldview calibrate with the natural tune. Growth Bad - Sharing Good

Being a creative fabricator for some time now, I nerded out on all the cool biomimicry gadgets and materials in the Leila Connors video. "The best ideas might not be ours , they might be already invented." and "Life creates conditions conducive to life". Right On!

While reading, agreeing with systems approach seems obvious and right on. In practice, ingrained western life pressures conformity to the known path. We are so used to attacking problems head on and individually with immediacy. We get fat slowly but want to reset back to fit now. I raced bikes from high school through college and one of the hardest lessons was to go fast in endurance sports you have to go slow. Months of long slow rides = fast. Humanity needs to stop following the trickster of the American Dream. Hopefully, more and more will start to slow and shift our world view to acceptance of ourselves so that we may also acknowledge and support all life's efforts in *creating conditions conducive to life.*

1.3 - BCI: You, Leading for Regenerative Sustainability

Friday, March 24, 2023

Prompt

[BCI: Be, Contemplate, Imagine Worksheet](#)

Imagine yourself Leading for Regenerative Sustainability, in some capacity of your choosing. In your journal, write about what that might be like for you, if you knew you couldn't fail. You can use the questions below as prompts, if helpful. When turning in this assignment, please either include the link to your Google Doc (update Share Settings), or upload your journal entry as a file.

Questions to Consider

- What work would you do in the world, if you knew you couldn't fail?
- What kind of world would you create, if you knew you couldn't fail?
- What kind of leader would you be, if you knew you couldn't fail?
- What kind of an organization would you create, if you knew you couldn't fail?
- What kind of questions would you ask as a leader, if you knew you couldn't fail?

Reflection

I sat on a hill, in the middle of a small 4 basket disc golf course on campus. Due east of the CSI makerspace. It feels like south, as the path to winds down hill. I would not call the ground cover grass. It's patchy, thick stemmed, and a bit poky. I doubt it's indigenous claim to central texas. It sprawls over the open green space, shying away from the shade of nearby live oaks that keep it in check. Birds chirp and chatter about what a nice spring day it is and a concealed owl occasionally hoots in. Fire ants let me know that I'm on their turf. Ouch, not nice!

Life has reclaimed some of what was lost in this space. A student passed on a bit of recent history. Virgin wild to limestone quarry to landfill to university (1952) to manicured green space. Change and adaptation is continual. The space has recently been bisected by a through way to facilitate easier access to the parking garage. Annoying to me as it reduced the disc golf

course from 6 to 4 basket options, and lethal to most life in the scope of construction. Failure is a key element in our space. It is essential in the creative process, in play, and in the natural world ability to adapt. Nature fails endlessly as it adapts and learns to be in the place it's in. Like children it tries what comes to mind as it hasn't experienced shaming of an elder. Can't hear or feel the *no you can't do that or not that work work or you have to do it like this*.

I will say that with the exception of public speaking, I move through life without much fear of failure. I fear the revolting flight action that my body triggers when on the spot front and center. I've resigned to apathy and brevity during those experiences. Our new VP of academic affairs, a friend, hosted a VP of academic affairs conference last week and brought them in to get a taste of our makerspace. 35 VP's gathered at our entry as Megan (Our VP) spoke up. *This is our makerspace. A space that we are very proud of. Ryan, can you tell us a bit about space... Um yeah, this our makerspace, a place where anyone on campus can come to make things. And we help them.* They kind of chuckled and continued on.

I doubt I would change my work in a makerspace. A place to make things and make space to share ideas. I fail often and listen to the outcomes to sense next action directionality. Question my course of action or role in a system regularly. As a leader in my local community I try to politely share my way of doing and make space for others ways of doing. Not just human. All life in my scope of awareness. Encourage those around me to lead with similar openness.

Aspiration for my future work are less full redirect and more cycling in with biomimicry efforts and cycling regenerative economy ambitions. Can our community use the gifts we have been given to contribute to physical regenerative products and services being developed? Like the [Materiom project](#). Can our small community experiment with cyclical economic practices so that the young professionals leaving our community can share new regenerative ways of existing to their new communities? I can certainly envision a future creative space that is a place to play, share culture, skills, and energy in a way that supports regeneration and coexisting with the living ecosystems of our local. I think if we approach with kindness, patience, empathy, and intentional energy we can start to get there.

1.4 - Leader's Q&A

Saturday, March 25, 2023

Prompt

Assume you are in a leadership role and want to share what you are learning with the people that you lead. How would you answer the questions listed below if they asked them? To provide context for your answers, please name or very briefly describe the organization or people you are leading. You can answer these questions in written form or video yourself answering these questions as if you were talking to the people who asked the questions.

Questions

- **What is Regenerative Thinking?**
- **What are some examples or applications of Regenerative Thinking?**
- **Why is Regenerative Thinking important for our future?**
- **In what ways might you Lead for Regenerative Sustainability?**

Reflection

Most in this circleship of readers know that I work in an academic makerspace with undergraduate students, professors and support staff. A fairly diverse mix of people types that are generally curious and open minded. More than few would be able to school me on regenerative thinking and leading for regenerative sustainability. I stumbled into a nest of nerds.

I suppose on paper I'm in charge, and in the realm of fabrication, I have superior technical skills derived from years of experience. I lead by advising, suggesting , and nudging more than straight dictating. My leadself is expressed by probing, trying, observing, listening, and questioning. The youthful adults that I encounter are driven and ambitious. Most know and believe in the western capitalism paradigm of their exposure. Hard work leads to fortune and glory. They generally know their worth in that paradigm and are eager to capitalize. I make an agreement with each new student worker. You are free to offer workshops or make things for people in a transactional way (they can charge for their services) or through sharing and advising. You just need to tell our group how it went, how it felt, and so on. The ambitious dive into the opportunity for money. And then, and as we talk I encourage them to try doing it for free with openness to cyclical information flow rather than a one way dictation. They report

increased feelings of connection and joy when freely sharing and that they learned far more about their workshop. Increased skills, slight shift in worldview, and better vibes. The sneak attack (thank's writers of *Kim's Convenience*).

I asked chatGPT about regenerative thinking and it had this to say: *“Regenerative thinking is a way of thinking that focuses on creating and sustaining systems that are mutually beneficial to both the environment and human society. It goes beyond just minimizing harm or reducing negative impacts and seeks to create positive impacts and regenerate the natural systems we rely on.”* Oddly close to what I had envisioned to express, and, from my understanding, not a copyright infringement. Intellectual property. The ownership of ideas. Humans love to own and be acknowledged. Get a big house, a bigger tv, a fresh car, or the latest to display attractiveness through success. Look I conquered so come lay with me. *That's my idea! Speak not lest you say my name.* Soon AI might be the pop culture idea dispenser or even the publisher of legitimate, taken seriously, journaled studies. Weird times.

Prior to interfacing with our new AI overlords my working description was: Acknowledging our reliance and role in the complex local, regional and global ecosystems in effort to be with all life on earth rather than in attempted control of. Make space for our ecosystems to heal and regenerate before tipping the scales to a point of no return. And then I thought about it some more. I suppose for me it's close to: stop killing everything. Let it be. Make space for life to thrive otherwise we all die. Dour AF and true. Maybe we don't need a new car every two or three years. Or new things at all. I agree with George Carlin's rant on things as I have enough now for a couple of generations of me to live comfortably on.

I took chatGPT's immediate response as a sign that lots of people are working towards regenerative thinking and sustainability. I suspect that it is lots and probably not yet enough. The types of regenerative thinking that I see around me are calls to slow down (like the four work week), universal living income, and sustainable biomimicry approaches to materials and food design. The vegan food and materials industry is constantly emitting less destructive ways of sustaining human life. A mushroom burger tastes great and uses substantially less resources on the path to our belly than an animal patty. My wife brought home some Wonder Eggs yesterday. Tastes like eggs without the chicken torture and arty clogging cholesterol. I look up to and plan to explore contributing to groups like [Materiom](#), [precious plastics](#), [central Texas mycology society](#). I think the mix of new sustainable material, repurposing of old, and mushrooms could be a sweet spot for our makerspace community to contribute to regenerative sustainability. If not, I will continue to listen and focus our efforts to canoodle with what life calls for over feeding my ego.

2.2 - Reflections on Our Current Challenges & Sustainability

Thursday, March 30, 2023

Prompt/Reflection [Notes Link](#)

What was most inspiring, most resonating? What do you feel most compelled to share with others? Why?

It took awhile to reach the uplifting peak and it's still foggy up here. [Dr. Foley's](#) calming and direct presence was nice at the end and I agree with many of Project Drawdown postulations. We need accelerators and they are generally achievable in the now. We can initiate long term infrastructure change to harm less. If we've accelerated coexistence and repair practices enough to stave off extinction, we will innovate beyond unsustainable resource extraction. I Hope.

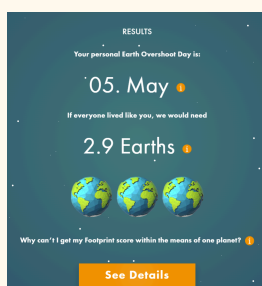
I like [John Elkington's](#) reassessment of his triple bottom line approach based on its evolution and implantation for 25 years. Ideas get expressed, interpreted, implemented, and changed. Humans comprehend and do in so many and variety of ways. What did it become? Is it still effective? Or effective enough. All of the ideas and frameworks intended to shift our movement away from harmful habits need to be flexibly accessed with eye towards human interpretation and real outcomes. There can be no one size fits all strategy.

