nRhythm Design Sprint

Regenerating Democracy in the USA with Josh Silver in 60 Minutes

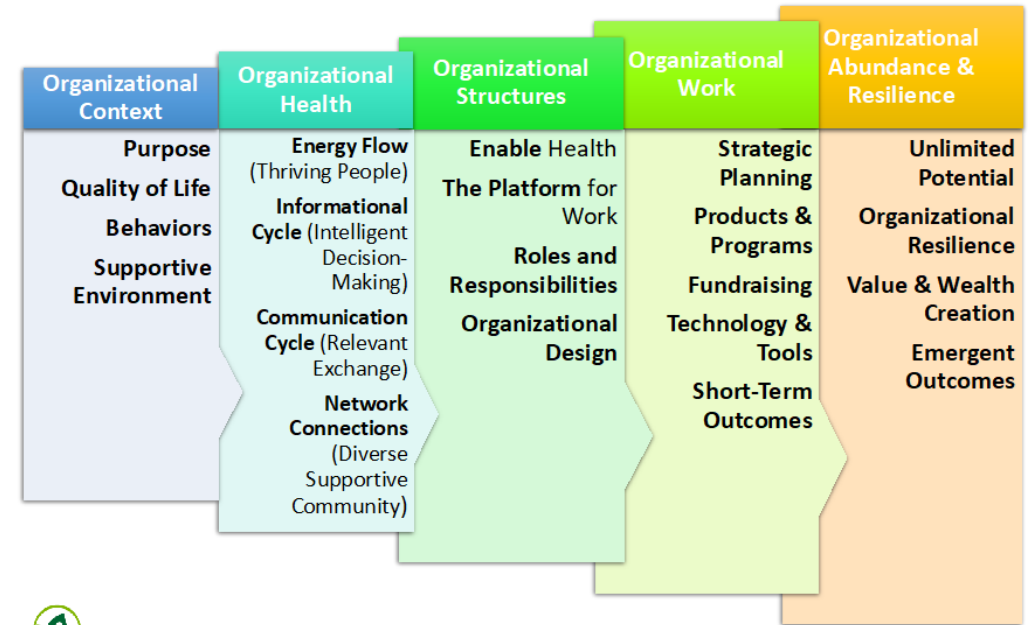March 10, 2-3pm ET

@nRhythm.co

About nRhythm Design Sprints

nRhythm Design Sprints are 60-minute intentionally structured conversations designed to re-imagine systems – from agriculture to capitalism to the built environment. We interview leaders across a variety of industries utilizing nRhythm's Regenerative Framework to frame and land the conversation operationally in order to inspire and ignite systems change locally and globally.

- **Context.** What is the big why? What is the quality of life in a regenerative agricultural system? What behaviors do we need to live into in order to regenerate agriculture?
- **Health.** How can we enable the health of the system?
- **Structures.** What structures that would enable the health of the system and create the impact that we all want?
- **Work.** What work will we do to realize the context?
- **Abundance.** What does abundance and unlimited potential look like in the system?

The following slides capture the conversation.

The Regenerative Framework

Organizational Context	Organizational Health	Organizational Structures	Organizational Work	Organizational Abundance & Resilience
Purpose	Energy Flow (Thriving People)	Enable Health	Strategic Planning	Unlimited Potential
Quality of Life	Informational Cycle (Intelligent Decision-Making)	The Platform for Work	Products & Programs	Organizational Resilience
Behaviors	Communication Cycle (Relevant Exchange)	Roles and Responsibilities	Fundraising	Value & Wealth Creation
Supportive Environment	Network Connections (Diverse Supportive Community)	Organizational Design	Technology & Tools	Emergent Outcomes
			Short-Term Outcomes	

