

Emergent Strategy

Adapted from adrienne maree brown · Emergent Strategy · AK Press, 2017



1

PRINCIPLES · FROM EMERGENT STRATEGY

Nine principles



- 1 Small is good, small is all.
- 2 Change is constant. Be like water.
- 3 There is always enough time for the right work.
- 4 Find the conversation only this room can have.
- 5 Never a failure, always a lesson.
- 6 Trust the people.
- 7 Move at the speed of trust.
- 8 Less prep, more presence.
- 9 What you pay attention to grows.

Adapted from adrienne maree brown, Emergent Strategy (AK Press, 2017).

2

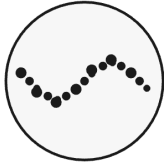


Six emblems from the natural world



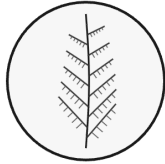
MYCELIUM

interconnection



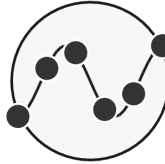
ANTS

cooperative work



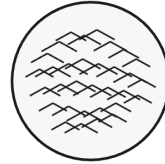
FERNS

self-similarity



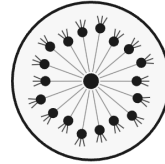
WAVICLE

both/and



STARLINGS

adaptation



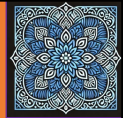
DANDELIONS

decentralization

Adapted from adrienne maree brown, Emergent Strategy (AK Press, 2017).

3

Find "your" principle and emblem



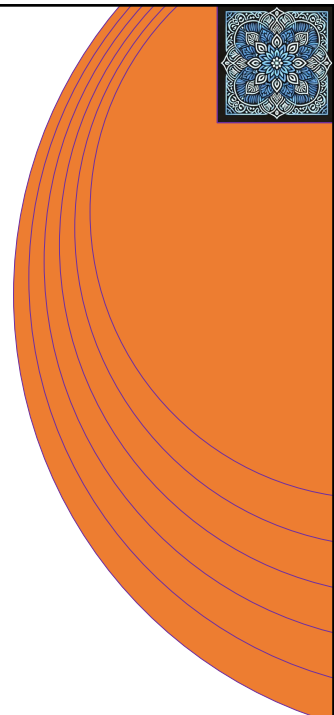
which one keeps catching on something in your teaching or mentoring?



not the one you most agree with or the one that's working on you.



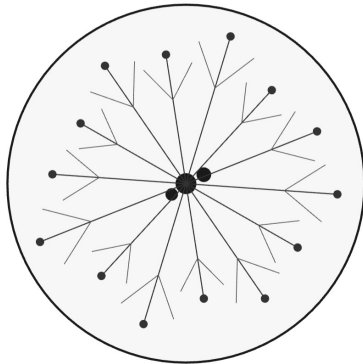
reflect and share the moment it brought back



4



Mycelium



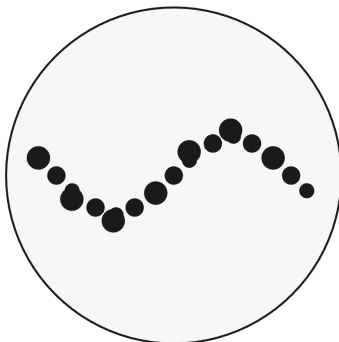
An underground thread network connecting roots, breaking down material, and creating healthier ecosystems beneath our feet.

- INTERCONNECTEDNESS
- REMEDIATION
- DETOXIFICATION

5



Ants



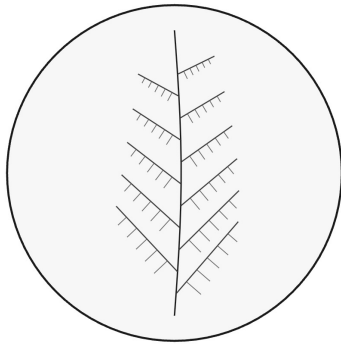
Each ant follows simple rules using local information. The colony's intelligence is the sum of their cooperation, not a leader's commands.

- COOPERATIVE WORK
- COLLECTIVE SUSTAINABILITY
- DISTRIBUTED INTELLIGENCE

6



Ferns

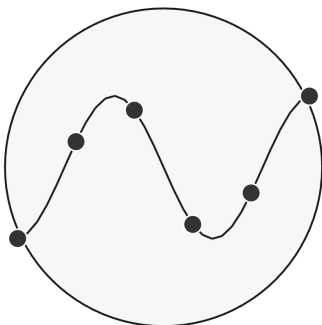


A whole fern is built from smaller fronds that are themselves built from smaller fronds → the same pattern, lived at every scale.

