Hypha Handbook

v2.0

- Hypha Handbook

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A place to embody your “Regenerative Ikigai”



Ikigai (? ? ? ?, Japanese pronunciation: [iki?ai]) is a Japanese concept that means “a reason for being" and “a purpose in life that which makes one's life worthwhile”.

> Welcome to an adventure in co-creating organisations for a Regenerative Civilization

**For the underlying and condensed agreements to this handbook see the Hypha Game Guide.*

What is Hypha?

> *“We are called to be architects of the future, not its victims. [Our opportunity is], to make the world work for 100% of humanity in the shortest possible time, with spontaneous cooperation and without ecological damage or disadvantage of anyone.”*
> *- Buckminster Fuller (1895-1983)*

We start with the “Regenerative Ikigai” because we believe the challenges of creating a new culture become a bit easier when we do so from that space.

Hypha is

1. not a company, it has no bank account, no legal entity, no employees and no controlling bodies or persons.
2. an open-source, decentralised, transparent and global organisation.
3. a living and evolving organism designed as a new way to scale coordination and build value together.

New organisations for a new civilization

The corporate roles of "shareholders", “board members”, "managers", "employees" and sometimes even “clients” are replaced with a single role, Hypha Members.

> Hypha members are the drivers, value creators and benefactors of Hypha.

Hypha’s Purpose

Hypha builds the tools and provides structure for uniting the various global movements that are all aiming to create a healthier civilization.

Commitments and Agreements

Honesty (with Empathy)

Honesty is not just about answering questions honestly - it's also about voicing what you're seeing (with your mind), feeling (in your heart) and sharing that empathetically and compassionately with a desire for us all to grow. Withholding wisdom in Hypha works against our goals for collective intelligence.

Radical Transparency

Our organisation is transparent! From compensation to our treasury, from how we're voting to open-sourcing our creation sessions and more. We create "out loud" to share our process, code, journey and wisdom with the world.

As a Voice Holder in Hypha you are co-steering this ship! There is no CEO or board of directors calling the shots. We all are!

You are solely responsible for discovering and embodying your Regenerative Ikigai and how you show up in Hypha. There are no managers to tell you what to do and how to do it! You alone are responsible for creating value and maintaining your commitments. Look within, not outwards.

Radical focus is about finding what your contribution, task or focus is and getting it done and not allowing yourself to become undone by the chaos.

Compassion for yourself and for others as we navigate this new world together. Remembering "we are all doing the best we can with the information we have at any given time." We are here, united by a vision and are working towards a goal greater than ourselves so let's be easy on each other and show kindness whenever and wherever possible!

Hypha is for anyone, not everyone

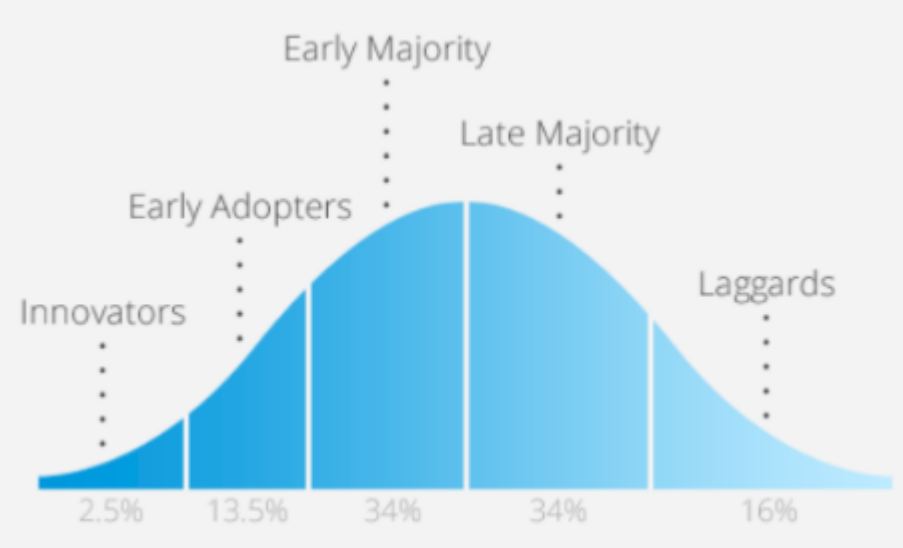
We're exploring a new culture that intrinsically challenges many prevailing beliefs and passionately stimulates us to ditch what no longer serves us.

We're simultaneously exploring a decentralised, diverse, and global self-governed organisation.

Hypha is exploring and pioneering on a myriad of fronts simultaneously, such as:

1. Decentralised, transparent and global self-governed organisations.
2. Regenerative economic systems.
3. Decentralised and distributed governance systems for multiple contexts and scales.
4. Blockchain, DAO's, DeFi, ReFi (regenerative finance) and the rest of the wild world of DLT's (decentralised ledger technology).

Not only is our creative work on the cutting edge of several new technologies and disciplines. But, we're doing all this while co-creating a new type of organisation (it's quite challenging and complex to say the least).



Pioneer integrity

> "Integrity is the essence of everything successful. It is the integrity of each individual human that is in final examination."
> *- Buckminster Fuller (1895-1983)*

Members of Hypha, (as pioneers of a new culture), are called to have a high degree of integrity:

1. **Integrity to the vision** of this Regenerative Civilization we're serving.
2. **Integrity to handle the responsibility**, flexibility and opportunity that Hypha affords.
3. **Integrity to maintain your commitments**, and to discover the highest quality and leverageable ways to show up.
4. **Integrity to lovingly step away** if you realise you're not able to meet your commitments to other members here, even if you have the desire to do so.
5. **Integrity to use your vote/voice** from a space of informed wisdom with the wellbeing and thrivability of Hypha in mind. To choose not to vote out of personal politics (either liking or disliking someone).

Vast majority of new cultures fail

The vast majority of attempts at recreating organisations fail to do so. Statistically, it's estimated that startups and intentional communities alike share a 90%+ failure rate.

Creating something new is exceedingly difficult and takes a large degree of persistence, self direction and honest, effortful collaboration!

Fortunately, humanity has gotten a lot better at sharing wisdom, and we can learn from the 10% that's succeeded and mirror and evolve some of those patterns to suit this mission.

Hypha Supports Settlers

As pioneers, our task is to build the infrastructure for settlers. Settlers hold great wisdom and they are the ones that come in and really make a place warm, alive and welcoming when the foundations are set.

Hypha's aim is to help flip the failure rate of creating new cultures by providing tools to support this process (this is one of the visions for the DHO itself).

So, we're not leaving the settlers behind for good.

Boundaries

There is a need to have clear boundaries for what is healthy (or not) for Hypha. Almost anyone is able to propose a contribution to Hypha and be given an opportunity to demonstrate their abilities **(this is how Hypha is for anyone)** to create with us.

However, we can also recognise that many people aren't familiar with self-organisation, nor will be able to thrive in this environment (yet). So, this is why Hypha isn't for everyone.