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About Josh Silver

Josh Silver is the founder and director of [RepresentUs](#), a post-partisan, nonprofit organization that is advancing campaign finance and election reforms across the nation. RepresentUs has built one of the largest grassroots and social media communities in the democracy reform field, with a focus on how to leverage systemic change through mass movements that traverse diverse political ideologies. Josh is co-founder and former CEO of Free Press, an advocacy group that promotes critical journalism and Internet openness. He served as campaign manager of the successful 1998 "Clean Elections" ballot measure in Arizona. Josh publishes widely on democracy, media, election, campaign finance and a range of other public policy issues.
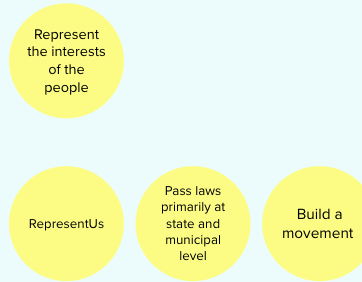
CONTEXT

A system's Context provides a shared purpose for all decision-making. This purpose must be clear, meaningful and co-owned by all members. This Context should also include agreements on desired behaviors for engagement between members.

We explored questions such as:

- There are many groups working on protecting and restoring democracy. What is the shared purpose of all of the groups and what is different about RepresentUS approach?
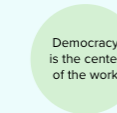
Purpose

Represent the interests of the people

RepresentUs

Pass laws primarily at state and municipal level

Build a movement

Quality of Life

Post-Partisan

Behaviors

Change the incentives

move from self-preservation

Devotion to structural changes

Supporting Environment

Democracy is the center of the work
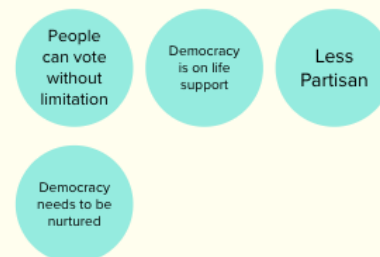
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HEALTH

Insights derived from living ecosystems, these foundational processes are core for a healthy functioning environment. The fundamental belief is that systems must create the conditions for members to thrive. Abundance and resilience emerge as a by-product of the system. The active processes include:

- **Energy Flow:** Energy Flow is the energy created and transferred between members of a system. The more engaged and thriving the members, the greater the energy flow.

- **Communication Cycle:** Core to the success of any system is the delivery and exchange of intelligence and wisdom to all its members. Healthy systems have open, transparent flow of information that is actively exchanged with members.

- **Network Connections:** The mutualism, diversity of connections, and transparency that exist within the system will enable the operating environment to thrive.

- **Informational Cycle**: Healthy systems are receptive to new ideas and thinking by learning from previous decisions. Healthy decision-making is contingent upon wisdom being generated by the system.
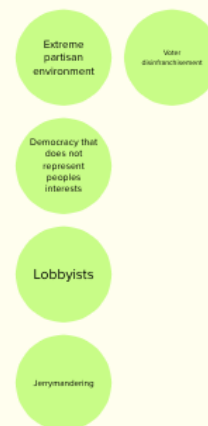
We explored questions such as:

- What current ideas about Democracy Reform in the USA need to die in order to give space for new ideas? What are those new ideas?

Energy Flow: Thriving Members

- People can vote without limitation
- Democracy is on life support
- Less Partisan
- Democracy needs to be nurtured

Communication Cycle: Relevant Exchange

- Extremism & Polarization

Informational Cycle: Intelligent Decision-Making

What needs to die...
- Extreme partisan environment
- Voter disenfranchisement
- Democracy that does not represent peoples interests
- Lobbyists
- Jerrymandering

What needs new life...
- Public Funding of Campaigns
- Representative democracy
- New incentives
- Independent redistricting

Network Connections: Interconnected Partners

- Democracy is about giving everybody a voice
- when democracy doesn't work, it particularly doesn't work for the poor

