

The Power of “We Spaces”¹

From Social Homeostasis to
Agile Business Models

A brief pathway via VES²

¹ Dr. Charles Ehin

David Meggitt 2024

² David Meggitt

Need for Agility

- There is a serious worldwide multi-pronged pursuits of organizational agility.
- What's greatly needed is the realization that “agility is primarily founded on the positive **self-organizing dynamics** of human nature not management control.”

Dr. Charles Ehin

Resilience and Agility

Resilience and agility are both important for adapting to changes, but they have different meanings.

Resilience is the ability to recover from shocks and disruptions (often measured after a change has occurred).

Agility is the ability to move quickly and flexibly in response to changes (often measured before and during a change).

Agility can help **enhance** resilience by reducing the impact of risks and disruptions.

Social Dynamics

- **Self organization** entails **social homeostasis**, which extends beyond our bodies.
- We instinctively try to maintain our identities, agency and purpose in every social setting while reading the intentions of others.
- Emotions rule before experience and reason come on-line.
- These **social dynamics** *can be influenced but not controlled or managed by others.*

Hence, a **Management Paradox**

Dr. Charles Ehin

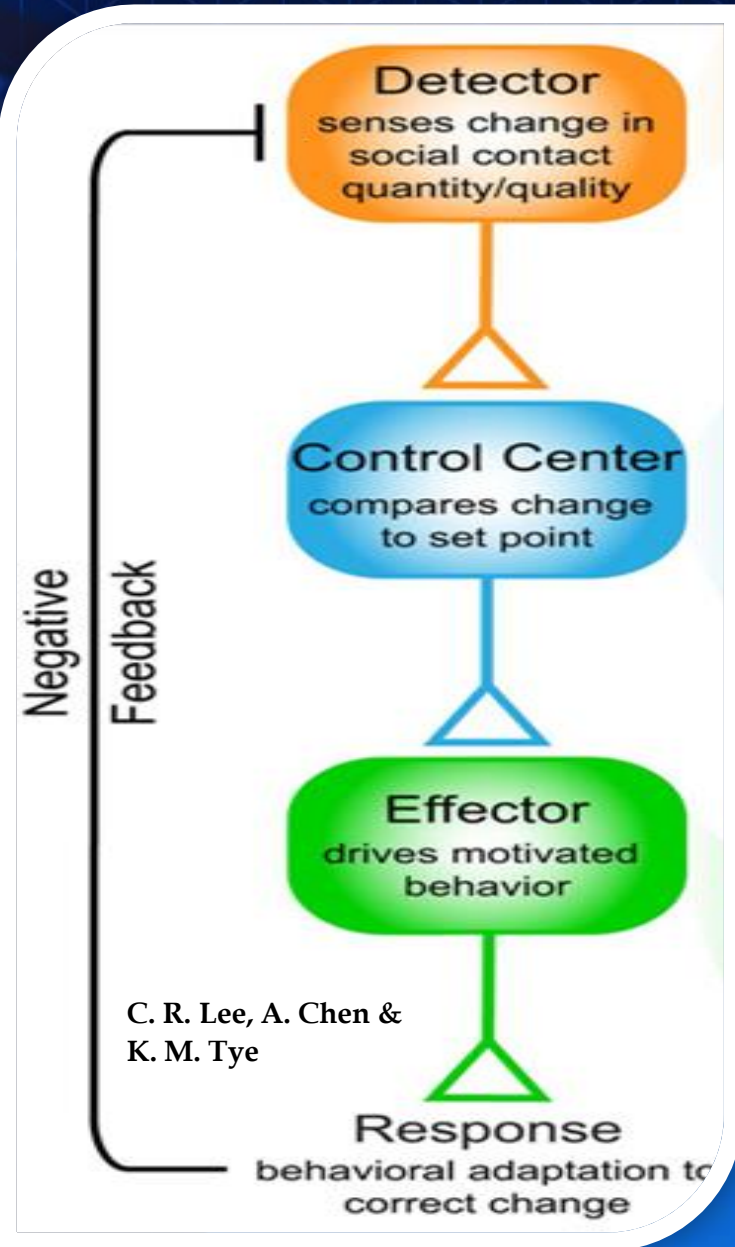
Social Homeostasis

Emergent Relationships

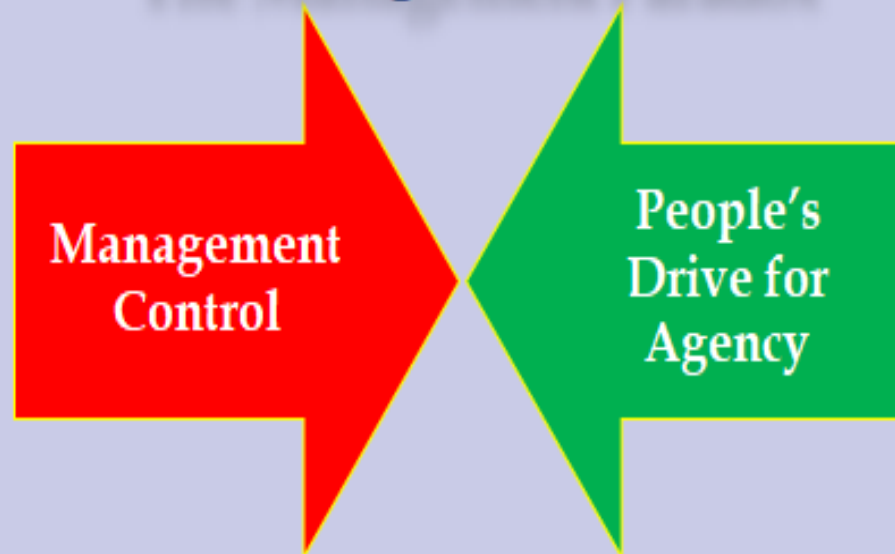
Registering, regulating,
and responding to social
interactions.

It's all instinctive,
automatic, and effortless!

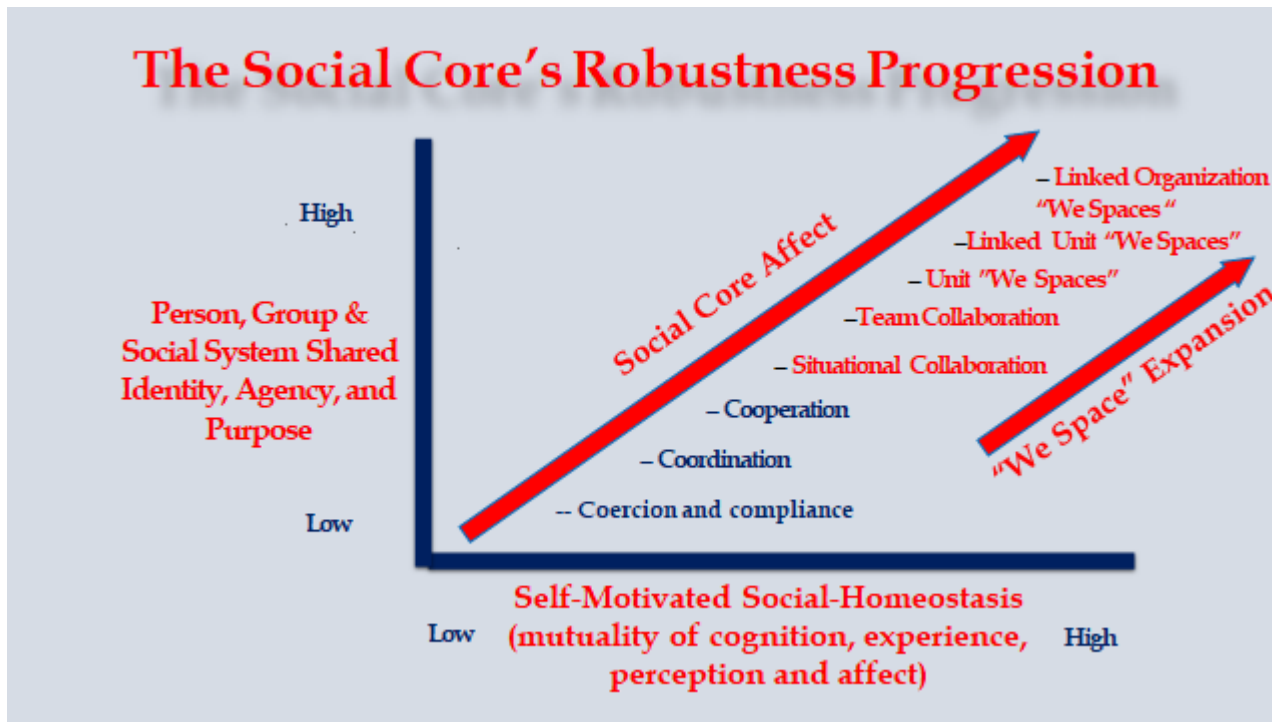
Dr. Charles Ehin



The Management Paradox



Managerial "conscious power" to regulate behaviour
with the human "subconscious drive" for self-
organization.



