



Permaculture design: working with people

People are the ultimate
resource





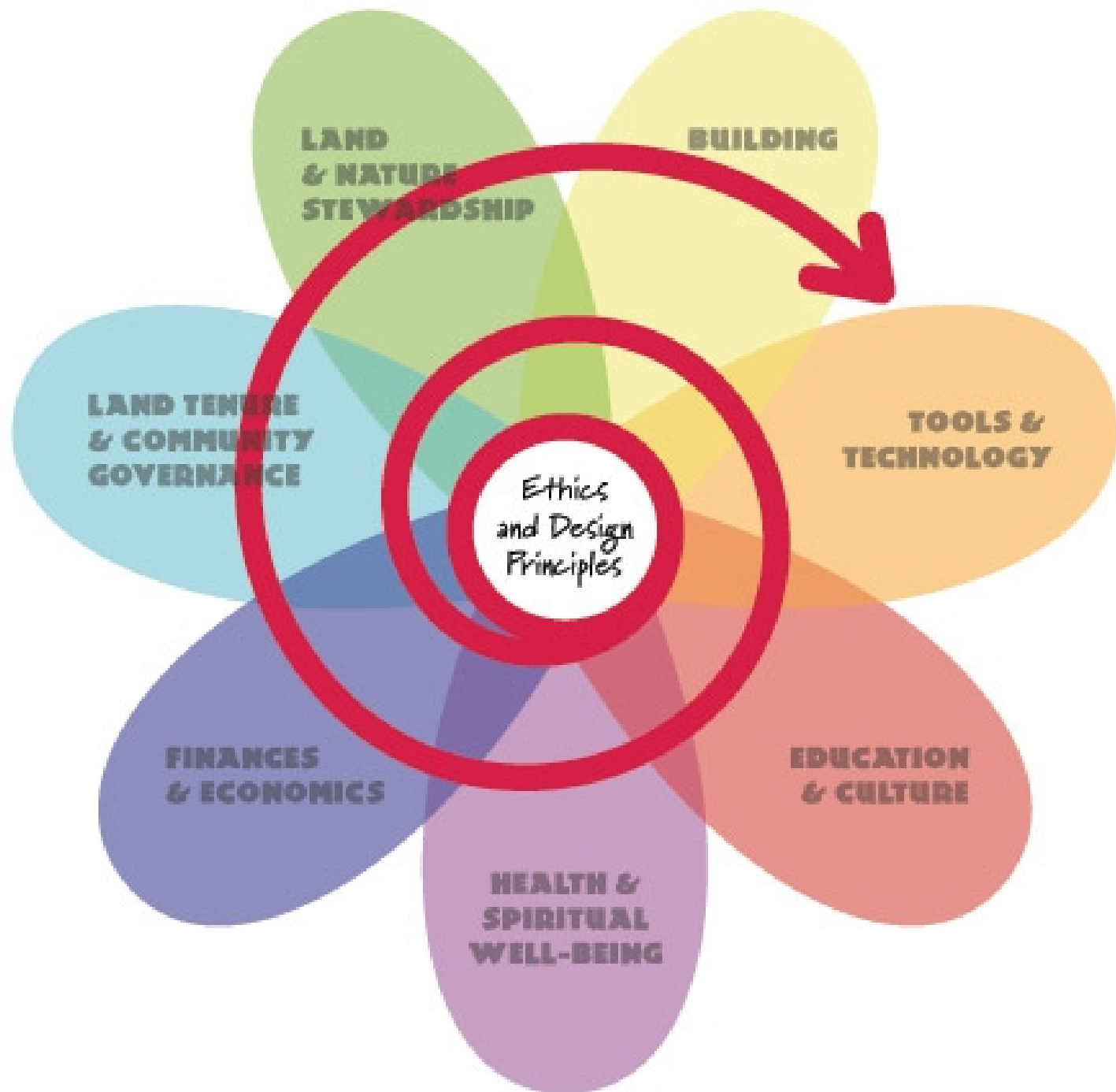




Depends on your perspective...









Permaculture Academy

FOOD

Plants, growing, harvest, cooking & preservation, gardens, animals, diet, health and well being, community frowing, forest gardens

Cultivate
Events and courses
Annie Levy
Amanda Dean
Kev + pdc catering



Radical routes
Chickenshack
Permanent
Tan Y Fron

LAND

Ecology, soil, water, evolution, forests time line, traditional systems, natural materials, compost, habitat restoration, carbon sequestration

Garden Planet Biochar,
Methanogen

PEOPLE

People patterns, groups skills, consensus, conflict resolution, cooperation, organisations and legal structures. Personal change, growth and development. Yoga, tai Chi

Treftach farm
Cae Bodfach
Llanfyllin High School
Llanfyllin Junior school
Y Dolydd/ Workhouse

COMMUNICATION

Design workshop, communicating ideas, framing ideas, design process, presentation and networking websites, blogs, podcasting and social networks permaculture networks, events and conferences

ENERGY

buildings, materials, embodied energy, energy generation and saving, big picture, thermal mass, passive solar, descent scenarios

Dyed in the Wool
Ritchie Stephenson
Beryl Smith
Hassen mzali

MONEY/ Surplus

Dynamic systems, economies, re-economy, LETS, crypto currencies, alt finance, crowd funding, short circuiting the globalised system developing enterprise, business plans

