HDM Organisational Engagement Proposal

Dan Palmer here, sharing a little about the current shape of the way I'm engaging with sustainably and regeneratively focused organizations and businesses to support them to get up and running with Holistic Decision Making as a core organisational practice.

Overall Engagement Pattern

First up, my smallest length of engagement for this work is six months, and my suggested pattern of work is:

- 6-8hrs spread across 2-3 initial sessions in close succession.
- Five subsequent 2-hr monthly sessions to support the organisation in continuing to deepen and consolidate the practice.
- Email and as necessary additional phone / zoom support as required throughout the six month engagement.

What to Expect

These engagements will result in:

- A clear grasp of what HDM is an how it works at an organisational level
- The articulation of a clear, conscious, specific, concrete, focused context for your organisation including
    - Core intent or purpose
    - Core values
    - Enabling actions
    - Future resource base
- An embedded working sense for the practice of six-weekly team meetings based not on preset agendas but on auditing your context then flowing attention, energy and resources to the places of greatest potential within it
- The practiced and embedded ability to make decisions by testing them against your context, using HDM's testing decisions
- The repeated experience of using Living Systems Frameworks in moment-to-moment to understand practical work matters in a whole and deep way
- A deepened and crystal clear sense across the team of what it means to work regeneratively in the Living Systems Thinking sense
- The ability to bring this work to organisations and groups you in turn serve (noting that aspects of it often spill over into daily life also!)

How Dan sees his role

Rather than a consultant, facilitator, teacher, or trainer, I work as a developmental resource and educator. My focus is resourcing you as individuals and as a team to grow your capacity not only to understand and apply HDM, but to think and co-create regeneratively.

Ensuring a Good Fit

I am only interested in taking these engagements where both parties have done the work to establish a goodness of fit. An aspect of this is that the whole team I'll be engaging with has had some exposure to the approach and has been able to make an informed decision together about whether they'd like to commit to it. I am happy to get on a call with the team and also to chat to relevant individuals to ensure everyone is sufficiently clear about what it is they'd be taking on.

Further Information

See this webinar I gave in 2020 on the topic of HDM and how we apply it to our business Very Edible Gardens.

Inspirations

- Carol Sanford - get a feel for Carol's flavour here and here.
- Allan Savory's Holistic Management which was HDM's original taking-off point
- Robert Fritz's book *The Path of Least Resistance*
- Clinton Callahan's work in Possibility Management

Cost

For the six-month engagement described above I currently charge $5,000NZD incl GST, payable in advance.

Other Options

I also run online workshops on the topic of HDM which in some cases will be a better fit, or in others, something that some team members might choose to attend simultaneously. While giving a solid grounding in HDM overall, these courses primarily support participants to engage HDM in their personal lives. See https://holisticdecisionmaking.org/ for further details.

About Me

I live close to the land in the Bay of Plenty, NZ, with my wife and two daughters. I until recently lived for a long time outside Melbourne, Australia, where I still have many connections and continue to co-direct permaculture design firm Very Edible Gardens. Some of the other projects I've been part of founding and am still actively involved in are:

- www.MakingPermacultureStronger.net
- www.LivingDesignProcess.org
- www.DesigningForLife.org
- www.ReadingLandscape.org