

# wezer

*Boost Cooperation in Solidarity economy*

## **WeZer global white paper**

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**17 pages**

WeZer is an open source platform built to make businesses and communities more effective.

It is a product of Valeureux, “The Factory of Common goods Wealth Actualisation Tools”, which is studying, designing and teaching for many years about cooperation and sharing value.

As a software product, WeZer aims to bring many tools normally found separately into one environment, where they will be more effective, more integrated, and easier to use.

As a platform, and a distribution of Odoo (ex Open ERP), anyone is invited to contribute plugins.

As a tool, WeZer supports the latest thinking in organisational management and collective intelligence.

WeZer is more than a tool, it's a full device composed by a web app, an 'implementation journey', a community and a research program.

WeZer is a systemic solution to boost cooperation, to dynamise the We!

- Personally or in organisations you are involved in:*
- ✓ *Do you have ideas that can make a better world?*
  - ✓ *Do you challenge to collect resources needed to manifest them?*
  - ✓ *Do you need more participative processes while not knowing how to escape from hierarchical or chaotic systems?*
  - ✓ *Are you fed up of sharing opinions, and wish to create effective solutions?*
  - ✓ *Is that you can no longer stand to see attention put almost only on competition, glory and short term profits?*

*In the case you've replied 'Yes' to some of them,  
WeZer is for you and your organisation!*

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## Problematic

WeZer is a response to a whole series of systemic problems facing organisations both professional and grass-roots:

- **lack of resources:** money, skills, tools, methodologies, time, stuffs...
- **dispersion of energies:** volatility of workers and volunteers (absenteeism, geographical separation), cut off tools, competition with peers, overlapping projects...
- **Blind and lonely navigation:** inappropriate navigation tools and impact indicators, isolation, dependency on outside, weakness of sharing, communicating, partnering and recycling...

Benevolent social and ecological actions are motors to create a fair and joyful society. Unfortunately, in our current western world, these essential works are not receiving resources, expertise, tools, visibility and impact they deserve and need to make it happen. Mainstreams do not respect social movements, which are thus unsupported and unattractive. Moreover we all think somewhere inside of us that these people are utopian, irrelevant, needy, charity washers, burdens, crazies...

Even among them Social organisations need constantly to compromise, to compete, what isolated them. They have to make miracles with tape and scissors, to cope with high staff turnovers and constant grants cut and all these disperse their energies.

As solidarity actors we dive from hope and energy, to doubt and depression. As daily citizens we complain and hope someone, somewhere will change The System.

⇒ *How much psycho-socio-eco damages are needed to shift?*

⇒ *How long will we wait to dare to include quality to quantity, feminine to masculine, subjective to objective and from there, create empowering solutions to live well all together?*

⇒ *How do we manifest our profound wish?*

## Technological solution choice

Disconcerted by this diagnostic, we choose to listen and focus where it's the most empowering, impactful and feasible. Cooperation appears as a MUST to boost benevolent actions impact.

Decades of designing and engineering cooperative tools<sup>1</sup> (IT and human) shows us that Innovative postures, organisations and relations request a daily-rooted system to manifest what is learned during cooperation workshops. Something is needed to help us being congruent between our intents and our actions.

We then decided to equip our beloved communities with a powerful all-in-one web platform as powerful as big companies' and as cooperative as possible. We believe that a coordinated effort around one handy platform might be productive, and usable for all the actors concerned.

## Technological solution problem

This decision came after having tried several existing web apps, not finding something effective and accessible, even for our own team.

Many solutions provided both by Silicon Valley finance and by lone scripters are monofunctional, and most attempt to be global in scope, but shallow. They try to build new communities with people around a single tool, technology or issue. Users are tired of remembering passwords, and filling in user profiles for every new tool that comes along. These tools are not integrated with each other of course, and they know nothing about the organisational context of their users, such as their appointment diaries, roles in their organisations, supply chain logistics, reputation systems, etc.

Those who are working, often fuelled by passion, are thus disempowered and demotivated by a software ecosystem which arose from an obsolete capitalist ideal which required that software companies should compete rather than collaborate.

Here are issues we observe in the current attempts to reply to these needs with a software:

- **silos effect**
- **inaccessibility**
- **old paradigm approach**

Many web apps provide marketplaces for goods and services (Ebay, Priceminister, Task Rabbit, Zeloc...) which help needs to be satisfied. Here it is still necessary to have resources before needs are satisfied, either in the form of official currencies, or goods in case of swapping system (MyRecycleStuff), or trust in gifting exchanges (YouGiveGoods, Donnons). In addition, silo effect works here, making your space of exchange very specific, and thus you feel scattered as well as your reputation.

There are also some good marketplaces with community currency included (Community Forge, CES, Cyclos...). Here isolation is coming also from disconnection from daily administrative work, such as sales, accounting, supplying, shipping, making it difficult to integrate within an organisation. Moreover, most of them propose only one currency, whereas we promote more diversity.

Multitude of crowdfunding platforms exist and succeed. Nevertheless, power of crowd is not yet fully activated due to restricted rules and ephemeral campaigns with no connection to communities' real life. Here promoting skills overpass rightness of the calling project.

Furthermore very few apps propose quality indicators, either to evaluate a transaction or to weight projects global benefits. Focusing only on quantities factors will not make appropriate actions nor collective trust to emerge.

