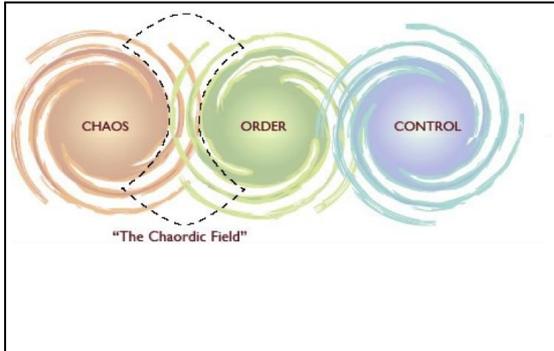


# Chaordic Stepping Stones

Planning when you have to balance chaos and order



The chaordic path is the path that walks between chaos and order. When we don't know where we are going, or what the future needs for us, we can bring a little bit of form to our work by working with clear steps. These steps are intended to create generative structures, structures that allow us to create together, without stifling creativity and the emergence of new ideas and new ways of doing things.

There are clear strategic steps we take when walking the Chaordic path. These steps allow us to create steps rooted in real need that are sustainable for the community they serve and the people working within them. These steps can

be used both as a planning tool and to help understand what you are discovering about an organization, community or initiative in designing an initiative like this, we use these stepping stones in order. Think of them nested one within the other. You cannot build the next one until the previous one is in place. The Stepping Stones Each of these stepping stones is activated by asking key questions. As we design our work together we will select from these questions (or design others) to help us explore each stone as we lay it in place.



#### Target/Purpose

**Target:** Co-designing a community, space, event or organization.

**Purpose:** to create structure and a path when the way seems unclear or is emergent.



#### Requirements

The Chaordic Stepping stones sheet with questions (referenced below)



#### Output

A shared strategic direction and path



#### Time

90 minutes to 1 day (depends on context and how widely you want to take the group)

## Step 1

Identify and invite the key stakeholders to be designed in the co-design of a community, space, event or organisation.

## Step 2

Chaordic Stepping Stone: Need

Identifying the 'thing' that is served by the work you are doing.

## Step 3

Chaordic Stepping Stone: Purpose

What is the vision? This question inspires participants to deliver at their best.

## Step 4

Chaordic Stepping: Principles

Simple and well understood statements which will ensure relationships within the team are well constructed.

## Step 5

Chaordic Stepping Stone: People

Who is involved and who has an interest?

## Step 6

Chaordic Stepping Stone: Concept

An identification of useful concepts which will eventually determine the structures of the work being undertaken. This is about identifying the deeper pattern underlying the project and the organizational forms in alignment with that pattern.

## Step 7

Chaordic Stepping Stone: Limiting beliefs

Identifying unquestioned models of behavior which might limit you from fulfilling your true potential – this step is based on the notion that innovation stems from a willingness to do away with old models and approaches.

## Step 8

Chaordic Stepping Stone: Structure

Use the simplest structure which will adequately channel the resources of the group (time, money, energy, commitment and attention).

## Step 9

Chaordic Stepping Stone: Practice

This step is aimed at ensuring that the practices needed to sustain the structure agreed upon are clearly defined.

## Step 10

Chaordic Stepping Stone: Harvest

Ensuring that the work results in the desired impacts – this includes sharing the story and disseminating results.

## Step 11

Agree specific reflection milestones i.e. one per month, quarter, year to re-convene and go through the stepping stones seeing what you have learned and what needs to evolve.

### Resources:

- Chaordic Stepping Stones sheet with questions at each step:  
<http://chriscorrigan.com/Chaordic%20stepping%20stones.pdf>
- Video: <https://www.youtube.com/watch?v=CFraVnFJYr4>

### Successful cases:

- Used many times in Art of Hosting trainings/applications
- Richard Harmer designing an Unconference  
<http://www.richardharmer.com/blog/2014/2/11/the-chaordic-stepping-stones-as-a-tool-for-designing-large-scale-interventions>
- Video, applying it to climate change mitigation:  
<http://www.richardharmer.com/blog/2014/2/11/the-chaordic-stepping-stones-as-a-tool-for-designing-large-scale-interventions>
- Applied to a stakeholder consultation process (in a school review):  
<https://shapeshiftstrategies.com/tag/chaordic-stepping-stones/>