Community finance
Share Energy
Access technology and investment

Radical routes
Triodos
Ecology
ROCBF

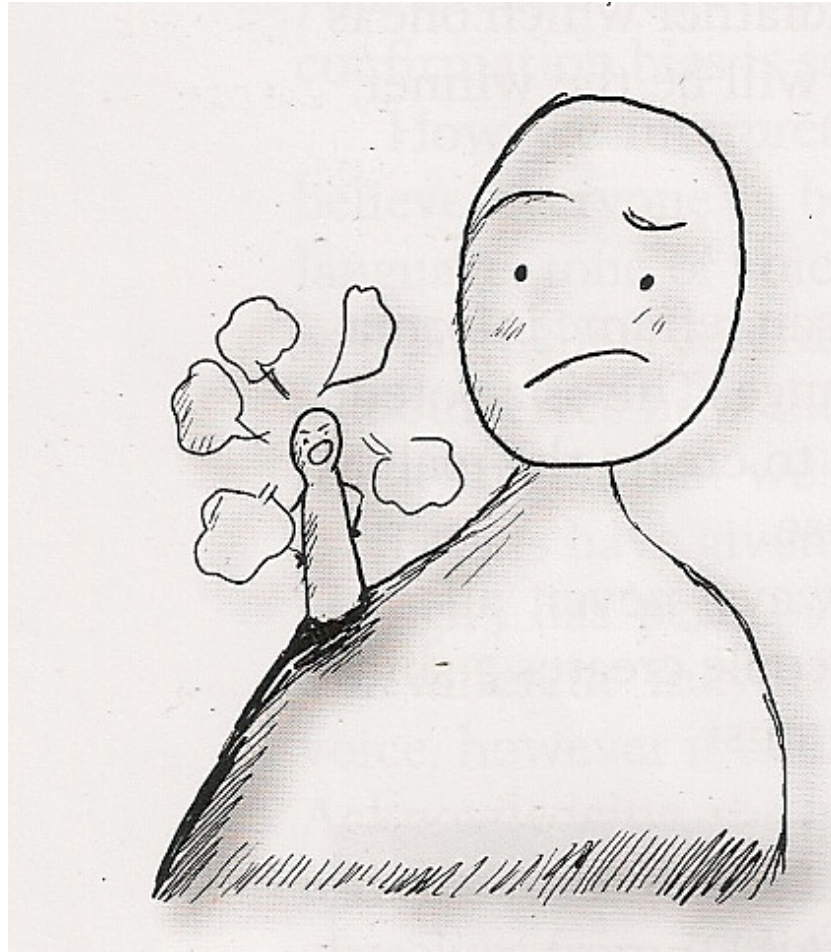
Community radio
Beehouse

Permaculture Assoc
Sector39
39 internet
Chris Dixon
RISC





Solving problems



Rock logic

Black or white

Good or evil

Left or right

Red or blue

Us vs. them

Win or lose

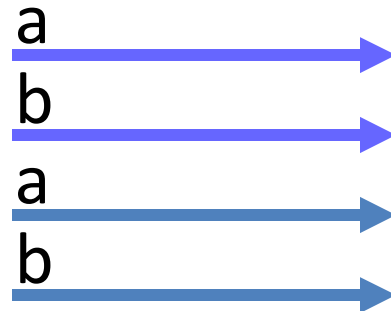
$$1 + 1 = 2$$

six thinking hats

Adversarial Thinking



Parallel Thinking



How can we
replace adversarial thinking
with Parallel Thinking™.

Investment Thinking

“A stitch in time saves nine”

“An ounce of prevention is worth a pound
of cure”

An awareness of ***connections*** between here
and there, now and then

“Idea Killers”

Good idea, but it's the same as...

We tried that before.

That's not how we do it here.

Who will pay for that?

Management will never go for it.

Name some more...?