Different aspects of collaboration are helped by web apps, some free (Facebook, Google Apps, Basecamp, Trello, Doodle..) and other payable (Cisco, Salesforce, Lotus Notes, MS Project...). The first are handy

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<sup>1</sup> See presentation in biography

while time consuming and visibility restricting due to their scattering. The second are too expensive in money and time to implement into solidarity organisations.

Enterprise resources planning is served by big ERP (SAP, Sage, Oracle Corporation...) while SMEs and non profits must satisfy themselves as best with Ciel or EBP, and as worse with Excel or Open Office. Furthermore conventional accounting, sales and supplies management accept only conventional currencies and hierarchical processes.

Innovative organizational ways are served by participatory innovation platform (Tinkuy, Imagination For People, IdeasMine) and democracy platform (Delibera, ClicknSign...). Beyond their usefulness, they are also isolated and disconnected from the real life of the projects.

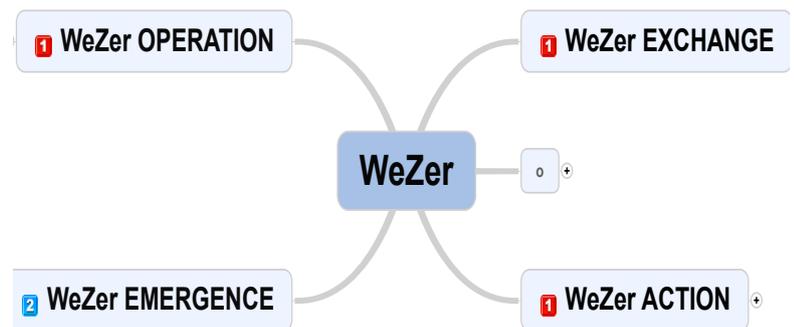
Silo effect creates a functionality centred view, where user's wealth is sucked from fortunate startup boasting their free services while forgetting to tell us what they do with our data. Internet fatigue is emerging, people being tired to replicate their profile everywhere while having no global vision on their actions, nor their fellows'.

Some very promising apps came along and disappeared. We were lucky to have used them and get lessons from them. BetterMeans<sup>2</sup> was a good attempt for collaborative workflow. Flowplace<sup>3</sup>, the most powerful Numeric Exchange System viewed for now, using Metacurrency<sup>4</sup> protocols to give a multiple currencies maker and a workflow-based-marketplace. Both were not commercially successful, ahead of theirs time 2011. Glassfrog<sup>5</sup> is a powerful web app to support Holacracy governance, unfortunately quite expensive and again disconnected from project work. Open Atrium<sup>6</sup> could be a good solution, but after 1-year--testing with Community Forge's team<sup>7</sup>, weakness of workflow holds us off Drupal framework.

## What is WeZer ?

a free open source cooperation platform created from Odoo to empower collective actions and communities' sovereignty.

It integrates several popular existing IT collaborative tools with professional organisational software, making an effective workflow framework.



*WeZer Core and 4 packages*

① version 1 - Sept. 2014, ② version 2 - Feb. 2015, ③ version 3 - Sept. 2015

<sup>2</sup> <https://github.com/Bettermeans/bettermeans>

<sup>3</sup> The French innovator Jean Francois Noubel experimented extensively using different sorts of currencies to track and expose value flows within organisations. <https://github.com/zippy/flowplace>, <http://dev.flowplace.org/> but never released any software.

<sup>4</sup> [metacurrency.org](http://metacurrency.org)

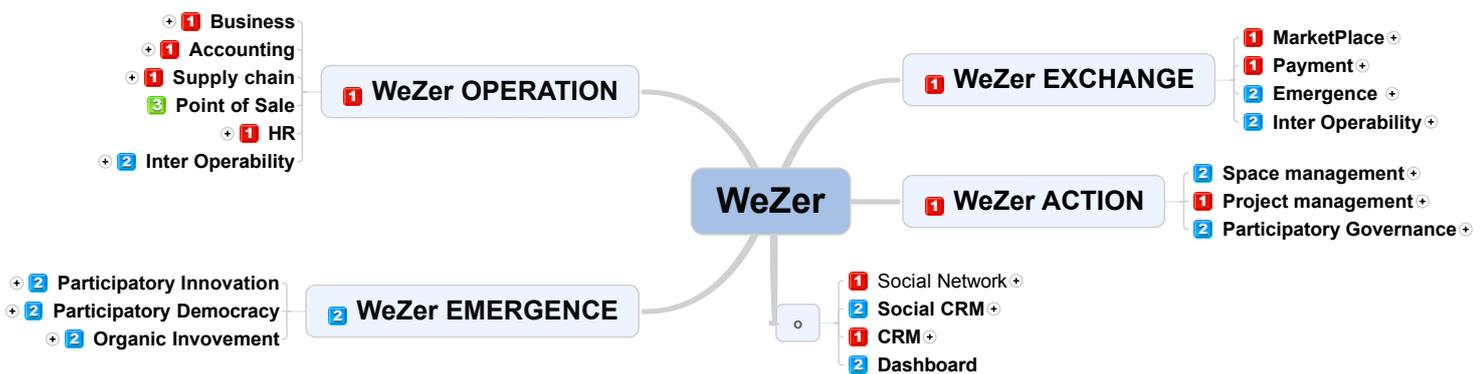
<sup>5</sup> <https://glassfrog.holacracy.org>