I'd like to resonate more with the "art" approach of [How Might the Arts Help Us Grapple with Climate Change?](#) I certainly admire the effort and buy into the improved effectiveness deployed by the "awesome solutions" team that was reported. Where I run astray is the idea that an imaginative, creative, artist approach to engaging intrinsic actions of life preservation need to come from professional artists. Lets hire artists to change up our message. Our academic scare jargon is bouncing off. I propose that we, modern humans, have compartmentalized our own abilities and nature to the point of blinding our own individual ability imagination and enacting change. We pass the buck because it's someone else's job. Joe from accounting can do that or our engineering team

is on it. I think we are all artists and need to remember how to slow, play, imagine and create better futures. Through engaging more in creating over purchasing I think we will see the broader context of our existence better. I feel like that's the universal inflection point to approach. Find ways to elicit slowness and creativity from all.

What was most depressing, most daunting? What do you feel most compelled to share with others? Why?

Hmm, what was not depressing? I suppose the *most depressing of the week award* goes to [What's Your Ecological Footprint?](#)



3 earths! Damn! I thought I was pretty frugal and somewhat sustainable. We are a family of four in a 100 year old 1300 sqft 3/1 home. One car, many bikes, mostly plant based and most of our clothes are second hand thrift finds. I do question the tactics of this approach. I suppose it's similar to what the small art project found. I'm on board and willing to change. And after inputting my mode of existence and receiving an F my indifference takes over. I wonder what it does to people that aren't in? The Trumpers and neo fascist inflaming our culture? Seems like their reaction is to push as close to brink as possible to test it out. All in all the intentional push by the polarized unbelievers to question the entirety of the scientific community to the point of actively accelerating extractive practices is the depressing cherry on the top.

How does this align with and/or build on your own current thinking, values, and approach to leadership? What content are you struggling with? Why?

I'm kind of a skeptic of business in general. I feel like the idea of message and marking generating the most ROI took over in the mid 90's and that it taints and conceals true

actions and impact. I looked at a list C2C . Having spent years and years in the woodwork and general design community I have tremendous appreciation and respect for the design process employed by Herman Miller and Steelcase. I question their true C2C sustainability. They produce so so many things. Don't we have enough already

produced? I would guess there are at least 2 chairs for every person on earth. Our society's manufacturing speed and capability is blinding. And this is where I don't quite understand the need to maintain so much economy. Seems like we scale back production 100 fold and still have enough for everyone. Some may not do much and who cares?

As alluded to earlier, I question the effectiveness of some of the academic and scare tactics approaches. I know they are true, and I think they confuse and scare a lot of people into active pushback or indifference.

What new questions are coming up for you, particularly around “leading”, “regenerative”, and “sustainability”?

I think I'm always a ball of confusion and befuddlement. I think that ties into my leadership style. I cycle through attempts and questions a lot. I did this, what happened, what is it doing? Oh that's not right, let's try something else. So, in relation to leading, I think that's where I show up. I deal with students that at times see things very black white. Even those that identify as non-binary take sides and erect barriers to communication. People approach and defend their views with vigor and I like to question whether or not there can be an alternative way to be. I feel like I have a decent understanding of where humans need to go to not be eradicated. We need to slow and reconvene with mother earth and acknowledge all that she does for us. And I don't think it's a direct *get onboard or else* approach. So I guess my leadership is more participating, nudging to slow and see than dictating the truth. I do this by trying to bring out the suppressed inner creatives in all that I interact with so that they can start to see our decline and imagine better ways of being.

I struggle with the impact of frugality (not updating) vs buying the new that is maybe more sustainable. Which is actually better? I usually just don't buy things at all. Are electric cars really better? I think no cars is way better. Let's all ride bikes.

2.3 - Leader's Q&A

Friday, March 31, 2023

Prompt

Assume you are in a leadership role and want to share what you are learning with the people that you lead. How would you answer the questions listed below if they asked them? To provide context for your answers, please name or very briefly describe the organization or people you are leading. You can answer these questions in written form or video yourself answering these questions as if you were talking to the people who asked the questions. [Approximately 500 words]

Questions

- **What are the main causes of environmental sustainability impacts?**
- **What are the main environmental sustainability impacts?**
- **What are the intersections between environmental and social sustainability?**
- **What are some sustainability frameworks, metrics, and solutions that you might use when leading for regenerative sustainability?**

Reflection

Seamus and I, my youngest, were bobbing along, Wayne's World style, to Pavement in our 20 year old Honda CRV, while migrating towards school this morning. *I'm trying! I'm Trying!* wails and repeats in the background as we chat. He's reading Crime and Punishment in school. Dense, intense, disturbing, and visual. He feels changed. Like all other books of his exposure pail in comparison. Yup. I start to tell him of the structural mind changes my current readings are initiating. That our monetary system creates accountability within human exchanges and has little consideration for costs levied against the living world. The bill is due and nature has issued the tenth final notice. We approach a light as a text rings in. I open and we pause and listen to a recording of a stranger's advice for bad days. We giggle and formulate our day's reading motto in keeping with the strangers advice. *My mind has been fucked and whats fucked cannot be unfucked.*

I say that as if to imply that the revelations of the past week's readings are new. Far from it. The idea that humanity needs to course correct now has been a pop culture staple since my youth. I re-watched American Psycho last night and Christian Bale's psycho character spouted this off *"Well, we have to end apartheid for one. And slow down the nuclear arms race, stop terrorism and world hunger. But we can't ignore our social needs... We have to provide food and shelter for the*

homeless and oppose racial discrimination and promote civil rights while also promoting equal rights for women... Most importantly we have to promote general social concern and less materialism in young people." We've been told over and over and over again. We know that we are extracting resources faster than our natural cycles can replenish. That we are mainlining forever chemicals each day. That we are eating our way through our spectacular biodiversity. That the haves are intentionally hoarding and exerting their will on the have nots. And yet here we are, blindly continuing on in the great acceleration as our capacity to exist centrifuges away.

So what does leadership look like in the struggle to regenerate? It's tricky, especially in America. My father tried to emulate the Jack Welch approach without success. How could he, Welch is a one off. A real american genius hero god. The G.O.A.T! So we were told. The exemplar MBA case study. To be fair, like Welch, my father achieved the financial gains he sought and at the expense of his humanity. He's real rich now and alone. The American dream. Growing up we are all expected to lead, step up, take charge, make it happen, toe the line. Be the man! It's not enough to do what you're doing. You need to do more. Feels a bit like the cycle we are on. Full depletion of resources for the cause, for the job, for the family. Does it lead to disengagement? Throw in the towel, If you can't beat em join em. Hide inside the quick fix of an impulse buy. I work so hard, I deserve this. I'm fairly certain that the leadership tactics of old will not work. Welshian tactics that brought us will not shelter us and lead to regeneration. To life.

From what I understand about some contemporary indigenous thinking is that at their core they don't value what we value. Their overarching value of family includes the natural world and the care that mother nature provides. They don't value the linear acceleration of title, stuff, and reputation acquisition. They value and appreciate the cycles of the living world. This allows them to slow down, participate with, listen, embrace and empathize with the messages mother earth is emitting. They don't need to be told that the end is approaching, they've been sensing it all along. I think it's time we slow down and listen.

So, I'm listening now. What do I do? To move in with efforts to establish healthy regenerative cycles, I think I need to regenerate my way of being. I'll start with honoring my dependence on the natural cycles and honoring my independent ability to show up and participate in these cycles. As an individual I can slow down and step away from the consumer cycle. Let the daydreamy imagination drive for a bit. Sense, listen, and feel the pain in our living world. When I do consume, I can choose to allocate resources or votes for those purporting to value the regeneration of the living world. I run an academic makerspace and am surrounded by soon to be successful engineering students. Slow down super smart students and hop on the regenerative cycle before the linear accelerator melts you down. Lets play with and add to

sustainable science and products. Imagine regeneration of our ecosystem. Yes we can make organic plastic for our printers, grow laser cutting substrates from fungi and build our machines from recycled junk yard finds. Find ways to spread and elicit regenerative listening and participation. A single savior or magic pill will not arrive so be the action needed together. I'm not super sure if that's leadership, but it's what I'm doing at the moment. Hop on.

End

(More ramblings and notes that did not make it:)

Seamus, my youngest, is reading Crime & Punishment for school with the rest of his second year high school class. Zigzagging to school this morning we talked about the depth and intensity Dostoyevsky brings and how other books seem like child's play now. Our working motto for the week is *My mind has been fucked and what's fucked cannot be unfucked*. My week's readings have been uploaded and as they process I find that I can no longer feign ignorance. I know better now.

Growing up and then working, Jack Welch was idealized by my father. We worked a lot. 80 hour weeks are the norm, and my dad rarely had time to read outside the current business purview. He read everything he could find on the legend Jack Welch. I can recall my best friend buying Trump's first book in like 8th grade. False idols of white male youth..It takes time for the weather away the marketed facade and reveal

I sat in on an engineering senior design pitch this week from Master Flow & Valve. They were asking for development of a buoyancy drive large scale fluid delivery system derived from the efficient long range shark and whale proposition system. Biomimicry to transport oil...WTF

People do need to continue to tell their stories. Flint and Evert people telling their stories relates much better to people than journal studies

The scare tactics approach seems to be backfiring? Seems like we are worse and intentionally moving towards the fire.

[Our Choices Today Shape Future Conditions for Life on Earth](#), by Matthew E. Kahn (2022)

Mainstream economists are not valuing the peripheral destruction of ecosystems in their standard growth economic models. Nor are they considering the accelerating pace and efficiency of destruction that new technologies can introduce. New tech is so fast and efficient that we lose faster than we can study or process. Electric cars were the solution

but we are just now being able to assess the real damage. Are they better? Probably not. Mass transit, cycling, walking are better but are not as politically attractive

So the report “missed” on climate change? We’ve turned our sustainable ecosystem into a finite resource that will be gone soon. When will they admit that their model omitted the most important variables?

