

## Introduction to the Seed Track

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The Seed Track provides a lightweight, high-impact pathway for smaller IGOs and resource-constrained organizations to begin institutional regeneration. This streamlined version focuses on essential elements that can generate immediate momentum while building toward fuller implementation.

**Target Organizations:** Regional bodies, specialized UN agencies, smaller development banks, or departments within larger institutions.

**Resource Requirements:** Approximately 20-30% of full framework requirements, designed for implementation with existing staff capacity.

**Timeline:** 6-12 months for initial implementation, building foundation for future expansion.

## Module 1: Purpose & Mandate Audit (Seed Track)

### 1.1 Mandate Relevance Protocol (Simplified)

**Purpose:** Rapidly assess whether your institution's current mandate serves 21st-century planetary needs.

**Process** (2-4 weeks):

#### Step 1: Polycrisis Alignment Check (1 week)

**Tool:** Simple scoring matrix evaluating mandate against five polycrisis domains:

- **Climate & Ecological Breakdown** (0-4 points)
- **Social Inequality & Justice** (0-4 points)
- **Democratic Legitimacy Crisis** (0-4 points)
- **Technological Disruption** (0-4 points)
- **Economic System Breakdown** (0-4 points)

**Scoring Questions** (for each domain):

- Does our mandate directly address this challenge? (4 points)
- Does our mandate indirectly support solutions? (2 points)
- Is our mandate neutral/unrelated? (1 point)
- Does our mandate potentially worsen this challenge? (0 points)

**Interpretation:**

- **16-20 points:** High relevance, focus on effectiveness improvements
- **10-15 points:** Moderate relevance, consider mandate expansion
- **Below 10 points:** Significant mandate refresh needed

#### Step 2: Stakeholder Reality Check (1 week)

**Process:** Survey 15-20 key stakeholders using three simple questions:

1. "What's the most important challenge our institution should address in the next 5 years?"
2. "How well is our institution currently positioned to address this? (1-10 scale)"
3. "What's one change that would dramatically improve our effectiveness?"

**Analysis:** Look for patterns in responses. If stakeholder priorities significantly diverge from current activities, mandate adjustment is needed.

#### Step 3: Relevance Score Calculation

Combine polycrisis score (70% weight) with stakeholder alignment score (30% weight) for overall Mandate Relevance Score.

### 1.2 Purpose Clarification Process (Simplified)

**Purpose:** Develop a clear, actionable purpose statement through structured dialogue.

**Process** (1-2 weeks):

#### Single-Session Purpose Workshop (4 hours)

**Participants:**

- Core leadership team (3-5 people)
- Representative stakeholders (5-10 people)

- External facilitator (recommended)

### Workshop Structure:

#### Hour 1: Context Setting

- Present polycrisis alignment results
- Share stakeholder feedback themes
- Acknowledge current mandate limitations

#### Hour 2: Purpose Exploration Use the "Three Horizons" framework:

- **Horizon 1:** What are we good at now?
- **Horizon 2:** What's emerging that we should engage?
- **Horizon 3:** What regenerative future do we want to help create?

#### Hour 3: Purpose Drafting Collaborative writing using this template:

*"We exist to [core function] so that [desired outcome] enabling [planetary vision]."*

Example: "We exist to facilitate regional trade cooperation so that communities can prosper within ecological limits, enabling a regenerative global economy."

#### Hour 4: Validation & Commitment

- Test purpose against stakeholder priorities
- Identify 2-3 concrete changes needed to align with new purpose
- Secure leadership commitment to 6-month pilot implementation

## 1.3 Reform Pacing Diagnostic

**Purpose:** Determine optimal speed of change for your institution's culture and capacity.

**Assessment Tool** (30 minutes): Rate your institution on 5 dimensions (1-5 scale):

### 1. Leadership Change Appetite

- 5: Actively seeking transformation
- 3: Open to moderate change
- 1: Highly risk-averse

### 2. Staff Innovation Culture

- 5: Staff regularly propose improvements
- 3: Staff engage when asked
- 1: Staff prefer status quo

