

THE POWERSHIFT™ ECOSYSTEM

WHITE PAPER

BEING IN SERVICE TO SELF-ORGANIZATION
AND THE POWER SHIFT IT STANDS FOR.

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Introduction

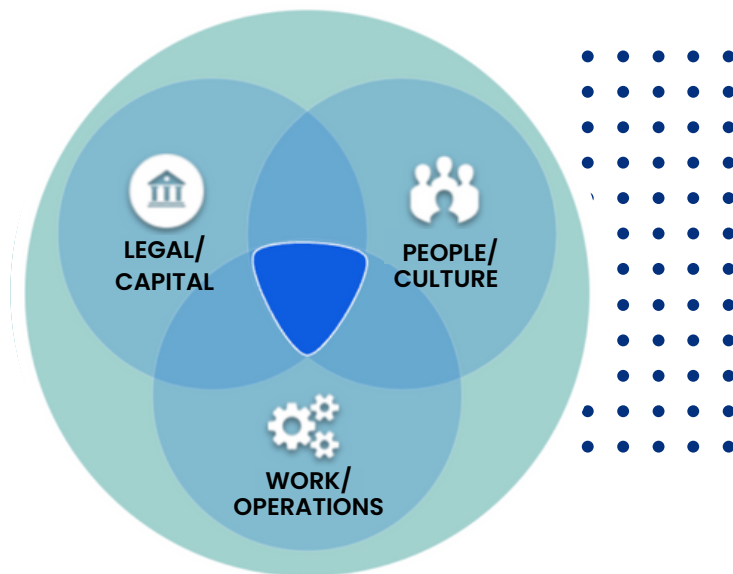
The **PowerShift™ Ecosystem** is a group of enterprises all embodying the critical shift necessary to express decentralized, purposeful, self-organized work in the world: The PowerShift™.

Self-organization leads to an entirely new, power-shifted way of **being** present in any given moment while **doing** work together. Over the decades, various initiatives and practices have emerged from an urgent need to transform how we organize and coordinate our work. Self-organization has emerged as the leading alternative to existing power structures. Self-organizing our work in service of purpose is the new power game. When done well, self-organization enables each of us to align our personal sense of purpose to the purposes of the enterprises in which we invest so much of our time, talent, and energy.

Since 2007, the year HolacracyOne¹ was founded by Tom Thomison and Brian Robertson, Holacracy® has spread around the world, based on its Constitution, which is the most concisely described set of rules and processes to self-organize work in service to purpose. As Holacracy®, by design, “governs the organization and not the people”, and also does not address ownership and legal issues, it soon became clear that old power dynamics often remain and get in the way of true self-organization.

The For-Purpose Enterprise

Following the call of these evolutionary tensions, **encode.org** was founded in 2015, and gave rise to the For-Purpose Enterprise, which integrates the Holacracy Constitution in the Work Context, and describes additional agreements, structures, and practices to the People Context and the Legal Context.



¹ <https://www.holacracy.org/>

Until today, the For-Purpose Enterprise is the only available concept that integrates self-organization into all aspects of an enterprise and therefore enables full decentralization of everything - including power, which is a prerequisite for self-organization.

Over the many years of experience with what this new way of doing work in service to purpose means, 5 guiding foundations crystallized. These foundations give guidance in the expression of all aspects of a power shifted enterprise and are today described as the 5 PowerShift™ Principles: **Purpose, Structure, Awareness, Agency and Clarity.**

Before taking a closer look at the 5 PowerShift™ Principles, it is necessary to understand the differentiation the PowerShift™ Ecosystem makes between *self-organization* and *self-management*.

SELF-ORGANIZATION VS. SELF-MANAGEMENT

The PowerShift™ Ecosystem uses the term *self-organization* (or self-organizing system) when referring to rule sets that incorporate the 5 PowerShift™ Principles. Examples: The For-Purpose Enterprise is a full instance of a self-organizing system integrating anchored legal standing, capital, operations and workers. Holacracy and Sociocracy are considered mature self-organizing operating systems with focus on operations.

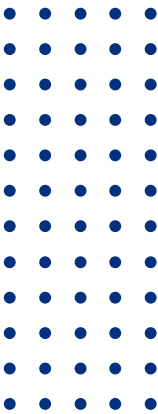
Self-management refers to a number of practices and techniques that enhance an *individual's capacities* to manage one's own Purpose, Structure, Awareness, Agency and Clarity. These practices and techniques support us in embodying the PowerShift™ Principles through enhancing the before mentioned capacities.