Hypha isn't the Renaissance, it's but a single organ designed to create more organs to serve the Regenerative Renaissance. It's not meant to be "all-inclusive". Hypha is here to play one role. That role is to deliver high-quality tools and support with high-quality execution.

Compensation

Compensation is designed to be thriving!

This is to signal that:

1. in our new paradigm all people deserve a thriving wage;
2. we're looking for people who can execute at that level of quality.

This creates a competitive salary to entice high caliber people to come play.

Further, the compensation has the ability to be much higher if we're able to deliver high quality. As all members in Hypha are paid with the main organisation token (Hypha) which may be a reflection of the total value we're able to offer to the world!

However, if we keep paying at these levels, and we don't deliver the level of quality deserving of this compensation, then Hypha itself will quickly become a failed fantasy.

It is the responsibility of all members of Hypha to ensure this doesn't happen. We're all the owners and operators of Hypha and there is no c-suite or board of directors to ensure we stay within budgetary and quality constraints.

Although compensation can be very rewarding, we discourage members from contributing on this basis alone and instead encourage people to find their Regenerative Ikigai and find the people who's Ikigai fits nicely within Hypha!

Contributing in Hypha

Our experiment with Hypha and the DHO (Decentralised Holonic Organisation - seen here) is to provide more freedom, flexibility (dynamism), anti-fragility, fulfillment and capital effectiveness for members (e.g. a more effective and joyful way to organise our Renaissance versus a traditional corporation). So, we've created a new way for collaborating towards our shared goals and Hypha's purpose.

> Value In = Value Out

Hypha's compensation equation!

As a member of Hypha every proposal is asking you to sense **"Does this contribution serve Hyphas purpose equal to the requested compensation?"** if yes, vote yes. If no, vote no.

Members don't sell their time!

> *"Research suggests that in an eight-hour day, the average worker is only productive for two hours and 53 minutes. That's right--you're probably only productive for around three hours a day. According to the Bureau of Labor Statistics, the average American works 8.8 hours every day."*
>
> *- INC*

Hypha doesn't exist to buy your time and time spent is not a contribution in Hypha.

So, this doesn't need to be present in any format in the DHO (unless you feel so inclined to track time yourself).

1. When voting on a contribution, time spent is not a factor.
2. Attending calls, reading materials and other forms of learning is not a contribution to Hypha. It's what a member contributes/creates with this knowledge that determines a valuable contribution.
3. This is intended to help us move beyond the concept of selling our time.

Cultivating security

“Salaried work is not security.” - Idiom of an entrepreneur coach

In Hypha every member is at most a seasonal (3 month) contractor (max length of an assignment).

For some, this fosters feelings of instability and doubt. For others this fosters excitement and a sense of adventure.

Hypha members cultivate security for ourselves by continually improving and refining our abilities to communicate, coordinate and generate value (or in this renaissance - fulfill our “Regenerative Ikigai”).

This is a skill that will always be in high demand and it's what we intentionally cultivate in Hypha through building these skills.

Hypha encourages the development of members by cultivating the skills they need for more freedom (freedom to leave Hypha should they choose!).

1. By abandoning the concept of an "employee" - e.g. a pseudo-stable and rigid position. We open up new worlds of:
    1. **Dynamism:** Every 3 months or less is an opportunity (just an opportunity to take or not) to redesign how you want to co-create.
    2. **Personal growth:** Hypha teaches skills that transcend industry boundaries - skills for dynamically generating value.
    3. **Capital effectiveness:** Hypha doesn't hold onto contribution types that are no longer adding value to the movement. This encourages people to find new roles/quests that better suit the needs of Hypha and their own "Regenerative Ikigai".
    4. **Freedom of creation:** Instead of the standard 9-5 or other fixed working hours, members choose what pace (commitment level) or time they’d like to create.

Dynamically self-organising around the Regenerative Renaissance's needs

Every member in Hypha is charged with sensing where they can best show up and co-create (a paradigm shift).

For some, the organism may already be sensing a need for their gifts; for others Hypha may not even recognise yet that those gifts are needed (potentially game changing); yet for others, the organism may no longer need the gifts they've been offering.

This is an opportunity to shift offerings within Hypha, move to (or start) another organism within the ecosystem that is in need of those particular gifts.

1. This is why Hypha is contractor-only and each season (at most) members are tasked with articulating their contributions and opening up to the collective intelligence if their contributions equal their compensation and if members find this contribution valuable to Hypha's goals.

2. Getting a quest/assignment voted down **does not** have to be akin to "being fired" (incredibly inefficient to have that turnover rate). Instead, this is a signal by the community to shift and adjust how we're showing up or change the value we're adding (better for all of us).

3. Being capital efficient in one organ of the whole ecosystem means more generative qualities for the whole ecosystem. As members move from organ to organ bringing their gifts as they're most needed to those groups.
4. Members are ready to shift, grow, adapt, learn and move as we're needed. With the right execution and mental framing, this can be incredibly fun, generative and fulfilling.
5. **Considering your contributions**:
    1. Are they serving the direct needs of Hypha?
    2. Or, is Hypha needing something else that would be more valuable?
    3. Or, is another DHO a better place for your gifts at this time?

Example: imagine if your gift is generating buzz for new ideas (but not so great at scaling that buzz, yet...) then it best serves you and the ecosystem for you to navigate from organ to organ (other DHO's or circles) as they have new ideas/products to generate initial buzz about.

Learning over failing, successfully

So, what about those cases where a lot of time is invested in a route that doesn't actually end up adding the value we anticipated it would? This means that other members have determined that the value given was not valuable to the movement so therefore, no value would be reflected back out.
However, we can hack this outcome by ensuring that value is always added to the organism! In these cases we detail why and how we failed and share those learnings with the organism. Therefore, the contribution is in the form of wisdom and learned experience that the organism has gained. If you fail without effectively capturing and sharing this, then the organism gains nothing and no value was added to be reflected back out.

What does this all mean for the Regenerative Renaissance?

Hypha is building tools to bridge the worlds of radical regenerative transformation and financially optimal decisions. If the most regenerative choice is also the most financially sound, we can divert enormous resources towards the Regenerative Renaissance.

Playing the game of Hypha

> Sense what the organism needs in (align with your Ikigai) and co-design with existing members/circles a plan.

Align (vote): Present that plan to the rest of the necessary members (either in a circle or the whole organism - whoever is paying for it) and get agreement (a vote in the DHO).

Create (do): Go about executing the plan!

Compensate (bounty): When you're done, get paid

1st - Discover you Ikigai and detail why this serves Hypha!

What is most needed for Hypha today?

Does this work serve your "Regenerative Ikigai"?

What value does Hypha and the greater Renaissance receive?

Are you confident you know what you're wanting to create?

Capturing OKRs is one method for this - there are others. For every quest, assignment or contribution a member details clearly the value that Hypha receives.

Example:

Hypha needs a 3 day event - serving 10k people, complete with XYZ, you expect ABC to be the outcome of this and Hypha and the Renaissance benefit through 123 outcomes...

