**Proposal**:

Blockchains DCE Lab

**Mission:**

Generate, pilot, analyze, and report on methods for inclusive and collaborative (on-chain and off-chain) governance

**Vision:**

A revolutionary internal organizational structure to be used for governance of the DCE’s employee stakeholder group

**Team Members:**

Jeff Benson, Alison Berreman, Rebekah Devine, Christoph Jentzsch, plus 1 slock.it developer (to be determined)

**Summary:**

Blockchains DCE Lab will be a low-stakes, high-potential sandbox-within-a-sandbox to experiment with innovative coordination and governance strategies. It will explore project-based team organization, peer-to-peer accountability, and collaborative resource management.

**Full Proposal:**

Blockchains is called as a company to do radical things. The distributed collaborative entity is one such radical concept. Yet, because no one has ever created a DCE before, there are no best practices. We need to try multiple ways of doing things.

Unfortunately, rapid experimentation isn’t practical for a functioning workplace because it would require constant restructuring. Employees can’t test out serving on an advisory board to the CEO and then a month later move into consensus-based decision-making and then move into a hierarchical structure. It would be chaos.

But a smaller unit can experiment with greater flexibility, especially if it is designed for that express purpose. Therefore, we propose that the Blockchains DCE Lab be created as an internal sandbox for the company’s governance efforts. It would be a semi-autonomous entity with a finite mandate and project budget, similar to how *ETHNews* functioned.

*Benefits*

* It will provide Blockchains with test cases that inform future governance and organization structure.
* It will remove the psychological impediments to truly experimental and innovative thinking.
* It uses only the human and financial resources needed to test out ideas, avoiding wasting the entire company’s energies on exploratory pilots.
* The project involves an interdisciplinary unit, with all the skills needed to get the job done on the team, including communication, governance, and software development.
* If the project succeeds, it burnishes Blockchains’ brand as a risk taker. If it fails, it’s a laboratory, where there are no failures – just unconfirmed hypotheses – and thus does not harm the brand.

*Experiments*

* Project-based team organization
* Team-based decision-making (including over budgeting) via use of a multisig
* Peer-to-peer accountability, including through piloting of a reputation system

*Methods*

* Building basic software to trial voting and other governance processes
* 6-month project cycle
* Periodic transparency reports
* Creating and posting editorially independent content focused solely on the team’s efforts (rather than Blockchains as a whole)
* Sponsoring a DCE hackathon (or creating a bounty track at an ETHGlobal hackathon)