[The story of stuff](#) informs us that we are in a materials economy, and that a linear system on a finite planet cannot run indefinitely.

Extraction→production→distribution→consumption→disposal = extinction/time.

Sustainability illustrated presents creatively conveys the science of sustainability with four practices that we need to stop in order large extraction of materials from the earth's crust

1. Stop large extraction of materials from the earth's crust
2. Slow accumulation of substances created by society
3. Stop physically inhibiting nature's ability to run cycles. (Ex. Cutting trees before they can re grow)
4. Stop barriers to people meeting their basic needs worldwide

I certainly agree and also feel like we are all or should be aware of this by now. The message has been hammered into us for decades. So how do we change course? I’m really not sure. I’m fairly certain that the leadership tactics of old will not work. We can't fix this problem through the actions that created it.

I feel like as we learn to slow and shift values our imaginative creative sides will bloom. Many many of us have left the creation to the professional artists. We are all creatives and need to recognize the contributions we can make as we play with mother nature

Indigenous cultures don't need studies, and metrics and data to fully understand reciprocal sustainable systems of ecology. How do they lead? They slow and participate with nature. Place less value on the marketed purchase economy. And they play and tell stories. Stories that are not owned. They change with the teller and reflect their ecology and ways of being. They are freely creating art Indigenous see the beauty in the natural world. They value the natural world over human things.

Art and creativity should not be the domain of artists alone . We all need to make time to be with our creative selves so that we see beyond ourselves. See the support the living world truly provides. Learn to value what it offers.

I should have notated the exact location of this approximate reference. *99% of what we purchase is trashed within 6 months.* It is but a few of the gigabytes bombarding my body in the last week that have stuck. Lodged between the teeth of my mind. Can we have museums to experience the new. Try it on, touch it, scroll through it. Taste it. Hear it. I've experienced it and now I can move on. We can discard 100 rather than 100 million.

I'm coated in slippery forever chemicals so it slips right off

I see the value of art and creative pursuits as ... creativity requires turning on and into other realms. Broadens our focus. Maybe we see mother nature's embrace and care and express thanks. Point out societal harms through our other senses. Straight up discourse works for some and leads to confusion and argument in many. What if we have to respond through art? Slow down, look at all of it and respond. Would it be broader and more compressive from all parties? So that we get our kicks from what we put out there over what we purchase.

Honor dependence and interdependence

Steve Malmus can't explain the depth of his teen angst in a way that I can relate to for more than a few but it is a song it hits. I feel it through my body. I understand. To me that is the power of art. When true it full expression of a living condition.

3.2 - Reflections on Regenerative Sustainability Thinking, Leadership, and Organizations

Thursday, April 6, 2023

Prompt, Reflection & [Notes](#)

- **What was most inspiring, most resonating? What do you feel most compelled to share with others? Why?**

I certainly feel like sustainability is a short sighted compromise that leads to no or manipulated results. Daniel Wahl I is particularly awesome to read. "Instead of doing less damage to the environment, it is necessary to learn how we can participate with the environment,.." Yes, less damage is a silly notion that feels like a diet trend or new years resolution and wholly inadequate now.

As usual I'm drawn to the product talks. Regenerative products are absolutely doable and love learning more about and hope to contribute soon. I absolutely love the idea of leasing and rebuilding rather than everyone owning and repurchasing new goods. If we can sink these ideas with emerging vegan and non petroleum techs, like vegan leather, a lot of good can be accelerated and multiplied. I think.

I'm also drawn to less silohing. Re-merging the sciences or at least looking at them from a broader lens with collectives of esports. Not just the complexity science hubs like the Sante Fe institute but mainstream scientific institutions. Do the old original assumptions of western economics really work without being informed by the social sciences? Probably not. So what other sciences are falling into the same trap? Our ecosystems are far too complex to define with rules and perspectives derived from complicated problems. Western economics works well in a vacuum when all costs are not considered. That's some bullshit.

- **How does this align with and/or build on your own current thinking, values, and approach to leadership?**

I do think we used to know how and that our generational transfer of knowledge has been corrupted by the girth of information we encounter daily. Very little is sacred anymore. We are losing the stories that informed regenerative practices. Muddled by the lure of a quick fix. I like to tell stories of my encounters as I feel like they bear my argument and perspective. It's my mode of dealing with myself and leading without dictating. Anyways, I chatted with Monoj last year at a close friend's diner party. We're in a nice house on the wealthiest per capita street in town. Cold, wet and out on a balcony he talked about growing up in India, moving to Canada, and then arriving in San Antonio at age 15 in 1985 when his family purchased their first motel. The pay by the hour type in an area known for off hours use with ample discretion. It's five blocks away. *Dude, how stereotypically Indian.* As he elaborates though, I realize how different his American dream story is from the one I heard and experienced growing up.

As soon as he and his siblings could contribute they did. He worked 2 jobs in Canada. Paper route and cleaning tables. Every dollar he and his family members made they put into a common account. They discussed and voted on how to invest as a family. In America they distributed the work equally and by committee. His parents didn't speak English, so in high school he took over the books and bank negotiations. By the start of college they owned five hotels and by the end around 10. He managed all the books and accounting while getting a business degree at UT Austin. I'm not super sure how his story at this point relates to

regenerative sustainability. I just found his alternative world views of communal family support refreshing at the time. I'm more used to the Trump or Succession style.

We talked about sustainable practices and he recalled his time growing up in India. They had fast food type restaurants. Premade, ready to serve food. You would bring your own plate and utensils, self serve, and then clean up after. Later, western companies introduced faster, more convenient food with disposable plates and utensils. They are just now realizing the deferred cost of convenience as their pollution becomes insurmountable. We humans have known and been regenerative for eons and it's time to remember.

- **What content are you struggling with? Why?**

The list of B Corps sustainable brands felt a bit greenwashy. I fully understand that attempts and acknowledgement are far better than the active subterfuge of some corporations. I jotted in my notes. This is rubbish. Our market teams have analyzed and synthesized the optimal selling point to our emerging zoomer consumers. Focus on sustainability and people acceptance. Gallup polls ensure us that this will resonate completely and elicit a shift to our brand... more profits. I think it's still rooted in sales of new and a fad that can easily fade and shift as perceived markets change.

My notes on **Leesa** - they make mattresses and donate a lot. Are their mattresses recyclable? Foam generally is not. Are mattresses really the best way to sleep? Is that an idea we are sold?

Certainly, the hyper conservative worldwide push is super bothering. It feels like a toddler outburst challenge. Humanity is poking the bear and it may not be pretty. The content is solid and I feel like not enough people will get on board.

We've been exposed to Kate Raeworth's Donut Economics before and I love the idea and still struggle to see fully how it is implemented and initiated. Especially with the backdrop of hyper escalating tech improvements that will render some work obsolete. At times I feel like AI and automation will render what we know of as commerce obsolete and unnecessary.

- **What new questions are coming up for you, particularly around "leading", "regenerative", and "sustainability"?**

I think i see a better path/ way for our makerspace to show up. Makerspaces offer the potential to make locally the things we ship all over the world. Vegan leather shoes that are 3D printed from organic plastics. Clothing recycle share. Communities of maker/creative space can shift

and adapt to emerging needs. In advanced open share societies, products can be produced locally with global information. Products that are regenerative sourced and designed to be used fully and then return to and contribute to healthy life cycles. These products may not make anyone rich but can provide a very comfortable living experience for all.

3.3 - Leader's Q&A

Friday, April 7, 2023

Prompt

Assume you are in a leadership role and want to share what you are learning with the people that you lead. How would you answer the questions listed below if they asked them? To provide context for your answers, please name or very briefly describe the organization or people you are leading. You can answer these questions in written form or video yourself answering these questions as if you were talking to the people who asked the questions. [Approximately 500 words]

Questions

- **Why do we need to move beyond sustainability thinking?**
- **What is systems thinking?**
- **What is biomimicry thinking?**
- **What does regenerative thinking look like in the economy?**
- **What are some examples of regenerative leaders and organizations?**
- **How might you apply regenerative thinking to our organization?**

Reflection

Ween's *Don't shit where you eat my friend* slyly plays in the background this past Tuesday as I walk into a chat with two of our makerspace student techs, Drew and Syd, about next year's senior design proposals. Both college seniors that are moving onto Phd programs in mechanical engineering and psychology. Bets are being booked on what projects will be selected. Drew pitched a recycled 3d print filament extruder and Syd and I a recycled plastic injection mold machine to be used in k-12 settings as a *challenges of plastic recycling* experiential learning aid. Our collaborative pitch included

faculty from the education department and their plans to create supportive curriculum in a class next spring.

Sustainability seemed to be on the collective mind and I pointed it out. They agreed with affirmative Ahem's and Yups and added that they felt it's where their efforts should be focused. Right on. I brought up another pitch by Master Flow & Valve for a large scale buoyancy drive cross oceanic fluid delivery vehicle. Essentially an oil tanker submarine that instead of propellers, moves through the water by sinking and then using the craft's buoyancy to glide back up. A super efficient sine waveish propulsion system used by whales and sharks in their typical travels. Biomimicry right? They chime in unison, *For the evil empire*. Yup. I counter back to Drew, who's slated to receive full funding plus a 45k living stipend from UT Austin. Where do you think that money comes from? Oil, government defense and big pharma? *Yeah probably*.