2nd - Discover who you are going to create with!

Are other people already creating this? Have you talked with them?

Have you announced your intentions and does anyone else want to join you?

Do you need any other help?

If you're planning on creating in a team then best practice is one proposal for the whole team. It's up to your team to decide how to split the bounty.

You don't need to define upfront how much each person gets! Nor, how many people (some people may leave and others join during the project). Though, it’s important to define if you need support from active Hypha members.

Example:

There are at least 3 of us, Bob, Jane and Kadek focused on the quest and Arjun is going to be an advisor and Alima is providing technical support from the Tech Circle.

3rd - Discover what you need to get it done!

What tools, resources or members' wisdom do you need?

This is to define the support you or your team knows you need to get things done. This is important for other squads/pods/circles/people to know what you're needing from them and what they're agreeing to.

Example:

We'll need storytelling support in the form of ABC from Movement Building Circle and technical support in the form of XYZ from Products Circle.

4th - What's the bounty?

What type of payment would you like or need to make this happen?

Have you looked at similar proposals to gauge what members are passing?

Have you looked at industry averages for this type of contribution?

If an amount is necessary upfront, then put this amount in manually in as an HUSD request in the quest proposal. The rest is put into the proposal itself to be claimed upon the completion of the quest. **Do not** put the total quest reward in the boxes (see graphic below), just put it in the text. Only put in the boxes what you're requiring upfront.

Example:

We need 1000 HUSD upfront to pay for the venue and the remaining x HUSD x Hypha and x HVoice. Note, HVoice is equal to the total USD amount.

5th - Testing the waters

Start with a Quest

Sense out what you feel you'd like to bring, create a quest with a bounty at the end, and give it a go! Test out how this organisation style suits you.

Maybe try another!

Had a lot of fun? Try it again! It's totally normal for members to just do quests whenever they're feeling inspired. Staying on quests gives members the most freedom to create whenever and however they desire!

In a good rhythm? How about a 1 cycle (4 phase) assignment.

Assignments are like routine and continuous quests... If you find yourself wanting to apply for a wide range of quests all of the time, try an assignment into one of the Co-Creator Archetypes that captures the wide range of things you like to do. **If this is your first assignment, apply for just 1 cycle** to see how it suits and to give you and the community a chance to see if it's a good fit.

Really in flow? Try a quarterly assignment.

Had a really good time, and you're finding your Ikigai? Community loves you, and you feel at home? Great! Maybe a quarterly assignment is best suited for you.

6th - DHO Calls

DHOsday Tuesday, DHO Diligence and DHO Done are spaces to do sense and decision-making around proposals.

DHOsday Tuesday

When you first make a proposal attend the next DHOsday Tuesday or have someone attend for you to explain your proposal and let other members know why they may want to vote for you!

For contentious or complex proposals there is another space where members come together for deeper sense-making. Attend this space for sharing your wisdom on others or for further elaborating on and upleveling a proposal you may have.

Making a Proposal

Proposals are one tool for coordinating our global and decentralised team. They help members:

1. **Signal:** Know (on a high level) what each other (or circle) is doing, have done and what we all intend to do.
2. **Budget:** There is no “C Suite” doling out budgets in Hypha. As members, this is our responsibility!
3. **Assess:** Give rise for collective intelligence to uplevel proposals, decide what we want to create and steer our organisation.
4. **Coordinate:** Collaborate on shared projects and goals. Proposals signal to others how you want to show up and invite co-creation.

Quests

Quests come in 2 stages and last as long as they need until the contribution is complete:

1. **Quest Proposal**
2. **Quest Completion**

The first proposal is the "Quest Proposal" to get approval for the concept, budget and outcomes by other Members.

The second proposal happens **after the quest has been completed** to claim your bounty.

At this point you clearly identify how you accomplished the quest, what you learned and detail the value that Hypha received. Then, you put the totals that you had requested in the text of the 1st Quest Proposal into the proposal claim boxes and submit your “Quest Completion” proposal.

If there were multiple members in your quest - then each member comes to do the DHO and submits their own “Quest Completion” proposal to claim their share of the bounty (cannot exceed the total proposed in the Quest Proposal amount without opening it up to further assessment). *This is important for members to be able to claim their HVoice as it is not transferable.*

Examples

Quest Proposal, I (we) would like to:

1. Create ABC features for this app.
2. Write 7 articles for the library on XYZ.

3. Solve this tough economics equation.
4. Run an event for 5,000-6,000 people.
5. Create a guide for ABC.
6. Et

Quest Completion, I (we) have done

1. *Created AB & D (different) features.*
2. *Wrote 11 Articles and got 50,000 reads!*
3. *Solved the equation and wrote policy to implement.*
4. *Ran the event! It was epic! 10,000 people came!*
5. *Created the guide for ABC.*
6.

Contributions

Contributions are the most risky way to play. However, they afford the most freedom as you're able to freely create value then after-the-fact make a proposal to see if the members would like to compensate you for that value. **Be warned,** these proposals have the lowest chance of success as members haven't agreed to whether or not they wanted that contribution.

It's recommended to run a quest if you're looking for this assurance and reduce risk.

Assignments

Assignments can be viewed as a sort o f repeating quest that last for a period of time (a maximum 3 lunar cycles).

Members who are regularly and consistently adding value may apply for an assignment to one of the 5 basic archetypes. Along with the other types of contributions members detail what they intend to do during their assignment period. After the period is over members detail the value they created during their previous assignment.

With all contribution types the goal of members voting in Hypha is to match **value in with value out.** Your goal with your assignment request is to:

1. detail why this equation is in balance during your previous assignment;
2. and why it will be in balance with your next assignment.

When applying for an “Assignment Extension” reference back to the previous assignment period’s OKR's and share what happened during that cycle, then detail OKR's for the next assignment period.

Value In = Value Out

Hypha’s mantra for compensation

When making this assignment request keep in mind the “value in = value out” mantra to be mindful to identify the tangible creations and value you brought to Hypha during your assignment.

For those playing with Hypha long-term this is a seasonal exercise and opportunity to:

1. **share what you've been doing**;
2. **what you intend to do** and;
3. how others may create with you and align.

This is helpful in a decentralised and self-governed organisation to help members articulate and set goals for themselves each season around clear and actionable contributions.

If you’re co-creating as part of a circle, this will happen within that circle and not within Hypha as a whole.

Examples

Each assignment and reassignment request comes with what you did on the last assignment and what you intended to do going forward.

Assignment Proposal (1), I aim to:

1. Create ABC features for this app.
2. Write 7 articles for the library on XYZ.
3. Solve this tough economics equation.
4. Run an event for 5,000-6,000 people.
5. Create a guide for ABC.

6. Et

Reassignment prop.(2),
I have done:

1. *Created AB & D (different) features.*
2. *Wrote 11 Articles with 50,000 reads!*
3. *Solved the equation and wrote policy to implement.*
4. *Ran event! epic! 10,000 people!*
5. *Created the guide for ABC.*
6.

