



ENSPIRAL ORG ACADEMY

Belgium, September 5-8

Residential training in decentralised
organising, self-managing teams
and distributed governance.

[Enspiral](#) has been at the forefront of decentralised organisational experimentation for a decade. Over that time, we've created the collective online decision-making tool [Loomio](#), bootstrapped the collaborative budgeting tool [Cobudget](#), experimented with social practices in decentralising power and increasing collective intelligence, and [blogged](#), [spoken](#) and [written](#) about our learnings.

We've worked with hundreds of organisations who want to do "management" or organising in a different way.

This year, we published [Better Work Together](#), a collection of real stories from the future of work. Now we invite you to the Enspiral Org Academy, a unique opportunity to put these ideas into practice.

Who is Enspiral Org Academy for?

The Enspiral Org Academy is for people who are already working in non-hierarchical environments, or just starting on this journey. We have worked with people across organisational sectors, from larger companies to smaller start-ups to charities to activist networks. You might be a founder, employee, coach, manager, organisational designer, or community builder.

"How can we build an organisation that decentralises power without becoming chaos?"

"How do we create radically collaborative, caring workplaces where people thrive?"

"How can we build organisations that are full of inspired, engaged people ready to lead?"

If you are asking these questions and hungry for tools, practices and patterns that will take you forward on this journey, these are your people.

What will we cover?

Our agenda is divided into three modes:

1. **Training:** we've prepared a sequence of lessons on the essential ingredients of collaborative work, like decision-making, transparency, roles, conflict and accountability. These sessions use an interactive combination of lectures & exercises for an engaging participatory learning experience. The focus will be on *putting these learnings into practice*.
2. **Clinics:** you'll work with peers and trainers to work on your specific organisational challenges, and design an action plan to bring back to your workplace.
3. **Connection:** this gathering is a unique opportunity to grow a network of peers with brilliant inspiring people aligned in work and purpose. The agenda is intentionally designed to facilitate the building of these deeper connections.

Below is a sample of what our agenda together might look like. We will be intentionally leaving space for collectively held "open space", which we will encourage participants to fill with their own offerings, or ask us for specific sessions or one on one coaching on specific problems.

Sample Agenda:

	Sept 5	Sept 6	Sept 7	Sept 8	
7:00		Morning movement			
8:00		Breakfast			
9:00		Training sessions			
10:00					
11:00					
12:00		Lunch			
13:00		Rest & connect		Departures	
14:00		Training sessions			
15:00	Arrivals	Clinic sessions			
16:00					
17:00	Welcome				
18:00		Training sessions			
19:00	Dinner				
20:00		Dialogue	Storytelling		

Agenda is indicative only and is subject to change.

Training content

Our training material is derived from two curricula: the *Patterns for Decentralised Organising* from [The Hum](#), and [Going Horizontal](#) practical training for non-hierarchical organisations from [Percolab](#). These two bodies of work comprise a modular set of lessons that can be remixed and applied into any collaborative working context. Here's a brief sample:

- **Retrospectives:** access collective intelligence and continuous improvement through regular structured reflection.
- **Stakeholders + Roles:** task allocation, role definition, accountability and engagement across different levels of commitment.
- **Decision Making:** new methods for efficient collective decision-making: mandate, advice, consent, consensus. Online decision making.
- **Digital Tools:** visualise your current tools, find the gaps, clarify which tool is for which job. Improve meetings with better use of digital tools. Introduce new tools well.
- **Mutual Care:** develop a psychologically safe environment. Share the load of emotional and care work.
- **Conflict + Norms:** mindsets, skills & practices to transform conflict into a source of growth.
- **Power:** have safe discussions about healthy & toxic power dynamics.
- **Autonomy + Personal Leadership:** learn key practices to develop the individual and collective capacity for autonomy = the bedrock to horizontal leadership.
- **Purpose:** bringing the invisible leader, into teams, meetings and personal alignment. Strengthen a purpose-driven mindset in individuals and organisation.
- **Meetings:** learn skills & practices for collaborative and fair process and participation in meetings. Harness collective intelligence in the room.
- **Transparency:** explore your current relationship to transparency, ways to improve, "default to open" culture and the taboo around money.

What you can expect

- An intimate space where you will be supported to pause & reflect, but also encouraged to stretch yourself to your learning edge.
- Lived, practical experience of non-hierarchical ways of working alongside experienced practitioners who can help you tweak and troubleshoot challenges.
- A toolkit of methodologies and practices to take back into your working context with an understanding of underlying patterns and how to shift them.

- Knowledge from research and case studies of other organisations experimenting with radical forms of management and work culture.
- A unique opportunity to hear from the many organisational experiments we've implemented at Enspiral; we'll share the highs as well as the lows.

Logistics

We will be staying together at [Drongen Abbey](#). People have been gathering at this peaceful spot for more than 1100 years. It's an ancient site of reflection and shared learning, surrounded by 10 hectares of park and river.

You'll arrive in time for a 4.30pm start on Thursday September 5th, and we'll finish after lunch on Sunday 8th.

Tickets

Tickets are offered on a sliding scale: please choose according to your financial circumstances. Prices include all meals and accommodation in twin-share rooms.

If you're thinking about joining, but you're holding questions, get in touch. Tickets are strictly limited to 35 people to guarantee an intimate event.

Lower Income €840

This ticket is for people on a lower income.

Standard €1,090

Higher Income €1,340

This ticket is for people on a higher income, the extra contribution allows us to provide lower income tickets and scholarships.

Your trainers & hosts



Phoebe Tickell

Distributed governance nerd and organisational designer. Coordinator at [DGOV Foundation](#). She straddles the worlds of technology, organisations and people to design systems that self-organise. She enjoys turning the theoretical into practice. She loves helping teams be bigger than the sum of their parts.



Richard D. Bartlett

Co-founder and Org Designer at [The Hum](#). One of the co-founders of [Loomio](#), a co-operative social enterprise building tools for collective decision-making. He's passionate about co-ownership, self-management, collaborative governance, and other ways of bringing democratic values into the workplace.



Natalia Lombardo

Co-owner of [Loomio](#). Co-founder and Collaboration Coach at [The Hum](#). She helps groups to cultivate a collaborative culture through values-driven behavioural change. Her focus is the self in self-organising, how to thrive as individuals in the collaborative future of work.



Ants Cabraal

Part of the [Greater Than](#) team. A creative producer, writer and business owner who has helped many Enspiral initiatives start and grow since 2012. He serves as a director and advisor to several startups, and loves to get new ideas off the ground - including driving the creation of the [Better Work Together](#) book.