

# Cultural Change in Findhorn

In response to Dave Till's talk on cultural change and Randy's thoughts on leadership, I would like to offer another perspective and a different model.

If you were not there I very briefly mentioned *Spiral Dynamics* which is about cultural evolution and Sociocracy (or *Dynamic Self-Governance*, DSG) which is a structure that enables the change Dave is proposing and provides other benefits. The main change I heard Dave suggesting was:

*People work in small autonomous groups who manage their own finance and all work with a common purpose.* He highlighted how this would build more trust in our community and give personal empowerment and greater leadership.

Well I'm pleased to tell him and you this has all been done, rigorously tested and possible to implement in our community (although it sounds like they have more fun at "Semco", without the other benefits). What Dave wants to create here is basically how NextGEN (Next Generation of the Global Ecovillage Network) operates, by utilizing the 4 governing principles of DSG.

To address Randy's input of: Leadership is about Vision, the why we are doing this and management is about the how, how we achieve our Vision. I can agree this is true, and with a change in perspective, culture or structure this can change. Management can become visionary. In DSG these two roles become one as relationships to power transform. Everyone contributes to the why and the how as much as they feel to. The Sociocratic economic model also follows this instant karmic principle of you reap what you sow. You become free to concentrate on where your passion lies, being a workaholic, spending time with your family or meditating 12 hours a day.

DSG is an evolution of Democracy. It includes simple decision-making processes and a change in relationship to hierarchy that would provide the cultural change Dave is talking about. A DSG organization consists of semi-autonomous circles that lead (*why*) and manage (*how*) themselves. They are linked to the other circles.

Eventually other organizations link together and the boundaries between for-profit and not for-profit, fade away. It is the perfect tool in aiding our communities' transition into a village.

As *Spiral Dynamics* was mentioned in Dave's talk I would like to say again; Dave's proposal nor DSG would provide us with a cultural evolution in *Spiral Dynamic* terms. It is a step in the right direction, creating the structure for and recognizing a natural interrelated hierarchy exists. *Spiral Dynamic* thinking could be used to aid Findhorn transcending into the spiritual cultural levels of the spiral but it will not be easy. DSG would just be one powerful tool.

The personal benefits from being in a DSG culture are many for one it aids me in non-attachment to my ego. I have been studying DSG for about a year now while implementing it into NextGEN. The President of the American Sociocratic Society is mentoring me and I'm exploring training as a consultant under him. I will be offering a DSG intro training to our community soon and I will invite you all. To provide transparency I intend to approach the NFA and the Foundation so all I am talking about can start to become possible.

LOOK OUT FOR THE REASONS WHY I LOVE DSG IN UPCOMING ISSUES. If you want more information, please email me, [Elliott@nextgen.cc](mailto:Elliott@nextgen.cc)

Peace, Love & Evolution, Elliott.