Reassignment prop.(2),
I aim to:

1. Create ABC features for this app.
2. Write 7 articles for the library on XYZ.
3. Solve this tough economics equation.
4. Run an event for 5,000-6,000 people.
5. Create a guide for ABC.
6. Et

Squads, Pods and Circles

(SPC) are types of creation spaces where multiple members come together with a shared purpose and budget.

SPCs coordinate

SPCs helps Hypha scale and fractal governance contexts. So, opposed to every single member in Hypha needing to vote on every other member's proposals, we form SPC's to give a governance context for members to create within. This way members need only vote on:

1. Assignments, contributions and quests within their SPC(s).
2. SPC's requesting funding (a budget) directly from Hypha.
3. Assignments, contributions and quests to Hypha that don't belong to an existing SPC.

SPC budget process

Organisation-wide DHOsday

SPCs create their own budgets to fund assignments, quests and contributions within their SPC.

This budget proposal would go up during Hypha's organisation-wide DHOsday Tuesday.

For making the SPC budget request, do the same as a Quest Proposal where the finances requested aren't actually claimed by the one making the proposal. This is just for members to signal approval for the budget. If the budget proposal for the SPC passes then the SPC goes about deciding how to distribute this value within the members of their SPC.

Be sure to include all the relevant details in order to express to the members why this SPC budget **balances the "value in = value out" mantra.**

Example:
One circle proposes "We want to build a boat and we need 100k HUSD and 20K Hypha to do it!" This happens during the organisation wide DHOsday where all members align and vote on the big things.

SPC DHOsday

SPC's can mirror this DHOsday pattern and have their own process for distributing their SPC budget, just as Hypha does for the whole org budget.

Example:
One member proposes "I will build the sail for 10K HUSD and 2K Hypha!"

Another "I will build the hull for 20K HUSD and 3K Hypha"

Yet another, "I want to bring organic salads for lunches....", etc

All of this sense and decision making takes place within the SPC. Once the SPC has delivered the value (or started the assignment period) to Hypha then the individual members within the SPC make their claims (contributions or assignments) to Hypha (just as a member does for a Quest Completion.

When members make this claim to the DHO they can briefly elaborate on what they're doing and state that "This was agreed by Circle X and is within our budget".

Circles are only as strong as their players

So, make a concerted effort to lift each other up, support one another and thrive together! Members in Hypha outside your circle don't get to vote down individual members within your circle who may be causing the wider ecosystem harm or otherwise not balancing the "value in = value out" equation.

Members may signal this in many ways, though one of those ways may be **voting down the circle as a whole!** Circles then begin to be seen as a whole organ, responsible to the wider ecosystem as a whole and the members that comprise them.

Increasing SPC Budgets

All SPC's have their initial budgets that are proposed with the creation of an SPC. This budget lasts for a maximum of 3 cycles when it is again proposed (think of a Circle as an ongoing group Quest). If during or at the end of the cycle a budget is needing to be increased or decreased then circle members may propose a new budget to Hypha.

(Least Stability) - Pods are like “working groups” that form for a variety of reasons (such as studying an issue, learning new wisdom, crafting a potential future Circle, etc).

Squad - Squads form dynamically to get a short-term task done (e.g. a Squad coming together to launch a pilot, bridge with a new ecosystem, put on an event, etc).

Circle (Most Stability) - Circles are long-term structures (like mini DHO’s) within Hypha (e.g. the “Product Circle” focused on delivering the major products within Hypha, etc).

Archetypal Contributions

Members on assignment choose one or more archetypal contribution types that most closely and broadly describe how they're creating with Hypha. The intent here is to:

Building and Developing

Coding and bringing our ideas to life.

Focus on coding, designing and creating the tools.

Engineering the products and technology!

Also known as a "Wholeness Coder".

Researching and Architecting

Designing possibilities for our future.

Focus on exploring, experimenting and architecting new systems, tools and processes for Hypha.

Discovering what the movement most needs, and designing how we can best provide it!

Also known as a "Future Creative".

Facilitating and Space Holding

Cultivating a fertile space for us to co-create.

Focus on the people, processes and structures of Hypha.

Facilitating a thriving environment to co-create within!

Also known as an "Evolutionary Catalyst".

Catalysing and Connecting

Building bridges, growing connections and supporting our expansion.

Focus on the adoption of the tools we create.

Bringing the movement together!

Also known as a “Pattern Weaver”.

Storytelling and Communicating

Capturing, sharing and amplifying our stories.

Focus on the storytelling, media and renaissance art of the movement.

Creating engaging, inspiring and beautiful invitations and descriptions of what we’re doing!

Also known as a “New Paradigm Storyteller”.

Complexity and Commitment Bands

Defining compensation for a recurring role is an extremely difficult task to do. There are many, many variables playing a part in the decision to find a fair and equitable compensation. Corporations are notoriously poor at this, however, they cheat by making salaries secretive so the failures are less obvious.

However, compensation in Hypha is not only public to all other members, but also public to everyone who's supporting and financing Hypha. So, we have a great opportunity and challenge to do compensation better!

Rethinking compensation

Hypha is in the business of recreating economic systems, this includes redesigning worker compensation to reduce confusion, balance inequality, increase joy and maximise capital efficiency (need to be financially thriving for this to work!)

Reduce Confusion

Complexity Bands and Commitment %'s are two tools that Hypha employs to ease the complications of participating in Hypha. This way members only have a few variables to decide on to find their right compensation (opposed to infinite variables).

Balance Inequality

We read somewhere (insert link if we can find it) that if all forms of compensation (including gifts and stock options, etc) were paid equally to all salaried employees the average pay would be $130k. So, in Hypha we aim for full-commitment compensation to be an **Average $130k.**

Increase Joy

A Princeton study showed that up to $70k money no longer plays a material role in a person's happiness, drive or quality of life. So, we set a **$70k base** for any full-commitment assignments.

1. *A US company adopted a $70k minimum salary with spectacular results.*

Maximise Capital Efficiency

Assignments last a maximum of 3 months (before coming up for reassignment) at most and every member is charged with balancing the "Value In = Value Out" equation. Hypha doesn't hold

onto contribution types that are no longer adding value to the movement. This encourages members to routinely navigate towards the roles/quests that best suit the needs of Hypha and their own "Regenerative Ikigai".

If Hypha can do this, we'll ensure financial stability and longevity by not wasting resources (and people's time) on efforts that aren't bringing the movement value.

Complexity, Responsibility, Commitment and Compensation

Even for the least complex band (B1) there's an expectation that members have a (higher than normal) degree of self-organisation. Understanding the rarity and value of this trait guides Hypha to set a minimum compensation for B1's at $70k USD/yr.

The higher your band the more responsibility and complexity you take on as a member of Hypha.

Balance the Value in = Value out Equation

Complexity and Commitment bands are just guides. Ultimately it's up to each proposal (which includes assignments) to ensure the "Value In = Value Out" equation is balanced with the value being requested and the contributions added.