I shift our conversation a bit to my MCAD program in an effort to better understand our learnings. Without trying to be too preachy, I toss out to them some of my understanding. Biomimicry design is informed by the very effective and efficient solutions to complicated engineering problems found in the natural world. Solutions that are evaporating as our biodiversity withers under the foot of the evil empire. An empire focused on infinite growth and consuming all the resources without consideration for the output and its effects on the ecosystems that keep us alive. *Oh, like cancer*. Yup.

Biomimicry also appears to be the study of complex ecosystem balanced cycles in support of keeping life resilient, and well, alive. Resilient and surviving natural systems are not linear like the Adam Smith derived American dream formula, Conquer → Extract → Manufacture → Deliver → Use & discard = \$, i.e happiness. Real life cycles through full use, reuse, repurpose, and then back in to regenerate. Like the simplified cycle we learn in first grade. Sun → plant → animal → insect → bacteria → back to plant. They are not sustainable (not doing harm) they are alive and regenerative. Their life byproduct and actions actively provide for other life in their system to thrive. Their near infinitely interlinked and introduced actions are felt by all and dealt with best by all. Many humans actively spurn these connections thinking that our superior intellect can take care of business alone. I think.

My general uncertainty leaks through so I complement Syd's new Cotopaxi pack and Toms shoes. And note the gift of B corp in our presence. I query as to why the purchase was made. *Well, I wanted a new bag and I needed some new shoes and they are so stylish and they are super sustainable.* Yup, sustainable, they do less harm. What do you do with the old bag? *It's at home, maybe I'll give it to somebody, or goodwill.* I ask how they, Cotopaxi & Toms, could be more regenerative? What if you could lease the bag, and when you're tired of it, or its worn it could be refurbished and leased to another person. Rather than buying a new bag and dismissively discarding the old. Maybe new purposes and use cycles could be imagined from the material. Is that regenerative? Is it economically viable? What if economics didn't need to grow but could cycle the way living systems do? Crazy talk right? So I back off a bit and redirect. But before I do, I tell them to check out Kate Raeworth's donut economics and get back at me with their opinion.

I ask them if they are interested in helping a former student from my first semester here in spring of 2018. Vivek recently finished his Phd studies in electrical engineering at Georgia Tech and decided to start a chai tee business with his younger sister. What? Yeah, disenchanted with the engineering workscape and the offerings of central texas chai tea he's been distributing organic south indian chai tea to local establishments for the last couple of years. Like his grandpa used to brew. Now that it is taking off, he's looking to increase the use cycle of the product by creating plates, cups, or utensils from the chia refuse. He needs a bio press. A relatively simple machine that we can make from our scraps and the local junkyard. Instead of buying mass produced cups and plates, his local distributors could press their own from tea waste and then compost. They perk up with interest, express that this feels regenerative and then point out that it will have to be one of the younger student techs as their time here is coming to an end.

Collaboratively Design a Resilient Regenerative Organization

Set aside 8 hrs to complete this activity, which includes time spent in meetings

4.2 - Collaboratively Design a Resilient Regenerative Organization

Monday, April 17, 2023

This project is to be completed collaboratively with your team. Each team will need to determine how to share the work, perhaps applying what you are learning in your course, Managing Remote and Non-hierarchical Networks, Organizations, and Teams.

Use the Three Horizons Framework to describe a resilient regenerative organization that addresses a topic, issue, or problem of your choice, following the process outlined below.

- Choose a topic, issue, or problem you'd like to work on (for example, food deserts)
- Briefly describe H1, H3, and H2 by answering the questions:
 - H3: What is being born?
 - H1: What is dying?
 - H2: What is being disruptive?
- Describe H1, H3, and H2 by answering the prompts in the Kate Goodwin article, [Kate Raworth's Three Horizons Framework Intro — A Guide for Workshop Use](#)
 - Address prompts for points A through L in the model
 - Do not address the prompt after L, where you reflect on what's been mapped to L. You'll have a chance to do this next week.

Team Project Deliverable

Based on what the team has written, and with Wahl's and Stillman's articles in mind, describe a resilient regenerative organization that would address the topic, issue, or problem you've chosen. Include the form that this organization will take (e.g. non-profit, B-corp, global business, etc).

The deliverable for this work can be in writing, a self-guided slide deck, a video presentation, or a combination of these. For written content, aim for a total of 750 to 1000 words. For a slide deck or video presentation, aim for 5 minutes of viewing time.

[Link to Docs Brainstorming Sheet](#) *(comment only link)*

[Link to Assignment Slides](#) (*Read only link*)

4.3 - Leader's Q&A

Sunday, April 16, 2023

Assume you are in a leadership role in this new resilient regenerative organization. Explain your leadership model to new employees in this organization, assuming they are familiar with more traditional leadership models and organizational structures. To do this, answer the questions below in written form or video yourself answering these questions as if you were talking to the people who asked the questions.

Questions

- **I've worked in both non-profits and in big corps. What are you expecting from me that I might not be familiar with?**

Good question. Well different we are. For starters we operate under a flat distributed leadership model. So, we don't answer to a boss or manager. We trust our co-employees and share the joys and burdens of leadership decisions openly and transparently. An ecosystem derived working model that self regulates. We share our intent, ask questions, and seek consent through open communication platforms developed by similar organizations around the world. [Loomio](#) is our current open community decision making platform.

Non-profits generally focus on a complicated problem to fix. Say reading rates of children. Their ability to sustain financially relies on performance data to ply donors or government agencies from their money. This prerogative of performance metrics inevitably leads to growth and ignores complexity and contextuality of broader community issues. A one size fits all solution that is vigorously pursued by their top level and generally well paid leaders.

B corps function like regular corps. They just funnel a certain amount of their profits or energy to institutions or activities of less harm. (Like non profits) They are still focused on market growth and introduction of new products. Products that they market and advertise as less destructive. Humanities ability to extract and manufacture things is in the vertical section of an exponential curve. Maybe it's not obvious that a whole lot of less destructive still leads to destruction. Plus Their focus on sustainable practice is market derived, and a pivot out of sustainable b-corp practices is possible if the market shifts that way.

We aim to generate a sustainable cyclical economy within our community that allows us to listen wholly and adapt to what we are hearing. We work through purpose and community and as such, our general activities may look different from year to year. Our pay is open and visible and our profit disbursement and allocation is directed through voted on participatory budgeting. We trust not only our team but the entire community to work in their best interest. We also work under the core belief that our community includes all life and that our systems of participation need to listen, regenerate, and participate with the full ecosystem in kind.

It sounds rather hippie dippy and maybe to a degree it is. It is also based on real science and rooted in the true reality we live in. The biggest challenge is accepting our reliance on ecosystems of earth and embracing their impact.

- **What can I expect from you that I might not be familiar with?**

In a more traditional work environment strategies, directives, and targets come from above. Marching orders. Decisions and actions are defined by rules developed by an unconnected department. Trust in the vision and direction from top level leadership is expected. We got this, just do your part.

We function differently. We trust our team members to lead and put substantial effort into facilitating psychological safety across all. We have structure and policy and they are derived by community and subject to change at any time. We value conflict and believe its indicator of health and psychological safety. All this takes some getting used to and is evolving as with community system changes. Some activities that you may not be familiar with, are regular facilitation gatherings, work being elicited through community forum, asking for help through community forum, and freedom to work as needed (synchronous, asynchronous, in-person, remote)

- **I love the mission of this organization, but I'm worried about the high level of uncertainty. Can you help me feel more secure in not only what we're doing but how we're doing it? What are you most worried about?**

Valid apprehensions for sure. We've recruited enough startup funds to weather the early challenges. We currently have enough resources for our team to live for a year or so. A major early obstacle is building trust within our team and with the community ecosystem we are participating with. A Substantial amount of our energy and resources will need to be directed at

trust building before we start to see and flow with change. We accept the potential for failure and also feel that failure is not the end but a lesson to inform next efforts.

- **How might I explain to my conservative relatives why this work is important?**

Richness of life and riches of things are vastly different propositions. Presumably your relatives are assessing success on your ability to peacock. Show off and display the things you can acquire through our current market economy. If our ecosystem model succeeds here, none of us should become financially rich. However, we can certainly all be very comfortable and live with life on healthy terms. Happiness is tough to measure, so I would propose to your relatives to come experience and play with our community awhile to accurately pass judgment.

4.4 - Exploring Your Regenerative Organizations

Tuesday, April 20, 2023

Last week, both teams designed a resilient regenerative organization by using the Three Horizon's Model and following the prompts by Raworth and Goodwin. This week, the whole class will meet to discuss these two organizations. Each team will use the prompts in Dr. Wahl's deep questioning article (see below) as a guide to explore the organization designed by the other team. Each team will get approximately half of the meeting time for questioning. The other team should take notes on what emerges. Please read the Wahl article *before* your group meeting!

Read, Watch, Listen

Read :: [Transformative innovation is about deep questioning](#), by Daniel Christian Wahl (2021) [15 min] Creating regenerative human cultures is a journey, not a destination. For this reason, guiding questions can be more useful than fixed answers in charting our path of transformation.

My early reflections

Notes from discussion

What are the basic assumptions and beliefs that inform how we define the problem and offer solutions?

- Access to healthy life options is a universal human right, particularly in this day and age. People live fuller, richer lives when their basic healthy needs are met and can more

freely contribute to community. We are assuming that our efforts will be welcomed and embraced

- Assumptions about organic food being better. Better for you, and the environment

What are the unmet real needs that are obscured by the perceived needs we are focusing on?

