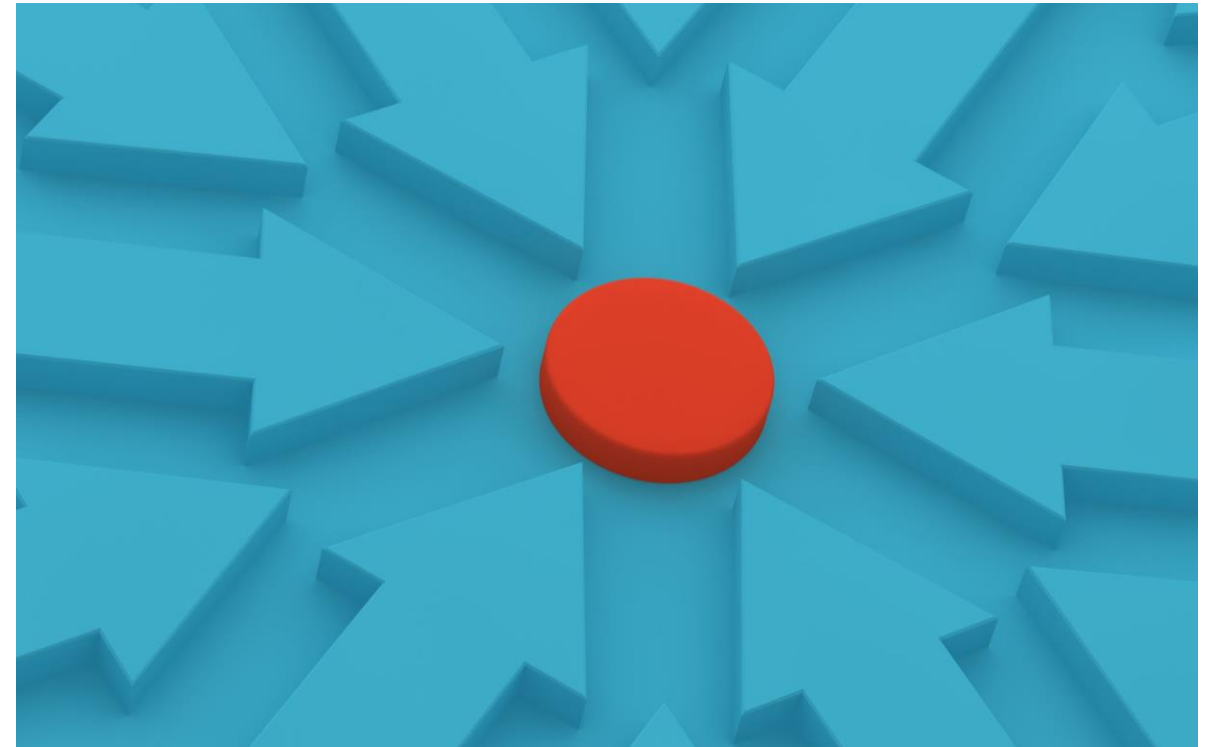




# LEADERSHIP FROM EDGES

PERMACULTURE AT A TIME OF  
CRISIS



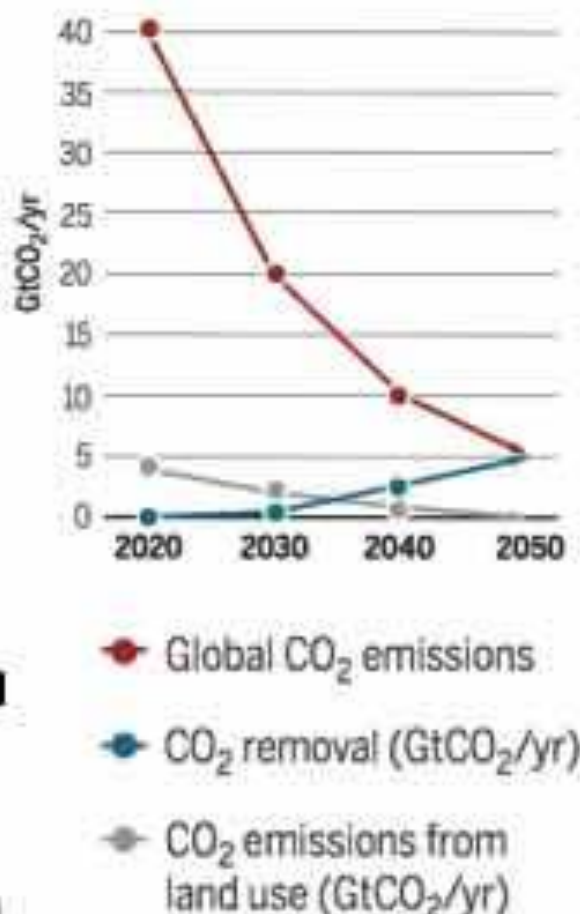


PDC23-22 LIFE ON EDGE.  
LOOKING FOR LEADERSHIP

# The Paris Accord

- \* 195 nations signed the Paris Accord.
- \* If we follow the path it sets out, the planet gets a 66% chance of avoiding runaway climate change.
- \* The accord says we have to halve our emissions in the next ten years...
- \* Then halve them again, and then again in the following two decades.
- \* It also says we need to find really creative ways to take carbon from the air and put it back into the ground.

Global carbon law guiding decadal pathways



# PARIS ACCORD

- Signed by every nation in 2015
- Represents a compromise between science and politics
- Commits to halving emission this decade
- Despite Covid and recession, still rising in 2023
- Failure to act at every level
- What will be the consequences?
- Where will true leadership come from?

# PERMACULTURE LEADERSHIP

- What would this look like?
- Can we define long term goals?