Using the complexity band and commitment level you're triangulating to request compensation that most accurately reflects the routine value you're bringing.

We know this changes, which is why this process is fluid and flexible for you to be able to adjust your commitment % or complexity/responsibility band as you need.

Bands are not hierarchies of power

With self-organisation we value different skills. Traditional corporations place a premium on the ability for people to command or delegate-well to others (e.g. managers, bosses, chiefs, etc)... Hypha doesn't have those roles, and we don't require those skills (the ability to command others). Instead, Hypha places much more value on the ability for people to self organise, execute with quality, coordinate (play) well with others and inspire change.

Quality and leverage

"Give me a lever long enough and a fulcrum on which to place it, and I shall move the world."
- Archimedes

Depending on your Ikigai there may be an overabundance of ways you'd like to create with Hypha. Spirit (passion), Heart (purpose), Mind (leverage), and Gut (instinct) offer us a variety of intelligences to guide our priorities.

For compensation we focus on the "Value In = Value Out" equation. Members most effectively increase their "value in" by increasing the leverage of their contributions.

Listening to your **gut** may help you find new opportunities!

Listening to your **spirit** may help you avoid burnout!

Listening to your **heart** may help you create the most beautiful things!

For leverage, listen to your **mind** - ask yourself:

1. **Does this contribution scale?** - e.g. instead of getting on 100 calls to explain the same thing, try making a short explainer video.
2. **Can I automate this?** - e.g. build or buy tools to automate redundant processes.
3. **Can I stack functions?** - e.g. create social media content while rewatching conversations.
4. **Is this the most fertile and generative gift I can bring to the movement right now?**

Increasing the quality and leverage of your contributions is a potent way to increase the value you receive for your contribution (as more value is brought into Hypha and the Regenerative Renaissance).

and Responsibility Bands

The higher your complexity and responsibility the less time is required from other members to empower your contributions and **the more valuable it is for Hypha.**

	Organisational & Technical Complexity	**Responsibility & Accountability**
B1	**If I know the task(s) and am offered directions on how to do it; then I'll get it done!** Assignments for members that do tasks that are clearly defined which require **no effort** to discover what needs to get done and how to do it.	**For this archetypal contribution I prefer...** 1. **clear direction** and guidance on **what** needs to get done and **how** I **can (not required)** do it.
B2	**If I know the challenge(s) or task(s), I can figure out how to solve them!** Assignments for members that solve challenges that are clearly defined which **do require effort** to discover what needs to get done and how to do it.	**For this contribution type I prefer...** **1.** **clear direction** and guidance on **what** needs to get done and **why.** 2. to figure out **how** to get things done.
	Organisational & Technical Complexity	**Responsibility & Accountability**
B3	**I can discover what needs to be done and I'm doing it!** Assignments for members that solve challenges that **aren't clearly defined** and require effort to **discover** what needs to get done and how to do it.	**This work requires…** **1.** to discover **what** needs to get done and **how** to do it. **2.** clear and structured boundaries (with clear priorities on the **why**) to create well. 3. and require **moderate guidance** to execute well.

B4	**I'm the master of my domain!** Assignments for members who **own a whole domain** (website, major feature, academy, etc). Members discover and execute on whatever is needed to best serve that domain. B4's have the skills and critical domain experience/wisdom necessary to fully master a domain. Often (not always) found: 1. Lamplighting a Squad, Pod or Sub-Circle. *Closest thing to a VP or manager in corporations. Where managers are responsible for the success of a particular area of the organisation.*	**For this contribution type I prefer…** 1. to have full control over a particular domain on the **what** and **how** to get things done. 2. the responsibility (and accountability) to create my priorities and strategies **(why**) within a generative boundary (e.g. within an SPC) for myself and my domain. 3. and require **minimal guidance** to execute well and I actively seek out the information I need to get things done.

B5	**I'm a high-complexity visionary & coordinator!** Assignments for members who **drive the research, sensing, creation and communication of strategy for circles and multiple domains.** Members sense the highest leverage direction **(the why)** and create a strategy for **what** needs to be done, and **how** we're going to get there; all while creating opportunities and inspiring others in the circle to align and create. B5's execute! However, their primary focus is on sensing and **coordinating.** Often (not always) found: 1. Lamplighting a Circle. 2. Discovering and building bridges for new growth and value opportunities. 3. Paired with a B6 who thrives on helping to action the ideas being stewarded and sensed. *Closest thing to a traditional "C-Suite" or Board Member of major corporations. Where the majority of time is spent with high-level strategy, design and coordination.*	**For this contribution type I prefer…** 1. and am capable of **sensing into the future** the highest leverage and quality next steps to architect and design new **why's** and **how's.** 2. being at the heart of (and being responsible for) **coordinating circle's** and ensuring they're aligned with the greater strategies for Hypha. 3. inspiring current and designing new SPC's for opportunities I've sensed. **4.** and **don't need guidance** to execute well and I'm often **offering guidance** to others who prefer (need) it.
	Organisational & Technical Complexity	**Responsibility & Accountability**

B6

I'm a high-complexity executor!

Assignments for members who **focus on the highest leverage execution for circles and multiple domains.**

Members execute at the highest quality and leverage the needs for a whole circle. Doing what needs to be done, driving growth, and executing opportunities.

B6's coordinate! However, their primary focus is on **execution.**

Often (not always) found:

1. Coordinating and executing the creation of new Circles.
2. Executing high leverage and quality opportunities.
3. Paired with a B5 who thrives on communicating and coordinating the things we're doing.

Closest thing to a CEO or COO who's primarily focused on execution and delivery.

For this contribution type I prefer…

1. and am capable of **executing the highest leverage and quality** of the **what's** and **how's** to carry circles forward.

2. **being at the heart of execution** for circle's and **being accountable for the circle's** tangible outcomes and high-quality creations.

3. and **don't need guidance** to execute well and I'm often **offering guidance** to others who prefer (need) it.

B7	**I'm a high-complexity visionary, coordinator & executor!** Assignments for members who **synergise both B5 and B6 tendencies into one.** They see across the whole ecosystem, coordinate across multiple circles, and routinely execute to solve the challenges the whole ecosystem is experiencing by: 1. constructing and pursuing global strategic plans. 2. facilitate the strategic evolution of the whole organism. 3. being critical domain experts (e.g. blockchain). 4. creating new value streams in collaboration across multiple organizations and people. 5. Coordinating and executing across many circles to orchestrate from: a. idea to b. shared agreement, c. execution, d. and reality. Often (not always) found: 1. Creating directly from the Anchor Circle (as their complexity requires they navigate many circles). 2. Creating entirely new business models horizontally and vertically. 3. Sensing, ideating, coordinating and executing on new growth and value opportunities. 4. Setting up entirely new DHO's and other substantial impact partnerships. 5. Conducting ecosystem facilitation, giving guidance to other members of the organisation and cohering multiple organisations and SPC's. *Closest thing to a solo*	**For this contribution type I prefer…** **1.** and am capable of sensing the highest leverage and quality actions **and I ensure they're taken from idea into reality.** 2. to hold, and I thrive when I do, the **most responsibility and expectations to generate value** for the whole ecosystem. 3. and **don't need guidance** to execute well and I'm often **offering guidance** to others who prefer (need) it. 4. holding, sensing, and cultivating a deep understanding of the whole ecosystem.

