

OVERVIEW OF THE 3D AGENTIC ORGANIZATION MODEL

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A foundational guide for understanding your diagnostic results.

*Adapted from the award-winning business book *Rebuild: The Economy, Leadership, and You* by Graham Boyd and Jack Reardon*

The Role of the Agentic Organization in the Economy

Companies don't just participate in the economy - they are the economy. They provision our needs, shape our systems, and hold the potential to regenerate or destroy life. And yet, most companies are legally structured and culturally designed in ways that stifle their capacity to act in service to life. They are treated as property - not as agents.

Why Agency Matters

respond to complex, adaptive challenges across three dimensions:

- **Legal Agency** - Its structure allows it to self-govern and align with multiple forms of capital and stakeholder inputs.
- **Organizational Agency** - It dynamically configures its work to adapt to real-world conditions, not rigid roles or power hierarchies.
- **Human Agency** - It enables the individuals within it to grow, sense, decide, and act as self-aware, developing beings.

Without agency across all three, a company cannot do the job it was originally invented to do: provision what society needs. The traditional model of business, optimized to attract financial capital above all else, is no longer fit for purpose. Today's challenges demand that companies become regenerative, relational, and able to *multiply* (not just consume) all forms of capital.

The 6 Strata of Our Economy: A Systems Lens

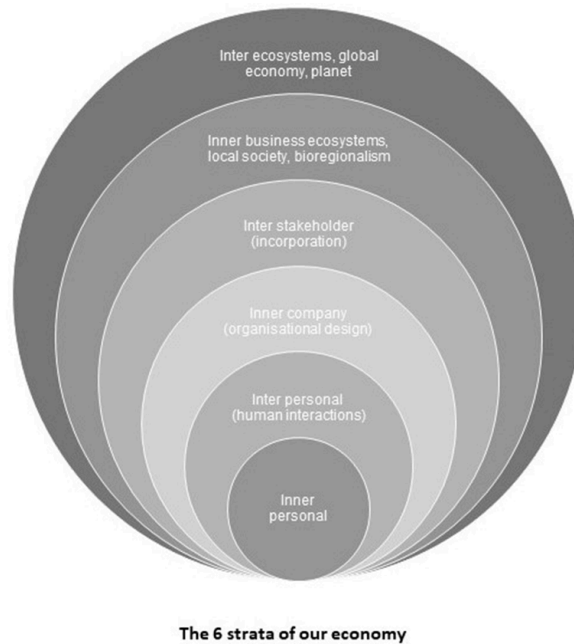


Figure: Nested layers showing how personal, organizational, and ecosystemic economies are intertwined.

This diagram illustrates six nested layers, or strata, that make up our shared economy, from the personal to the planetary:

1. Inner personal – The individual's internal development and coherence
2. Inter personal – Relationships, teams, and collective energy
3. Inner company – Organizational design and work systems
4. Inter stakeholder – Incorporation, governance, and economic contracts
5. Inner business ecosystems – Local and bioregional economic systems
6. Inter ecosystems – The global economy and planetary thresholds

Each stratum of relationships depends on the others — and each is shaped by the company's design.

Agentic organizations have the capacity to regenerate not just profit, but the whole system. By aligning incorporation, design, and human development with the needs of these strata, companies can:

- Create economies that provision for all, not just for investors of financial capital
- Redistribute abundance fairly across stakeholders
- Heal environmental and social capitals - not over extract them
- Become multisolving living entities that unlock complex, systemic benefit