A ***systemic thinker*** tries to see

The ***whole*** picture

Different ***perspectives***

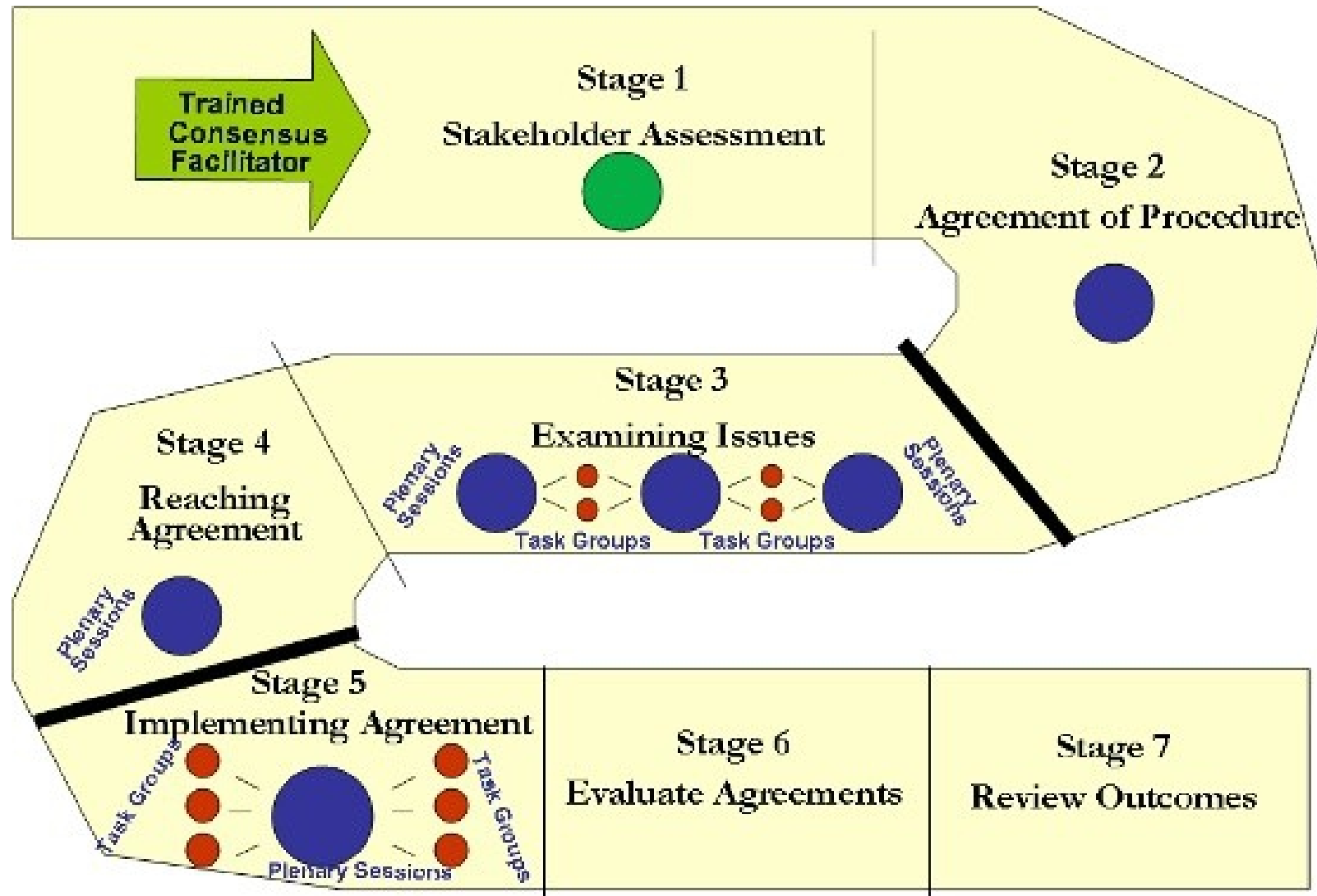
Connections & interdependencies

Their own mental models & ***assumptions***

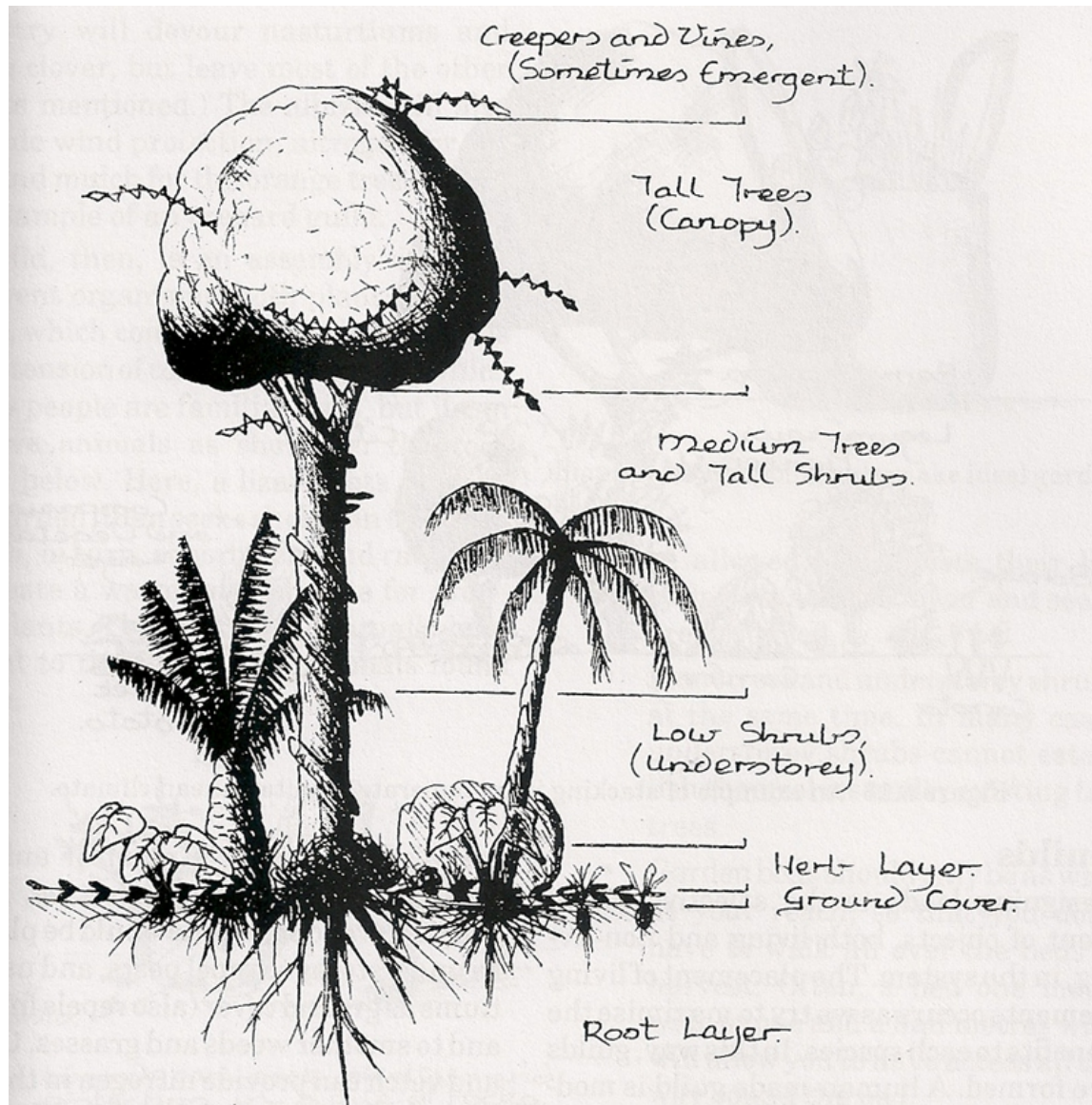
Long-term effects

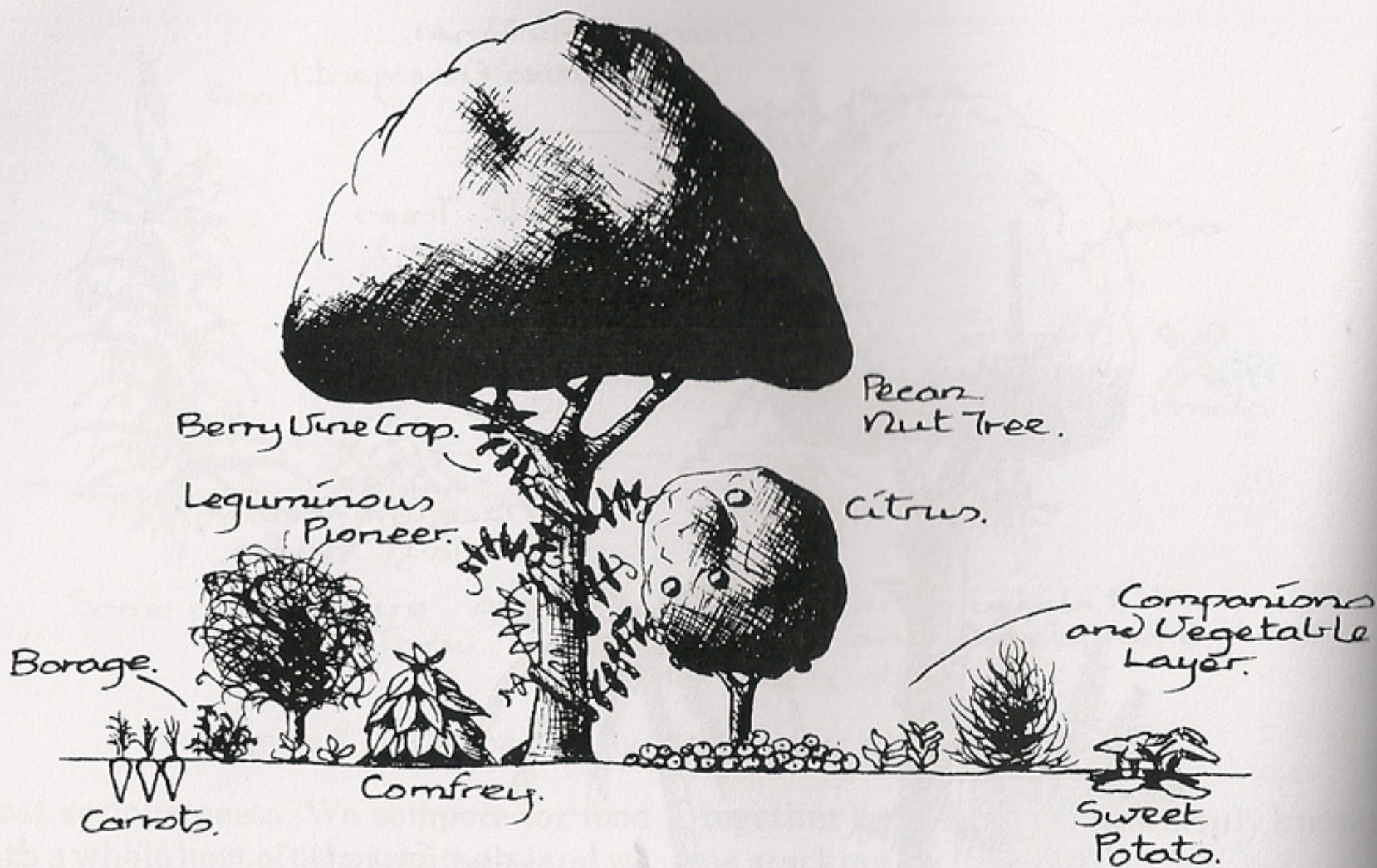
Complex cause & effect relationships

Consensus process



Roles we play in groups





six thinking hats

Revolutionary Nature of Parallel Thinking™



We have many thinking tools for argument/debate

The Six Hats method releases us from argument and lays out all the views in parallel

The hats let us separate out different aspects of thinking