A “ Normal Distribution” (Bell Curve) of Complexity Bands Across the Organism

To guide members as we aim for a diversity of complexity and skills across the organism.

Commitment Bands

Members aren’t selling time! The Days/Wk is simply a gauge for members to help triangulate where they fit in. The important metric is to find the commitment percentage for your complexity level that best equals the value of your contribution or best captures your availability and commitment to Hypha.

For example a 3 cycle B7 assignment at a 100% commitment is ~$50k in total compensation. It’s up to the member to ensure their contributions during this period are equal to or greater than $50k to ensure the viability of their assignment and the health of the whole organism.

Find the commitment % that most accurately represents the value you’re bringing during a period. As this is what members are voting on.

Commit %	Example	~Days/Wk
10%	**I’m consistently creating with Hypha.** You’re bringing routine value that would be too repetitive and inefficient to put up as Quests.	**0.5-1+**
30%		**1.5-2+**

50%	**Hypha takes equal weight to the combined other passions/purposes/projects in my life.** At this point, you're considered a **core member** of Hypha and likely have other responsibilities on top of your role(s) (Lamplighter, Facilitator, Mediator, etc)	**2.5-3+**
70%	**Hypha is the majority of my creative/productive life!**	**3.5-4+**
90%	**Hypha is my primary focus!**	**4.5-5+**
100%	**Hypha is my sole focus!** Your full time creative and productive week consists of Hypha alone. You're likely giving more than fulltime to your roles as it's something you're constantly thinking about.	**5+**

Assignment Total Compensation Per Cycle Matrix

The numbers below is the "Value Out" that the organism is compensating for the contributions you're making. Hypha assignment members are tasked with keeping their "Value In" balanced over each cycle. For potential assignments that fall in the blacked out sections, a quest proposal would be more ideal than an assignment.

	B1	B2	B3	B4	B5	B6	B7
10%	$583	$750	$917	$1,083	$1,250	$1,417	$1,583
20%	$1,167	$1,500	$1,833	$2,167	$2,500	$2,833	$3,167

30%	$1,750	$2,250	$2,750	$3,250	$3,750	$4,250	$4,750
40%	$2,333	$3,000	$3,667	$4,333	$5,000	$5,667	$6,333
50%	$2,917	$3,750	$4,583	$5,417	$6,250	$7,083	$7,917
60%	$3,500	$4,500	$5,500	$6,500	$7,500	$8,500	$9,500
70%	$4,083	$5,250	$6,417	$7,583	$8,750	$9,917	$11,083
80%	$4,667	$6,000	$7,333	$8,667	$10,000	$11,333	$12,667
90%	$5,250	$6,750	$8,250	$9,750	$11,250	$12,750	$14,250
100%	$5,833	$7,500	$9,167	$10,833	$12,500	$14,167	$15,833

Hypha and Hierarchy

Hierarchy of Purpose

Hypha has no predefined human hierarchies. Hypha's official hierarchy is:

1. Vision - What unites us.
2. Purpose - How we serve our vision.
3. Process - How we create together (the handbook is an example of our process).
4. People - This is us!

Ad-Hoc and Dynamic Hierarchies

Members in Hypha may choose to forge, remix and undue any manner of human- hierarchies amongst themselves, within their SPC's, or within quests. Some SPC's are most effective and joyful when explicit and transparent human-hierarchies are formed.

Hierarchy is a powerful tool for creating clarity and reducing chaos when employed with the consent of all participating parties.

Ensure you're aware of any human-hierarchies or other norms that exist within an SPC before joining one.

Power-With not Power-Over

If you find yourself in a power-dynamic or other human-hierarchy where another member is attempting to exert power over you (either through task delegation or any other command) **and you didn't consent to this structure;** then kindly remind them of this agreement.

Inspiration over delegation

Members do not delegate tasks to other members without consent!

When coordinating an SPC and attempting to build a team, one of the more effective strategies is to do so through inspiring other members (or attracting new members) to join your cause. Not through delegating tasks.

Complexity Bands Are Not Power Hierarchies!

Higher complexity bands do not have authority to delegate or command lower complexity bands; unless this hierarchy is an agreed-upon structure within an SPC.

A higher complexity band simply means that the role is doing more complex tasks for the organisation than a lower complexity band.

Hypha Voice

Hypha Voice is the governance token within Hypha. It’s what gives weight behind each member's vote.

Beyond Oligarchies and Plutocracies

is non-transferrable and can only be earned (never bought) this way Hypha moves away from oligarchy/plutocracy models (governance by the wealthy) in systems where voice can be purchased (such as stocks in corporations).

Explore Current Distribution

Philosophy of HVoice

Two major intentions with Hypha Voice is to:

1. Balance the % of a member's HVoice with the % that they’re impacted by decisions. *For example, people who’s whole livelihood (have been at Hypha for 3+ years at 100%) are much more affected by decisions than someone who just joined at 10%.*
2. Increase the collective intelligence by consciously distributing HVoice to the most experienced and active members.
   This is an ongoing exploration and very likely HVoice policies will evolve to improve the distribution of HVoice and our efforts to achieve high-functioning collective intelligence.

Waning Voice

Decentralisation of voice

HVoice wanes (e.g. members holdings are routinely decreased) to prevent concentrations of HVoice and for inactive members to cede decision-making to active members (passing on to the latter generations).

Hypha voice has a 1-year half-life. Meaning, the voice you earned today will only be half as valuable today as it is 1 year from now. This ensures the continual decentralisation of the governance of Hypha (as demonstrated in the graphic above).

Example: Lets say a member joins Hypha and starts contributing at the same level as an existing member who's been here for 10+ years. After about 3-4 years of contributing these members will have roughly the same Voice, even though the existing member is 10+ years senior.

Transition of HVoice from inactive members to active

Inactive members slowly lose their HVoice. After ~3-4 years they have very little ability to impact decisions within Hypha.

Seeds of Wisdom and Tips from Members

"We are all on a journey into embodying more of our own true nature - and we all have a unique path to get there, unique obstacles to overcome, unique patterns to resolve - in a really good book I read once it was compared to an easter egg hunt - each "problem" recurring in our life is an easter egg, and once found, we can open it up, and find a present and a gift inside...As the transformation of this particular viewpoint into a higher truth is unique to each individual. No one has this - no one can do this - only you.

With Hypha this journey of personal transformation becomes a journey of collective transformation. ” - Nik Heger

“There’s a lot of calls! Try listening to them while gardening or going for a walk.” - Rieki Cordon

COMMENT ON HERE WITH YOUR WISDOM ABOUT SELF-ORGANISATION, CULTURE, AND ANYTHING ELSE YOU WOULD LIKE TO SAY TO A NEW MEMBER :) :)

Known (yet to be solved) Challenges

A global and decentralised team

Many challenges in building organisations are aided in being together physically, sharing the same space. The majority of people in Hypha have never met in real life. Conversations are often either verbal or written and thus lacking the in-person cues humans desire. This further adds to our challenges (and gives us more to work on!)

