

## H3 Organisation Overview

(First two years)

### **Introduction:**

I've written this overview with the assumptions that you already know there is a lot more to this than Climate Change, that you've either read or gotten advice on both the CC discussion paper and the Water Tower document, that you're with me on the H3 approach to Climate Change, that you know the full extent of the H3 operation can be seen inside a book called Eden is Burning, and that there are tech secrets to be seen inside that book in one of the "Something to think about" sections. In the Essential Preamble in Eden is Burning you can also find context for the how and why of this operation (how it came together and why it was attempted in the first place).

### **Initial funding requirement: \$400 million.**

I've been working all of this out in seclusion and poverty for almost twenty years, and because this is very early stages in the funding process I will appreciate both small and large contributions into this operation at the moment. Until I remove this qualification it's all very helpful.

Part of the perception of this operation is that it is going to be a massive tax paying organisation and I'm looking for this perception to start early. The method of financial support for this operation is to be by way of consulting fees and economic advice on Climate Change and other significant global issues, because after all that is what is happening here; so fully tax deductible for you. All who assist with this initial funding requirement should do so because they can see the value of this approach to Climate Change and want to participate for that reason. The benefits that will come to you from early support of H3 will come later. The Eden book shows you what those benefits may be.

### **Operational focus:**

Everything created for the H3 operation is there to facilitate the implementation of the H3 agenda of global economic reforms. The tech side of H3 is big, but the global reforms side of H3 is considerably bigger, in economic value, in global impact, and in regard to impact on our future. For example there is a big three reforms in the H3 agenda designated ANSR, CODIN, and the PMLRs/NECs; they're all at least as big as ANSR and you already know how big ANSR is. The tech side of H3 is new technology worth several trillion dollars to facilitate the funding of H3, whereas the global reforms are all about solving our biggest problems with actions that add trillions of dollars into the global economy for everybody.

### **H3 divisions (first two years only):**

There are over two dozen major divisions inside the H3 operation and you can find them in one of the "Something to think about" sections in Eden is Burning, but almost none of that gets up and running in the first two years. The first two years is about establishing the Global Reforms division, building two zero emissions energy-gen prototypes, undertaking the process to commercialise that technology through a massive public entity, and obtaining the primary H3 funding requirement through a private entity that may or may not include government involvement. The heads of about a dozen H3 divisions do come on in the first two years, but they await primary H3 funding before ramping up their divisions.

### **Staffing requirement:**

It is reasonable to expect that for an operation that is proposing to do what is in the H3 literature, there will be “fifty” high quality job applicants for every position as soon as a position is put up on the recruitment section of the website. With the comment of me “requiring 20,000 people to help me make this happen” in the Eden book, it is also a reasonable expectation that I’ll have “a thousand” strong candidates calling to be a part of this within a month or two of this gaining some profile. There will be a rudimentary recruitment page included on the website calling for general application letters several months before specific jobs are advertised. There is a specific staffing schedule for the first two years and a general or approximate schedule for the period up to year six:

- In the period from when the office space has been selected to the period when fit out has been completed and about a month after that, the initial staff intake will be forty-seven. This staff intake should be a few less because I’ll be looking to bring on the Chief Operations Officer, Senior HR exec and a few others before this process starts.
- The next intake process will commence four months after the office is ready for occupancy (month four), for staff to come onboard in month seven. This one will add an additional sixty-nine people.
- Subsequent intakes in the first two years are planned to start in months seven, ten, thirteen, sixteen and nineteen, and will bring us up to a total of 350 people by the end of year two.
- Unfortunately the intakes need to be staggered like this rather than continuous because of the nature of the work these people will be doing. I need to be the one to get them up to speed on the intellectual work they’ll be doing (mostly in groups), and this will include weekly working papers from those groups that I will then need to give significant feedback on to ensure everything is moving in the right direction. Staggered intakes are necessary otherwise I will not be able to keep up with the workload.
- Yes I could just spit out all the answers so that nobody else needs to do any substantial intellectual work, but that’s not how you build a substantive organisation. The groups brought on to work on these reforms will be guided over months, not merely given all the answers outright.

Obviously these numbers are just the numbers in the schedule and things rarely run precisely according to plan. Another forty or fifty could easily be added (negotiators are the most likely adds), people leave, and it would be rare to fill every position on schedule.

### **Remuneration policy:**

Entry level salaries are higher than the norm, rank and file salaries are higher than the norm, but there will be no “million dollar men” brought on to fill the most senior roles. If you want to know more about how this is going to work then you can find the details in the H3 operations manual mentioned at the very bottom.

### **Staffing notes:**

- At some point after at least \$2 million is available, I will be looking to bring on the person who will be the number two at H3. I do not know who that will be at this point but it will be a woman, and although it’s possible she will be as young as thirty-five, it is very unlikely she will be younger than forty.