We can politely encourage others to vary their thinking by “putting on” or “taking off” a hat

six thinking hats



Six hats

Six colors

Six types of thinking

The hats are directions, not descriptions of thinkers

Each thinker should be able to use all of the hats

six thinking hats

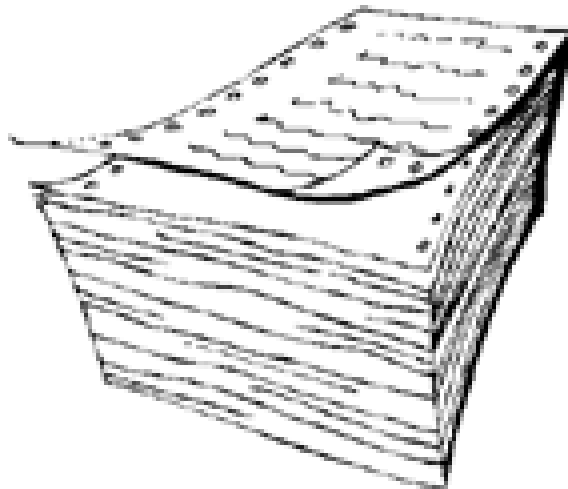


white hat

What information is available?

What information do we need?

How are we going to get the missing information?



six thinking hats



red hat

What are my feelings right now?

What does my intuition tell me?

What is my gut reaction?

six thinking hats



black hat

What are some possible problems?

What difficulties could we encounter?

What are points for caution?