For example, *True Purpose*, a practice developed by Tim Kelley and the True Purpose Institute², is a self-management practice for Purpose discovery and expression. GTD³ (Getting Things Done), developed by David Allen, is a self-management practice for stress free productivity and Agency. And, meditation (any flavor) and entheogenic experiences are practices for increasing individual Awareness.

Self-organization and self-management are interdependent and inseparable. They support each other in unfolding the full potential of the PowerShift™.

² <https://www.truepurposeinstitute.com/>

³ <https://gettingthingsdone.com/>



THE POWERSHIFT™ PRINCIPLES

1. PURPOSE

Company/Enterprise Purpose

In the agreements of the PowerShift™ Ecosystem you can find the following definition: *Purpose*⁴ means the deepest creative potential an Enterprise is best-suited to sustainably express in the world, given all of the constraints operating upon it and everything available for its use in such expression, including its history, current capacities, available resources, Partners, character, culture, business structure, brand, market awareness, and all other resources or factors which may be relevant, and the Company shall continue to discover, clarify, and express its purpose to continually evolve.

In self-organization Purpose - like everything else - is distributed to all parts of the holarchic system. An organization's Purpose is broken down into its inner parts (circles and roles). A circle's Purpose is broken down into its inner circles and roles, etc. All Purposes are interconnected and interdependent. Any Purpose that evolves potentially influences the evolution of its greater whole or its inner parts.

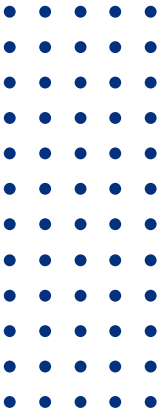
As such, every action and dimension of an Enterprise's identity are distilled from Purpose. As Tom Thomison puts it: *"Whenever the next action is unclear, Purpose leads."*

Individual Purpose

Similar to the above, the PowerShift™ Ecosystem defines: "Individual Purpose means, with respect to any natural person, the primary, driving creative potential which an individual is particularly well-suited to express in the world, given all his/her constraints and limitations, and given his/her inspiration, capacities, available resources, character, culture, expertise, and all other resources or factors which may be relevant."

In other words, Purpose expresses your true essence, your unique, but non-separate self. Quoting Tom Thomison, Purpose *"expresses itself through the ego in an ongoing, never-ending journey throughout your life as you endeavor to become ever more who you truly are."*

⁴ As first described in HolacracyOne's ground breaking Operating Agreement crafted by Thomison and Robertson, circa 2008.



Purpose Alignment

With a deep sense of Individual Purpose and knowledge about the Purpose of an Enterprise, you become conscious of Purpose Alignment. When what you do makes sense from the perspective of both – Individual and Enterprise Purpose – you feel the energy (proximity and resonance⁵) of Purpose Alignment.

Conscious self-management requires a deep understanding of your own Individual Purpose, and of Purpose Alignment to something greater than your egoic self. Both are foundational for decisions around where and how to invest your time, talent and energy.

As the expression of both Individual and Enterprise Purpose is an evolutionary phenomenon (due to the ongoing “unpacking”) and can therefore change how it is defined, the sensed energy of Purpose Alignment can increase or decrease. With a decreasing sense of Purpose Alignment, you might reach a decision to move on, to invest your time, talent and energy in a different context with a higher sense of Purpose Alignment. This overlaps with Agency (see further down)–you act with Agency for Purpose.

Tim Kelley, founder of the True Purpose Institute⁶, and author of the book “True Purpose; 12 Strategies for Discovering the Difference you are Meant to Make”⁷, says: *“When you can take actions that further your purpose and the enterprise’s purpose at the same time, these purposes are aligned. When you must take separate actions to further your purpose and the enterprise’s purpose, they are not aligned.”*

2. STRUCTURE

Self-organization and self-management unfold with structure. The entire universe is structured as a holarchy⁸ – a hierarchy composed of systems of interacting holons, where a holon⁹ is both a part and a whole. Each part/whole has a clear boundary, therefore self-organization and self-management function through managing clear boundaries. HolacracyOne describes a holarchy in a short and elegant sentence: “A natural hierarchy of increasing wholeness”.