- Maintain a consistent approach
- Learn, adapt and evolve



Creatively use & respond to change



Use edges & value the marginal



Observe & interact

Use & value diversity



earth care



Catch & store energy

Use small & slow solutions



Obtain a yield

Integrate rather than segregate



fair share



people care



Apply self-regulation & accept feedback

Design from patterns to details



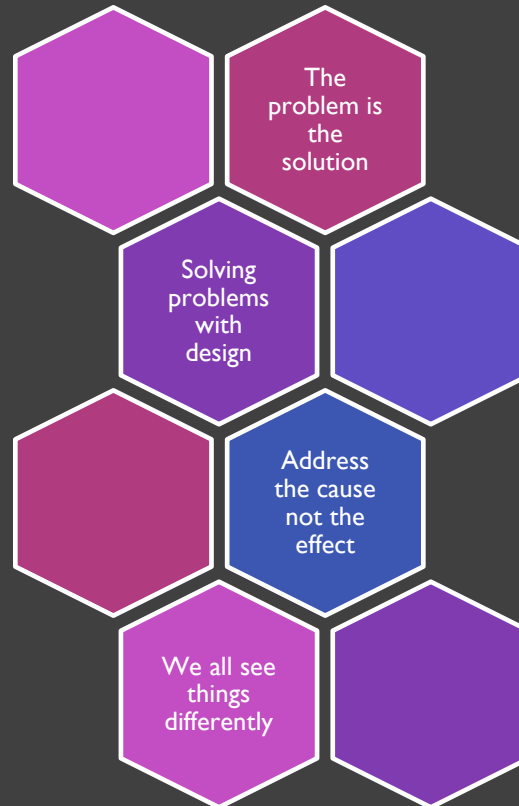
Produce no waste



Use & value renewable resources & services



# I: OBSERVE AND INTERACT



## 2: CATCH AND STORE ENERGY



Water trapment



Soil building



Compost



Seed saving



Learning from  
experience



Build systems to  
support key  
functions



### 3: OBTAIN A YIELD

01

Remember you are feeding every part of the system

02

Your system must meet its needs and return a surplus for reinvestment to be sustainable

03

Yields come in many forms, not always intended

## 4: SYSTEMS HAVE LIMITS AND RUN ON FEEDBACK



AS YOU DEVELOP YOUR  
DESIGN IT WILL GIVE YOU  
INFORMATION IN RETURN



IS IT WORKING WELL?