- As a theoretical model we have yet to immerse and communicate with the target community. Their perception of need may be far different from ours and if we do not address, healthy loops of participation and growth may not happen.
- Opportunities to partner to address more issues (Cara)
- Take one less worry away, doesn't solve everything but improves (Sara)

How can we more effectively work with the people affected and involve them in finding solutions that work for them?

- We have to immerse ourselves in their community, go to where they gather, and hire people from their community. Invest real time and money into their community. And acknowledge that it will take time to build trust.

How can we design flexibility and the capacity to transform and adapt into our proposed solutions?

- We've taken the early step to give profits back to the community through development of land grants and participatory profit budgeting. We want the community to direct the funding

What can we learn from nature's patterns and processes in order to create solutions that strengthen rather than weaken local ecosystems and the planetary life support system?

- In nature actions produce reactions. We need to constantly listen and observe and be a part of the action happening. Move with what is being called for.

Why are we focused on this particular issue and how does it relate to its wider context (are we asking the right question)?

- Access to healthy food affects so many modern life factors. Physical Health, cognitive ability, stress when not available. Time. This feels like a sound starting point and will most likely evolve

Are there related problems that we could include in finding a more systemic way of dealing with multiple interconnected issues at once?

- Certainly, we address access to health care service, both mental and physical. Or youth educational measures. Job placement programs to boost earning ability. And these may very well be incorporated down the line
- Find the combination of things that will be most meaningful to the community

How does what we are proposing to do affect ourselves, our community and the world?

- Personally it is an opportunity to grow with a community. Learn and enrich myself with new culture and ways of being. Far more valuable than a big house and a benz. For the community, hopefully it illuminates a path to self and community improvement. Hope and confidence to reclaim healthy ways of being. For the world, it could serve as an example to consider.
- Opportunity to practice what we want to see in the world... spread the good stuff
- Evolution to allow us to support our best self. Helps us understand our own value and the spreading evolution
- We are our own perpetuator of regenerative practices

What implication might our 'solution' have for future generations?

- Future generations would know healthy ecosystems and expect it, enforce it, etc

How do we stay flexible and keep learning from systemic feedback and unexpected side-effects?

- It has to be a priority. Currently, the method is through participatory budgeting and land grants. Maybe these don't work, so we change.

How do you get others on board?

- They choose us and we choose them. Find similar groups to work with
- Frame it as the current resilience of the organization.

From the 3 horizons framework? Who's already finding that "this" isn't working?

- Clients come when they're in the H2 phase... find the current disruption and shift it to the h2+ rather than h2- move it towards h3. Not bandaiding

Music with the food truck (Edgar)

What are they losing?

- McDonalds, fast food, current offerings. Work with or go away?

4.6 — Strategic Program of Change

Sunday, April 23, 2023

In this assignment, you will determine your strategic programs of change work and what practical things are needed to get there.

After the group meeting, reflect on the work your team did last week. Think about how you might revise that content before diving into this assignment.

As described in the last part of the article, [Kate Raworth's Three Horizons Framework intro — a guide for workshop use](#), reflect on what you mapped to L and determine your strategic programs of change work and what practical things are needed to get there.

The prompts from that article are copied below. Address these prompts by adding to the content that your team created last week, allowing for any revisions you think should be made. Use the prompts as a guide, not as a to-do list.

Now reflect on what's been mapped to L — this is where you determine your strategic programs of change work and what practical things are needed to get there.

- **Which assumptions will be most challenged by change?**

Any assumption derived as an outsider without participating with the community or system we hope to regenerate. If we observe without engaging and listening then our assumptions will be shallow and our actions possibly ineffective.

- **Which are most vulnerable to these emerging changes?**

Similarly, all are vulnerable as change emerges. Actively bringing community together and creating psychological safety so that all can express concern, ideas, and feel heard in an effort to adapt is super essential. Reactions to change need to come from within a community of free flowing ideas and efforts. We are not telling them how to regenerate, they are informing us how to help in their regenerative efforts.

- **Are there any which are being strengthened? Pick one highly vulnerable assumption.**

Change is accelerating but trust and psychological safety take time. Assumptions of rapid measurable intervention surround regenerative efforts in vulnerability. We're used to immediate quarterly and annual results. And the lack of trust in the underserved has been instilled over generations. As efforts to address diminishing systems have failed, it is strengthening the

assumption that those in the system (all life) tend to act in their best interest. They must be listened to and supported as the regenerative agents of healthy change. We can't show up with all the answers because we don't have the context and experience to ask the right questions.

- **How can you use the emerging changes to create entirely new products, services and markets?**

A disruptive contemporary force that it was not aware of until this week is DAO's. Decentralized Autonomous Organizations. I'm still a bit skeptical of their current array of iterations but I can see how they might be an H2+ regenerative force. (they can also absolutely go hard H2-). They provide a platform to raise capital and for people to contract work as needed and when needed from anywhere through block chain transaction verification. Community distributed budgeting is another emerging disruption. Crazy idea, let the community decide where and how to invest through pitches and proposals.

- **Is there another business model that could replace a challenged model? Other production process(es)? New sources in the supply chain? Emerging customer segments?**

Yes, I think so. Go at it as a DAO with a focus on investing in underserved communities through participatory budgeting or social entrepreneurship, very low stake venture capitalist investments and grants. Jump on the emerging disruptions to generate capital flow for the underserved and let them have control.

Choose two or three emerging changes that could be used to build entirely new business models, source raw materials, build new production processes, or open up entirely new markets or means of advertising and distribution.

The goal is to create an interesting transition idea for your business/industry that helps successfully bridge from Horizon One to Horizon Three.

Project Deliverable

Create an addendum to the project you created with your team last week. For written content, aim for a total of 250 to 400 words. For a slide deck or video presentation, aim for 2 minutes of viewing time.

Proposal of addendum. Our base model of regenerative change effort is burdened by two underlying assumptions. One: Our keen sense of observation, our education, our experience align in a way to inform us the way to regenerate impoverished community systems. Two: Impoverished communities will want, accept, and participate with our offerings. In recognition

of the trust we have in communities we hope to work with, and in acknowledgment of the uniqueness and complexity of each community, I propose an addendum to our core approach and method of regenerative action. Rooting in the assumption/hypothesis that life in systemically underserved ecosystems knows, feels, senses the actions and efforts needed to bring back balance. Our efforts should be in support of their iterative attempts to push and pull the system levers of their ecosystem as they return to balance and regeneration. Let's let go of our current model and shift to empowering communities to direct change.

Two emerging disruptors may provide the scaffolding for our regenerative efforts. Decentralized autonomous organizations (DAO's) coupled with participatory budgeting. Both are new enough to garner legit criticism and in the case of DAO's substantial risk. Like all emerging market and system disruptors they are cyclical and iterative and as such can be harnessed and used in regenerative or regressive ways. In the parlance of Bill Sharpe's 3 horizons model. H2+ or H-. We can look away or we can participate with to guide the cycles in a direction that contributes to regenerative practice.

Functioning as a non profit DAO would allow us to work from wherever we are and whenever we are. Tasks, asks, and solicitations of service or proposals are posted to all the DAO community and those that can, can choose to take them on and get compensated. We could be agile in our ability to collaborate with other DAO's and bring a broad array of services and opportunities to the communities we intend to support. As our DAO stabilizes and starts to generate funds from donations, investors, grants, and services rendered we could distribute a substantial percentage of profits and proceeds to our community of engagement through democratically voted on participatory budgeting. The assisted community proposes, votes on, receives funds free and clear and directs us on how we can assist. We could continue this investment cycle until the community becomes regenerative self-sustaining or in the case of toxicity halt, assess, and revise.

5.3 — Activities & Journal :: The Conventional Paradigm

Sunday, April 30, 2023

Activity 1 :: The Conventional Paradigm, in Your Life

Now that you have a sense of what we're calling The Conventional Paradigm, let's explore what it looks like in your life. Reflect on the questions below.

- **What does the Conventional Paradigm look and feel like to you?**

Prior to arriving at my current job, the conventional paradigm was exactly as described. Trinity is mixed. We have people here from all over the world and some faculty, some departments, and some students absolutely fully live in the conventional paradigm. Our engineering department is competitive, fearful, resistant to change, not so much greedy, individualistic, and certainly aware of scarcity.

Keeping up with the Joneses, looking and projecting success. My kids are on successful paths

As for myself, I certainly fear failure or financial ruin at times. My competitive side comes out here and there, I prefer to work alone, and I like change, and I don't worry too much about scarcity as I'm confident in my individual ability to get what's needed.

- **How, when, and where does it show up in your life?**

Pressure from family and friends to be successful. The school I work at is trying to be in the top 25. Students around me are fearful of not being a success. They hoard tools due to perceived scarcity. At times I come to the rescue or confident students will rise to the rescue in our space. Resistance to change is all around.

- **How do you express and experience the Conventional Paradigm?**

In expression I'm generally quiet. I go with the flow or just outright ignore. Don't let out too much. In experience, when I notice, I do and then question later. If I'm feeling angry or combative I try to walk it off.

- **How do you reflect and reinforce it?**

In reflection I'm generally focused on me and my side. Optimizing and prioritizing my needs, my family's needs.

For the next few days, make a point of noticing when, where, and how you experience or express elements of the Conventional Paradigm. Take a moment to really observe and reflect on these occurrences, paying particular attention to your triggers, intentions, and the outcomes. Reflect on how you think and feel and act during and after experiencing or expressing the Conventional Paradigm.

Use the [The Conventional Paradigm in Your Life Worksheet](#) (or your own journal/g-doc) to write down your observations and reflections. Check out the [Conventional Paradigm in Your Life Example](#) to get a sense of what that might look like.