<sup>6</sup> [openatrium.com](http://openatrium.com)

<sup>7</sup> Community Forge team, Matthew Slater and Tim Anderson has developed Alliance, an attempt to connect Open Atrium and CF Hamlet

Economical, social and technological innovations are built in the DNA of WeZer to optimise success and wealth actualization<sup>8</sup> :

- ✓ Connecting communities' members on a open source Social Network
- ✓ Mutualising resources and needs on a Marketplace
- ✓ Using multiple currencies external and internal; tracked<sup>9</sup>, sufficient<sup>10</sup> and abundant<sup>11</sup>
- ✓ Using multiple indicators both objective<sup>12</sup> and subjective<sup>13</sup>
- ✓ Unleashing crowd sovereignty: contents<sup>14</sup> participatory emergence system, reputation matrix, transparency, clear governance processes
- ✓ Flowing effortlessly from EMERGENCE to ACTION to EXCHANGE to OPERATION, thanks to the workflow
- ✓ Relating with popular Social Networks: scanning posts and reputations, publishing action campaigns
- ✓ Improving user friendliness and share helping by designing ERP to become NRP<sup>15</sup> with empowered words and offering collaborative HelpDesk
- ✓ Soon, connecting communities to interexchange and useful apps to interoperate.



**WeZer is a Collective intelligence software**

Not much exists so far in the field of software to support collective intelligence. Last decade has made emerged innovative researches and experimentations on cooperation beyond hierarchy. Integrating ancient wisdom and modern efficiency, “Cooperative Intelligence is a new discipline – a discipline as a knowledge field, as physical practise and as set of rules”<sup>16</sup> which invites us to make an evolution step as human and as society.

Now that critical mass is nearby and IT 2.0 is well sophisticated, we are ready for quantum leap. Possibility is here to create an effective tool combining structure and spontaneity, effectiveness and people caring, inner and outer cooperation, security and transparency, rules and freedom, gratis and professional, simple and complex... WeZer is holding the more effective empowering collective practises and will allow plugins to be built for further collective processes.

<sup>8</sup> Raison d’être of Valeureux « Actualiser les richesses »

<sup>9</sup> €, \$, Bitcoins, Sol Violette, Banco Palmas, WIR, commodities...

<sup>10</sup> Mutual credit, Ripple, basic income, TRM

<sup>11</sup> gratitude, energy, joker, like, FIAT...

<sup>12</sup> balance, volume...

<sup>13</sup> quality, fun, alignment, empower...

<sup>14</sup> propositions, decisions, best practises, ideas, informations

<sup>15</sup> Network Resources Planning

<sup>16</sup> Collective Intelligence, let’s consciously co-create tomorrow world, « Intelligence Collective, Co-créons en conscience le monde de demain », C. Marsan, M. Simon, T.E. Gérard, S. Saint Girons, J. Lavens, E. Julien, G. Chapelle, Ed. Yves Michel, to be published in october 2014

**The pillars of WeZer**

**Cooperation matrix** as explained above has been woven by 20 years of research. It can be seen as an organic matrix where cells live, resources flow, tensions are processed to get moving actions and creativity.

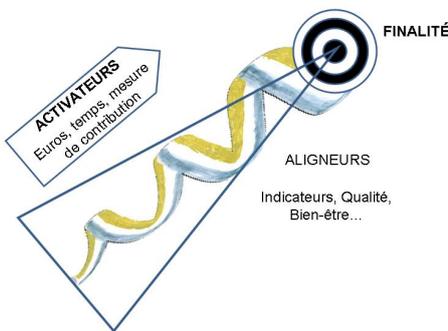
**Sovereignty empowerment** is included in the DNA. Each members and groups can define their own governance and policies: data transparency rules, means of rewards, focus, dashboards, access rights... Responsibility, as capacity to respond, is our main drive here.

*“Le plus important [...] n'est pas de gagner mais de participer.” Pierre de Coubertin*

**Emergence matrix System** is an organic way of structuring energy to focus on goals. It can be seen as a ludification<sup>17</sup> framework where winners are the best involved.

It allows community members to create indicators about what they attune on: what is essential for their organisation, for themselves, which values, behaviours, intents, actions they wish to promote. Then they define rules as usages, levels, rewards, and algorithms using both quantitative and qualitative metrics. Data are thus collected and processed through flows monitoring and participatory inputs, transforming them into qualified information. Awareness is then spontaneously attracted on what is promoted.

Activateurs & Aigneurs = Actualisateurs



Motion is needed to reach an objective, and some information show steps done (number of actions done, volume of currencies exchanged, sales amount...). We call them “activators”. Nevertheless, to be sure to aim the goal, we need ‘aligners’. Quality and alignment evaluations from users give ways to encourage focus. Thus we go from data to information then to knowledge

Emergence matrix applies in most contents, such as transactions, propositions, demands, wants, best practises, ideas or any flowing information. It is a “System” because it’s offering a combination of several emergence matrix linked by customisable algorithms.

**Assessment / Feedback tools.** Too often in organisations the exuberant is the most recognised either person or content. By encouraging users to recognise each other's qualities and sometimes rate each other's actions, the real value creation is better exposed. Mutual acknowledgement encourages tasks to go to their best likely executors. By allowing users to subjectively express their feeling of quality, data will be transformed in information, going out of Facebook’ noise to reach Wikipedia’s worth.