ARE THERE ALSO PROBLEMS  
TO ADDRESS?



WHAT CHANGES CAN I  
MAKE TO IMPROVE AND  
ADDRESS PROBLEMS?

## 5: USE AND VALUE NATURAL RESOURCES AND SERVICES



Focus on the local available resources



Build systems that self regulate and can build on themselves





## 6: WASTE

Design to eliminate waste

Focus on locally unused resources

This includes people

## 7: PATTERNS TO DETAIL



This is about design



Get the key elements in the right place

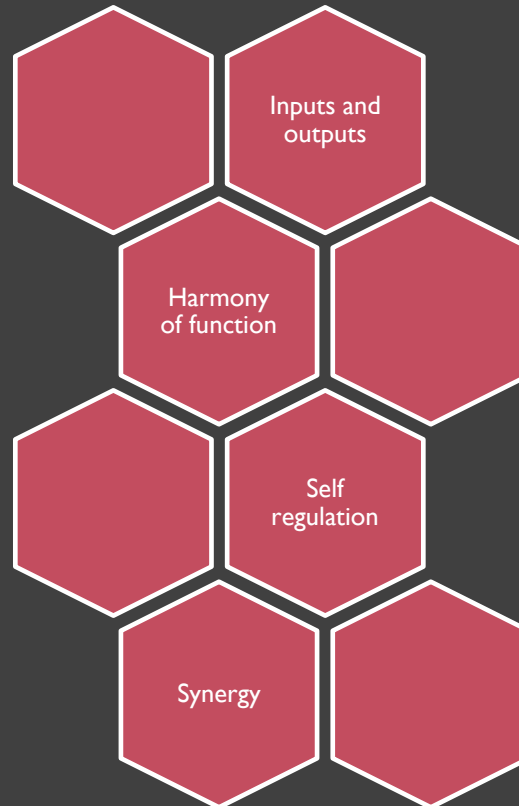


The details will follow



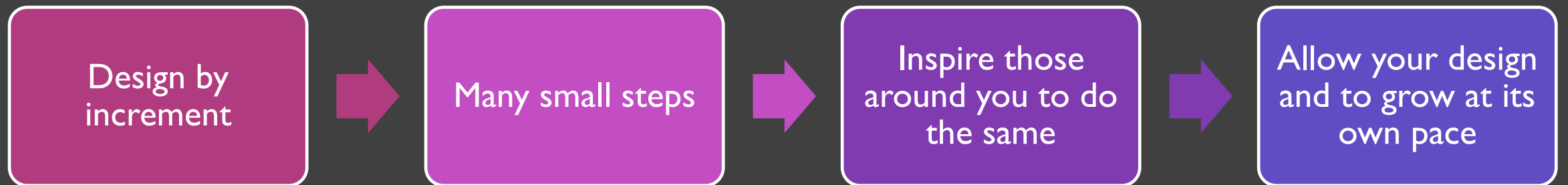
This is about taking the big picture and overview

## 8: INTEGRATE DON'T SEGREGATE





## 9: SMALL AND SLOW SOLUTIONS





## I0: USE AND VALUE DIVERSITY

Diversity of crops

Diversity of yields

Social inclusion, diverse people

Diversity leads to stability

---

## II: USE EDGES AND VALUE THE MARGINAL

- Change comes from edges
- Change calls for leadership, design and planning
- Re-evaluation of goals, challenges and resources





## I2: CREATIVELY USE AND RESPOND TO CHANGE

- Change is inevitable
- Consider the pace of change
- Challenging but change creates opportunity
- Allow change to inform your design
- Hence... observe and interact