COMMENT ON HERE WITH OBVIOUS CHALLENGES THAT YOU'VE NOTICED

Highly Recommended Wisdom

Consciousness Expanding

Book “Sand Talk: How Indigenous Thinking Can Save the World” by Tyson Yunkaporta

Book “The More Beautiful World our Hearts Know is Possible” by Charles Eisenstein

Book “Thinking, Fast and Slow” by Daniel Kahneman

Book “The Surrender Experiment: My Journey into Life's Perfection” by Michael Alan Singer

Archives Buckminster Fuller

Social Design - Thinking as a Whole Community

Book “Non-Violent Communication: A Language of Life” by Marshall B. Rosenberg

Workshop Nonviolent-Communication-Workshop: Marshall Rosenberg

Book “Governing the Commons” by Elinor Ostrom

Book “The Four Agreements: A Practical Guide to Personal Freedom” by Don Miguel Ruiz

Book “A Different Drum - Community Making and Peace” by M. Scott Peck

Book “Creating a Life Together” by Diana Leafe Christian

Book “Many Voices One Song: Shared Power with Sociocracy” by Jerry Koch-Gonzalez and Ted J. Rau

Book “Crucial Conversations: Tools for Talking When Stakes are High” by Patterson, Kerry, Grenny, Joseph, McMillan, Ron, Switzler, Al, Roppe, Laura

Book “Dare to Lead: Brave Work. Tough Conversations. Whole Hearts.” by Brené Brown

Talk The Power of Vulnerability by Brene Brown

Ecological Design - Thinking as ecology to mirror our systems on

Book “Permaculture: Principles and Pathways Beyond Sustainability” by David Holmgren

Book “Biomimicry” by Janine Benyus

Book “Thinking in Systems: A Primer” by Donella H. Meadows

Book “Mycelium Running: How Mushrooms Can Help Save the World” by Paul Stamets (Mirroring Mycology)

Book “Designing Regenerative Cultures” by Daniel Christian Wahl

Organisational Design - Thinking as social and coordination systems

Book “Radical Markets: Uprooting Capitalism and Democracy for a Just Society” by Eric Posner and Glen Weyl

Book “More Equal Animals - The Subtle Art of True Democracy” by Dan Larimer

Book “Punished by Rewards” by Alfie Kohn

Book “Reinventing Organizations: A Guide to Creating Organizations Inspired by the Next Stage of Human Consciousness” by Frédéric Laloux

Book “Better Work Together” by many authors, edited by Susan Basterfield, Anthony Cabraal

Book “We the People: Consenting to a Deeper Democracy” by Buck, John, Villines, Sharon (A Guide to Sociocratic Principles)

Book “The Empowerment Manual: A Guide for Collaborative Groups” by Starhawk

Book “Green Swans: The Coming Boom In Regenerative Capitalism” by John Elkington

Book “Exponential Organizations: Why New Organizations are Ten Times Better, Faster, and Cheaper Than Yours (and what to Do about It)” by Michael S. Malone, Salim Ismail, and Yuri van Geest

Book “The Regenerative Business: Redesign Work, Cultivate Human Potential, Achieve Extraordinary Outcomes” by Carol Sanford

Talk on DAO’s

Talk Regenerative Organising

Human Design - Bio-Hacking / Designing the self / Flow States

Book “Self Organisation Counter-Economic Strategies” by Will Bradley, Mika Hannula, Cristina Ricupero, Superflex

Book “Atomic Habits: An Easy & Proven Way to Build Good Habits & Break Bad Ones” by James Clear

Book “Stealing Fire: How Silicon Valley, the Navy SEALs, and Maverick Scientists Are Revolutionizing the Way We Live and Work” by Jamie Wheal and Steven Kotler

COMMENT ANY VIDEOS, TALKS, BOOKS, ETC YOU THINK NEW MEMBERS COULD REALLY BENEFIT FROM :) KEEP IT DIRECTLY RELEVANT TO CREATING IN HYPHA (UPLEVINING OUR ABILITIES TO CREATE TOGETHER)

Discovery Quest Ideas

Some hacks on how to earn value (by contributing value) while learning about this movement!

Learn and tell

Seeds of wisdom

While learning about Hypha or reading any of the recommended books, write brief summaries of powerful insights you have, as they pertain to Hypha and this movement. Create an article or short video as part of your learning journey that may help or inspire others along their learning journey! Share this with a storytelling member when you're done!

Discover and condense

Call Summaries
Listen to Hypha calls from the various circles you're exploring, as you do you can write down the time certain thoughts are shared and create a summary of each call - share this with other members to help them navigate the abundance of dialogue. Mention you're doing it beforehand just in case someone has already done it.

Clips of consciousness

Also, while you're listening see if any particular 1 to ~3m segments really inspire you. Was some deep wisdom or truth shared? Did a "seed drop" in your mind? If you find anything you feel would be really valuable if more people heard, take that clip out, give it an inspiring title and quick tagline and share it with the storytelling members.

ANY OTHER HIGH LEVERAGE, REPEATABLE AND QUALITY QUESTS TO SUGGEST FROM YOUR TEAM?

Appendix

Archetypal Roles and Complexity Examples

Building and Developing

B1:

B2:

B3:

B4:

B5:

B6:

B7: Full stack and highly specialised builder (e.g. Blockchain Architect)

Researching and Architecting

B1:

B2:

B3:

B4:

B5:

B6:

B7:

Facilitating and Space-Holding

B1:

B2:

B3:

B4:

B5:

B6:

B7:

Catalysing and Connecting

B1:

B2:

B3:

B4:

B5:

B6:

B7:

Storytelling

B1:

B2:

B3:

B4:

B5:

B6:

B7:

Example Circle 1: A “Regenerative Finance” Circle

Walking through 2 example circles.

B1 N/A

B2 N/A

B4 Building and Developing

Writing code for the DEX.

B4 Storytelling

Crafting the narrative for Regenerative Finance! Writing articles, creating social media engagement, designing and running campaigns to get adoption and everything else needed to tell the story.

B5 Researching and Architecting

Researching and bringing in specific, valuable and relevant knowledge of various economic tools (like DEX’s, integrations, etc) that we can leverage to ensure we’re adding the highest value to the movement for Regenerating Finance.

Designing execution paths and/or reaching out to other tools to create pathways for bridges and adoption.

B6 Building and Developing

Weaving the wisdom of the circle to build the tools. This role is focused on the actual code, building out a team (bringing in other roles) and everything that needs to be done to get the DEX and other tools of the Regenerative Finance circle thriving.

B7 N/A

None.

Maybe?

Radical Common Ownership

More than collective ownership.

@joost@powershift.capital maybe make a 4.