What are the risks?

six thinking hats



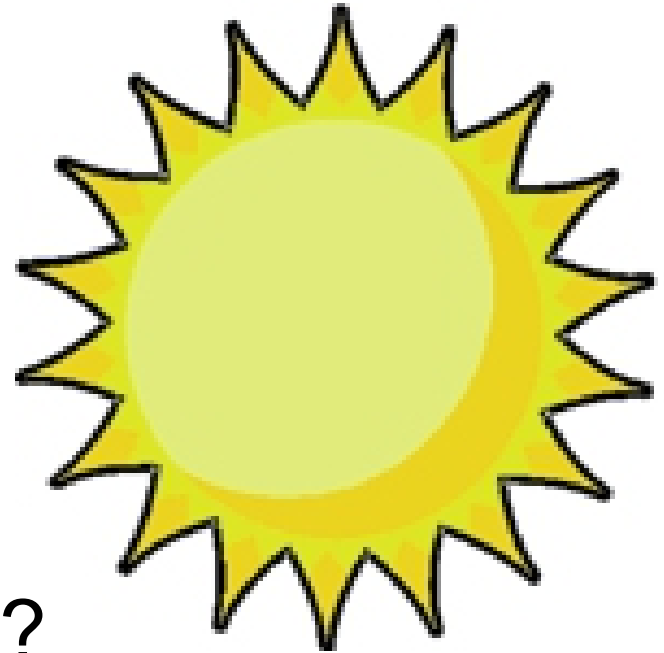
yellow hat

What are the benefits?

What are the positives?

What are the values?

Can this be made to work?



six thinking hats



green hat

What creative ideas do we have?

What are the alternatives?

How can we overcome the black
hat difficulties?



six thinking hats



blue hat



Where should we start?

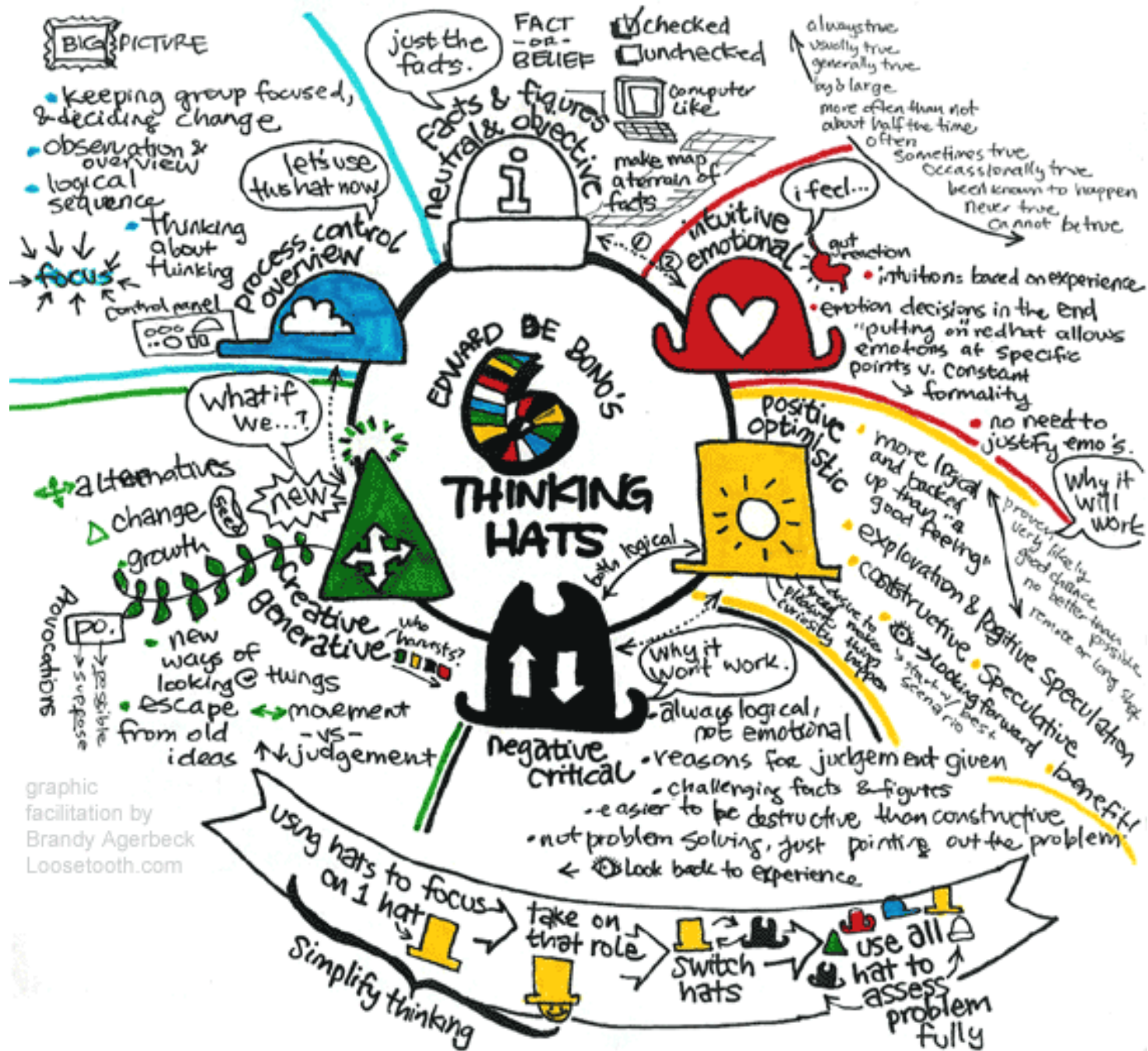
What is the agenda?

What are the objectives?

Which hats should we use?

How can we summarize?