---

# PERMACULTURE AS A TOOL FOR MANAGING CHANGE

- Profoundly simple, holistic, higher values based. Ethical testing questions.
- Ecology based, holistic designs and management systems; applicable to everything
- An accessible, collective endeavour, with training programs, helpful resources and projects
- Open to on-going, co-evolutionary change and improvements, that can benefit all.
- Including permaculture of the 'inner landscape'



---

# LEADERSHIP FOR A SUSTAINABLE FUTURE

Actions

Plans

Ideas and designs

Feelings and passions

World view values and beliefs





## John Quincy Adams

John Quincy Adams was an American politician, diplomat, lawyer, and diarist who served as the sixth president of the United States, from 1825 to 1829. He previously served as the eighth United States Secretary of State

“If your actions inspire others to dream more,  
learn more, do more and become more,  
you are a leader.” ~

---

## **PLAN—AND BE READY TO SHIFT GEARS**

In the face of a crisis, quick action can keep a crisis from escalating into a disaster.

Although you won't have all the information or resources you need, it's imperative to act both quickly and deliberately.

Work with your team to assess the situation, gather input, and formulate a plan.

# WHAT PERMACULTURE TEACHES US ABOUT LEADERSHIP

- *The 12 principles of permaculture offer us insights that go beyond their design and agricultural origins and into the realm of leadership and life itself.*



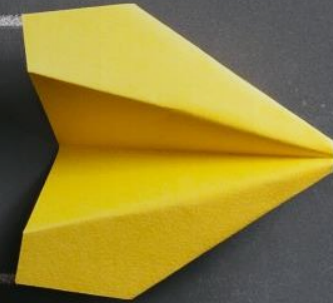
## USE SMALL AND SLOW SOLUTIONS.

- In the face of injustice, it's tempting to scream "Revolution!" and hope for overnight changes to set things right.
- However, genuine revolution is only seen in hindsight and is preceded by countless small efforts taken over time—even if at first glance it seems like there was one catalytic event that tipped the scale.
- Slow solutions are equally important if the changes we seek to bring about are to have genuine buy-in from everyone around us.

# CREATIVELY USE AND RESPOND TO CHANGE.

- The saying goes, "The only thing that is constant is change." Is it good, bad, indifferent, progressive, regressive, or status quo that the caterpillar becomes a butterfly? Or is it simply change?
- How we respond, and are able to respond to change plays a large part in how we ultimately categorize changes in our lives. As leaders (remembering that we are all leaders in our own way), we always have some measure of capability to respond creatively to change.

THOUGHTS ON  
LEADERSHIP:  
NOTES FROM  
HARVARD BUSINESS  
SCHOOL



# COMMUNICATE OFTEN AND EARLY

- During a crisis, there's typically a lot of noise out there. Make sure that your team understands day-to-day what they need to do—and why.
- Address your team's concerns directly.
- Don't contribute to the noise by sugarcoating the situation or trying to have an answer for everything. When delivering difficult news, be direct and honest.
- Establish a communications routine and stick with it, even if there's nothing to say other than “nothing new at the moment.”
- When progress has been made, even if it's minor, be sure to share it so that people don't despair.
- Communications should be two-way: listen to what your team is saying—and not saying. The information and insights they have may surprise you.



# LEAD WITH COMPASSION

- “This is not a time to move away from kindness and caring, even if your brains nudge us in that direction.”
- One thing the coronavirus pandemic has shown us is that a crisis is mentally, emotionally, and physically draining.
- Each day, as you weigh your priorities and decisions, take the needs of others into consideration.
- Be on the lookout for burnout—in your team and yourself—and take steps to protect against it.

# MANAGE THE POST-CRISIS “NEW NORMAL”

- After a crisis has abated, you should expect a “new normal”—new processes, strategies, and culture—to emerge.
- Adjusting to the new normal both emotionally and cognitively may take a while, but it’s your job to help your team recover and heal.
- Once the most immediate and challenging aspects of a crisis are under control, think about the kinds of crises that your organization is likely to experience in the future.
- What should you and your team be doing to prepare? What worked well this time, what not so well? Are there any preventative measures you can put in place to keep a crisis from occurring to begin with?



