



The Enspiral Network

For the Reinventing Work London meet-up 19th November 2019

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The background of the slide is a grid of approximately 20 small, rectangular panels. Each panel shows a top-down view of an office cubicle. The cubicles are arranged in rows and columns, separated by dark frames. Inside each cubicle, there is a desk with a computer monitor, keyboard, and other office supplies. Some cubicles have a person sitting at the desk, while others are empty. The lighting is warm and yellowish, typical of indoor office lighting. The overall effect is a sense of a busy, repetitive work environment.

“The workplace is killing people and nobody cares”

Stanford Graduate School of Business
March 2018

The future is calling for new ways of working



GenZ cites “positive workplace culture” top of wish list

Why ping pong tables are a must for startups

 **OLIVIA CHANG** 
AUG 21, 2015, 1:56 PM

 [FACEBOOK](#)  [TWITTER](#)  [REDDIT](#)  [LINKEDIN](#)  [EMAIL](#)



Ping pong table at Betterment.



The major sources of psychological
stress at work are connected to
top-down, “vertical” culture.

*collective spaces
for reflection*

*asking for
feedback*

*check ins
inviting in
complexity*

*talking about and
sharing power*

*rotating the
facilitator*

PRACTICES FOR A HORIZONTAL ORGANISATION

*making finances
transparent*

*peer to peer
feedback*

*clearly stating
purpose*

*using new decision
making methods
with your team*

How do we help to **support people** in:
building **great livelihoods** together,
working on the problems that mean the
most to them, **solving the greatest**
challenges of our time, while growing and
learning to become their **best selves**?



What is Enspiral?

A self-organising collaborative entrepreneurship ecosystem made up of entrepreneurs and start-ups working together to share resources, decision-making, knowledge, and unlock collective intelligence.



- **180 people**
- **6 continents**
- **20 startups**
- **8 years of successful experimentation and innovation**