### 3. External Pressure for Change

- 5: Stakeholders demanding reform
- 3: Mixed external feedback
- 1: External satisfaction with current approach

### 4. Resource Availability

- 5: Budget/time available for change initiatives
- 3: Limited but sufficient resources
- 1: Stretched thin, no spare capacity

### 5. Recent Change Experience

- 5: Successfully implemented recent changes
- 3: Mixed success with past changes

- 1: Previous change efforts failed

**Pacing Recommendations:**

- **20-25 points:** Fast track (6-month full implementation)
- **15-19 points:** Standard pace (12-month implementation)
- **10-14 points:** Gradual approach (18-month implementation)
- **Below 10 points:** Intensive preparation phase needed before beginning

## Module 2: Governance Upgrade Kit (Seed Track)

### 2.1 Single Governance Blueprint Implementation

**Purpose:** Implement one high-impact governance upgrade to demonstrate stakeholder inclusion.

**Recommended Starting Point:** Youth Advisory Council

#### Youth Advisory Council Setup (4-6 weeks)

##### Week 1: Design Framework

- **Size:** 5-7 youth representatives (ages 18-30)
- **Selection:** Mix of nomination and application process
- **Term:** 2 years, staggered to ensure continuity
- **Authority:** Advisory with veto power on long-term decisions (5+ year impacts)

##### Week 2: Recruitment Process Application Requirements:

- Brief statement of interest (500 words)
- One example of community engagement
- Endorsement from youth organization or mentor

##### Selection Criteria:

- Geographic/cultural diversity
- Mix of academic and experiential backgrounds
- Demonstrated commitment to institutional mission
- Communication and collaboration skills

##### Week 3: Council Formation Orientation Session (1 day):

- Institution overview and current challenges
- Youth council mandate and authority
- Decision-making protocols
- Resource allocation (budget for activities)

##### Week 4: Integration Planning Design Interaction Protocols:

- **Quarterly Strategic Reviews:** Youth council reviews major initiatives
- **Annual Priority Setting:** Youth input on institutional focus areas
- **Veto Process:** Clear procedure for exercising veto power on long-term decisions
- **Regular Communication:** Monthly updates to/from senior leadership

### 2.2 Simplified Consent-Based Decision Making

**Purpose:** Streamline decision-making for operational matters using Sociocracy principles.

#### Implementation Process (2-3 weeks)

##### Week 1: Leadership Training (4 hours) Core Concepts:

- **Consent vs. Consensus:** Understanding "good enough for now, safe enough to try"
- **Round-based Discussion:** Ensuring all voices are heard
- **Objection vs. Preference:** Distinguishing blocking concerns from personal preferences

##### Basic Protocol for Operational Decisions:

1. **Proposal Presentation** (5 minutes)

2. **Clarifying Questions Round** (10 minutes)
3. **Reaction Round** (15 minutes - each person shares initial thoughts)
4. **Objection Round** (10 minutes - only genuine blockers)
5. **Consent Round** (5 minutes - final check for consent)

### **Week 2: Pilot Implementation**

- Select 3-5 routine operational decisions
- Apply consent process with trained facilitator
- Document time savings and satisfaction levels

### **Week 3: Process Refinement**

- Gather feedback from participants
- Adjust process for institutional culture
- Develop internal facilitation capacity

### **Success Indicators:**

- 30% reduction in decision-making time
- 80% participant satisfaction with process
- Increased participation in discussions

## Module 3: Cultural Transformation Toolkit (Seed Track)

### 3.1 Quick Wins Protocol

**Purpose:** Generate immediate momentum through visible, low-risk improvements.

#### 30-Day Quick Wins Menu (Choose 2-3)

##### Transparency Wins:

- **Project Dashboard:** Create public dashboard for one major project showing budget, timeline, and KPIs
- **Open Office Hours:** Weekly 30-minute sessions where any stakeholder can ask leadership questions
- **Decision Diary:** Publish brief weekly updates on key decisions made and rationale

##### Innovation Wins:

- **Idea Pipeline:** Launch simple suggestion system for staff/stakeholder improvements
- **Innovation Jam:** Host 4-hour session for staff to brainstorm solutions to specific institutional challenges
- **Reverse Mentoring:** Pair senior leaders with junior staff for technology/culture insights