If you're having a hard time getting started, you might try observing and reflecting on situations that follow one or more of these themes:

- Shop 'til you drop
- It's a dog eat dog world
- That's the bottom line
- Complain, complain, complain
- Ooh, that's too weird! (*nah, it's never too weird*)

The Conventional Paradigm in My Life

Observations <i>How I experienced or expressed the Conventional Paradigm</i>	Reflections <i>How this made me feel, think, and behave</i>
<i>Tuesday 4/25 - It's a busy time of year and I had a conflict arise between attending our senior design presentations and attending our non-mandatory grad class. I was scheduled to lead the discussion but chose to attend the seniors' presentations and notify my grad group the day before. I asked if we could reschedule. Everyone was cool except for one. They felt unsupported. I felt annoyed...</i>	<i>I was annoyed and asked a student in the space to tell me if i'm the A-hole in this. They looked befuddled and assured me that I was in the clear. Later, in reflection, the student would have agreed with me because of my authority and I didnt really consider all of my classmates' context or if it was entirely related to me and my actions. Turns out it was not. She was having a bad day and looking for general support. So, yeah, I was the A-hole</i>
<i>Wednesday 4/26 - I've come into a disaster area of a makerspace. Multiple 3D printer jams, materials left out, dirtiness all around. Missing tools. And worst of all, my favorite drill is gone. Nowhere to be found.</i>	<i>I see red. I want to write a nasty email, find the culprit, shut it down. Exert control... I go for a walk, calm down, and play a little disc golf in the woods. When I return I clean for about 30 mins, fix the printers for another 30 and everything is like new again. And then, I found my favorite drill. I left it under a piece I was working on. It's the end of semester. Everyone is frantic and stressed in effort to finish.</i>

Activity 2 :: The Conventional Paradigm, in Your Words

You've read about The Conventional Paradigm and observed and reflected on how it shows up in your life.

Using the [Conventional Paradigm, In Your Words Worksheet](#) (or your own journal/g-doc), write brief descriptions for each of the elements of the Conventional Paradigm in your own words. Add words or expressions in the boxes next to each element that make sense to you, or that represent triggers for that element.

You might find that the same word(s) fit in more than one box. That makes sense, as the elements are all interconnected and interdependent. This is your Conventional Paradigm. You are encouraged to add to, revise, or refine this over time.

Wild Hazel Workshop

The Conventional Paradigm in My Words

SCARCITY - Promotes a winner takes all mentality. Mine. I own this. Get your own. I worked hard for this, so can you. Creates barriers to sharing information, resources and kindness. I don't have enough time...

INDIVIDUALISM - A focus on self over the whole. I did this, I'll take care of it. I'm strong enough to conquer this and as such I deserve more. I work more hours than you, harder than you. No one is looking out for me so I need to look out for myself. Everyone is against me...

COMPETITION - We show up better, go farther, do more when we have a rival, a villain, or enemy to beat. Without winning we are all losers. Only a few can win. They get the glory and accolades. You have to work harder, be smarter, do what it takes to win. Consequences and feelings can be dealt with later, fixed. Or repaired as needed. Eye on the prize

GREED - Putting individual wants/desires above all else. Intentionally competing to take or use the scarce to serve individual wants far beyond needs.

RESISTANCE - Denial, justification, and fear of change. Pushing back against change. Opposite of Change is universal, flow with change. This is how we've always done it. If it ain't broke... Intentional deceit to further greedy practices. Going up wind or river. Fighting.

FEAR - FOMO (fear of missing out), not ok with failure. Failure is not an option. Apprehension and slowness, concealing thoughts out of worry of being judged, holding back. Lashing out. Take what's mine before they take it from me. Game Theory.

Journal :: Reflections on the Conventional Paradigm

Now that you've spent some time exploring and understanding the Conventional Paradigm, make a journal entry reflecting on what emerged for you, using the prompts below. When turning in this assignment, please either include the link to your Google Doc (update Share Settings), or upload your journal entry as a file.

Journal Prompts

- **How might the elements of Conventional Paradigm be serving you?**

In this paradigm I'm perceived as the apex predator, the alpha. 6'4" fit college educated white guy from a competitive wealthy area. Most in my family are doctors or professors. When I fail it's viewed as a lesson not as a flaw. I get more chances, opportunities, and acceptance. I can exert my will and people generally go along. Growing up in that environment strengthened my ability to compete, to take, fight back, and to use fear against my opponents.

- **How might the elements of the Conventional Paradigm be failing you?**

Well I was heavily in that paradigm for some time. All the way up into my mid 30's. I've mellowed substantially since. Negatives were abundant. It's lonely at the top. For sure. I alienated all of my close friends and I came close to losing my marriage. I treated the people that worked for me as if I owned them. Everything was about winning and I was winning in business and losing in life. I lost my touch with the outside world, with plants, with nature. My health was fading due to eating primarily fast food. How are they currently failing? My son is struggling with school and we are struggling with how to fix him. Make him right. Get him back on a path that looks successful. Maybe we are the ones on the wrong path

- **Is it possible that some of the assumptions behind the elements of this paradigm are inaccurate?**

Yes and some are innate and necessary. Fear as a motivator and basis for daily action is toxic but also a natural decision informing biological tool that keeps us alive and safe. A little goes a long ways. Scarcity is for real and when hoarded or exploited toxic, when shared and cared for

regenerative. All of the assumptions are part of us, who we are and how we operate. We need to recognize the added strengths they bring in moderate healthy cycles. Anything in excess is toxic, addictive, cancerous.

- **Do you feel you are your best self when you are experiencing and expressing the elements of Conventional Paradigm? Why or why not?**

No. In expression it brings out the worst in me. I go myopic and competitive fast. I play to win, consequences be damned. I'm generally aware of this tendency now and do what I can to slow its onset. I still have fears that spur me on. Fear of the right and especially the alt right. Fear of environmental collapse before we can make amends. I certainly experience the conventional paradigm in most of my experiences. It's all around. Backed into most interactions and available choices. I certainly think that a better version of me would emerge if those experiences melted away and allowed new ways to cycle in through me and those around. New ways for us all to contribute.

5.5 — Activities & Journal :: Exploring Your Natural Paradigm

Activity 1 :: The Natural Paradigm, in Your Life

Now that you have a sense of what we're calling the Natural Paradigm, let's explore what it looks like in your life. Note that there are no "right" answers, no "right way" that you are "supposed to" feel or believe.

Reflect on the questions below.

- **What does the Natural Paradigm look and feel like to you?**

The natural paradigm feels like slowness for me. Taking the time to center so that I can embrace and accept all around me. Be present and aware. Sensing my surroundings and the vibes being emitted.

- **How, when, and where does it show up in your life?**

I suppose a number of places. I like to take walks, to reflect and be with the natural paradigm. I gather with friends a couple of times a week to play disc golf or run together. The natural paradigm certainly shows up in the super supportive and open school environment I work in.

We don't hoard knowledge or skills for our own gains. We share, collaborate and support. This program is an extension of that as well.

- **How do you express and experience the Natural Paradigm?**

In my work environment I try to bring my full self. Try not to be too professional so that I'm approachable to students. So I dress comfortably, swear a bit, play and joke around a lot. All this in an effort to make space for the people around me to show up in their true comfortable selves. I share what I know, when asked for, a lot as well, without expectation of compensation or credit. What I get back is the same. Honesty, compassion, fun, and sharing.

- **How do you reflect and reinforce it?**

Walks and runs are my go to reflection activity. I look back on what felt right and what maybe didn't resonate. This helps me recognize and reinforce behaviors that feel supportive as well as recognize those that are aggressive, dismissive, or condescending and altogether less ideal.

For the next few days, make a point of noticing when, where, and how you experience or express the elements of the Natural Paradigm. Take a moment to really observe and reflect on these occurrences, paying particular attention to your triggers, intentions, and the outcomes. Reflect on how you think and feel and act during and after experiencing or expressing the Natural Paradigm.

Use the [The Natural Paradigm in Your Life Worksheet](#)

[Download The Natural Paradigm in Your Life Worksheet](#) (or your own journal) to write down your observations and reflections. Check out the [Natural Paradigm in Your Life Example](#) [Download Natural Paradigm in Your Life Example](#) for guidance.

If you're having a hard time getting started, you might try observing and reflecting on situations that follow one or more of these themes:

- I'm so grateful
- A moment of joy
- That was wonderful
- A thing of beauty
- I felt like a kid again!

Wild Hazel Workshop

The Natural Paradigm in My Life

Observations <i>How I experienced or expressed the Natural Paradigm</i>	Reflections <i>How this made me feel, think, and behave</i>
Thursday afternoon 4/28 - I attended our first student run maker faire with my wife this evening. Open to all on campus I came across a wide variety of made artifacts. Cnc turned towerers, battle bots, laser etched tiles, a wild collage of everything the student could think of to make, a rug tufted lampshade, many 3D printed cosplay outfits, and wood swords. It went on and on. I helped many and they helped many more in their efforts. The projects are true community display of the natural paradigm	Feels nice to see the students sharing and vibing together. Getting inspired and forming future collaborations. The faculty join the fun too. I feel like if I had tried to control the space through conventional hierarchical control none of this would be possible
Saturday 4/30 - I met with our makerspace student workers today for workshop II of my MCAD capstone. We discussed workshop I, values and community agreements of care and then went into proposals of community based distributed decision making tools like the consent and advise process. All of this in an effort to help bring about a holistic student run makerspace for all of our campus.	WE play and laugh a lot and the students here really care about each other and our broader community. It feels really good that they are excited sharers and mentors and accept the responsibility of caring for the space as a group rather than relying on an expert to do so. I feel safe, curious and creative here and I sense that they do as well.