To manifest the foundation of Structure, the PowerShift™ Ecosystem integrates the Holacracy Constitution in the Organization Context, governing the work in service to Purpose.

⁵ As defined in the Language of Spaces Framework <https://languageofspaces.org/>

⁶ <https://www.truepurposeinstitute.com/>

⁷ <https://www.truepurposeinstitute.com/true-purpose-institute-products/>

⁸ See: <https://integrallife.com/holons-the-building-blocks-of-the-universe/>

In self-management, the foundation of Structure means managing your relationships with yourself, with others, and with all, with high awareness of boundaries. You develop a clear sense of what is inside (navigating your physical, mental, emotional and spiritual structures), and what is outside (navigating different contexts and relationships).

We strive to respect and navigate these structures and boundaries with ever-increasing clarity and integrity.

3. AWARENESS

In self-organization all actions are dynamic and are based on present moment Awareness. Through this you are available for what wants to emerge in any given moment and can mindfully respond to current reality - given all that is presently knowable. Rather than “predict and control” some possible future, you shift into “sense and respond”, becoming aware of what is needed now and next, in the given moment and context (context awareness).

Awareness in self-management begins with a deep sense of Purpose and Purpose Alignment. This means sensing into myself (self-awareness) and at the same time sensing into something greater than myself.

Tom Thomison: *“While acting in service to Purpose we observe and get feedback on how our actions impact our own well-being, impact the world, and impact our relationships to the people and places around us.”*

Your response to this information will then be guided from an inner space of present moment Awareness of what is needed now. You become aware when you get attached to a specific outcome, which is when your ego shows up and you feel triggered. In this moment, self-awareness helps you to shift into a perspective of observation and witnessing. You become curious about the experience, learning more about yourselves from it. You then act from a decision made with Awareness of it all, rather than being driven by habitual patterns like being on autopilot.

⁹ A holon (Greek: ὅλον, from ὅλος, holos, 'whole' and -ον, -on, 'part') is something that is simultaneously a whole in and of itself, as well as a part of a larger whole. In other words, holons can be understood as the constituent part-wholes of a hierarchy.

4. AGENCY

In self-organization, Agency allows for freedom and flexibility to act, as power and authority are systemically accounted for. The system biases toward autonomous movement and action taking. Agency encourages movement toward Purpose via the most direct path possible.

In self-management Agency is the capacity to act within this systemic freedom and flexibility. At the same time, Agency invites you to remain in integrity with both your sense of who you truly are at any given moment in time, and your commitment to be in service to an Enterprise's Purpose that is much bigger than yourselves.

In contexts outside of the PowerShift™ Ecosystem, you will often find the term "Sovereignty", which points to the same foundation. One of the early and great pioneers of self-organization, Bernard Marie Chiquet¹⁰, founder of IGI Partners¹¹ in France, was an important ambassador of Sovereignty.

The Purpose of IGI Partners is: "Sovereignty powered by Holacracy: the power to each individual and each institution to govern it/him/herself". In one of his articles Bernard Marie¹² writes: "Individual Sovereignty is the quality of a person or an institution to be obliged or determined only by his/her own will, in accordance with the Purpose which it is called to express, within the limits which it can not exert control or cause a material impact within a property owned by another sovereign entity unless authorized to do so."

In her book "New Stories of Love, Power, and Purpose"¹³, Christiane Seuchs-Schoeller offers the following definition: "Agency is the drive to express our personal purpose with awareness and autonomy, and with integrity to who we truly are at any given moment in time."

It is easy to see the parallels in these perspectives and speaking for the PowerShift™ Ecosystem, we can say: Through acting with Agency you become an "Agent of Purpose" - of your Individual Purpose and, when investing your energy in an Enterprise, at the same time of this Enterprise's Purpose.

¹⁰ https://fr.wikipedia.org/wiki/Bernard_Marie_Chiquet

¹¹ <https://igipartners.com/en>

¹² <https://lexcellenceenhocracy.com/en/lack-humanity-holacracy-are-you-serious>

¹³ <https://lovepowerandpurpose.com/book/>

5. CLARITY

Clarity is fundamental for effective communication and organizational success. It's the cornerstone that promotes collaboration across various contexts. For self-organization to truly work, all actions, structures, and tasks must be viewable, trackable and shareable within a given context or audience.