What should we do next?



graphic
facilitation by
Brandy Agerbeck
Loosetooth.com

Results of Six Hat Thinking

- Deriving power from focused thinking
- Saving time
- Removing ego from decisions
- Doing one thing at a time

six thinking hats

Ways to Use the Hats

Individually (i.e., thinking alone)

In conversation

In meetings

Reports and presentations

six thinking hats

Summary of the method

From adversarial to parallel

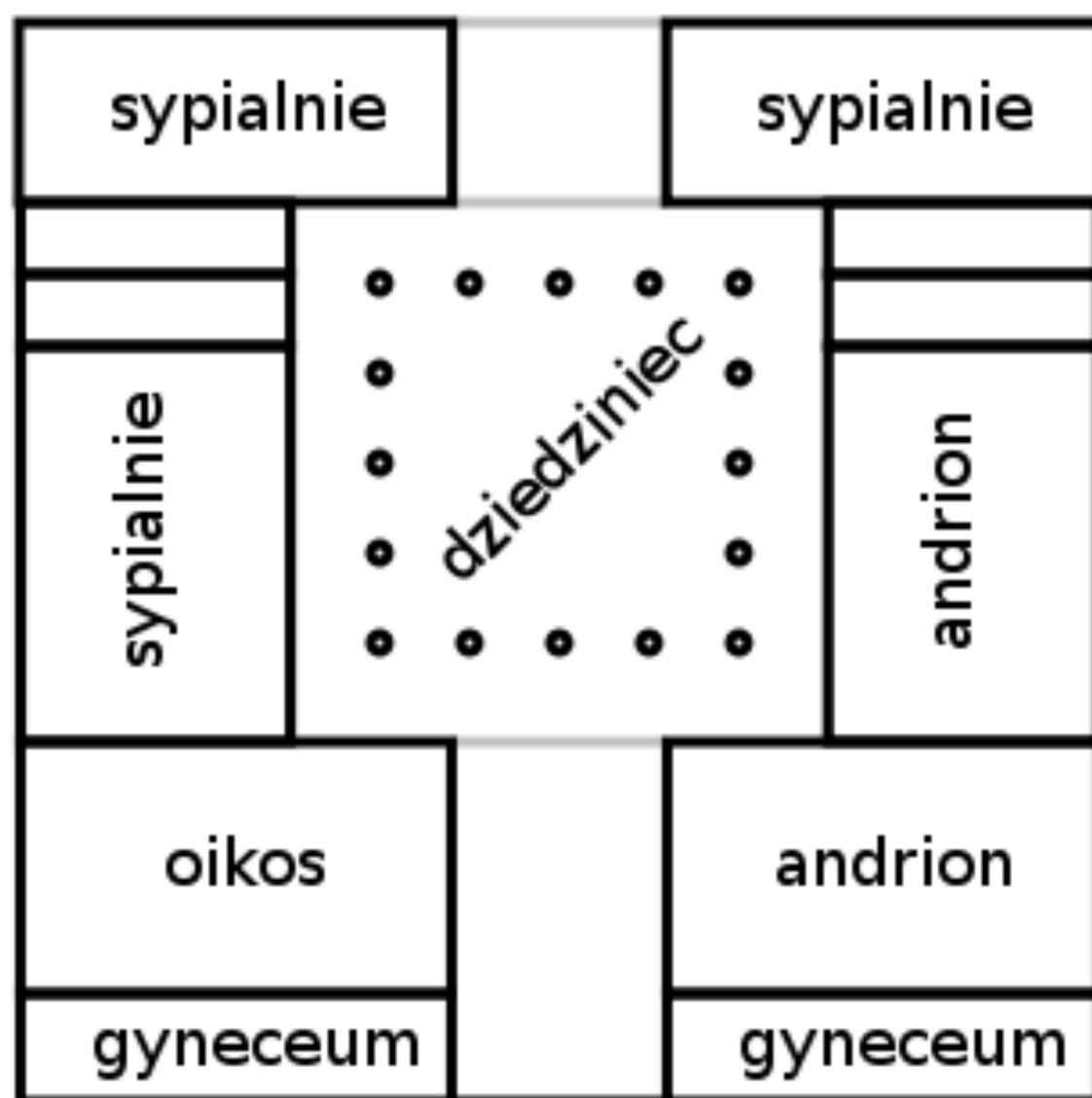
From all at once to each in turn

Separates ego & performance

Respectful

Allows thinking *about* thinking

Works like a game



http://www.catalystcollective.org/

Catalyst Collective

[CO-OPERATIVE PRINCIPLES](#)[HOUSING CO-OPS](#)[WORKER CO-OPS](#)[PUBLICATIONS](#)[BACK OFFICE SERVICES](#)[CONTACT US](#)[LINKS](#)

USER LOGIN

Username: *

Password: *

LOG IN

[Request new password](#)

Co-operative Registration & Development

In the last 17 years, catalyst collective has worked with over 200 housing co-operatives, about 75 worker co-ops, some charities, and a variety of different companies with co-operative aims.

Many successful social enterprises have been registered with the help of catalyst. Many people are now living without bosses or landlords, after setting up cooperatives to buy housing, or develop ethical businesses. Catalyst was set up specifically to help people create a cooperative life.

Registration of Housing Co-ops

A housing co-op is an Industrial and Provident Society, registered with the Financial Services Authority.

A minimum of three people are needed to form a housing co-op.

Radical Routes Limited (of which Catalyst is a member) is a 'promoting body' for housing co-operatives with the Registrar of Friendly Societies (part of the Financial Services Authority). This enables us to offer registration of fully mutual housing co-ops, acting on behalf of Radical Routes.

Registration using our model rules costs **£375.00**

Membership of [Radical Routes](#) is not necessary to make use of this service, although many co-ops who register through us do become RR members, or associates. You may find the network's support for new co-ops is invaluable to you.