##### Collaboration Wins:

- **Cross-Department Coffee:** Monthly informal meetings between departments that rarely interact
- **Stakeholder Advisory Panel:** Invite 3-5 external stakeholders to quarterly feedback sessions
- **Partnership Pilot:** Initiate small collaboration with another IGO or civil society organization

##### Communication Wins:

- **Plain Language Policy:** Rewrite one major document in accessible language
- **Story Collection:** Gather and share stories of institutional impact from beneficiaries
- **Social Media Refresh:** Update public communications to reflect regenerative values

### 3.2 Simplified Relational Integrity Protocols

**Purpose:** Improve internal communication and address conflict constructively.

#### Basic Nonviolent Communication (NVC) Training (1 day)

##### Morning Session: Foundation (4 hours) Core Elements:

1. **Observations** (facts without evaluation)
2. **Feelings** (emotional responses)
3. **Needs** (underlying human needs)
4. **Requests** (specific, doable actions)

##### Practice Structure:

- **Role-play exercises** with common workplace scenarios
- **Personal sharing** using NVC format
- **Conflict de-escalation** techniques

##### Afternoon Session: Implementation (4 hours) Institutional Applications:

- **Meeting facilitation** using NVC principles
- **Email communication** templates

- **Conflict resolution** protocols
- **Feedback delivery** frameworks

### Weekly Team Check-ins (15 minutes)

**Simple format:**

1. **One-word check-in:** How is each person feeling?
2. **Appreciation round:** One specific appreciation for a colleague
3. **Challenge sharing:** Any conflicts or frustrations to address
4. **Support requests:** What does each person need from the team?

### 3.3 Resistance Mitigation Starter Kit

**Purpose:** Address predictable resistance patterns with proven strategies.

#### Common Resistance Archetypes & Responses

##### "The Bureaucratic Defender"

- *Behavior:* "We've always done it this way"
- *Response Strategy:* Frame changes as protecting institutional mission, not abandoning it
- *Specific Tactic:* Ask them to help design safeguards for new processes

##### "The Overwhelmed Skeptic"

- *Behavior:* "We don't have time for this"
- *Response Strategy:* Start with time-saving quick wins to demonstrate value
- *Specific Tactic:* Measure and publicize time savings from process improvements

##### "The Silent Saboteur"

- *Behavior:* Agrees publicly but blocks privately
- *Response Strategy:* Create accountability through transparent tracking
- *Specific Tactic:* Assign specific roles with clear deliverables and public check-ins

#### Momentum-Building Tactics

##### Early Adopter Cultivation:

- Identify 2-3 enthusiastic staff members
- Give them visible roles in implementation
- Celebrate their contributions publicly

##### Success Story Documentation:

- Track quantitative improvements (time, efficiency, satisfaction)
- Collect qualitative feedback from stakeholders
- Share stories widely through internal communications

##### Incremental Expansion:

- Start with willing departments/teams
- Use success to attract interest from others
- Gradually expand scope as confidence builds

### Success Metrics for Seed Track

#### Adoption Metrics:



- Youth Advisory Council established and functioning
- Consent-based decision making implemented for operational decisions
- 3+ Quick Wins completed

**Performance Metrics:**

- 25% reduction in operational decision-making time
- 75% staff satisfaction with communication improvements
- Youth council participation in 100% of long-term decisions

**Outcome Metrics:**

- Stakeholder feedback shows improved responsiveness
- Clear purpose statement guides decision-making
- Foundation established for full framework implementation

## Next Steps: Expanding Beyond Seed Track

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Once Seed Track implementation is successful (typically 6-12 months), organizations can:

1. **Apply for GCF Bronze-tier funding** using Seed Track results as evidence
2. **Join Community of Practice** to share experiences and learn from peers
3. **Expand to full framework modules** based on increased capacity and confidence
4. **Mentor other organizations** interested in Seed Track implementation

The Seed Track serves as both a standalone improvement program and a stepping stone to full institutional regeneration, ensuring that even the smallest organizations can participate in the planetary transformation toward regenerative governance.