Activity 2 :: The Natural Paradigm, in Your Words

You've read about The Natural Paradigm and observed and reflected on how it shows up in your life.

Using the [Natural Paradigm, in your Words Worksheet](#) , [Download Natural Paradigm, in your Words Worksheet](#)

(or your own journal), write brief descriptions for each of the elements of the Natural Paradigm in your own words. Add words or expressions in the boxes next to each element that make sense to you, or that represent triggers for that element.

You might find that the same word(s) fit in more than one box. Again, this makes sense as everything in Nature is interconnected and interdependent. This is Your Natural Paradigm! You are encouraged to revisit, revise, or refine this over time.

The Natural Paradigm in My Words

ABUNDANCE - Resources that are replenishable. Ideas, curiosity, playfulness are a few of the unending resources to pool from. Food wise, sustainably harvested vegetables, mushrooms and grains. Water, if we take care of it.

SYSTEMS - interconnected life working together and evolving in complex undefinable ways. Requires awareness, acknowledgement and participation with the whole in order to thrive.

SYNERGIES - energy emitted from systems cycling and dancing together. An energy that is more than the product of an individual

TRUST - knowing that the energy you put out will reverberate and come back in kind. Give people around you to be who they are, how they are and when they are to allow for healthy synergy energy to emerge.

RESILIENCE - Ability for a system to adapt to or be with change. When trust, psychological safety, and diversity are high, resilience is robust.

CURIOSITY - Seeing the world with free eyes every day and making time to play with the newness. Letting go of toeing the line and asking why am I toeing the line? Keeping it funky. Dropping the ball. Wait what? Hmm, why would you not?

Journal :: Reflections on the Natural Paradigm

Now that you've spent some time exploring and understanding the Natural Paradigm, make a journal entry reflecting on what emerged for you, using the prompts below. When turning in this assignment, please either include the link to your Google Doc (update Share Settings), or upload your journal entry as a file.

Journal Prompts

- **How might the elements of the Natural Paradigm be serving you?**

The community I participate with recharges my battery as I recharge theirs. We are infinity curious and find infinite ways of exploring our curiosity. Like children. I make far less money than I used and I don't even notice. I get to play and help people discover newness all day. I've recently gone mostly vegetarian. It's weird how the ways that are more in step with the natural paradigm are also substantially better for the physical body.

- **How might the elements of the Natural Paradigm be failing you?**

As the natural paradigm gets pushed out, ignored, and tamped down its supportive systems and ways will fall away too. We will be in survival mode 24/7. In the now, it limits my worldly mobility. Without money and capitol I'm more confined to the stuff and activities I can afford. I'm ok with that.

- **Do you feel you are your best self when you are experiencing and expressing the elements of Natural Paradigm? How? Why?**

Yeah for sure. I'm not nice when in money optimization mode. I can crack a whip. Since joining a community that values openness and free self expression I feel better, I'm more curious. I sweat the small stuff less. It's like I'm a kid again.

5.7 — Activities & Journal :: Your Tiny Transformation

Your Tiny Transformation

In this section, you'll choose one or more of your experiences/expressions of the Conventional Paradigm (from 5.3) and imagine the situation and outcomes if you had engaged from your Natural Paradigm. What might happen differently? How might things play out? How might it make you feel, think, and behave? Is this who and how you want to be in the world? Give it a try and see what happens. Then decide how you might live from your Natural Paradigm, in at least one tiny way, moving ahead.

Activity 1 :: Living from Your Natural Paradigm

Go back to the observations and reflections you made in section 5.3, where you were exploring how the Conventional Paradigm shows up in your life, paying particular attention to your triggers.

Next, review the observations and reflections you made in 5.5, where you were exploring how the Natural Paradigm shows up in your life. Take a moment to be in that paradigm — step into the mindset of your natural self.

Choose one of the occasions from 5.3 and imagine how you might have engaged if you were living from your Natural Paradigm. For example, if your trigger was scarcity, how might you have approached this situation if you had a sense of abundance?

Now, visualize a similar upcoming situation that might trigger your Conventional Paradigm, and how you might practice engaging from your Natural Paradigm instead. What might that look like? Imagine what you'd think, hear, say, do, and feel. How might things play out differently? What do you think the consequences might be?

Wild Hazel Tiny Transformation Workshop

Living From My Natural Paradigm

Observations <i>How I experienced or expressed the Natural Paradigm</i>	Reflections <i>How this made me feel, and think</i>
<i>Monday 5/1 - We had our first makerspace council meeting at 10am today. Reading days. A breather before finals. Anyways, I usually fret about these types of events. Made up mostly of faculty they tend to dominate the conversation. As I walked into work today I told myself to just go with flow and that much of their positions and concerns are related to improving the campus culture. Critiques of the space are not critiques of me but genuine positive feedback.</i>	<i>Looking past my individual insecurities and competitiveness allowed me to freely listen to and embrace what the faculty were saying. They have very valid safety, access, and consistent hours of operation concerns. By opening up, I'm able to synergize better the aligning concerns of the students and bring the two together and help facilitate a safer space for all.</i>

Activity 2 :: How I Live from My Natural Paradigm

After you've gotten some practice, describe one or more ways that you'd like to live from your Natural Paradigm — and express and experience your true, natural, and best self.

Wild Hazel Workshop

How I live From My Natural Paradigm

After you've gotten some practice, describe how you intend to live from your Natural Paradigm.

This is how I intend to experience and express my true, natural, and best self!

Well I would say it's with pace. When I operate from a slower pace I see, hear and sense what is going on around me. It allows me to focus less on myself, my priorities, and take the time to be curious and trusting. Trusting that what's needed to get done will.

Some triggers are students leaving messes, not always doing what they've agreed to do. Faculty endlessly offering advice but bringing no action to the table. If I'm calm and centered I invite them to try, come in and play with us. Be curious and see how your advice works. With students, slowness allows me to see what they are experiencing. To judge less and trust them.

Slowness allows me to view our community space as something I'm caring for and encouraging rather than a place that I run, manage or control.

Describe one or more ways that you intend to experience and express your Natural Paradigm, in particular in situations that trigger your Conventional Paradigm.

Journal :: Reflections on Your Tiny Transformation

Now that you've experienced a tiny personal transformation,, make a journal entry reflecting on what emerged for you, using the prompts below. When turning in this assignment, please either include the link to your Google Doc (update Share Settings), or upload your journal entry as a file.

- **What did you notice about yourself, the experience, and the outcome of the situation? What was different?** I suppose the physical outcomes are slightly different and my emotional state is dramatically better. Time will tell, this is a short time frame of assessment. Emotionally I feel better, more creative, more curious. I look after the physical and I get to know our community better. When I'm hurried, anxious, or upset I avoid students because I don't want to blow up on them and express my displeasure aggressively. Now, I let it go and chat and listen calmly. It allows me to introduce topics of concern without being aggressive.
- **How did envisioning and practicing your Natural Paradigm serve you?** It makes me aware and helps me see its truth, possibility, and potential. Regulates the internal doubt a bit. More practice will certainly improve its emergence.

- **Do you feel you are your best self when you are experiencing and expressing the elements of Natural Paradigm? How? Why?** Oh yeah for sure. It allows me to be me and be creative, curious, and playful. This energy is infectious, it carries over to those around me. Work and play through possibility rather than doubt or competition.

5.8 — Leader's Q&A

Assume you are (working on) living and leading from your Natural Paradigm, and you have been striving to establish the Natural Paradigm as part of your organization's culture. That is going pretty well, but many people you and your colleagues engage with are very much operating from the Conventional Paradigm — including some in your own organization. Your people want advice on how to deal with specific situations that they have run into.

For each of the situations below, provide your advice in written form or video yourself responding as if you were talking to the people who asked the questions. You can assume that they are familiar with the elements of the Conventional and Natural Paradigms. Be sure to briefly describe the organization that you are leading for context.

You are welcome to substitute one or more situations that you have or are facing for those provided below.

Situations

Responses

- **Every time I pitch a new idea or potential strategy to our collaborators, they inevitably respond with, "That would never work", then use up the rest of our meeting time telling me why it would never work.**

I would try to introduce the consent decision making process. Something like this:

I'm going to pitch an idea to y'all today, and I'd like to preface with a format suggestion. Can we try the consent process? It goes like this:

1. I present and propose.
2. We have a round of clarify questions and comments
3. I get an opportunity to make Addendums or keep as is

4. We do a consent to proceed vote. A dissenting vote may only be issued if the proposal is grossly out of alignment with our core values or does harm to our community. Generally, “this wont work” arguments are to be left at the door.

This could allow us to pursue proposals with curiosity and trust and learn from unexpected outcomes. Do you all agree?

- **We've been making good progress on our community project; however, I'm concerned that we won't be able to finish it before funding runs out.**

Ok, what happens when funding runs out? Is all the energy you've put in dispersed? From my experience funding always runs out and we have finite levels of energy to contribute. I've also felt my efforts melt away when they were not informed or aligned with the values or prerogatives of the community I'm with. Are your goals and assessment of progress aligned with the community you are engaged with? I would recommend slowing down, taking a breather and conversing with your community. Listen to what they feel is important. What could empower them to transform the energy you've put in, to energy that supports their healthy growth. I would approach them with empathy and curiosity and let them direct where the remaining efforts and funds can be directed. You might be surprised by what emerges.