From Living Being to Systemic Transformation

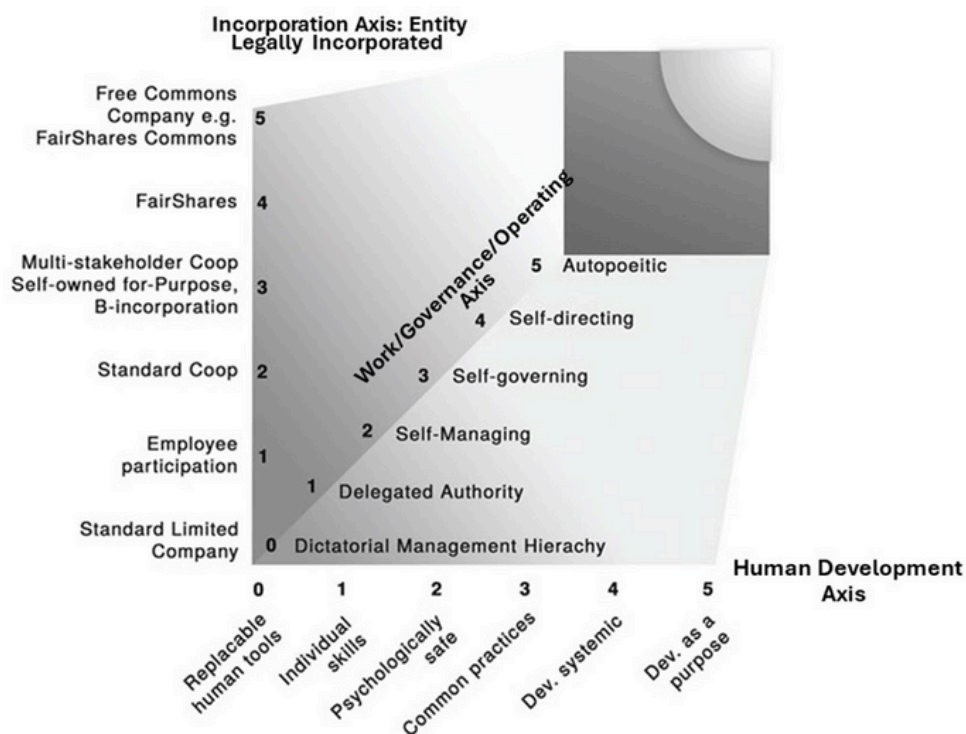
When we treat an organization as a living, meaning-making being, we recognize its full evolutionary potential. It is no longer a static machine built for shareholder gain — it is an adaptive, interdependent part of a planetary system.

Just like a forest, a company can be a steward of resources, a nurturer of life, and a regenerative commons. But only if we protect and enable its agency - not treat it as an “ownable thing”. The shift is not just structural. It is existential.

Why a 3D model?

Most diagnostic tools analyse organizations in only one or two dimensions. The 3D Agentic Organization Model offers a systems-level view: a full-spectrum diagnostic and transformation framework grounded in the principles of complexity and adaptation. It maps an organization’s legal structure, organizational design, and human development across three interdependent axes; helping founders, leaders, and consultants assess whether their organization is fit for purpose in a world shaped by accelerating change, social fragmentation, and ecological breakdown.

The Three Dimensions of an Agentic Organization



This figure visually represents the model, showing how maturity and fitness can be plotted across three interconnected domains:

1. Legal Incorporation Axis
2. Organizational Design Axis
3. Human Development Axis

The resulting 3D space illustrates where an organization currently is; and where it might evolve.

Dimension: Legal Incorporation

What kind of system does your organization legally exist within?

The legal form determines how power, profit, and control flow through your organization. Most legacy companies use forms based on 19th- and 20th-century extractive logic; favouring shareholders, minimizing liability, and treating the company as property. These forms are inherently fragile: they cannot adapt to long-term survival for all stakeholders.

This dimension assesses how the organization's foundational structure supports regenerative, ergodic, and equitable value creation across multiple capitals.

- **Agency vs. Ownership:** Whether the legal form empowers company and multi-stakeholder agency or reinforces shareholder/investor dominance.
- **Stewardship of Purpose:** The extent to which the company can evolve or dissolve itself in service of life beyond financial profit.
- **Representation of Capitals:** Inclusion of multiple forms of capital (human, social, environmental) in governance and value recognition.
- **Exit Conditions:** Whether the entity is legally bound to resist extractive exits (e.g., buyouts) and supports ecosystem continuity.
- **Governance Alignment:** Whether formal rules align with regenerative principles and stakeholder inclusion.