STRUCTURES

Structures should be designed to enhance or strengthen the intrinsic health (Energy Flow, Informational Cycle, Communication Cycle & Organization Connections) of the system. Here are a few examples of operating structures: 1) Roles and Responsibilities, 2) Governance, 3) Meetings, 4) Monitoring and Evaluation. However, all structures must adapt and evolve with the current operating conditions to maintain relevance.
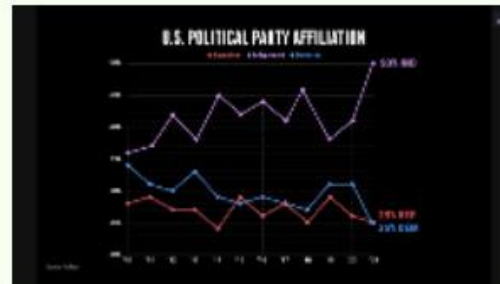
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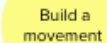- What are some key structures that need to be created or restored?

WORK

Work is about the design and implementation of the vision and goals in the system. This involves agreeing upon and prioritizing the primary strategies and/or activities to create the most impact. In a healthy system, all of the activities are being achieved while being rooted in its purpose and without compromising the health of its members.

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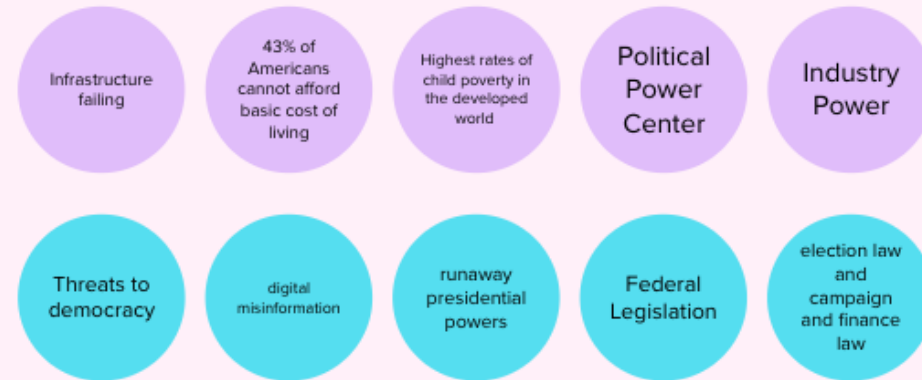- What diversity of voices and roles are needed to Regenerate Democracy?

ABUNDANCE

Abundance is the outward manifestation and ideal state of the work we are doing in the world. It is deeply rooted in our context without time boundaries and limitations. It is the ultimate expression of the transformation we would like to see in the world.

We explored questions such as:

- What does it mean to be working for the long game?

- What does a restored/regenerated democracy in USA look like and function like?

ABUNDANCE

Barriers to Abundance

Infrastructure failing	43% of Americans cannot afford basic cost of living	Highest rates of child poverty in the developed world	Political Power Center	Industry Power
Threats to democracy	digital misinformation	runaway presidential powers	Federal Legislation	election law and campaign and finance law