Supporting **workflow** is critical because this is how tasks can be shepherded across the organisation from conception to realisation. Even the best supported organisations drop balls because of poor workflow processes. Here we propose usual status flows (draft, published, accepted, paid, abort) and more complex slips. A project Task can become a Demand, an accepted Reply may create a Task, an Invoice and Accounting records, an event may be an Offer...

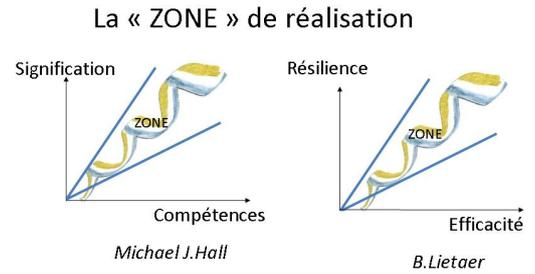
Using workflows save data entry consuming time and give consistency by traceability. It also allows innovative flows to be integrated in formal business, for instance sales and accounting in conventional currency and in community currency.

**A multiple customisable currencies** framework is set in Marketplace, and soon in all functionalities implying “money” such as invoice, expenses and accounting. Communities can choose their means of exchange and acknowledgment among conventional and alternative mechanisms. Three categories are offered: rare, sufficient and abundant. Currencies can be issued within the platform or tracked. Members

<sup>17</sup> “Ludification” more than “gamification”, using the whole play dynamics to emulate rather than only competing rewards

can define limits and interests by group, by personal reputation or by any needed algorithms. The community defines also name, symbol, usage, scale of values, conversion rules... Each transaction can hold several currencies according to rules established.

We prone diversity and interconnection of currencies to overpass euros scarcity. This “monetary constellation” should be useable and efficient to insure viability<sup>18</sup>. Soon WeZer EXCHANGE Communities will be allowed to inter exchange among themselves. Later an API will open intertrading with other systems.



	Tracked	Issued by the Community
<b>Rare</b>	Euros, Dollars, Bitcoins, Sol Violette...	Commodity money, FIAT...
<b>Sufficient</b>	LETs units, Ripple...	Mutual credit, TRM, Basic income...
<b>Abundant</b>	Facebook Like, videogames points...	Like, Thanx, Support, Energy...

**Crowdsourcing** is supported by the Marketplace. A Demand can call for donation in any currency exchanged on the community platform. It can be time limited or not, linked to a project or not, generating tasks or not, allocating goodies or not. We bet that a multi-currencies exchange system provides an effective crowdsourcing tool.

**Groups**, such that all the members of the platform will be able to form and join for specific purpose. From a collective intelligence perspective, groups are the 'organs' of the Community organism. Seven types<sup>19</sup> of fractal groups allow complex ecosystems to be holarchically structured. Customisation is available for each group, such as scope, membrane crossing rules, members duties and rights, managers, wallet...

Finally '**Rooms**' plugins, where each room has the tools for a group to do different kinds of activities. An API extending the basic group will allow developers to build rooms aware of the whole system. The first rooms envisaged are:

- Deliberative rooms propose collaborative document editing with roles, evaluations, comments, side discussions, versioning...
- Decision making rooms with process types, roles, evaluations, comments, side discussions, alerts, project connection...
- Project actions rooms
- Standard meeting rooms with roles, minutes and action points

<sup>18</sup> Bernard Lietaer: an ecosystem is viable when efficiency and resilience are balanced. Resilience comes from diversity and interconnection. This can be apply on monetary, see system [www.lietaer.com](http://www.lietaer.com)

<sup>19</sup> see coming White paper “WeZer Groups”

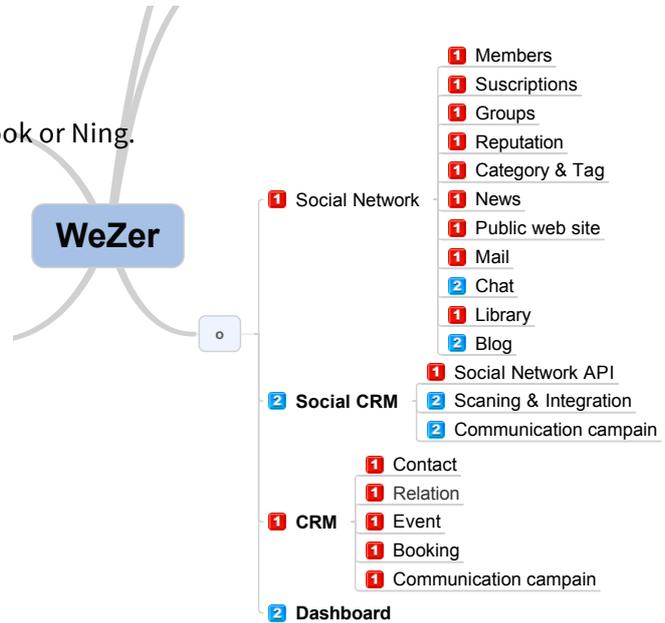
**WeZer: a Core and 4 packages**

WeZer is a set of integrable modules. Each community can determine its appropriate packages, and modules. Of course new needed packages can be set anytime.