- **I know we're trying to manage about a dozen good projects, but I really feel like my project should be prioritized because I have seniority.**

Sounds like you're in competition for scarce resources and you fear your individual efforts will not be recognized or allowed to flourish. I would caution against resistance though and recommend opening up a dialogue with your work group to express concerns and maybe look for ways to shuffle responsibilities so that all in your group can pursue projects in ways that feel right. Maybe some projects are similar enough that they can merge? Maybe you'll find that all projects can be pursued but the efforts on each vary. You may also find that when you let go of competition and embrace others' ideas that you learn new ways of contributing to your area of concern.

Competition has been our default way of improving and it leads to single solution ideation and attempts. Very pass/ fail. If you can find ways to trust, share, and make room for all idea attempts then you may find solutions and growth that would have been suppressed in a single effort model.

- **I just discovered a new non-profit that is working in the exact same space that we are. Their website looks amazing compared to ours. What should we do??**

Oh exciting. What a great opportunity to learn and collaborate. Let'em know that their website is on point. Ask Em if they want to play and be friends. Share what you are all about and see if there's inflections of potential collaboration. They have a nice web page and I'm sure they have many other great ways of being to offer and you know what. So do you. Maybe look at them from a view of abundance of energy rather than competition for space.

5.9 — New Final Chapter: Leading for Regenerative Sustainability

I'd like you to read Chapter 12 of *Re-Aligning with Nature*, and then rewrite it. You can call the new chapter *Leading for Regenerative Sustainability*, or something else you find more appropriate. The audience for this chapter is you (and your portfolio), as well as future colleagues, collaborators, and co-creators.

Chapter 12 in the book is less than 200 words. Please aim for closer to 350 words for your Chapter. You can emulate the style in the book or write in your own voice. Your Chapter should make sense in the context of the book; however, feel free to take it in a different direction, perhaps weaving in other concepts from the course that resonated with you.

Read :: Chapter 12 from *Re-Aligning with Nature, Ecological Thinking for Radical Transformation*, by Denise DeLuca (2016)

Response

There they are in their cars...

There they are in their cars...

an outstanding example of individualism

sitting in their own higher purchase little metal plush leather interior heart FM

songs of freedom and the open road combustion engine

shoveling ginsters stake into sniveling lonely mouths

on the way to the board meeting where will everyone will try and conjure

the imaginary power of big dick energy.

Benedict Drew, *Anti Ecstatic Machines* (2018)

Western ideologies have brought about immense prosperity and abundance of things. Marketed, branded and sold to us in a way to imply that we are above the rules of nature. We can conquer, use, and control the natural world in pursuit of our own personal manifest destiny. Our little empire or slice of the pie. In our hustle to the top we fail to read the fine print. Prompted by the first law of thermodynamics. *This will run out.* And we are beginning to sense this truth. Cracks in the facade. We can choose to continue on our path of expansive consumption in competition with the natural ecosystems that provide for us. Resist reality and hide in the distractions of the race to win. Descend into the spiral of self cancel. Or we can let go and let in.

Let go of our need to show up, check off the bucket list, and present as better than you. When we look inside we know the truth. Not better, just different. And maybe difference, when allowed to express, provides the potential for resilience. Brings in ideas and energies that are not on the list of possible solutions. None of the above. Making space for others to thrive and be true without having to compete for the podium can free up energy to contribute in ways that bring abundance of life back. Allow us to slow and sense the living systems we are a part of with inquisitive curiosity. The way our youth do and the way we used to. What lessons could we relearn from earth's systems that predate us by unimaginable magnitudes and will do so once we are gone?

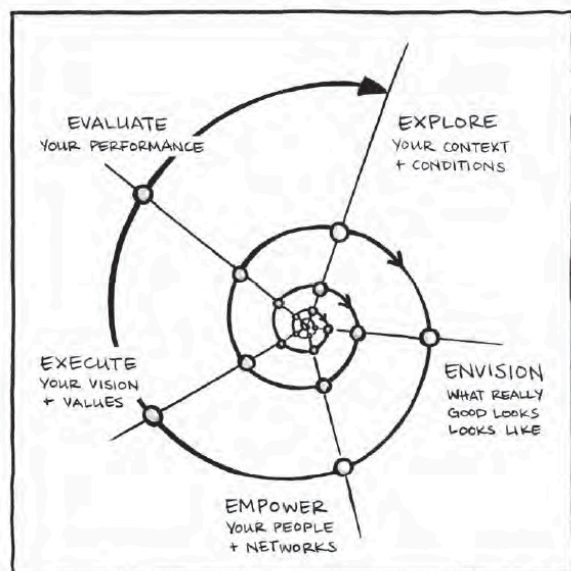
Can we let go of fearful change resistant individualized maximize return on investment western ways of competition that lead to greed and over consumption of scarce natural resources and trust our communal curiosity to usher in resilient and abundant systems of synergistic regeneration? Maybe. It's a box I plan to play in. Care to join?

5.10 — Continuous Evolution: Continuous Evolution

By now you recognize that leading for regenerative sustainability draws from the principles, paradigms, systems, and cycles of Nature — including continuously evolving as the world around you changes and your wisdom deepens.

On p178 of Re-Aligning with Nature there's a spiral called the 5E Spiral or Continuous Evolution Spiral. For this assignment, you will write one paragraph (about 200 words) for each of these five Es that you can refer to in the future when you are leading for regenerative sustainability. Draw upon any content in the course that resonated with you. You might want to refer to your previous journal entries and Leader's Q&As.

Read :: Chapter 12 from Re-Aligning with Nature, Ecological Thinking for Radical Transformation, by Denise DeLuca (2016)



Response

EXPLORE

My state of exploration engages when I slow down and make space for curiosity to play. I go out, look around, slow down and take it in. Allow thoughts to transition from spreadsheets and timelines to, I can hear my heart beat and feel my breath flow in and out. I see the wind ruffle through the trees and smell the pollen as it floats and clings to me. I listen, I watch, I sense the systems around me and the systems of me and my place in it all. My approach feels like that from when I was young. Younger than teens. More like 8 or 9. But my curious state is affected by seasoned age and experience. Spirals and spirals of right and wrong advise and push into my mind. I can't help but feel the hurt and loss that the life systems around me are transmitting on all channels. Please Help!

ENVISION

Do I wither and resign? Fuck it. It is what it is. Or can I ask, listen, and help. Can I look at the systems and imagine myself in them? Oh, wait, I am in them. So by helping them I'm helping myself. Yes. Energy transformed from me only to me, you and us. I can sense ways of being that are not at the expense of life. I can take what I need, and what is not, can stay in the system or return back into organically. This shift in me requires little energy or effort. Just a bit of discipline and routine, slowness and self acceptance. I can vision my path to regenerating my immediate space. And what of those around me? Hey, you're working hard for that money. Slow

down, let's play. Will they think I'm crazy? And if I don't spread what I'm sensing to others will the inertia of optimized human economic growth wash us all away? Probably. Action Required

EMPOWER

I've explored through curiosity and visioned a regenerative path. As I venture, do I empower myself first? Recognize and make provisions for personal regenerative practice? Step away from the race to the top paradigm by practicing what I've envisioned? Probably. Once on the path to wholeness how do I empower others to reconsider options? I could spread the word through lecture and preach. You're doing it wrong! Manifest the tools of a paradigm I sense to be wrong, destructive and that I plan to leave? To be fair I should still share and rather than shame or deride, be open to what is shared with me. Invite dialogue and play and allow their truth to affect me as mine is theirs. I can seek out and jump into the flow of others engaged in similar regenerative paradigm shift efforts. Share my visions and offer my energy in effort to empower. learn their stories and ways of being. Let's do this together. My way is not better, just different. And multitudes of difference can bring resiliency and abundance of change action that can evolve into systems of regeneration. Yes, this is starting to feel right.

EXECUTE

Empowered to explore alternatives I can now take action. Walk away from the consumer society trends and sense alterations in my attitude. Build in time to play with others that are on the same path. Do our envisioned actions of regrowth together and share what we're uncovered with others. Ooh, Look what I found. When I turn off the tube and walk, ride, or just sit with the outside, I get a little itchy or sweet and I feel less anxious, less need to move fast and correctly. But we need action of immediacy! We have to right this train before we derail! Yes, for sure and we are big. Very big and very powerful. Our ability to mechanize, manufacture and plow through resources when aligned is unrivaled in nature. Wrong assumptions can be catastrophic. That is why we must start from a place of slowness and intentionally recruit and listen and execute through a diversity of approaches. Unique approaches that are attuned to locality and can regenerate with the needs of that place. As we execute we must address our needs and the needs of all life in our systems of participation. This requires slowness and skills that we have forgotten. Deep empathetic listening is the first. The rest we can learn and remember as we move along.

EVALUATE

We've made shifts and adjustments to our ways of being in accordance to what feels right and in alignment with our perception of natural system regeneration. But are we really? Is the work

done? Is it really right? We must continue to observe and question. *But I buy only B corp products and %100 organic.* Cool cool, and is it really better? We can use the scientific tools we have developed to better assess and evaluate the validity of our actions and assumptions.

Assumptions that have been smoozed by smooth growth mindset marketing campaigns. Our curiosity cannot be allowed to wither and fade under the siren song of the known comfortable paradigm. We must continue a fractal expansion of our community to recruit more quantity of effort and diversity in approaches to distribute and bolster the resiliency of our questions and assumptions of healthy action. Be open to constructive criticism and willing to be uncomfortable as we introduce newness. As we continue our fibonacci spiral path of exploring, envisioning, empowering, executing, and evaluating our ways of being may start to align with the natural systems and be indistinguishable. Balanced, self sustaining, and regenerative.