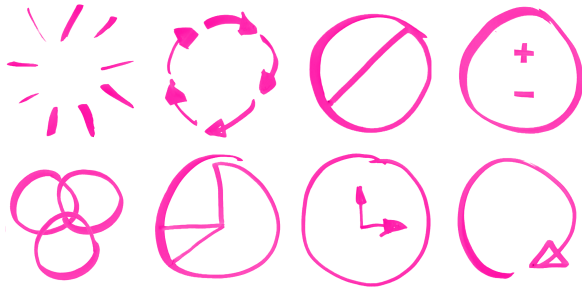# Patterns for Decentralised Organising

2017 workshop tour

This year we're touring the world, meeting with all kinds of groups who are trying to work without hierarchical management structures: co-ops, startups, NGOs, companies, activist networks, etc. We host workshops to share the body of knowledge we're collecting along the way.

Enspiral: more people working on stuff that matters

Enspiral is a self-organising **network** of self-organising **companies** and **teams**. We support each other to do **meaningful work**: education, governance, food systems, conscious entrepreneurship, mad science, "stuff that matters".

We are pragmatic idealists learning how to use our **differences as a collective resource**.

We are focussed on many **different projects** and we use **different language** to describe who we are and what we do.

Our **shared values** mean we prioritise the **common good** before private gain. We are discovering organisational structures that encourage **relationships of respect** and **equality** rather than **hierarchy** and **domination**.

Loomio: technology for decentralised organising

Loomio is open source software for **small scale digital democracy**. There are people all over the world, in groups of 3-300, using it to **deliberate** and **make decisions** to organise themselves. **Co-ops** write their constitution, **companies** decide on the annual budget and strategy, **boards** make decisions between meetings, **activists** coordinate community projects, **philanthropists** approve funding applications, **government officials** and **experts** deliberate with **citizens** on new policy.

Loomio is built by a worker-owned cooperative in Aotearoa New Zealand, globally respected for our commitment to **ethical business** and **non-hierarchical management**.

Try the software: loomio.org

2. Systematically distribute care labour

Care includes the practical stuff of **hospitality**: preparing a comfortable room with food, lighting, decoration, refreshments, collaboration tools, and tidying up after. It also includes **emotional work**, like noticing tension between colleagues and supporting them to resolve it.

Challenge:
Hierarchical culture trains us to not **share the care labour fairly**. Most groups have one or two people, usually women, doing most of the care work. If they get overwhelmed or frustrated, they'll stop, and the group loses its gravity.
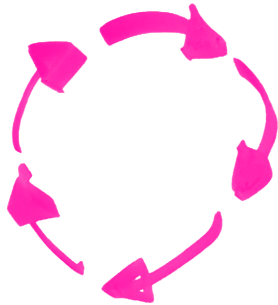
Response:
Make all work visible, so you can share it fairly. E.g. the Loomio team uses "**stewardship**", a peer-to-peer support system. Everyone supports one person, and is supported by someone else. Each pair meets once per month, the steward asks "how can I support you?" and they figure out the answer together. More info: https://loomio.coop/stewarding.html

Results:
Builds deep **trusting relationships**; dissolves **conflicts**; continuously **improving emotional intelligence** of everyone in the group; more distribution = **more resilience**.

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