“Minimum Viable Product” has been launched in May 2014 and here are planned milestones:

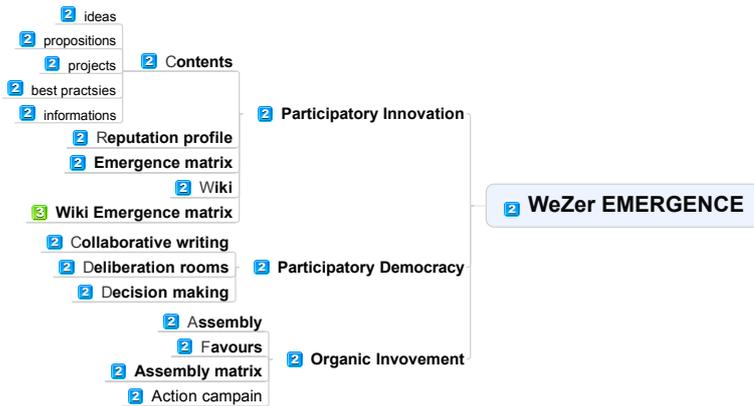
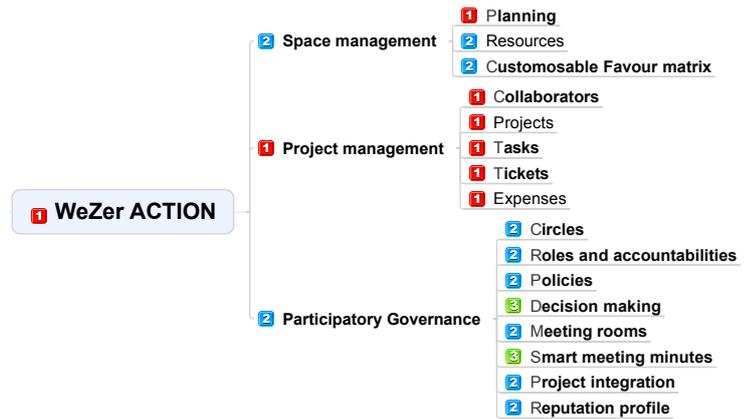
- ① version 1 - September 2014
- ② version 2 - February 2015
- ③ version 3 - September. 2015

WeZer CORE is included in all versions.  
It's a community Social Network similar to Facebook or Ning.



WeZer EXCHANGE combines a Marketplace, a Payment system and a Reputation System.

WeZer ACTION is a good project and resources management with Holacracy mechanisms.



WeZer EMERGENCE proposes a complete participatory emergence framework.

WeZer OPERATION is a daily business manager.



**Why Odoo?**

Before ERP software was envisaged as using a currency approach, the leading open source community currency software was discouraging in its support workflow and groups. Odoo however, had workflow based in, and groups well supported. Python programming language and OpenObject framework used by Odoo makes the platform effective for quick management of apps development, and greatly facilitates code maintenance.

Odoo is a complete framework with thousands of integrated modules including sales, projects and supplies management. Accounting module brings a lot to the project because it allows us to trace the currencies respecting the state of the accounting art. Here we are way ahead of concurrence, because money management is difficult to maintain, in terms of development, if it is not based on sufficiently proven functional basis. These modules also open our outlook because we can easily integrate the most interesting features thereafter, such as internal instant messaging (livechat), billing or CRM.

In version 8, Odoo has also its own web content management system, and provides equivalent of CMS Wordpress, Drupal or Magento tools. This will allow us, not only to easily meet demands on internet website part, and also to be at the state of art on the possibilities in terms of design, which was previously the low point of Odoo.

V8 launch is expected in September 2014, and as Odoo development takes place seamlessly, we already have access to it and can engage web and graphic developments.

It is reasonably mature being based on commercial Enterprise Resource Planning software, and with a vigorously growing community of experienced developers. We are confident this is the right platform and that Python and Odoo will be around for yet many years.

### **Open source licence**



Odoo, and WeZer by extension, are under AGPL 3.0 license, which is the free license that brings the more guarantees to the user on the provision of the code and its derivatives. It is a viral license, meaning that all developments realized in the future will necessarily be under the same license. If ever a competitor had to use our developments for its own products, then we would be legally obliged to communicate changes and vice versa.

Odoo developments and WeZer are visible on these platforms, which contains the history of the project and facilitates the participation of contributors:

<https://launchpad.net/wezer> and <https://github.com/YannickB/community-management>

Valeureux remains the owner and authorship of all instructions, procedures and programs developed in this project. The designer can use all information and lessons learned from the development of programs. The client will have the enjoyment of the program that is intended under the Affero GPL. The GNU GPL "GNU General Public License", is mainly characterized by its Article 2, which states the right to modify the program and redistribute these changes, which are derivative works, provided that it is under the same license GPL. In addition, the Affero General Public License GPL provides the same conditions for service offerings hosted Software as a Service SaaS.

### **Data philosophy**

Data sovereignty is primordial in this project. The Data will always be the property of The Client Community, and their protection is ensured in accordance with the recommendations of the CNIL, and their possible exploitation must be agreed by both part. The Client gives database anonymous access to allow impact researches. Client Community takes full responsibility for the legality of trade and activities hold on WeZer platform.

When Web 3.0 P2P distributed framework will be ready, WeZer will evolve to give more sovereignty to communities and people.