We recommend reading the [How to Set Up A Housing Co-op book](#) as your first step before registration.

www.radicalroutes.org.uk

Radical Routes

A network of housing and worker co-operatives working for radical social change



🔊 If you are having difficulty reading text on this site simply highlight the text and the computer will read it aloud

■ Main Menu

- » [Home](#)
- » [Aims & Principles](#)
- » [Joining Radical Routes](#)
- » [List of Members & Associates](#)
- » [Rootstock \(Ethical Investment Scheme\)](#)
- » [Trading Co-ops Network](#)
- » [Publications & Resources](#)
- » [All Newsflashes](#)
- » [Contact Us](#)
- » [The Next Gathering](#)
- » [List of Supporters](#)

■ Subscribe

Welcome

Last Updated on Friday, 16 January 2015 13:42

Radical Routes is a network of radical co-ops whose members are committed to working for positive social change. The network is made up mainly of housing co-ops of various sizes (none with more than 17 members), a few workers co-ops and a couple of social centres. Four times a year, the member and associate member co-ops get together at "gatherings". These weekend events have a social function, but are also the places at which all important decisions are taken. **They are open meetings and anyone is welcome to attend.** The following are typical items that appear on the agenda at these gatherings.

- » It may be that we have to assess an application to join by a co-op;
- » An existing member may want to apply for a loan or ask for a loan repayment holiday if they have financial trouble;
- » A new piece of housing law may be discussed as different co-ops share experience of dealing with their local councils. We often discuss arguments that

■ News

» **SOCIAL CENTRES GATHERING**

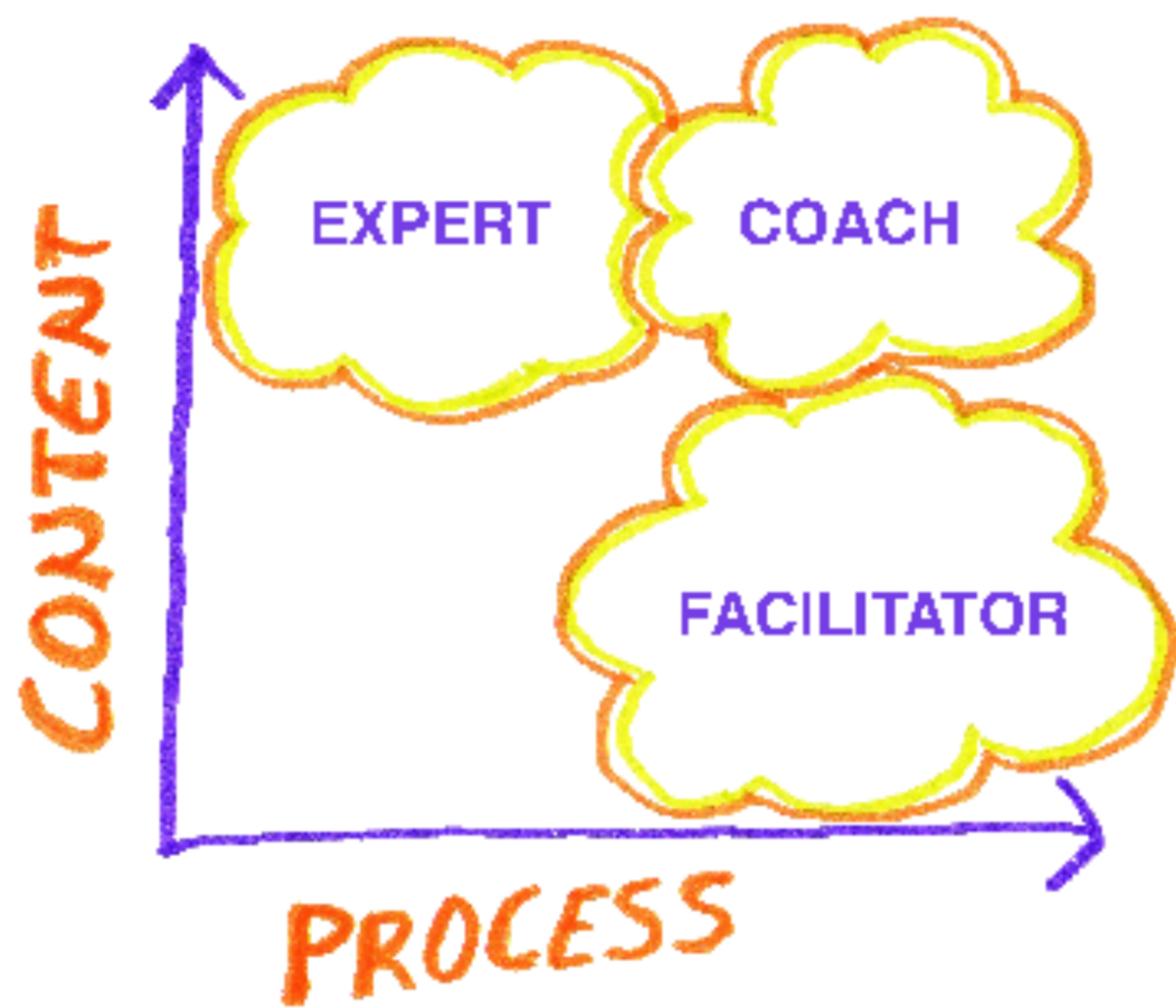
A weekend of talks and skill shares for anyone interested in or involved in autonomous social centres and spaces

Info and skill-sharing on:

- Setting up social centres
- Making social centres last
- Making autonomous spaces in unusual places
- Strengthening autonomous networks

