

TRANSFORMATION AGENCY



Aligned Agreement & Nature-Inspired Infrastructure Journey MODULES MENU

Beyond a step-by-step framework or a cut-and-paste operating agreement, Transformation Agency curates a highly transformative journey where every participant, and the company as a whole, evolves towards the actualization of your shared vision.

Through this modular Program you'll hone your intentions and ensure your team, culture and operations are aligned now and into the future to activate your greatest asset: your individual energy and collective spirit.

Over the course of this Program, you'll be coming into alignment around your business Organism's vision and values, your relationships, your finances and your operations in preparation for creating your Operating Agreement, which serves as the exoskeleton for your organizational structure, culture, and business model.

Where relevant, the Constitution and Financial Policy are the organs that bring the business Organism to Life and together, function as a highly evolved legal suite that captures the shared understanding of the agreed upon rules of engagement that ultimately express the business's DNA at all levels.

Ultimately, you'll be introducing and maintaining the operational infrastructure to allow for aligned resource flows, the spaciousness for navigating tensions and the foundations for catalyzing creative collaboration, while continually propagating the DNA of your business Organism at all levels.

	MODULES	SELECT
1	<p>CONTEXT - The Process of Creation and the Purpose of Agreement</p> <p>Initially you'll be introduced to a unique lens and nature-inspired terminology on the business organism (the "Organism"), as the living creation through which your vision blossoms from an initial seed into a thriving fruit tree.</p> <p>You'll learn:</p> <ul style="list-style-type: none"> - How business is a journey and practice of embodiment through a series of initiations and alchemy; - The purpose of agreements as a sacred act of initiation on that journey; and - The various elements of the Term Sheet that we'll be working to populate during our time together for the purposes of completing your Operating Agreement. <p>This section will also cover how these agreements are designed to move a team from hierarchy to heterarchy, shifting from top down structure to a peer-to-peer culture and illuminating the landscape further with the Light Leadership analogy around Light.</p> <p>Assignment - Parties, Formation and Location</p> <p>Here you'll be getting clear on what kind of organism you're birthing, where and how you'll be rooting your organism into your current reality, who is birthing it and what each of their unique journeys have been.</p>	<input type="checkbox"/>
2	<p>TERM OR DURATION: The Nature of the Relationship Commitment You Want to Create and Associated Alchemy</p> <p>This section is about getting clear what kind of relationship you'll be entering into with one another, recognizing that there are energetic knock-on effects to signing into agreements, and how the crucible of relationship is the alchemical container for our individual and group developmental process towards actualizing your Shared Vision.</p> <p>Assignment - Term or Duration - The Nature of the Relationship and Any Relevant Agreement Fields to Navigate</p> <p>In this module we'll be covering your previous experiences in business and relationship, having the space to address any unresolved pain, aversion or expectations created from past relationship experiences and illuminating those aspects of us that could otherwise blindside us and impact how we show up in</p>	<input type="checkbox"/>

	<p>our current and future business and personal relationships, so that we can alchemize and integrate that energy in highest service of your vision.</p>	
<p>3</p>	<p>PURPOSE: Your Shared Vision and Artifact</p> <p>If you're working in a group and the desire is for a distribution of ownership, responsibility, and decision making you'll want to be sure that the vision is truly shared and not just the exciting idea of a compelling and charismatic leader.</p> <p>As such this module highlights the importance of being as clear about your vision as possible and how to come to clarity in connection with the other members of your team, so that you're all aligning around the same Shared Vision, emanating it out powerfully such that Nature's intelligence can clearly follow that collective intention.</p> <hr/> <p>Assignment - Purpose: Your Shared Vision And Artifact</p> <p>When we're casting big visions and allowing ourselves to dream of an unfettered future together, while it may <i>sound</i> like we're in the same ballpark with what we're sharing, the reality is that it's really hard to know with any degree of certainty whether we're actually using symbolic thought to envision anything close to the same thing.</p> <p>In this module you'll therefore be creating an actual physical artifact <i>outside</i> of yourselves, as a way to be able to point to something tangible that you're creating together.</p>	<p>□</p>
<p>4</p>	<p>MUTUAL COVENANTS: Creating Your Values Prism</p> <p>One of the most powerful places you can align in the non-physical realm is at the causal level; it has a magnifying effect on the energy, so it's valuable to choose the values you're seeding at the heart of your cultural soil very intentionally.</p> <p>Laying the energetic architecture of the emergent culture, therefore means choosing the values that you're aligning with to embody the energetic signature of your vision. Here's where we support you to translate the niche heart and soul of what you stand for into the blueprint of the Organism's cultural DNA.</p> <hr/> <p>Assignment - Creating Your Values Prism to Memorialise Your Mutual Covenants</p>	<p>□</p>