### Technical information

- ✓ OdoO 8
- ✓ Python

### Useful links

- ✓ Ask for an access to our demo website: <http://demo.wezer.org>
- ✓ All the code is accessible here: <https://github.com/YannickB/community-management>
- ✓ More information:
  - In French: <http://www.valeureux.org/blog/dyncoop/>
  - launch the 4th of September: <http://wezer.org>
- ✓ OdoO editor: <http://odoo.com>
- ✓

### Implementing WeZer

WeZer is customisable. Each community can determine its appropriate settings.

A 'standard' setup will be proposed to allow quick start. Nevertheless we warmly recommend to take opportunity of necessary customisation's decisions to include all your organisation. Valeureux proposes a "**participatory implementation journey**" where purpose, objectives, rules, currencies, indicators... will be collectively defined.

Some light settings can be made by your local admin, others may request Valeureux services (or any Python-OdoO coders).

**Admin training** is offered to allow your local admin or community manager to garden, maintain and monitor WeZer life.

**Power users training** is provided to train few users in your community. These "champions" will then train and assist all your members.

## Methodology

### Overview

Several methodologies are used according to each phase of development:

- **Situation diagnostic and solution design**
  - 5 steps Design process:
    1. Empathy
    2. Definition
    3. Ideation
    4. Prototyping
    5. Test
  - Systemic approach
  - AQAL: integral vision that includes individual / collective & subjective / objective
  - Mindmap: organic, left & right brain
  - Evolution U Curve: to understand that "innovation = past + present"
  - Principles of Human development according to Institute of Noetic: "INTENTION + AWARENESS + REPETITION"
  - Principles of Organisation 3.0 development as Holacracy = distributed, fractal, transparent, inclusive, dynamic steering, autocracy + Sociocracy

- **IT development**
  - o Lean development
  - o Agile method
  - o Dynamic steering
  - o Open source
  - o Not reinventing the wheel, copy best apps
  - o Modules
  - o APIs
- **Sourcing**
  - o Co-funding: gathering beneficiary communities around common needs, and thus share funding and bids applications
  - o Co-developing: gathering contributors, partners, coders..., and acknowledging all contributions, then sharing wealth according to level of involvement
  - o Using WeZer EXCHANGE, WeZer ACTION (asap WeZer EMERGENCE) with 2 currencies (euros, VALs<sup>20</sup>) and 2 indicators (quality, alignment)
- **Spreading**
  - o Valeureux common goods tools factory
  - o Our sourcing strategy
  - o White papers
  - o Ambassadors team
  - o Start in French and English
- **Using**
  - o Collaborative Helpdesk
  - o Collaborative Improvement needs
  - o Using WeZer EXCHANGE and WeZer ACTION and asap WeZer EMERGENCE

**Design Process**

As Collective Intelligence explorers, we know **“we cannot force cooperation to be. We can only build favourable conditions so it can occur”**.

Starting from problems explained above, we have defined effects desired then needed leverages to reach them.

Problems	Desired effects	Needed leverages
Lack of resources	Sufficient Resources	Mutualise resources and needs
Dispersion of resources	Rationalised Resources	Focalise energies
Blind and lonely navigation	Woven and Rippled Actions	Clarify impacts and communicate <i>How to</i>

Clear vision of what have to be attained helped us identifying actions required. Then it was easy to gather and connect appropriate functionalities.

<sup>20</sup>Valeureux community currency based on mutual credit mechanisms: 60 VALs = 1 hour (= 10 euros)

Leverages	Required actions	Functionalities to implement
Mutualise resources and needs	Exchange services and goods	A marketplace with Offers and Wants of services and goods
	Pay in several currencies	A multiple customisable currencies framework <ul style="list-style-type: none"> <li>• rare tracked : euros, dollars, bitcoins, Sol Violette...</li> <li>• sufficient issued : community mutual credit, TRM, ripple...</li> <li>• abundant issued: Like, Thanx, Support...</li> </ul>
	Acknowledge in both objective and subjective ways	A multiple customisable indicators framework <ul style="list-style-type: none"> <li>• objectives: balance, volume...</li> <li>• subjectives: quality, alignment, sustainable...</li> </ul>
	Call to crowdsourcing	An announcement in the marketplace
	Improve user share helping	A collaborative HelpDesk
Focalise energies	Connect community's members	A community social network
	Insure transparency and security	A customisable user rights framework
		A sovereignty on data control
	Develop trust from real relations	A multiple customisable indicators framework linked to a customisable involvement matrix to set reputation, alerts, duties and rights based on activities
	Federate community around shared vision and goals	
	Structure members involvement	
	Integrate within organisational and administrative flows	Multiple and automatic relations between Announcements and Projects, Sales, Supplies, Accounting management
	Save time and data entry	A workflow framework
	Integrate common functionalities	Take the best of existing apps and integrate them
	Organise actions	An event manager
		A resources management
		A project manager
		A community relation management
		A library management
A sales management		
A supplies management		
A payroll system adapted to national laws		
Unleash members creativity and sovereignty	A customisable participatory emergence matrix <ul style="list-style-type: none"> <li>• Propositions</li> <li>• Ideas</li> <li>• Decisions</li> <li>• Information</li> </ul>	
	A customisable governance processes framework	
	A deliberation rooms framework	