A millennial career



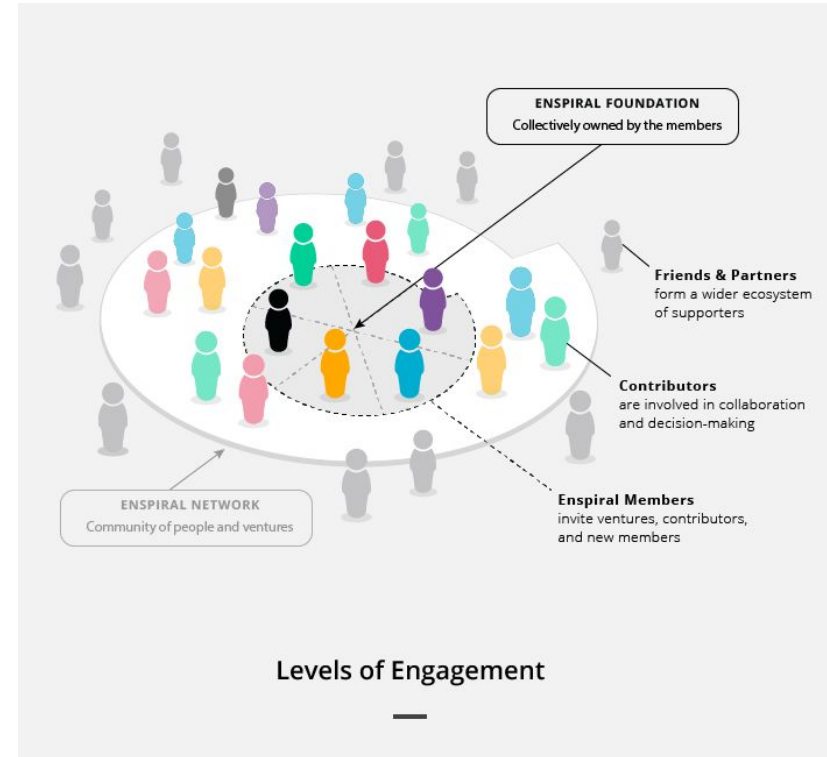
How Enspiral does... Governance

People, projects, ventures

A shared brand & identity

Our ecosystem: Contributors,
Members, Friends

**NZ Foundation and
Minimum Viable Board**



How Enspiral does... Governance

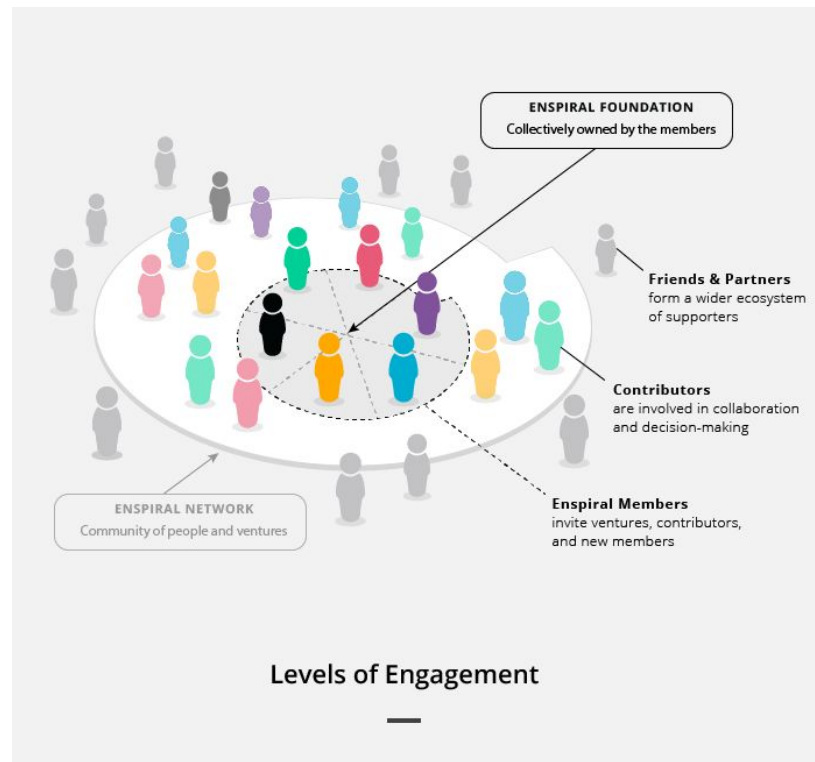
160 Contributors

participate in our financial & information systems

22 Members

own a share in the core collective, make a couple of core decisions

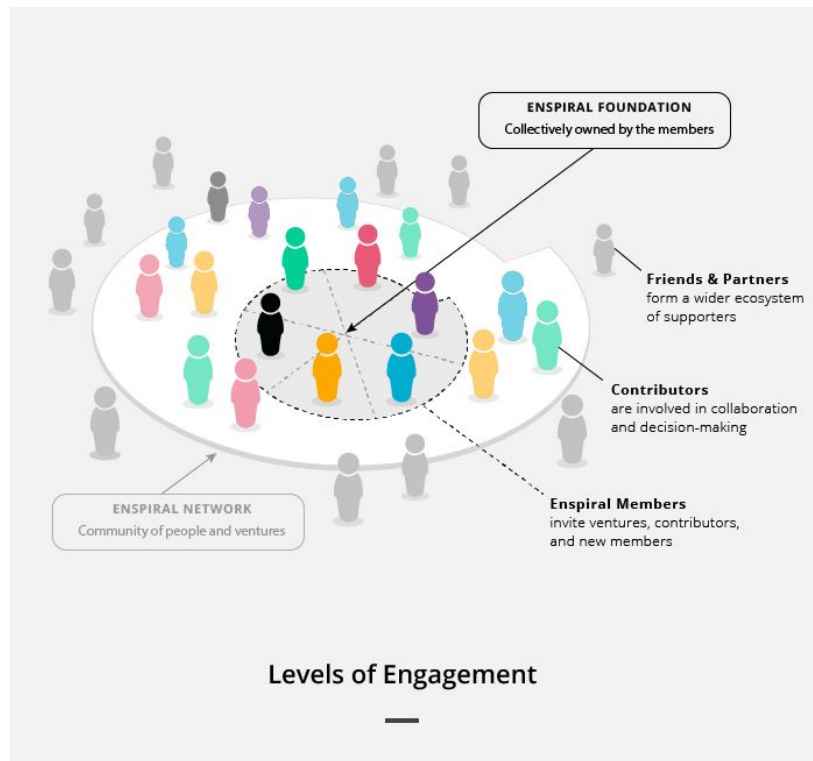
~20 Ventures providing livelihood & making impact



How Enspiral does... Governance

Enspiral Foundation is the central entity that holds resources, the glue that connects all people and ventures together

MVB have a narrow compliance Focus, maintain overview of current finances, “steward” the LLC, red button



How Enspiral does... Decisions

We use our tool Loomio:

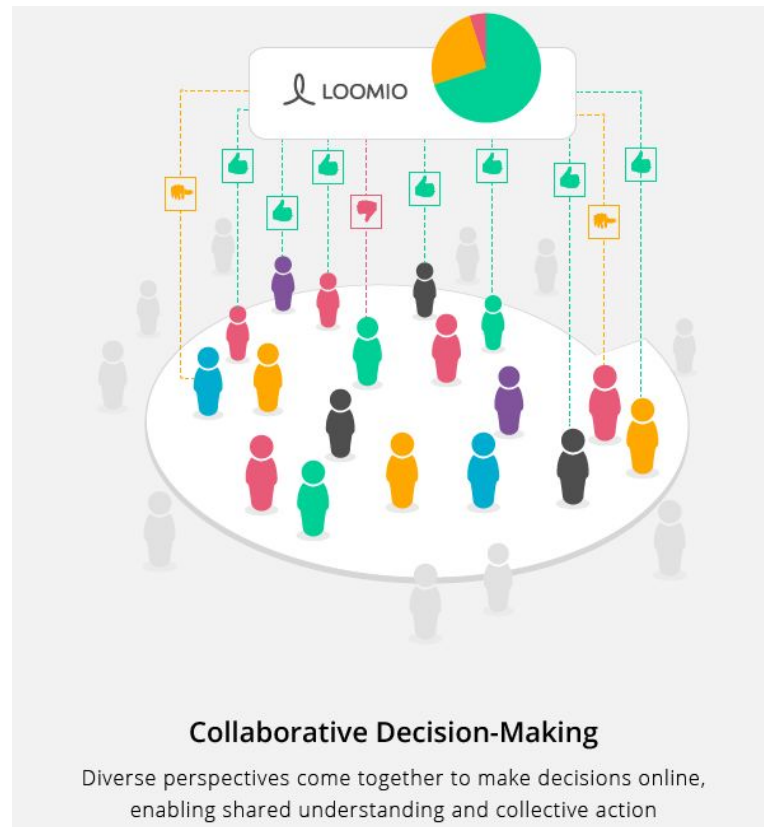
www.loomio.org

We use **consensus decision-making**

Anyone can raise a discussion or proposal on Loomio

There are **private channels** for e.g. voting in a new Member

Different criteria for approval depending on context



How Enspiral does... Decisions

New ideas: Circles?

Actions: Enspiral swarm on climate change solutions for Wellington

Temperature check: Temperature Check on EDA grads using the space

Updates: April 2017 check-ins

The screenshot shows the Enspiral web interface. At the top is a navigation bar with the Enspiral logo, links for Groups and Notifications, a feedback link, and a user profile for Richard D. Bartlett. Below the navigation bar is a breadcrumb trail: Home > Enspiral > [lock icon].

The main content area displays a decision-making process for the proposal "Make all enspiral accounts public". The proposal text reads: "What do people think about removing the notion of private enspiral accounts? Personally I think this would be a good step forward in helping increase transparency in the group and make it easier for people to look out for each other." It was started 3 months ago by Joshua Vial.

Below the proposal is a "Discussion" section with a text input field and a "Post comment" button. A comment from Joshua Vial states: "Spoke with @will and he is ok with the motion going ahead as stated so I'll queue the features on the website build - not sure when we will have the resources to implement it." It was posted 3 months ago and has one like from Rohan Wakefield, who commented: "Strongly agree. I can't think of any negative effect coming from this proposal, nor can I see one identified in this thread. It is just different from what we are used to and it will take time to feel normal."

Another comment from Allan man states: "I am not fussed. Agree with Jamie." It was also posted 3 months ago. A comment from Sam Rye states: "Happy with it as is, to see things move forward - would like to see it revisited in 6-12 months with a review of outcomes." It was also posted 3 months ago.

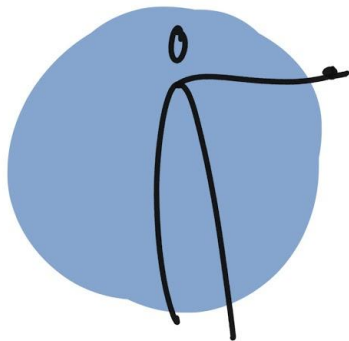
To the right of the discussion is a "Current decision" section. It states: "We make all enspiral accounts viewable to other people in the organisation. Closing in 3 days. Proposed 4 days ago by Joshua Vial." Below this text is a pie chart showing the distribution of votes: Yes (17), Abstain (3), No (4), and Block (0). A legend to the right of the pie chart identifies these categories with colored squares. Below the pie chart is a "State your position" section with four buttons: a green thumbs up, a yellow hand pointing right, a red thumbs down, and a red hand with a raised index finger.

