Example DNA, Parent and Ecosystem Genes

So, we've outlined the vessel and learned about the fundamental building blocks of the DHO. Some questions still remain for any intrepid explorer:

- What seas do you plan to sail? (start to determine the vessel features required)
- What type of vessel to do you need? (A deep keeled, slim vessel to cut through high waves, or a wide-bottom cargo vessel shorter coastal journeys?)
- What fundamental building blocks should/could be transferred from a parent entity offering an *incubation quest?*
- **What building blocks will come from from the ecosystem itself and how explicitly?**
  - Some DHO's may form outside the SEEDS ecosystem as the wave ripples outwards, but many of those we are addressing here will share the same ecosystem.
    - Will they simply be collections of individuals forming cells within a common ecosystem and some familiarity with the SEEDS constitution?
    - Will something more be shared amongst multiple DHO's?
    - What coding will be ecosystem-wide and how explicitly is this utilised in the overall DNA structure?

Some example building blocks being considered:

Example RNA structures:

Samara recently discussed taking inspiration from the SCARF model (Status, Certainty, Autonomy, Relatedness, Fairness). Aims:

1. Create processes on a group level that prevent or reduce a threat response in the individual.
   - (Outside in change: external 3rd person change > Individual 2nd & 1st person internal change > org wide internal change)

1. Agree standard learning processes specifically for higher/lower threat scan results; to help members grow and gain more insight as a result of tensions.

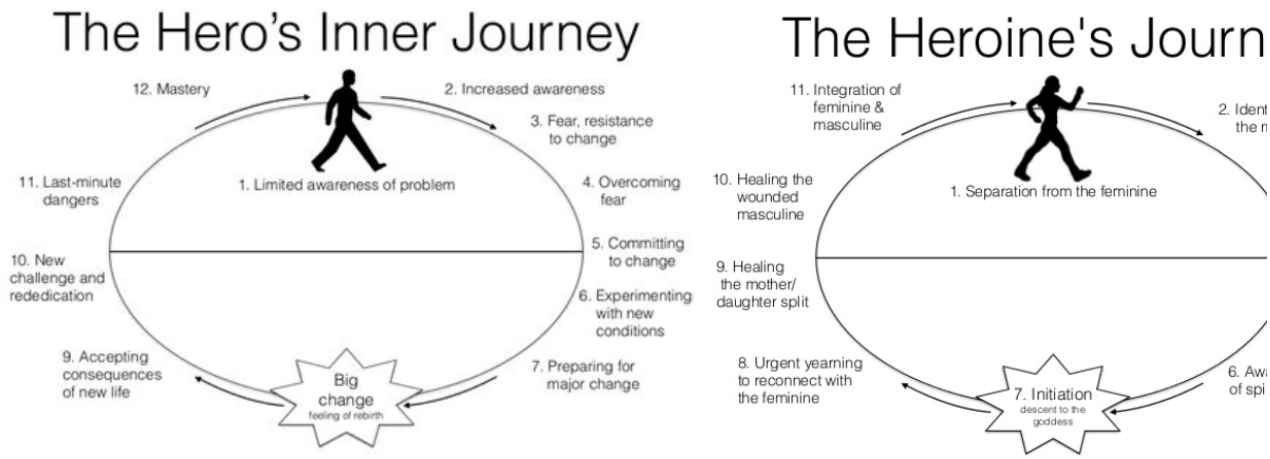
- (Inside out change: Internal Individual 1st person change > Internal Group 2nd person change > external 3rd person learning recorded)

A model like this is like a piece of RNA with which an organisation can 'code' it's activities.

Example DNA/RNA messenger technology:

The Heroine's/Hero's Journey is another model discussed frequently in Samara meetings. This is traditionally applied to individuals or individual stories, but can be converted to speak to the archetypal journey of forming and growing a DHO.

This model could be used to judge the right time to use other tools and methods because it not only speaks to being applied in specific situations, but to common stages in ongoing and perpetual cycles of learning. It could help Samarans and new and future DHO's to sense into and align around the stages *we are already going through as individuals and groups*. It could help members and different sub-groups to respond with awareness and acceptance of appropriate *co-created, agreed game rules for each stage.*



The hero/heroine's journeys are easy to see as just another model or methodology. There is a fundamental difference, however, between these two types of modelling:

1. A model that is created to be applied to a set of circumstances or contexts, or to a perceived need. We see this with multiple highly effective models designed for a purpose. Some of these are widely applicable, but still 'outside-in' formulated.

2. A model which is identified and refined from a deeply embedded, pervasive and longstanding pattern that *already defines* ***behaviour*** *and perception*. The 'mono-myths' of the Hero & Heroine's journeys are just that.
    - The journey descriptions and phases describe the most basic cycles humans go through during cycles of success against all odds.
    - They speak to the human needs and subconscious ways our individual and social systems perceive learning and success.

The Hero/Heroine's Journey is an *Emergent* model. It has an ideal use case: determining how and when to use other models, tools, processes and cultural values. Checking what is happening in this way (which builds on Hypha's 'org scan' process), would channel rhythms dynamically to create safety or many other desired regenerative organisational 'states'.

This dynamic way of adjusting rhythm:

- Still gives structure and direction
- Explicitly encourages a sense-and-respond process
- Could prove useful in allowing flexible, yet fundamentally patterned tools for new DHO's.

It is interesting to reflect on this and see that Hypha seems to have more of a masculine cycle, at least with their focus on building and launching tools and services. Samara has created a much more feminine space for emergence and quality. Any organization must balance masculine and feminine in order to both sense and act in an effective balance. An organization which is too stuck in action is missing opportunities and growth. An organisation too focused on sensing may be too slow or ineffective. Besides this balance, however, some DHO's will need to be primarily more masculine or feminine in quality depending on their purpose and activities.

Ecosystem RNA and shared DNA?

It would also be possible to combine these dynamic methods with some of the regenerative and thrive-ability patterns named in the SEEDS Constitution. The Constitution Part 1 is a *compass*, which is already used by many to *navigate* and *actualize* within the game of SEEDS.

For example, the three principles of life (article 3 of the SEEDS Constitution) relates to the expansion and contraction mentioned above in Samara. These are held and nurtured by the 4

suns (external) and 4 moons (inward) - which make the 8 values.

There are potential synergies here for collaboration with the Movement Building Circle within Hypha and the formation of new DHO's. Multiple DHO's could synergised through the SEEDS constitution or other ecosystem resources, while uniquely applying this synergy to their own context. This offers an opportunity to have the constitution embedded even more deeply than living in the Game of SEEDS and the individuals playing with and learning from it.

> *Consider the huge wave of organisational change on the horizon. Consider unknown numbers of DHO's predicted to form very soon within the SEEDS ecosystem. We've used the analogy of new DHO's forming as in the mitosis of cells. The forming of a new cell retains almost all of the original DNA. How much and in what way is that the case here?*

Final questions to ponder:

- How would this apply in a more outreach/seeds spreading org like Samara, which does not primarily focus on building tools like Hypha?
- With numerous wildly differing DHO's forming and evolving their own DNA, what ties them all together? The ecosystem does in some ways. The origins do in others. Future systems and tools offered by Hypha likely will. What else?
- How do we foster flexibility and a fundamental cohesiveness in the *structural and operational* realities across the network?
- How do we cohere our rhythms with something fundamental across the network and encourage a free and unique expression in each case?

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