The **Social Core Affect** is an aspect of subjective emotional experience. It is a neurophysiological state consciously accessible as simply feeling good or bad, energized or quiescent.

- “Internal feelings” provide efficient ways to ensure human behavioural adaptation to environment.
- Emotions direct our attention, motivate our behaviour, and choose the significance of what is going on around us.

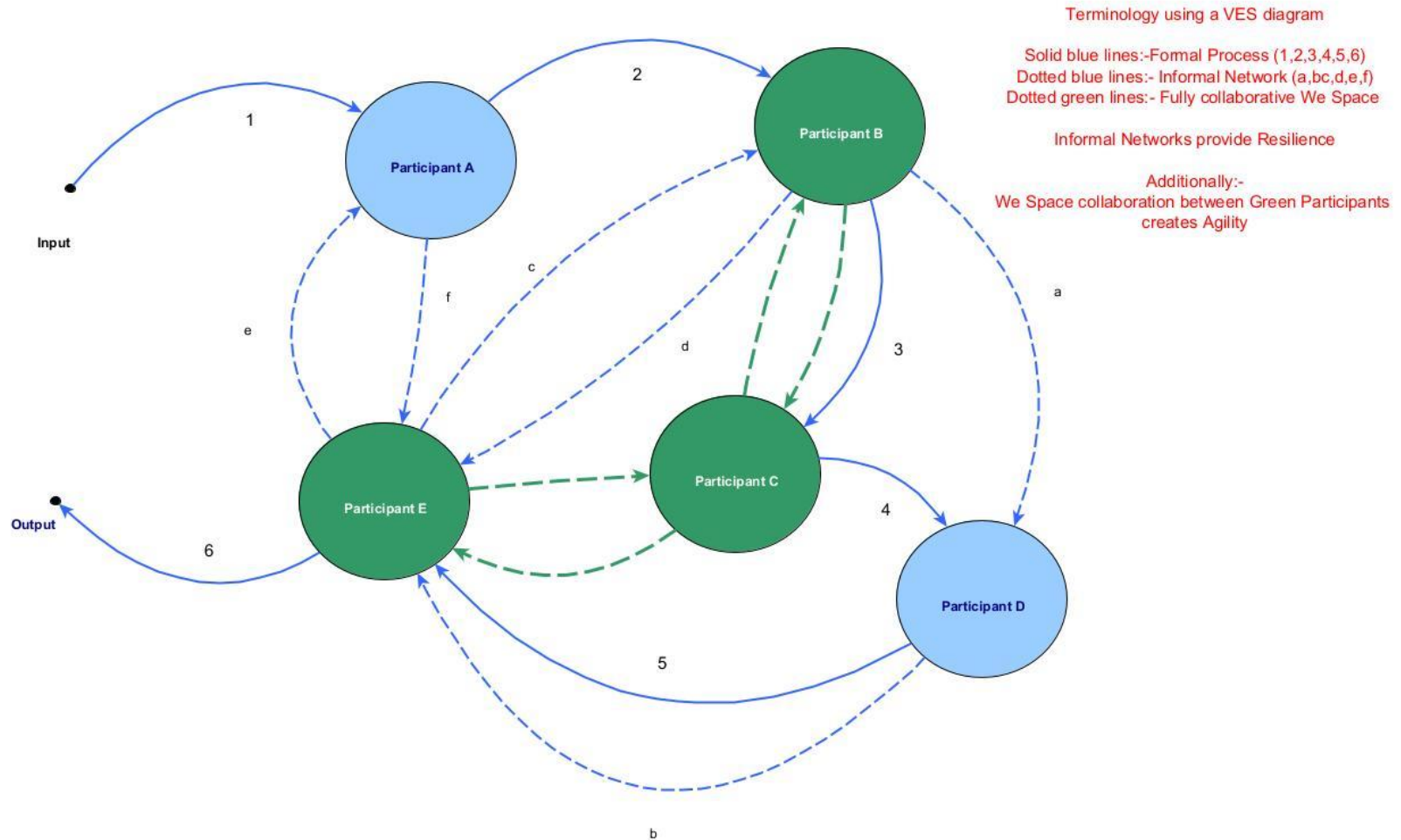
Definitions

- Collaboration – working with others to achieve common goals based on voluntary interactions, trust and commitment – purely **intrinsic motivator** promoting high levels of robust social homeostasis.
- Cooperation – discretionary action of individuals to work together – **extrinsic / intrinsic motivator**.
- Coordination – achieving unanimity of individual efforts in the pursuit of common goals – **extrinsic / intrinsic motivator**.
- Compliance – following directives, orders or instructions – **extrinsic motivator**.
- Coercion – responding to threats, avoiding intimidation.

Dr. Charles Ehin

[“Expanding “We Spaces” narrowing the Management Paradox”](#)

A Value Exchange System and “We Space”



David Meggitt

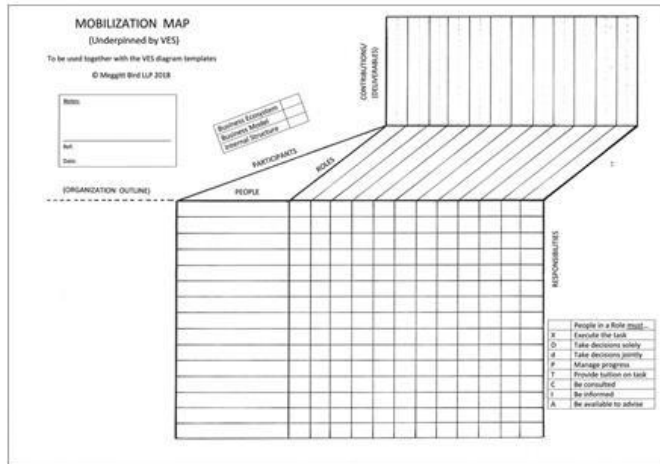
What *is* VES?

- VES is a business modelling and diagnostic tool for people to co-create in organizations their needed resilience and agility for growth and success. It does this by:
- Revealing the dynamic and hidden connections accompanying formal processes and informal interactions, and the associated people's role play behaviour and emotion.
- Overall, it provides a pathway for people at any level to discover how they can positively influence and negotiate organizational outcomes collaboratively.

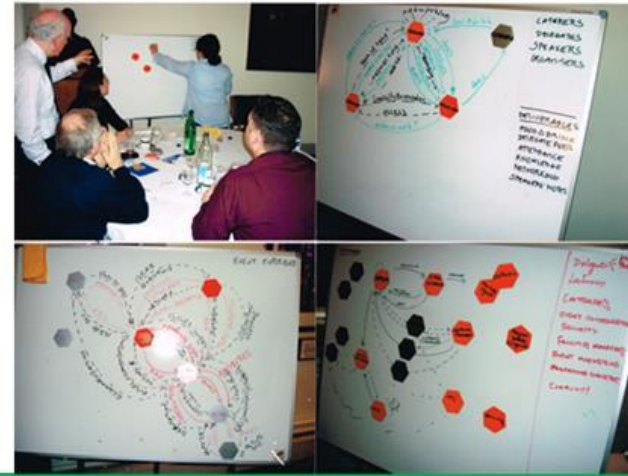
David Meggitt

[The VES Handbook – Co-creating Essential Business Models](#)