Decision	Count
Yes	17
Abstain	3
No	4
Block	0

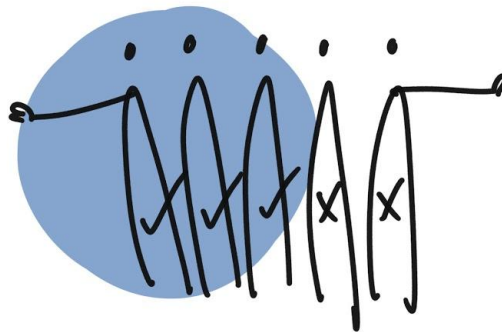
TO MAKE DECISIONS

Share power

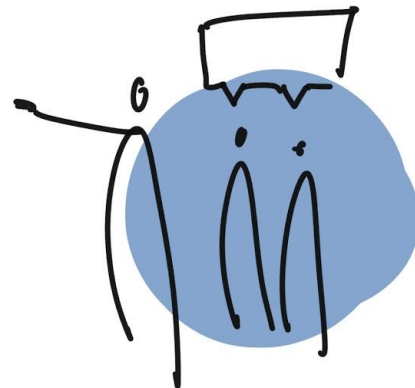
Autocratic



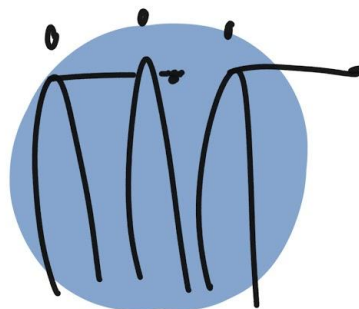
Democratic



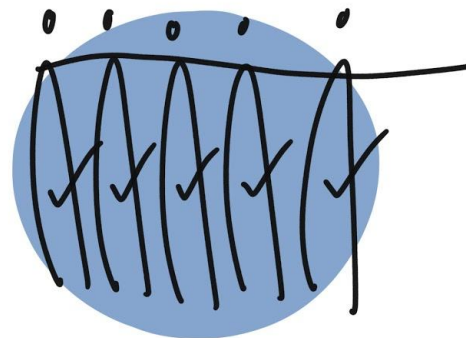
Advice



Consent



Consensus



How Enspiral does... Finances

Cobudget www.cobudget.co

Participatory co-budgeting

People and Ventures contribute money voluntarily, and allocate it together

Anyone can raise a “bucket” for a project or idea

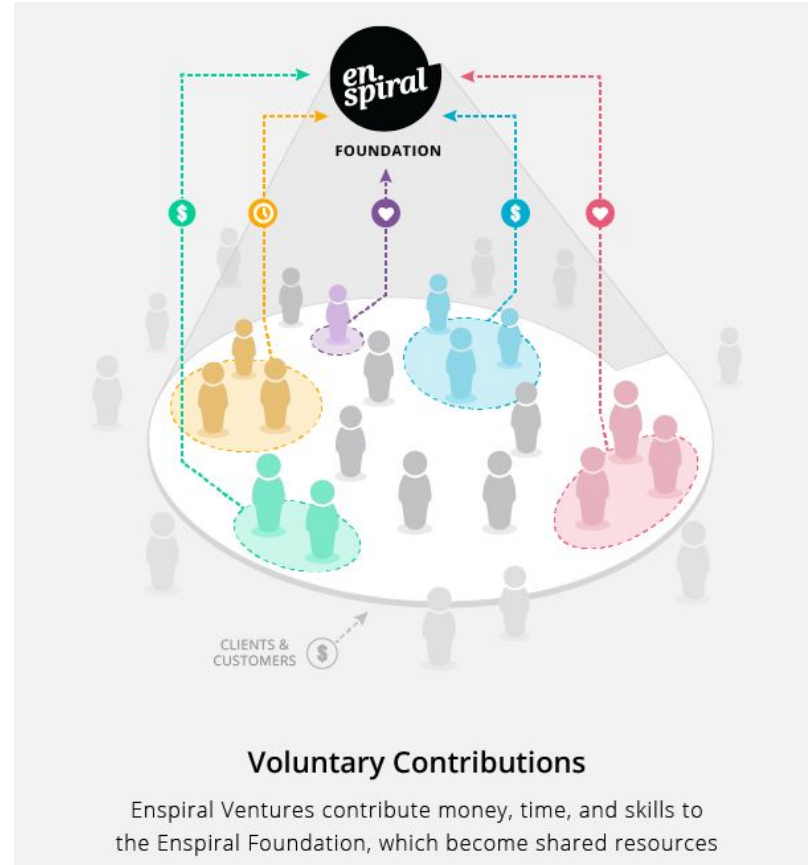
It's like an **internal kickstarter** that increases autonomy and engagement



How Enspiral does... Contributions

People contribute in many ways.