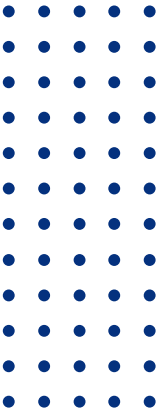
This profound Clarity enhances our ability to take informed actions and make decisions grounded in awareness. It propels agency, streamlining efforts in alignment with our purpose.

In the realm of self-management, Clarity involves the bold act of revealing who you are and what you stand for. It's about consistently presenting your genuine self without trepidation. Such authenticity not only fosters a deeper understanding and trust as we navigate workplace relationships but also cultivates an atmosphere of openness and empowerment.

Embracing Clarity, by expressing our authentic selves, is crucial for our mental, emotional, and spiritual health. It means openly sharing our thoughts, feelings, and beliefs without fear of judgment. By living the principle of Clarity, we free ourselves from fears of scrutiny and the need to control outcomes. Instead, we approach the results with a spirit of curiosity, care, and compassion—for ourselves, for others, and for all.

SUMMARY

The 5 PowerShift™ Principles are interconnected and each foundation supports the other in unfolding its true transformational power. Together they enable the PowerShift™ - the way you make meaning of and manifest your work and its role in your life as a whole.



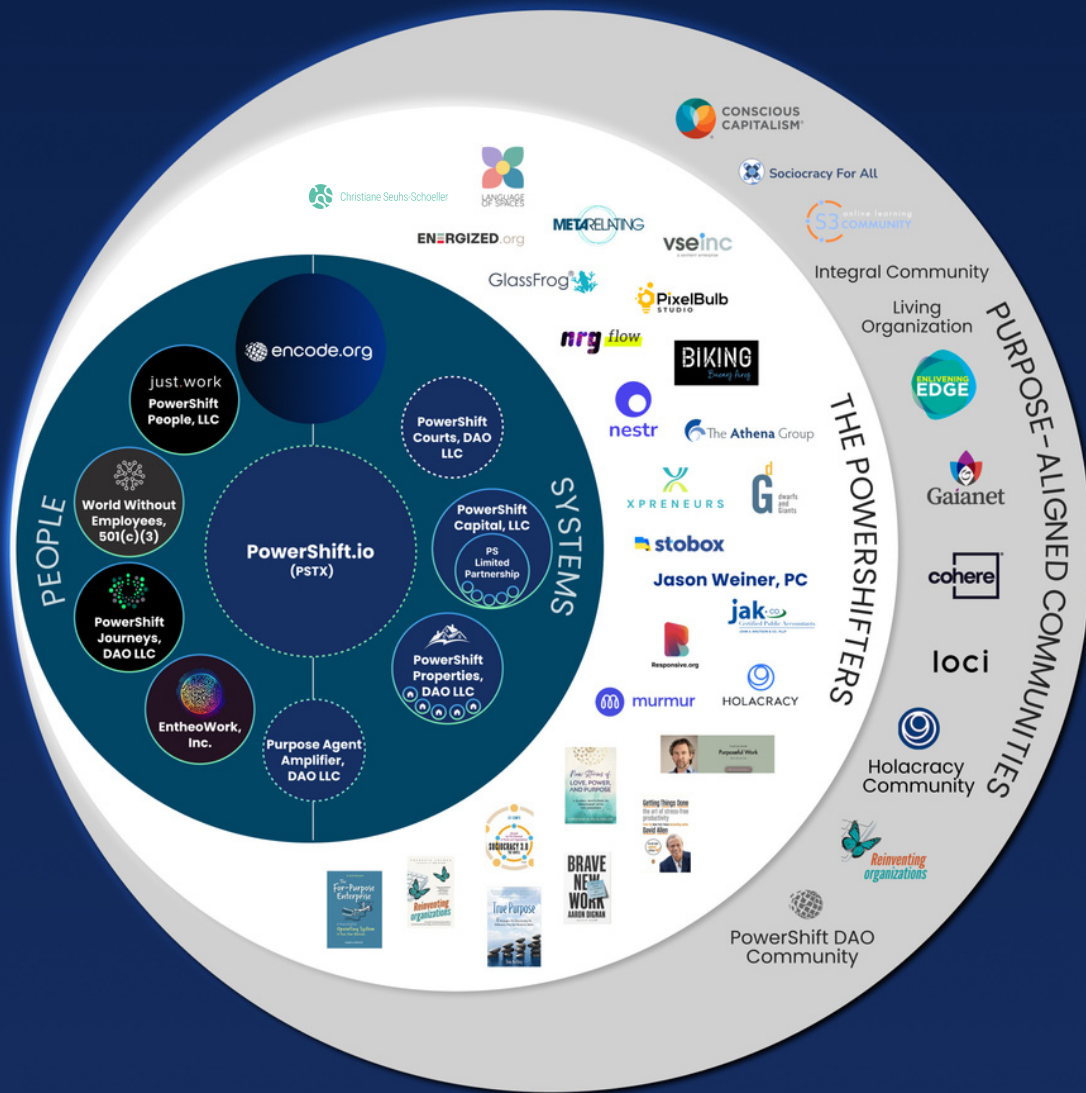
THE POWERSHIFT™ ECOSYSTEM: COORDINATING HUMAN ENDEAVORS