Abundance

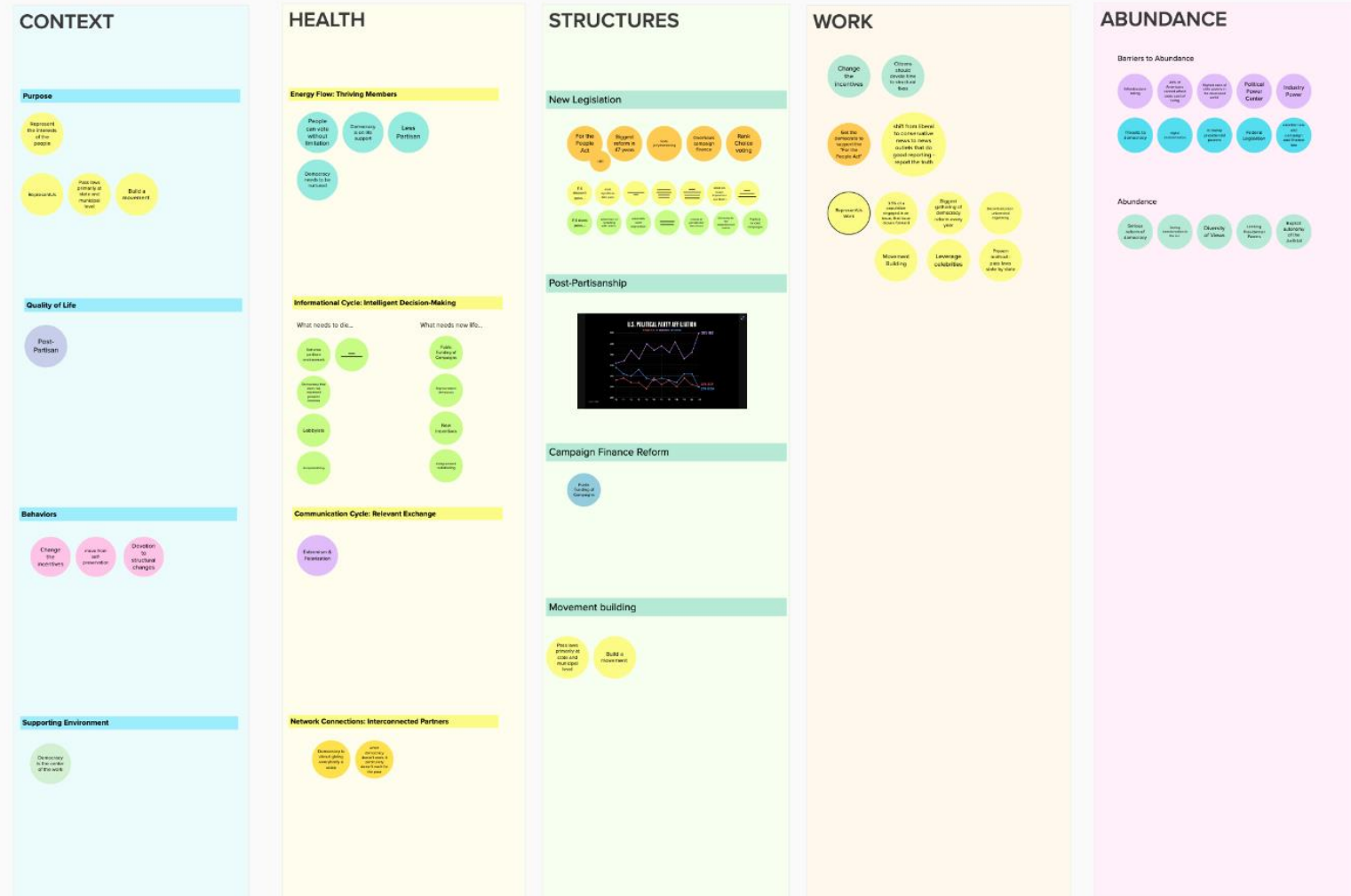|				
Serious reform of democracy	Seeing transformation in the EU	Diversity of Views	Limiting Presidential Powers	Explicit autonomy of the Judicial

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REGENERATIVE FRAMEWORK

The Regenerative Framework is designed upon the insights and principles of living systems. It is a process, design and decision-making framework for creating the conditions for systemic health while regenerating potential and abundance.

The image on the right is the whole design captured in this nRhythm Design Sprint.

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THANK YOU!

Learn More About nRhythm's Approach:

Read our blog on Regenerative Design Principles

Discover hidden potential with our mini-workbooks

Explore your relationship with your role at work with the Thrive Index

Shift your mindset, behaviors, and practices with Regenerative Fitness Challenges

Learn the Foundations of a Regenerative Approach

Design (or Re-Design) Your Team or Project in the Regenerative Design Lab

Monitor the underlying health of your organization with the Health Index