Leverages	Required actions	Functionalities to implement
	Go beyond hierarchical patterns	An Holacracy management <ul style="list-style-type: none"> <li>fractal circles</li> <li>roles, accountabilities and policies</li> <li>customisable decision making</li> <li>assisted meeting minutes</li> </ul>
	Improve user friendliness and share helping	A design ERP becoming NRP with empowered labels
Clarify impacts and communicate <i>How to</i>	Ease communication both intern and extern	An event manager
		A message and chat system
		Bridges to connect with usual social networks
	Generate and organise quality contents (best practises, projects, lessons...)	A Knowledge Management
		A Wiki emergence framework
	Provide navigation tools	a Business Intelligence system, with customizable dashboards
	Provide evaluation tools	
Connect with others communities	Inter exchange	
Connect with others apps	Inter operability, API	

**Development strategy**

We have made first the minimum viable product (MVP) in May 2014. As a proof of concept, it integrates multiple currencies in an ordinary ERP. Its layout is Odoos and workflow are separated from project management.

After version 1.0 is delivered new features will be determined by a bounty process. A list of new features with prices would be maintained and stakeholders, mostly clients, would say how much each feature was worth to them. When the target is met, the feature would be developed.

One type of new feature, will be 'room types'. In most cases we would look to existing web services for the data models and processes.

Other request for additional functionality would be modularised as much as possible to keep the system optional clean and to keep concerns separated.

**Biographies**



**Valeureux** has started as a collective of 10 French *money transitioners* in 2009. Since 2013 it's a non profit association based in Paris.

Its purpose is “*revealing, attuning and sharing all forms of wealth in the service of Life*”.

Its piliars are *Wealth actualisation, organic Governance, integral Vision* and *servng Life*.

Valeureux designs, engineers and spreads human and technological cooperation processes, particularly through games, awareness and subtile combinaison of fun & profound. It proposes events, workshops, trainings, coaching,

consulting and publications in France, and abroad thanks to Community Forge partnership.

Focus is on wealth actualisation, as making them real, updated and empowering their potential. It covers governance, complementary currencies, alternative indicators, colective intelligence and human development.

“The Factory of Common goods Wealth actualisation tools” is emerging, gathering best tools and best people from everywhere. Wezer is its product and its community will use it, as Valeureux actors apply first on them what they recommend to others.



**Sybille Saint Girons, WeZer designer, Valeureux co-founder**

Former Information System Consultant<sup>21</sup>, she is designing and engineering cooperation tools for 25 years. She proposes an empowering Organic System to unleash our potentials, individually and collectively. She calls it “ontogogy”<sup>22</sup> meaning “to lead the Being” from *ὄν* (*ôn, ontos*) : being and *ἀγω* (*gogie*) : lead, train, guide. It integrates flow optimisation, business management<sup>23</sup>, human potential development, ancient wisdom<sup>24</sup>, spiritual teachings<sup>25</sup>, arts and humour to create wealth in all forms. Her wish is to contribute to create favourable conditions so we can build a fair, beautiful and joyful world!

Passionate from childhood about ways of living well altogether, she investigated all around space and time to find appropriate solutions. Her journey makes her focus on cooperation as way to attune ourselves, having certainty that “*there is enough for all to live well, we just need to agree on how*”<sup>26</sup>. Adventurous and quite early aware about how the system works, she sees money system as a heavy leverage, and started to spread awareness since 2007. Driven by Law of Economy, she also chooses to serve only benevolent actors and groups, and at the same time she gives awaking sessions to Business Schools and writes books. In 2009 she co-founded Valeureux NGO in Paris with 9 followers of Jean-François Noubel, and she is now the formal president. She became a Community Forge NGO associate in 2011. She is offering all over Europe awaking games<sup>27</sup>, active trainings, team facilitations, cooperation design and new paradigm consultancy. Free from constraints, she devotes herself to bring a wind of hope, and to provide common goods sovereignty tools to citizen communities.

After 16 years betting on IT solutions and then 10 years on human development, she’s back to a form of technology including human development! Thanks to Julien who motivated her, she is now birthing WeZer she had been pregnant with for years.

**Julien Dussart, WeZer engineer, Valeureux contributor**

He carries cooperative projects in Saint-Ouen (France): Audonien LETs, solidarity repairshop and cooperative grocery shop. Graduated from ESCEM Business school @Tours-Poitiers 2008 with a specialization in management control and information systems, ERP consultant Julien was in control of purchasing and logistics management for four years. He joined Valeureux in 2013 and get level 1 cooperation facilitator training.

<sup>21</sup> EuroLogarc @Pfizer (2 M€, 22 countries and currencies, 3 idioms, 200 network users, 500 nomads); bespoke ERP @Blini SA (200K€, 3 sites); Musaraigne @Campagnol (friendly ERP for theatre people)

<sup>22</sup> Quoted by Abraham Maslow in « *Etre Humain* » p. 73, James Bugental (December 25, 1915 - September 17, 2008) suggests that we call counselling or therapy “**ontogogy**,” which means trying to help people to grow to their fullest possible height. This prominent existential psychologist facilitated a workshop on “Ontogogy: Education for the Human Frontier” in ESALEN.

