The Adaptive Cultures Community

Dear community,

Adaptive Cultures exists to enable cultural evolution for the good of people and planet. The intention of cultural evolution is to enable individuals, collectives and communities to live their highest potentials, making a positive and deeply humane contribution to their spheres of influence.

To fulfil that purpose, we are passionate about co-creating a community of leaders and practitioners of the highest quality and integrity. Every leader and practitioner we work with has a part to play in co-creating the community. The following points outline some central ideas and principles we believe are critical in evolving an adaptive community. For this to be a genuine co-creative community, we invite your reflections and perspectives on what is critical to you, so that these principles and ideals can continue to evolve.

Application, sharing and evolving of frameworks and methodologies

The methods and frameworks established by Adaptive Cultures have received unprecedented support by our clients, as they have significantly deepened practical ways of building adaptive capacity. The language of adaptation and evolution shifts from a paradigm of change being done to people or to fix things, to evolution as part of a natural, ongoing, unfolding process. And this process applies at the individual, social and structural levels.

While we believe these methods and frameworks are leading edge adaptive practices in organisations, we also believe that the most evolved frameworks and methodologies are still abstractions of reality, and over time need to continue to adapt and evolve. Every single community member has a part to play in sharing their insights and practices in order to enable that ongoing evolution.

Co-creative ways of working

Adaptive Cultures has been established to bring to life a blueprint of co-operation, co-creation and enterprise we believe is deeply needed to create a more compassionate and humane world. To create a genuinely adaptive organisation which has community and co-operation at its heart has some substantial differences to a traditional consultancy or business model:

- Any practitioner has the right to use the methods and frameworks in their organisations; we trust each practitioner will apply these wisely to the organisational context, acknowledge sources, and share experiences in order to contribute to the evolution of these methods and frameworks

- Affiliations are encouraged, inside and outside of Adaptive Cultures. The most important aspect is acting with the greater good in mind
• Generously sharing our ecosystems beyond the methodologies and frameworks of Adaptive Cultures is also critical. Connecting people across our networks, identifying resources we have that are valuable to other group members (for example, office space for meetings) and bringing groups together to work on particular projects and act as sounding boards and wise counsel for our community colleagues are all ways that community can grow.

To make a meaningful contribution to a co-creative community requires sharing beyond knowledge and ideas. We invite you to participate in a way that is transformative for you, for the community and for Adaptive Cultures:

• Respectfully challenging the status quo, including Adaptive Cultures principles, methodologies and frameworks with the positive intention towards ongoing evolution
• Deepening others self-insight and catalysing your and their growth through sharing your own challenges and vulnerabilities
• Acknowledge and hold the space for the highest potential of others
• Extend practices and share new ways of bringing the work into the world
• To the best of our ability think, speak and act with co-creative principles in mind

Respectful discernment

The body of frameworks and practices that Adaptive Cultures has developed have predominantly evolved from client experiences, and constantly evolving ways of meeting our client experiences and extending their capacities. This has been integrated with an understanding of theories from a range of disciplines, including and not limited to leadership and culture, psychology, neuroscience, biology, anthropology and physics. These theories and ideas have helped to refine and complement the Adaptive Cultures practices.

Practitioners may be regularly asked what the differences are between an Adaptive Cultures approach and some very well-known frameworks and methodologies (LSI, Laloux stages of organisational maturity).

While we have different perspectives to many theorists and frameworks, we don’t believe that it is useful to continually compare to, or aggressively critique others. Our belief is we need to have respectful discernment (in what contexts do those models work, in what contexts don’t they work) and focus on how we continually incorporate new insights and wisdom into our adaptive frameworks.

Being part of the community portal

Adaptive Cultures has entered into a partnership with a world class provider, OpenTute, to host the Adaptive Cultures Community portal. OpenTute’s vision is to bring social learning into learning management systems in a way that creates a much
more intimate and profound way of deepening learning and enabling development. The portal is evolving rapidly and can continue to evolve. Please continue to share, to set up channels, to ask questions. Let us know how you would like to use the portal.

The potential of Adaptive Cultures can only be realised through the combined efforts of team members, of founders, of practitioners and of our wider community. We look forward to building the community and making a positive difference in our worlds, together.

With love,
Andrew and Ali