VES model creation options



Novel

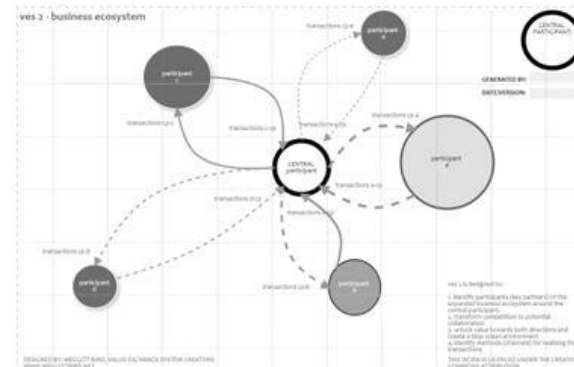


Narrated

Participant	Role	Responsibility	Level
Participant 1	Business ecosystem	Business ecosystem	8
Participant 2	Business ecosystem	Business ecosystem	7
Participant 3	Business ecosystem	Business ecosystem	6
Participant 4	Business ecosystem	Business ecosystem	5
Participant 5	Business ecosystem	Business ecosystem	4
Participant 6	Business ecosystem	Business ecosystem	3
Participant 7	Business ecosystem	Business ecosystem	2
Participant 8	Business ecosystem	Business ecosystem	1

Ordered

Diagrammatic



What are “We Spaces?”

- “We Spaces” are “emergent” (**self-organizing**) mutually rewarding and threat avoiding safe zones formed by 2 to 30 people.
- They allow members to **interact** with each other, without bias and unwarranted expectations, in exchange of mutually beneficial value.
- Supportive relationships (trust and **collaboration**) rule the day.

