

What Has Worked so far  
and What we would do  
Differently

**To be Archived for now.**

**Assigned: all Samara for input (deadline Friday) + Joachim for editorial review**

Irina: Reconsidering if we are ready for this chapter now. Feel that Samara needs to go through some further reflections to come with a collective assessment of what worked and what didn't. Happy to leave this out for now.

*Roz: Agree with Irina. Would like to build a habit of Retrospectives after key milestones, in order to build a continuous learning culture. A Retrospective at the end of our first Quest (and hence at the end of producing the Chronicle) would be appropriate, and the right time to address these questions.*

Tyler: agreed ^.

**Name:**

**Worked:**

**Do differently:**

**Name:**

**Worked:**

**Do differently:**

**Name:**

**Worked:**

**Do differently:**

**Irina: <3**

**Worked:** The daily call with Rieki to build Samara foundations

**Do differently:** Create a clear purpose for each call

**Worked:** Trios for co-creation

**Do differently:** Clear structure for collective calls

**Worked:** Trusting that the right people will come

**Do differently:** Think twice before starting a startup with strangers from around the world :)

**Worked:** Creating gardens for knowledge

**Do differently:** Use Discord for chat and not more

**Worked:** Starting the work for Samara in winter time (no gardening activities)

**Do differently:** Make sure people are committed for a good amount of time before starting

**Bongji:**

**Worked:** Agreed minimal governance proposal.

**Do Differently:** Start and establish a v1.0:

- Which anyone can propose to evolve
- With very high participation required right at the beginning
- Sociocratic principles and distributed authority training/requirements and distinctions

**Worked:** Open meetings and deep exploration that fostered initial human connection. 1:1 that followed to enhance this.

**Do Differently:** Have more 1:1's at the beginning when the open time and initial connections are forming. Have that lead into revealing purpose very early on.

**Worked:** Quest proposal for Hypha.

**Do Differently:** Start it much sooner once clarity and definition of purpose is agreed to.

**Worked:** Working in focus groups of 3 and then shifting to 4 for starting work. Growing/ taking to larger group as topic/proposal/work material evolved.

**Do Differently:** Schedule rare ceremonial meetings for **everyone (all sub groups)** in org to attend. Schedule human/process/action meetings. Breakout rooms to check in personally with max 3 people. Do this at the end of any arduous cycle and have it flexibly scheduled very early on to anchor the coming together in a clear, anticipated and meaningful way.

**Joachim:** <3

Worked: Define some simple ground rules, then just do it

Do differently: Don't discuss rules and make them overly complex

Worked: Put trust at the front and center of what we do (trust people & process)

Do differently: Be overly skeptical to new approaches

Worked: Free flow of conversations

Do differently: Anchor conversations early on in principles and purpose

Worked: Zoom meetings (which comes at a cost)

Do differently: The asynchronous space in-between Zoom meetings

Worked: Diverge, then converge (be inclusive, listen to all voices)

Do differently: Converge, then diverge (be rigid, remove unneeded or unnecessary voices)

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