- There are emotional and intellectual traits and qualities that can be designated as either female or male, and the most important work to be done at H3 requires the female energy more than the male. This shouldn't be misunderstood because the required female traits are present in both genders, it's just that they're more common in females.
- The main reason for that last point is so that when I state the gender gap is going to be 60-40 or better in favour of women working at H3, you can understand that it is not merely from an affirmative action standpoint. We're going to need people who can learn the ideas and principles in the H3 agenda about how we can't get anything done unless the rich and powerful are keen to do it, but who also have at their core a desire, an insistence, that we do not do this at everybody else's expense, and that absolutely IS part of the core essence of the female energy; wilful disregard in such big picture issues absolutely IS the male energy (but again, many males have female traits and some females have male traits). You get more on this in the H3 operations manual.

### **Key development points:**

1. Organising the necessary office space for the first two years (about 8000sqm) will only take place after the full initial funding requirement has been received. As soon as the fit out has been completed, probably about three months hence from that point, that should be considered as month one of the H3 operation.
2. The FISCIL White Paper should be unveiled around month seven to month nine, and the process of implementation starts at that time.
3. The Kyoto II White Paper is also unveiled around the same time as FISCIL and we start pushing this forward as well. If H3 commencement moves forward quickly this will be fast tracked to be available in time for COP 25 coming up in November 2019.
4. Everything required to start building the first two energy-gen prototypes is in place by about month nine or month ten.
5. If the prototypes work as designed without the need for too much tweaking they could be ready to unveil as early as month fifteen or month sixteen. Something around month twenty-two is a more prudent expectation.
6. The entity to commercialise the energy-gen tech will be a public company called Natural Selection or NS Corp, and a team will come on early in the second year to make sure it is all ready to go as soon as the prototypes are unveiled. There is unique commercialisation strategy involved here, so it is considerably more than just having the operational details complete and the offer document ready to go.
7. The ANSR White Paper will be unveiled around month eighteen, and with the prototypes due to drop at any moment, assuming they haven't already, fossil fuels companies will all be crossing their fingers that the prototypes work so that the tech part of ANSR is an easy lift rather than a hard one. ANSR is so much easier if the zero emissions tech is already in the bag. If the prototypes work ANSR will move at "light speed" to be adopted; count on it.
8. In the first quarter of the second year the primary H3 funding strategy will be activated, and it could take three months to complete or it could take six months. It's called Appetizer Ltd and there is a backup strategy inside it, and two other backup options after that if Appetizer is unsuccessful. Appetizer should work; it's a significant probability without the prototypes, but with the prototypes, actually showing we can

build things in addition to the global reforms agenda, it's very hard to imagine it being unsuccessful, no matter how much the primary H3 funding is; it's a very big number.

9. As the second backup option to Appetizer, that we're going to do whether Appetizer works or not, it's probably worth mentioning BOE Corporation; it has an entry in Eden is Burning. There is an enormous amount of new commerce coming out of the ANSR reform, and because H3 needs to be hip-deep in about three-quarters of it anyway (for a variety of reasons), we may as well take some of it up and do some of it ourselves. Not to put too fine a point on it but how big is the largest corporation in the world today; BOE is going to be bigger than that (we'll be a million miles past the normal rules applying to this operation at this point). A BOE development group will be brought on in the second half of the second year to determine which ANSR commerce we're going to take up. You can find the current ANSR commerce options in Appendix V of The Prince Principle.

### **Key executives:**

As I've stated in the books and on the website, for right now it's just me, but that will change as soon as some significant funding comes in. It is natural for you to assume that a person who would decide to do something like this (almost twenty years ago) must have a gargantuan off the scale ego by now and would think that he could do anything, but I know what I know and what I don't know, and I know the limits of my capabilities. Running a large organisation is not inside my capabilities so I'm NOT going to be the CEO of this operation (and I'm not a backseat driver or micro-manager either). For the first couple of years I will still have the final say inside executive meetings (for obvious reasons), but will rarely exercise it if ever, and I will not be involving myself in the day to day running of the H3 operation. Because this operation has all come from me I will need to be the quasi- or co-head of operations for the first six months, but as soon as the Chief Operations Officer finds her feet, I will only know what's going on in the day to day running of the business from briefings inside the various executive meetings that are part of the H3 operational structure. There are "a thousand" things I need to be in the middle of, and I've staggered their rollout over six years so I should be okay with the workload.

**Supplementary note:** There is an H3 operations manual available for you to view if that's something you want to do. It covers the normal aspects of an operation that such documents normally cover, but it is not the dry reading you normally get in such documents (there's not a standard legal paragraph in the whole document). It's about 32,000 words, and the cover needs updating, as does a little of the content, but I'd be fine for you to have a look at it if you want to get a reasonable appreciation of how this operation is going to be run.

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