Developed by Professor Charles Ehin

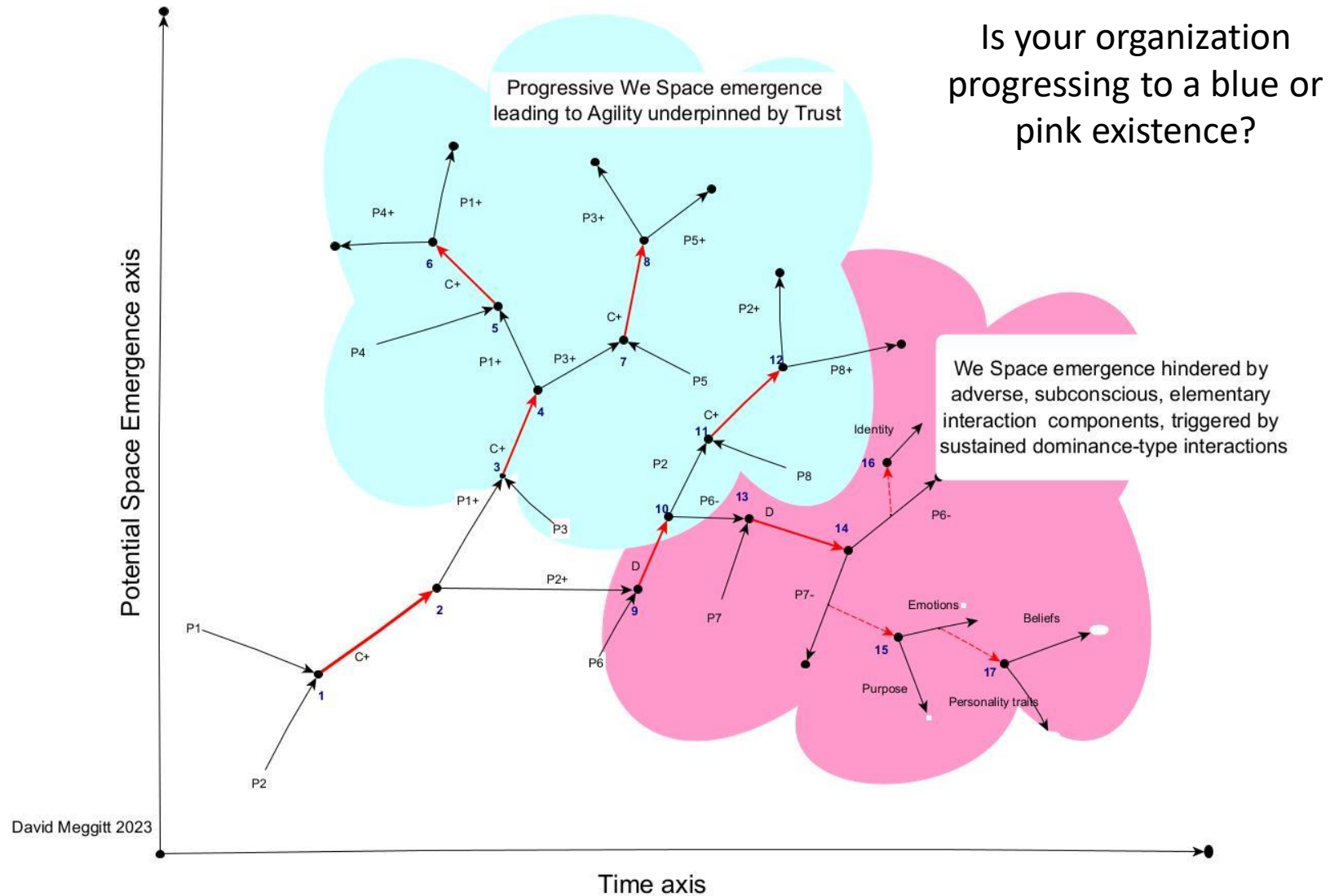


Expanding The Social Core

A “passionate common purpose” fuels
ever higher levels of engagement, trust,
commitment, and collective
computation.

Social Order is Emergent!

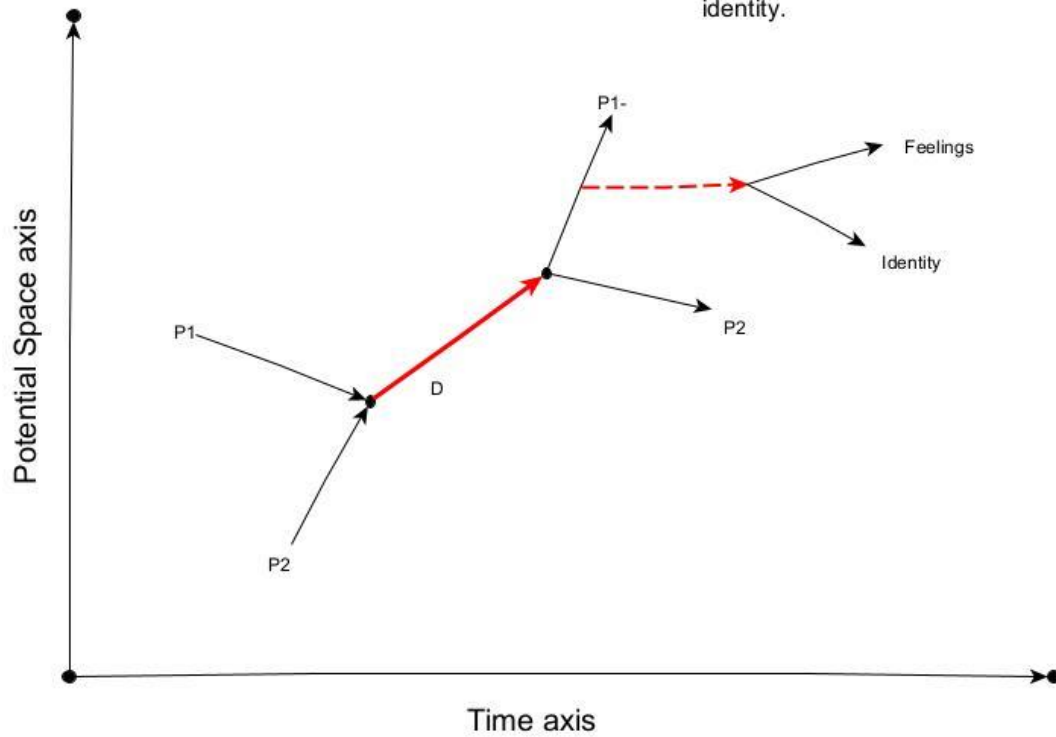
We Space Emergence



The Destructive Effects of Dominant Interactions (Viz: Compliant or Coercive ones)

P1 and P2 experience a formal interaction differently, but the effects are destructive on P1. This is typical of dominant Compliant and Coercive behaviour by P2 who still remains positive.

P1 exhibits adverse (informal) effects involving feelings and sense of identity.



Note on Diagrams

The portrayal of human interactions introduced here is unique.

It is based on Feynman diagrams developed to visualise diagrammatically the interactions of fundamental atomic particles when they collide.

If the fundamental components governing human interactions are known, the same visualisation approach as adapted by David Meggitt can be used.

The components have been systematically explained in “We Space Theory” (WST) developed by Dr. Charles Ehin over the last 15 years, and the “Social Core’s Robustness Progression” formulated.