	<p>In this module we'll discover what matters enough to you that you would be prepared to memorialise it at the foundation of your agreement and begin embodying it now.</p>	
5	<p>FINANCIAL AWARENESS AND RESPONSIBILITY</p> <p>In an environment where there is a desire for distribution of responsibility and decision making, particularly around finances, financial self-responsibility is a key characteristic to be embodied by all the members of the team for the organism to truly thrive.</p> <p>If the members of your team are taking responsibility around the finances, then the additional awareness, clarity and empowerment about your financial reality (because it's actually connected to reality based on a clear assessment of real information) is supporting you to align with reality and opening the floodgates for resource to flow in to hydrate the Shared Vision that you're actualizing together.</p> <p>Assignment - Financial Awareness and Responsibility</p> <p>This piece is focused on cultivating the awareness around our conditioning, beliefs and blindspots and bringing our financial reality into awareness through a personal budgeting exercise. The team will also be getting clear what it takes to support the organism and aligning resource flows into the organism.</p>	□
6	<p>EQUITY/OWNERSHIP, ONBOARDING NEW MEMBERS AND SALE</p> <p>Naturally, equity and ownership conversations are often one of the most significant and challenging aspects of the co-creative journey. They cut straight to our feeling of safety and security and are one of the biggest cited causes of co-founder conflict. This inevitably leads to us wanting to get clear about ownership and apportioning values to roles early on, but it's important to also be aware of the unconscious energetics and conditioned patterns that we're not necessarily aware could be playing out under the surface.</p> <p>This module therefore serves as an invitation to bring your membership interests into right alignment, introduces concepts around dynamic equity, onboarding new members and what happens on a sale, while simultaneously re-orienting your understanding and experience of equity and ownership, from any fear-based "need" to secure your interests early on, to a persistently open-hearted and open-handed stewardship of the nascent organism that you're birthing together.</p> <p>Assignment - Ownership Vs Stewardship And Aligning Your Membership Interests</p>	□

	<p>Since the conversations around equity and ownership are foundational to get clear and aligned around before you enter into agreement with one another, this assignment serves as a helpful reference guide to walk you through the key touch points for those conversations.</p>	
<p>7</p>	<p>GOVERNANCE: Playing a New Game</p> <p>If you're the kind of person or team who wants to be operating as equals with your co-founders, in an environment where no one is imposing any unnecessary control, where everyone has consistent access to their creativity and is ever increasingly embodying their sovereign leadership, then you're likely looking for something less hierarchical and more heterarchical.</p> <p>In this module we'll cover how we learn to move from a top down structure to a peer-to-peer culture, such that the right people can rise to leadership, make decisions or easily cluster around the shared purpose as needed to operationalize the collective vision.</p> <hr/> <p>Assignment - Governance: Playing a New Game</p> <p>Here you'll be bringing awareness to the energetics surrounding the topic of decision-making as well as coming into alignment around decision-making protocols, voting and meetings in the Operating Agreement, Constitution and Financial Policy given that these are all the documents that will be signed and incorporated at the time that your Operating Agreement is signed.</p>	<p>□</p>
<p>8</p>	<p>DISTRIBUTIONS & COMPENSATION</p> <p>When it comes to distributing resources throughout your organism, there are various things you'll want to consider. In this module we'll cover things like what you intend for the resource to reflect, what verbal agreements or expectations have already been created, whether you'll be offering fixed or variable compensation and to whom.</p> <hr/> <p>Assignment - Distributions and Compensation</p> <p>Here you'll be aligning the resource flows through your organism, being introduced to the Mastermind App, as well as the concept and practice of meritocratic ratings and distributions.</p>	<p>□</p>
<p>9</p>	<p>DISPUTES AMONG MEMBERS</p> <p>Research shows that the relational tensions within a highly interacting small group pursuing a Shared Vision often create entropic dynamics that are a</p>	<p>□</p>

	<p>major cause of project failure. It is typically cited that 9 out of 10 startups are reported to fail due to, at the root cause, co-founder conflict.</p> <p>As such, if you're in a team, know that you can anticipate that tensions will naturally arise, and so in this module, we'll cover how these tensions can be navigated within your team's culture, without deferring to outside authority, and released in order to restore the connection and catalyze the innate creativity that was stored within the tension.</p>	
	<p>Assignment - Disputes Among Members</p> <p>In this module we'll be covering the terrain around team member's relationship to and patterns around conflict and emotional triggers, familiarising with the pressure release mechanisms outlined in the Constitution and introducing your team to your first Sweat Lodge meeting.</p>	