We steward the **Enspiral Foundation** as our commons.



Enspiral Foundation

Available Funds

 \$0  \$11,526

All Buckets

Funders



Funding Now

Get Teddy to Brave Conversations conference in Canberra (10th/11th April)

5

\$330 funded - \$310 to go



Ōtākaro Edible Orchard Chch sponsorship

1

\$365 funded - \$135 to go



Thanks John (@coopchange)

3

\$425 funded - \$75 to go



What are the practices and culture?

Catalysts practice servant leadership and cycle every 2yrs.

Retreats nourish relationships

Open source documentation

www.handbook.enspiral.com

<https://medium.com/enspiral-tales>

Practices allow us to deliberately develop and learn.



How does Enspiral support people new to the group?

Outreach - talks, workshops, blogposts, signalling

Being invited to join as a Contributor - Members

Onboarding - your steward, cohorts, #engagement-wg

Learning and working groups

Match-making and support.



Some of our learnings...

Make collective purpose your boss

Invest in people and connection above all else

Use rhythm as a tool

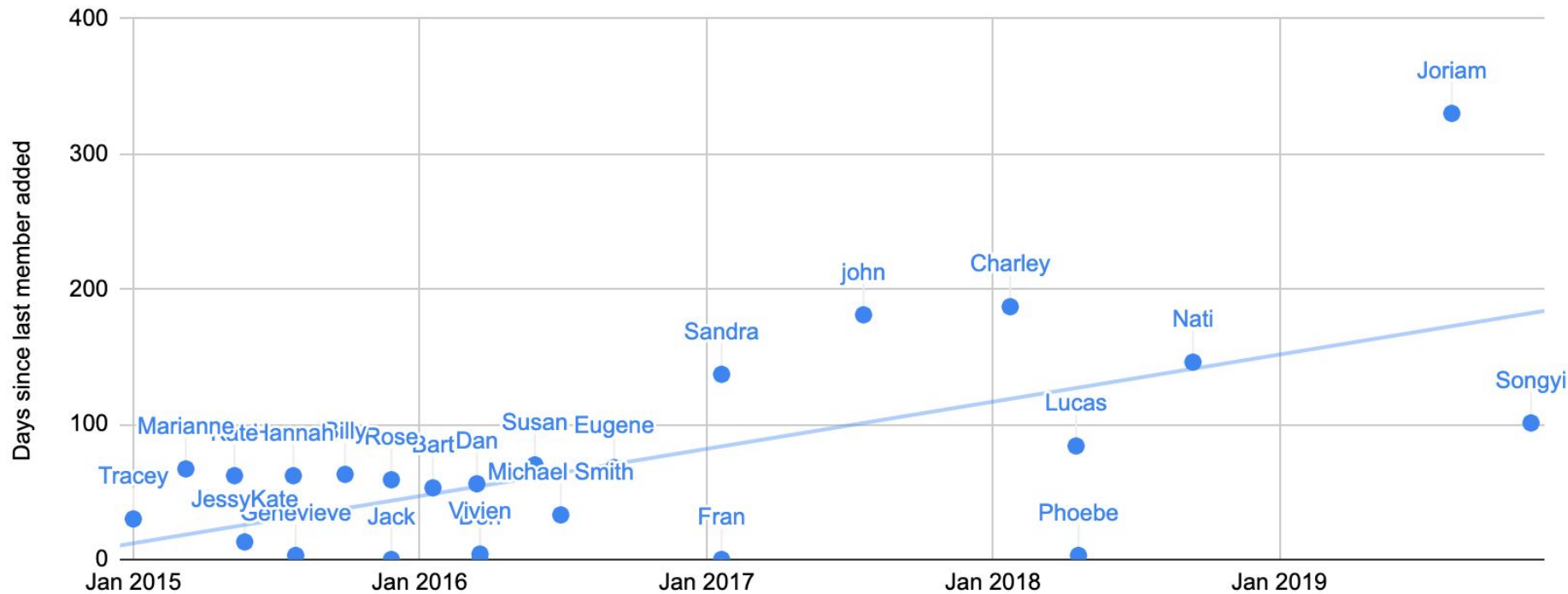
Develop really good tools, collective processes, structures - it is not “structurelessness”

Spend time together, build relationships

Run time-limited experiments and retrospectives



Enspiral Europe?



Get in touch!

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www.enspiral.com

www.medium.com/enspiral-tales

T: [@solarpunk_girl](#)