Your score here reflects whether your incorporation protects and enables company-level agency, shared power, and adaptability; or locks in rigid extractive patterns.

Dimension: Organizational Design

How is your organization structured, governed, and managed?

This dimension evaluates whether your organization reinforces organisational agency or suppresses it through work systems with rigid hierarchy, bureaucracy, or coercive culture. Traditional designs optimize for efficiency, predictability, and control; often leading to disengagement, fragility, and wasted human and organisational potential.

Agentic organizational designs include:

- **Strategic Alignment Across Levels:** Systems that ensure everyone understands and acts on overarching goals.
- **Role and Goal Autonomy:** Degree of freedom individuals and teams have in defining and evolving their work.

- **Decision-Making Processes:** Use of distributed, consent-based, or hierarchical structures for broader decisions.
- **Team Self-Management as a minimum:** Presence of practices and systems supporting autonomous teams and roles.
- **Change Agency:** Whether all members (not just managers) can initiate strategic and structural changes.

Organizations that score highly here invest in adaptive organising structures that align people's intrinsic motivations with organizational outcomes.

Dimension: Human Development

Who are the people in your system becoming; and are they being supported to grow?

This dimension captures how the people inside the organization are developing. A team of highly capable, emotionally intelligent, and systems-savvy humans can transform even a low-maturity organization. Conversely, even a legally and structurally mature organization will fail if people lack the inner capacity to lead it regeneratively.

Dimension 3 assesses how the organization supports inner growth, psychological safety, and alignment of individual purpose with collective mission.

- **Inner Development as one of the Core Business Drivers:** Whether personal growth is treated as essential as performance or profit.
- **Adaptive Role Fit:** How increases in people's socio-emotional and cognitive capacity, not only in their technical skills; is supported to meet the needs of the role/s they are activating. Working with people's developmental stages and learning edges.
- **Agency in Development:** Degree of autonomy and systemic support individuals have over their personal growth path.
- **Conflict as Development:** Whether conflict is approached as a developmental opportunity, with emotional and relational capacities enabling growth, shared responsibility, and healthier ways of relating and making decisions together.

A high score in this dimension reflects an organization where it is deliberately developmental. Deeply integrating inner development, psychological safety, and personal purpose into culture, leadership, and decision-making, enabling people to grow in alignment with evolving contexts and collective goals.

Key insights for interpretation:

- Low maturity in one axis can limit the entire system's ability to evolve.
- High maturity in two dimensions can compensate temporarily; but only for a while.
- The best leverage often comes from addressing the most constrained axis first.
- True transformation requires designing for ergodicity, ensuring that value creation is sustained across time and uncertainty by enabling more companies to approach or exceed the average through collaboration, not just competition.

After reviewing your diagnostic scores:

1. **Identify your lowest scoring axis.** What is constraining your evolution?
2. **Reflect on your organizational 'shape.'** Are you balanced; or lopsided?
3. **Take your next step and book a [strategy consultation](#) to find out more about how you can strengthen your company's adaptive capacity to rise to our global challenges.**

Final Thought

“Hope without right action is meaningless.”

The 3D Agentic Organization Model offers more than a framework; it is an invitation.

An invitation to stop patching broken systems and instead rebuild for regenerative ones that are capable of not just navigating uncertainty but thriving in uncertainty! To stop treating organizations as objects to be owned; and start seeing them as living beings with the capacity to serve all life.

In a time when global systems are collapsing under their own weight, your organization can become part of the multisolving future; one that grows and regenerates all forms of capital, distributes power wisely, and transforms constraint into possibility.

Contact

For feedback, consulting, venture studio and accelerator services, partnerships, or further information, please feel free to contact us at askevoluteisix@evolutesix.com.

Evolutesix is a pioneering holding company for regenerative business ecosystems. We provide full-spectrum systemic governance and operating systems for investors, accelerators, startups, companies and DAO's committed to creating net positive human, social, environmental and financial outcomes.

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