Shifting power from a collection of people to a collection of rules and agreements.

Welcome to the PowerShift Ecosystem, a bold initiative reshaping how we work, live, invest, and interact. Conceived by encode.org, this ecosystem enables a transition from conventional power dynamics towards purpose-centered governance, catalyzing a culture of transparency, autonomy, and mindful engagement.

The core group of PowerShift entities is building/architecting the infrastructure needed to enable an alliance of organizations and practitioners who will bring the PowerShift to broader communities and the world. This vibrant network is amplified by our unique tokens - PSTX, our brand/utility token that fuels engagement; PSCX, a security token that represents investment stakes in PowerShift Capital; and PSPP, a token granting fractional ownership in PowerShift Properties' portfolio of properties.

These tokens not only make value exchanges visible and tangible within the ecosystem but also hint at a promising future where power-shifted principles might even transcend the confines of traditional capitalism.



ECOSYSTEM INFRASTRUCTURE TO TRANSCEND CAPITALISM

THE POWERSHIFTERS

PURPOSE-ALIGNED COMMUNITIES

THE POWERSHIFT™ ECOSYSTEM:

Over the past 8 years a large set of specific agreements, methods and practices emerged to manifest the 5 PowerShift™ Foundations, which in turn gave rise to a number of enterprises all embodying the critical shift necessary to express decentralized, purposeful, self-organized and self-managed work in the world: The PowerShift™.



In 2015 encode.org (<https://encode.org>) launched to upgrade underlying legal, capital, labor, and business structures with the same self-organizing principles found in Holacracy®. It created the For-Purpose Enterprise, a legal entity type that can function as a fully decentralized autonomous organization, DAO, with blockchain governance-based. It also catalyzed the development of The PowerShift™ Ecosystem.

POWERSHIFT CAPITAL

In 2019 PowerShift Capital (<https://powershift.capital>) launched to source and deploy startup and scaling capital for purposeful, power-shifted projects. PowerShift Capital creates legal and technology frameworks to deploy “sufficiently decentralized” tokenized investment funds, changing how investors aggregate and deploy capital. It has also created a boutique investment group, the PowerShift™ Investors.



In 2020 PowerShift People launched to build a global community of independent, purpose-aligned workers (i.e., Purpose Agents) supported through its branded community platform (<https://just.work>).



World Without Employees

Changing How Jobs Work

In 2021 World Without Employees (<https://worldwithoutemployess.org>) launched as a non-profit organization providing resources to ease the transition from being employed to becoming an independent, multi-purposed, fractionalized worker (i.e., Purpose Agent)



PowerShift Properties

In 2022 PowerShift Properties (<https://powershift.properties>), a DAO LLC, launched to curate a portfolio of real estate holdings: Places and spaces well-suited for remote work. Ownership is fractional and decentralized, represented by its PSPP blockchain-based security token.

POWERSHIFT JOURNEYS

In 2023 PowerShift Journeys (<https://psjourneys.org>) launched to integrate “being while doing” through entheogenic-assisted professional development. It offers power-shifted leadership development experiences: The Power & Purpose Program.

ENTHEOWORK

Also in 2023, EntheoWork (<https://entheowork.org>) was established as a registered community organization to reclaim the sacredness of work through entheogenic rituals catalyzing a direct experience of Divine Reality.