8 – 9 NOVEMBER 2014 THE SUMAC CENTRE, NOTTINGHAM, UK

ROLES



A Taste of Permaculture

Life, abundance, sustainability

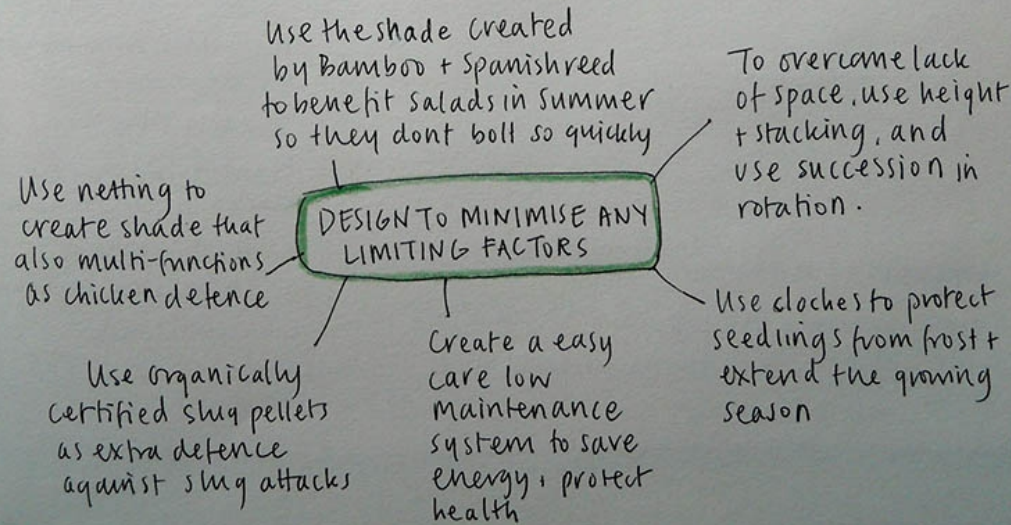
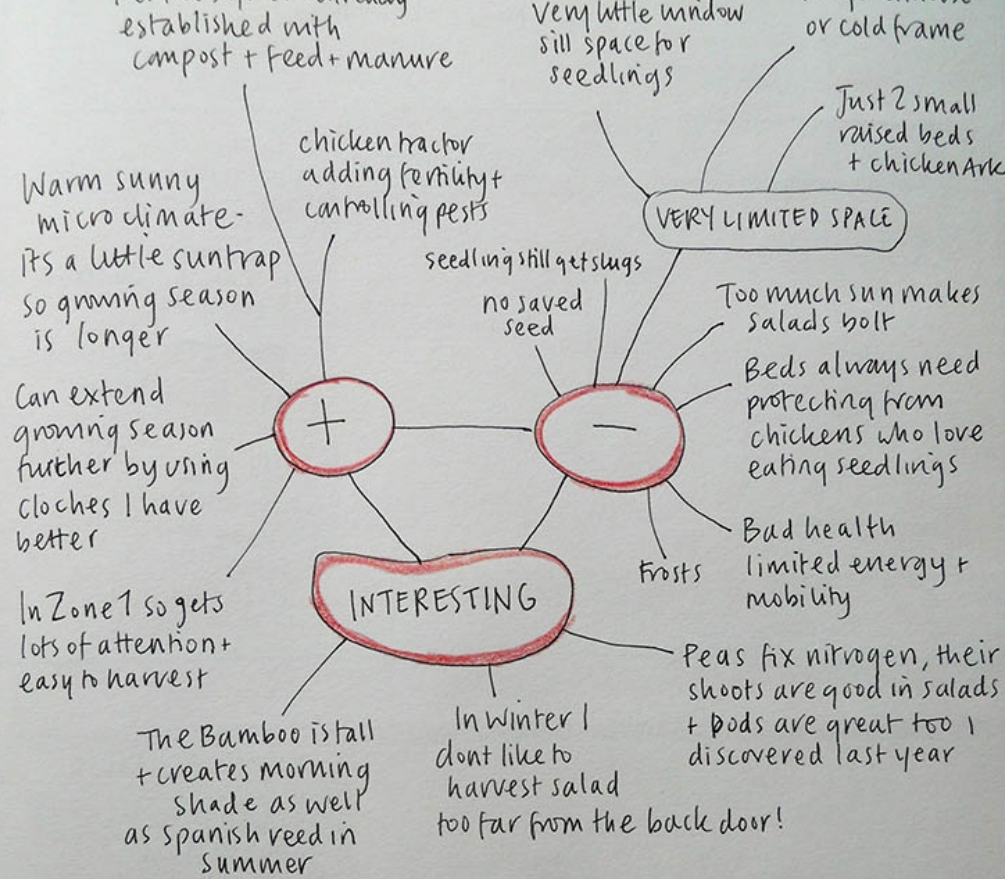


Lacto fermentation, food preservation and nutrition
Practical workshop, with Annie Levy of Kitchen Counter Culture
Saturday 7th March @ RISC Reading £5.00
Booking: Steve@sector39.co.uk @misterjones2u 0771 981 8959

permaculture
design

courses
landscapes
projects

sector39



Groupwork

Tools, roles and strategies
for effective group work

Group Roles:

Facilitator - Neutral, makes sure stick to the agenda, the grounding principles



Group Roles:

minute taker - Record action points and decisions only



Group Roles:

Doers, task orientated



Grounding Principles - guidelines not rules

Don't DEEJ - Defensive, Expectations, Excuses, Justifications
 Equal Opportunity to Speak. Right not to speak. Look at people's strengths. Listen to Speaker. 'I' statements. And's better than but's. Keep it positive. Respect. No Cliques. Confidentiality. Don't judge. Don't hog time. No rescuing. No interrupting. Have empathy. Smile. Avoid put downs - ourselves and others. Volunteer ourselves only. Acknowledge and value everyone's opinions. Aware of environment

Each group member
choose a grounding
principle -
Group Mandala