On collective ownership...

radically shared / distributed ownership

..... Don't use the word ownership... :)

todo

cf http://www.openparticipatory.org/why-opo/

Full vs Radical ?

Root

agree to drop redundant use of radical and include essence

have more joy?

Rewrod

Radical Accountability...

todo

suggest adding Accountability as an additional agreement

About the "Hypha is overwhelming" I'd say something along "the World is overwhelming and Hypha trying to adapt fast enough can be daunting"

This can lead to the mentality: do you stuff, finish your OKRs, don't bother what the others are doing and if they are in the middle of chaos.

In order to have Focus, we need clear distributed authority.

I would reword this as Radically Distributed Authority

C4 - contradictory

Marked as resolved

Re-opened

This is why I opted for radical empathy a few months ago which got integrated into honesty.

Be more clear on what types of contributions are thriving here.

Explorers were the brave souls who knew nothing about the environment they were going into. Pioneers followed behind and figured out how to make the most of the environments they found themselves in. The settlers were those who figured out how to efficiently and effectively exploit the environment.

believe we need to shift this settler colonial language

maybe there are other archetypes we can find to express the spirit of the intention of these adoption stages specific to hypha

open minds and open hearts - not about early adopters... People OK with taking risks and innovation.

Explorer - prefer new

Pioneer - some structure - most freedom to recreate.

Settler - prefer safely

i think this section can work without the graphic (or a different one - demonstrating the levels of commitment and risk within hypha)

in exchange for discomfort on the way to the “other side.”

C5 - chasm - https://www.upliftingservice.com/blog/close-gap-capture-early-majority-supporters

Ambassadors

Early Movers

Late Movers

Laggards

Risk takers

Builders

Stabilisers

Appliers

We can describe personal characteristics which is easier to associate with.

Thrives in uncertainty

Loves building structure out of nothing

etc.

cf Org Maturity Model -
https://www.tutorialspoint.com/knowledge_management/organizational_maturity_models.htm

C6 - culture does not fail, it is causing the failure

Through our dedication to high integrity and commitment we navigate this new terrain and build maps, tools, processes and more to support those who want to come on this journey.

"For most of us this means stepping into a new role of empathetically critiquing the work of your peers and inviting for such critique. This can be very uncomfortable and is crucially important for our ability to grow and deliver."

This reality is alway why we are so focused on finding high-quality people who are prepared to take on this level of responsibility.

C7 - diff from perf mgt?

Who is MEASURING the Value In and Value out?

If each voter evaluate value individually from their unique uninformed vision, this will lead to voting from the heart (I like this, I vote yes, I dislike I vote no). However if Hypha makes clear what they value by clear objectives / milestones and drives the important metrics and trackers, people can vote with much better information.

This is consensus building, thus subject to personal likes and dislikes.

C7- worse than EE

This is sooooo big. Love it □□□□

I like this exploration and would only call it failing when the learning's are not harvested. If they are harvested it is not failing but simply an outcome that does not match the expected outcome. Not sure if anything needs to change but I often find myself searching for better words than 'failing' in these cases.

What do you think of the title change?

Nice! This also related to my DHO Done reflections. Work in progress but I'm playing with the idea of having to capture your outcome in relationship with your commitment (OKR/accountabilities) in the DHO to close your assignment/quest - perhaps even before you can activate the next one.

Mostly verbalising my thoughts as they happen. No need to comment here ;-)

Hypha provides tools to be more capital efficient with both our human (people's lives and time) capital and financial capital in directing value to best serve this movement.

I'd structure this as:

Observe - What is Hypha doing and how is it doing it? (important to make sure people learn about Hypha first)

Surface - What needs of Hypha are currently not being met. (Important the needs are rooted in Hypha first)

Match - Would serving these needs align with my Ikigai? (Would I be a good fit?)

Align - Create and pitch a plan

Create - do it

Compensate - Get paid

To m design and sense are two distinctly different phases.

C8 - use diff terms - OODA = https://en.wikipedia.org/wiki/OODA_loop

me-me-we-we

C9 - never go alone?

+1, all work should interact with other roles/quests or else you are simply starting a new organisation that might or might not be beneficial to Hypha - read; a potential vendor.

"Which other roles or quests will you be interacting with?"

C10 - good replacement for Tryout

Just realised with this second call we are missing a third call where we reflect on past contributions. We can call it DHO Done ;-)

Hahahaha I love it :)

I've added this @joost@powershift.capital though not entirely sure how it's different than DHO'sday Tuesday, so I'll let you fill it in :)

C11 - needed?

C12 - for now

C13 - not really

C14 - overly complicated

@juliolrmonteiro@gmail.com

C15 - good for pre-launch

C16 - archetypes find members though jobs

To be cohered

C17 - cf contribution vs. commitment

Increasing scope...

Clear OBJECTIVE qualifications for each band, so that you know where you are.

remove "1" through "7" create new tags. a-g? or names?

@joachim.stroh@gmail.com @juliolrmonteiro@gmail.com with some names!

purpose and commitment hierarchy (numbers are ok)

C18 - these new headings are brilliant

this work requires ..

This role accumulates bits of information to diagnose and anticipate problems. Proactivity appears. Trends are noticed and value increases over time. Generally seeks guidance from guides when reaching out in a positive, self-reflecting and empathic way.

This role plans and carries out sequential activities while considering contingencies and alternatives. Recognition of better choices, adaptability & seizing of opportunity to create more value for the organization. Generally self-directed with minimal guidance from circle Guide.

This role manages multiple, interdependent serial activities. Balance resources among a circle. Finds the best internal sources for value creation and chains of activities (e.g. reaching out to and connecting circle leads). Oftentimes in a Circle Guide position. Generally seeks guidance from parent circle or facilitator roles. Strong organizational awareness & service orientation.

This role optimizes, coordinates and performs the function of a circle or external support roles. It locates external people or sources for additional value/support and participates in internal value creation opportunities through weaving, bonding, coaching and mentoring activities.

This role leads to the accumulated impact of multiple circles. It weaves internal and external value streams together which sums are larger than the individual streams. It leverages domain expertise in multiple areas to create coherent value across multiple circles and roles. Strong conflict resolution & solution orchestration, actively co-creating and bringing new and undirected resources to the organization.

C19 - only possible anchor in archetypes

C20 - yes only if expertise is rated low

It seems some of these bands are not going to be executed at less than 50% (or at a certain threshold) for example B7 may be at 70% or above, would it make sense to white out the payments below 70% in that example?

Hmmmm Great point!!!

We are comparing here HYPHA token with HVOICE over a period of time. I know that we had no pie for HVOICE in 2020. Anyway, that HVOICE is not accurate (different values compared with the real DHO situation).

ahhhhh Wow... Good call... although HVoice back then did look basically the same as the Hypha distribution...

But, I don't have any pictures showing HVoice back then....

Still same reality being displayed here...

HVOICE appeared on the block explorer in Feb or Mar 21 after some tests done by devs. Wasn't there in 2020.

Indeed the change in % is reflected almost the same.