# 9 LEADERSHIP TACTICS

- 1. Learn from other Leaders
- 2. Work to build Skills
- 3. Believe that you are a Leader
- 4. Take up more Tasks
- 5. Share your Ideas
- 6. Listen to Others
- 7. Learn how to Delegate
- 8. Treat other Leaders with Respect
- 9. Know that there are many different types of Leaders



## A PERMACULTURE PERSPECTIVE ON LEADERSHIP

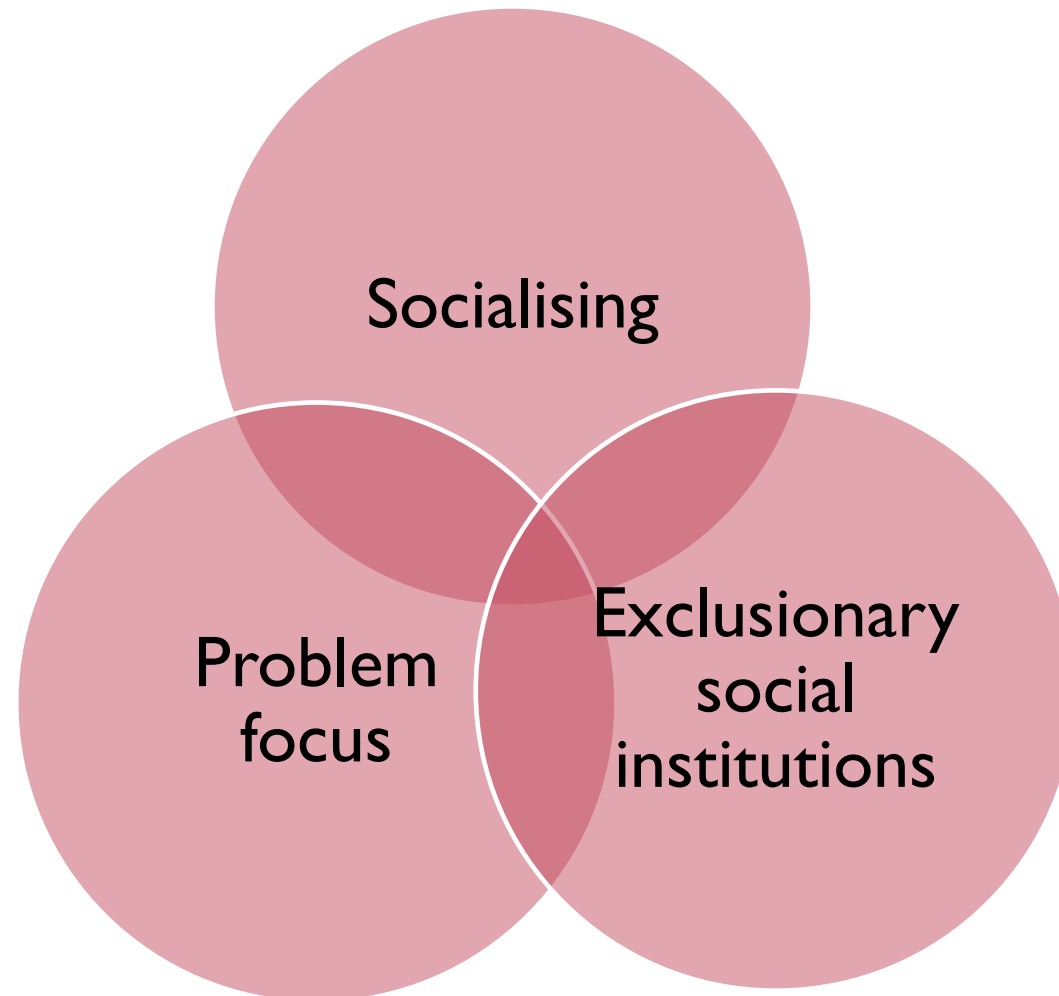
Socialising

Problem  
focus

Exclusory  
social  
institutions

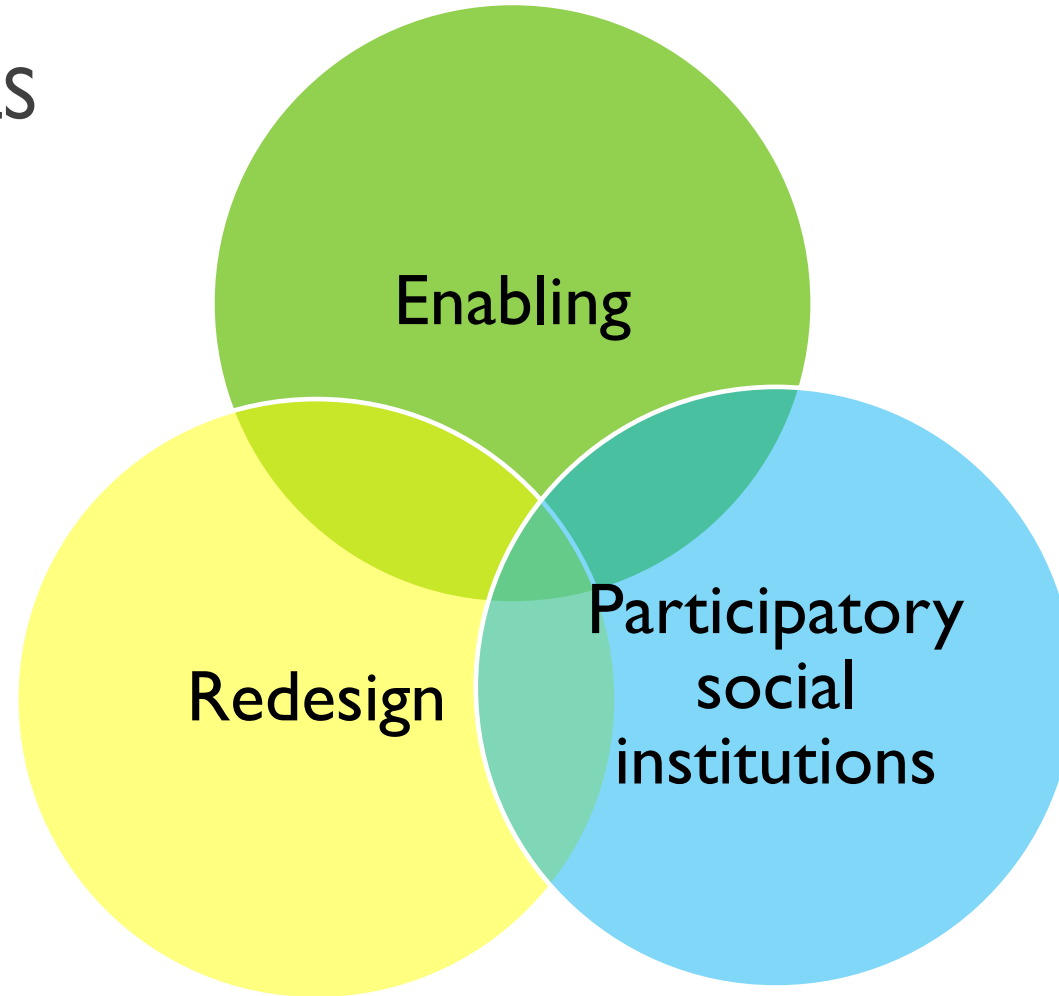
---

## MOVE AWAY FROM OLD MODELS



---

## NEW MODELS



# HOW ARE WE GOING TO WORK TOGETHER EFFECTIVELY?

- Sector39 are not funders, so don't ask us for money please
- How do we work together to build a common vision that may attract funding?
- Clear vision and a commitment to permaculture values
- Long term goal of creating mutual support network
- Measurable outputs that meet needs defined by stakeholder group
- Network can learn and quickly evolve