<sup>23</sup> MBA DHDO « Human Dynamic and Development of Organisation” @Evry-INSEAD 2005

<sup>24</sup> Pygmies, Lakotas, Indian masters

<sup>25</sup> Her Holiness Sai Maa Lakshmi Devi, psychosophy, Christianity

<sup>26</sup> see Pierre Rabhi [www.pierrerabhi.org](http://www.pierrerabhi.org)

<sup>27</sup> Floor Trading Game in English <http://communityforge.net/fr/node/1038>, in French <http://www.valeureux.org/blog/offres/nos-outils/jeu-la-corbeille/>

**Christophe Cesetti, WeZer IT gardener, Valeureux co-founder**

He is Valeureux co-founder and secretary-treasurer. He graduated from EICD 3A school and MBA "Auditing, consulting and management control" at ISC Paris. Christophe values the wealth previously invisible in organizations beyond the accounting conformity and conventional tables edge. It is committed to promote responsible management tools and collective intelligence methods that promote our best to live together towards a desirable future.

**Yannick Buron, WeZer IT expert, Valeureux partner**

Member of Odoo community since 2009, he founded his first Odoo services company at 19y and graduated from SUPINFO Paris in 2011. He proposes technical solutions and develops/integrates Odoo modules used by WeZer platform<sup>28</sup>.

In this society where everyone is focused on his own interest, his passion is to find and create disruptive technology allowing people to open to each other, to have a better control on their life and on the world itself.

**Matthew Slater, WeZer IT expert, Community Forge co-founder**

Community currency engineer<sup>29</sup>, he wrote the Community Accounting module for Drupal and co-founded Community Forge NGO in 2008 which provides free, hosted, supported, open source software for over 100 community groups.

**Florent Bardolle and Franck Genissel, WeZer IT supporters, Valeureux contributors**

Just arrived in Valeureux from last level 1 cooperation facilitator training, they contribute to design WeZer helpdesk and support team.

Florent is a supply chain management expert and lean manufacturing graduated belt. After being manufacturing director it go forward to put on new process and IT tools to initiate alternatives solutions. Ready for a better tomorrow.

Franck is a IT geek, former Groupe SOS consultant. He is trained in Holacracy and wish to contribute to a better world.

**Irina Jaubert, WeZer IT supporter, Valeureux partner**

Active members in NGO Chant des Possibles which is the 1<sup>st</sup> WeZer founder and client, Irina is involved to make WeZer friendly and useful. Engineer, she worked 25 years in aviation industry and 4 years in enterprise environment as innovation manager. Engaged in several associations: Aviation Without Borders, Aquassistance, CODEGAZ and ATD Fourth World. Board Member in Social and Solidarity Economy at "Ecole Centrale" and "Central Business Angels".

**Web by Brains, WeZer CMS dresser**

It is an European Mobile Application & Web Development outsourcing studio with offices in several European Cities. It focus on User Experience, Web development, Mobile Development and have specialties in Odoo, WordPress, Magento, iOS and Android applications.

**Dici, WeZer beautifier**

It supports the development of SMEs by working on the consistency of their overall mark holders. Dici is making WeZer logo and graphic universe.

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<sup>28</sup>He's created Yolo SAS last June, <https://yannickburon.wordpress.com/2014/05/25/presentation-of-odoo-formerly-openerp-communitytools/>

<sup>29</sup> Matthew Slater: blogging about WeZer 3 years ago <http://matslats.net/drupal-resilient-community-features> and <http://matslats.net/resilient-community-platform>

## Next steps

WeZer v 1.0 will be launched in November 2014.

Four organisations are **WeZer pilot communities**: Valeureux NGO is using WeZer to develop WeZer; “Chant des Possibles” NGO is developing a specific package for cities (CIEDESS); Essé 20e, a network of non profit organisations from 20e district of Paris is setting an exchange system “XX Sel”, LETs “Sel Audonien” is migrating from Community Forge to WeZer.

Soon **early adopter communities** are coming: ECP a participatory communication agency wish to rationalise actions and cooperate easily within its wide ecosystem; TERIS an ecovillage wish to acknowledge contributions and do all paper works; EGPC community of 140 citizens movements wish to unleash cooperation and decentralised actions.

**Coming specific WeZer white papers**: fractal groups, wealth operations, organic involvement and emergence matrix.

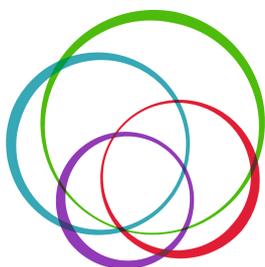
## Get and Contribute to WeZer

- ✓ Share your feedback [sybille@valeureux.org](mailto:sybille@valeureux.org)
- ✓ Try WeZer MVP and soon v 1.0: [demo.wezer.org](http://demo.wezer.org)
- ✓ Write me to [become an early adopter](#) community and participate to WeZer birthing.
- ✓ Send a blessing
- ✓ Spread the good news
- ✓ Make a [donation](#)
- ✓ Become a [Valeureux member](#)
- ✓ Become a Wezer contributors, seek our wants on Valeureux@WeZer: <http://www.valeureux.wezer.org>

*In brief we need: Ambassadors, Testers, Coders, Integrators, Supporters, Trainers.*

*We wish also people helping us making videos, articles, tutorials, interviews...*

We would be enthusiast to [partner](#) with similar or complementary projects.



# wezer

***Dynamize our We!***

**WeZer white paper  
Version 1.0 August 2014**

**Sybille Saint Girons  
[sybille@valeureux.org](mailto:sybille@valeureux.org)**