- SELF-SIMILARITY
- SMALL ↔ LARGE
- PATTERNS REPEATING



The Wavicle

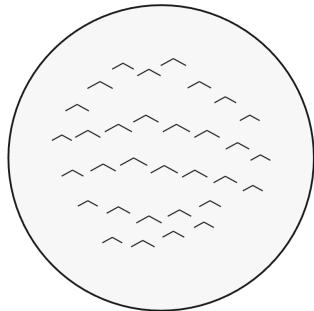


Light is wave and particle at once. Some truths are paradox. We can hold process and outcome, certainty and doubt, in the same breath.

- BOTH/AND
- UNCERTAINTY
- PROCESS AND OUTCOME



Starlings

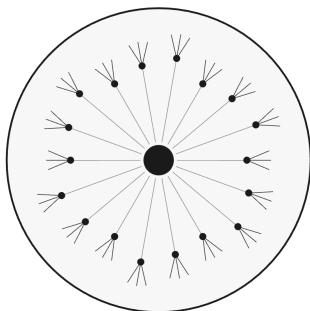


A murmuration moves as one without a leader. Each bird attends to its seven nearest neighbors, and that local attention shapes the flock.

- COLLECTIVE LEADERSHIP
- ADAPTABILITY
- TRUST



Dandelions



Each seed carries the whole plan and rides the wind. Pull the flower and the taproot remains. Resilience lives in the many, not the one.

- RESILIENCE
- RESISTANCE
- REGENERATION






Six elements and what they govern

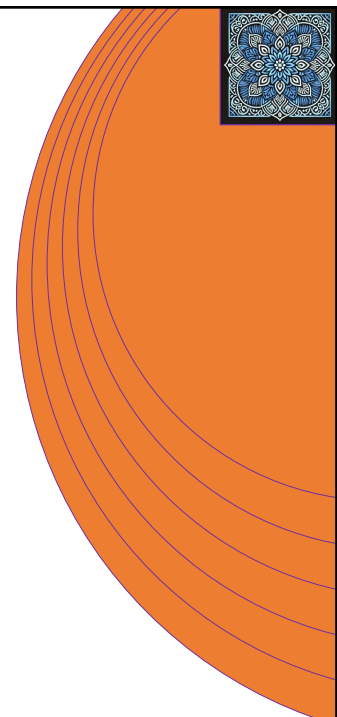
ELEMENT	NATURE OF ELEMENT
Fractal	<i>The relationship between small and large</i>
Adaptive	<i>How we change</i>
Interdependence & Decentralization	<i>Who we are and how we share</i>
Non-linear & Iterative	<i>The pace and pathways of change</i>
Resilience & Transformative Justice	<i>How we recover and transform</i>
Creating More Possibilities	<i>How we move toward life</i>

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Find the element you most need

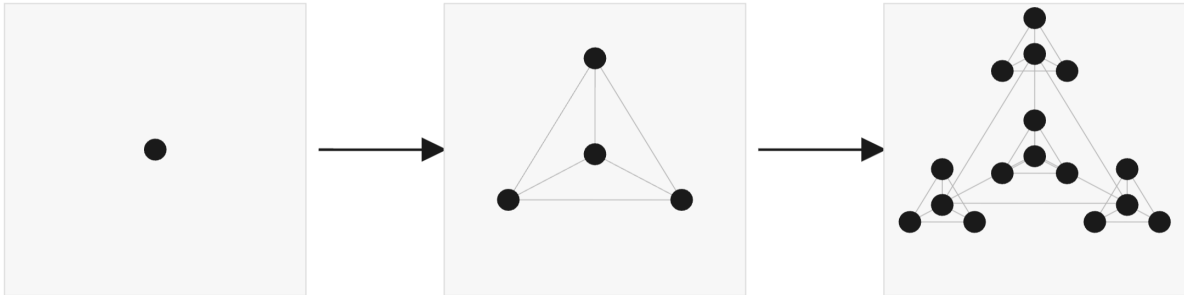


-  which one keeps catching on something in your teaching or mentoring?
-  the ones that's most absent ... What would it look like to introduce a little more of it next semester?
-  reflect and share the moment it brought back





How we are small is how we are large.



INDIVIDUAL

your one practice

GROUP

the meeting, the team

MOVEMENT

the coalition, the field

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