Doughnut Design for Business

DEAL’s guide to redesigning businesses through Doughnut Economics – Core workshop

Version 1.1 (February 2023)
# Doughnut Design for Business

## Quick overview

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Core version.

Workshop to explore what Doughnut Economics implies for the deep design of your business.

**Objective**

Understand what the Doughnut implies

**For whom**

People working with or within a business

**Expertise**

Prep needed but no technical expertise

**Scope**

Holistic - nothing is off the table

**Duration and variations**

4-5 hours

**In person and/or online**

In person and/or online

**Annexes**

A. Canvases, printouts and Miro

B. Prepare and run the workshop

C. Share back to inspire others

D. Acknowledgements, images
**Doughnut Design for Business**

About this workshop – the core version

DEAL’s engagement with business focuses on transforming the deep design of businesses, so that they can become regenerative and distributive in their core operations, and hence help to bring humanity into the Doughnut.

This workshop helps companies to identify their most transformative ideas for becoming regenerative and distributive in their strategies, practices and impacts, and then to identify the design changes needed to make this possible. It guides businesses through an ambitious journey of assessing their current impacts, generating transformative ideas in response, and exploring the business redesign needed to make it possible.

This workshop and its methods are continually evolving in response to learning and feedback, and we ask everyone to contribute to this - see Share back to inspire others.
**Doughnut Design for Business**

**Core workshop: 4 to 5 hours (instructions)**

A four-part, half-day workshop to produce groundbreaking ideas.

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<td>Explore impacts and dependencies based on the dimensions of the Doughnut.</td>
<td>Create the most ambitious and transformative ideas that allow your business to become regenerative and distributive.</td>
<td>With these ideas in mind, explore how the current design of your business is blocking or enabling you.</td>
<td>Identify changes in your business design to enable your transformative ideas.</td>
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Canvas 1

Rapid Doughnut mapping

Canvas 2

Regenerative and distributive ambitions

Canvas 3

Current business design

Canvas 4

Future business design

Canvas 5

Business redesign story

Then summarise your Doughnut story of business redesign.
Before you start

Who should run workshops

The Doughnut Design for Business workshop requires ambitious and curious facilitators (see Key skills for facilitating this workshop).

If in this role, don’t aim to provide specific advice, but pose challenging questions to encourage transformative innovations. Be ready to showcase and encourage leadership that embodies traits like humility, integrity, courage and self-awareness (see Inner Development Goals, Theory U or Regenerative Leadership for relevant frameworks).

What this tool contains

This slide deck contains all four parts of the core workshop, along with guidance on preparing and running the workshop, and on sharing back to inspire others in the annexes.

It also includes key considerations for specific types of participants: start-ups, large companies, family businesses and ethical businesses.

Please also carefully read the following slide on safeguarding the integrity of Doughnut Economics.
Dos 👍

Safeguarding integrity

1. Do use this tool to facilitate a workshop for businesses, following DEAL's Guidelines and principles, including DEAL's policy for business.
2. Do use the entirety of this tool.
3. Do use this tool at the most relevant scale for your business, from subsidiary to the entire business.
4. Do clarify with participants how you will deal with confidentiality and whether the discussions will be shared beyond the workshop.
5. Do share back your learning on the DEAL Community Platform if you’re facilitating a workshop as an organisation in action. This can inspire others and help DEAL improve the tool.
6. Do ensure you’ve met DEAL’s criteria if you’re a consultant wanting to use these tools (see DEAL’s policy for Consultancies and Organisations).

Don’ts 👎

Weakening integrity

1. Don’t use this tool to provide specific advice to businesses - support and facilitate their journey instead.
2. Don’t publish ‘company Doughnuts’ - focus on sharing back business case studies as stories instead. See case study guidance.
3. Don’t claim alignment between any business and the Doughnut as a result of having done this workshop.
4. Don’t adapt this tool or use only a part of it - its integrity depends on the whole journey (see DEAL’s policy for business).
Doughnut Design for Business

Part 1.

Rapid Doughnut mapping
Across the Doughnut’s social foundation and ecological ceiling, you will identify how your business currently helps humanity move towards living in the Doughnut, and how it simultaneously contributes to pressures on the Doughnut’s social and ecological boundaries. You will additionally identify how your business is impacted by events and risks resulting from such social and ecological pressures.

1. Rapid Doughnut mapping

Introductory materials
- Video: Introduction to redesigning business through Doughnut Economics
- Intro to Doughnut Economics
- Intro to business and the Doughnut
- Dimensions of the Doughnut

Canvases to use
- Print: Canvas 1 - Rapid Doughnut mapping
- Online: Canvas 1 on the Miro board
The Doughnut: a compass for 21st century thriving

The goal is to leave no one falling short on the essentials of life, without overshooting planetary boundaries.
The world is far out of balance

Today’s global economy leaves billions of people falling short on life’s essentials, and is overshooting multiple planetary boundaries.
Identify impacts

Use **positive** sticky notes to identify ways your business helps humanity move towards living in the Doughnut.

Use **negative** sticky notes to identify ways your business contributes to social and ecological pressure.

Use 🌟 to identify where social and ecological pressures create risks or impacts for your business.
Identify impacts

Example of a consumer goods company

- Contribute to community projects
- Community water shortages
- GHG emissions in transport
- Selling healthy nutritious food
- Biodegradable packaging
- Low wages in supply chain
- Fertilizers in crop production
- Creating good jobs
- Intense irrigation
- Drought risk
- Organic production
- Equal pay policy
- Political instability
- Land conversion
- Excessive fertilizers use
- Political voice
- Social equity
- Income & work
- Education
- Health
- Food
- Water
- Energy
- Networks
- Housing
- Gender equality
- Social justice
- Peace & justice
- Trust
- Employment
- Inclusive growth
- Diversity
- Equity
- Equality
- Freshwater withdrawals
- Trunk transport emissions
- Climate change
- Ocean acidification
- Ozone layer depletion
- Overshoot

Canvas: Rapid Doughnut mapping
Identify impacts

Example of a professional services company

- Work with clients in fossil fuel industry
- Employee programme supporting food banks
- Don't ensure living wage for cleaners & drivers
- Pay beyond living wage for all staff
- Work on projects in water-intensive industries

- Major risks for clients
  - Member of a business network that opposes climate action
  - Regular flights and driving to meet clients
  - Female >40% of board and senior management
  - Work for clients using tax havens
  - Support clients to reduce deforestation
  - Board and senior management >40% female
  - Work on projects in water-intensive industries

- Support clients to reduce deforestation
- Work for clients using tax havens
- Pay beyond living wage for all staff
- Regular flights and driving to meet clients
- Member of a business network that opposes climate action
- Board and senior management >40% female
- Work on projects in water-intensive industries
- Don't ensure living wage for cleaners & drivers

Canvas: Rapid Doughnut mapping
Wrap up

You have now explored many of the ways that your business impacts, and is impacted by, the dimensions of the Doughnut.

Next you will generate the most transformative and ambitious ideas possible for the future of your business, if it is to become a business that actually helps to bring humanity into the Doughnut.

Through envisioning a future economy that is regenerative and distributive by design, you will identify transformative ideas that would enable your business to be part of that future - and this may require you to stretch beyond the bounds of what seems possible or feasible today.

You will test and stretch the ambition of these ideas through considering the voices of those most impacted by your business - both people and the rest of the living world.
Doughnut Design for Business

Part 2.

Regenerative & distributive ambitions
Next you will identify some transformative ideas that would enable your business to be part of a regenerative and distributive future. These will likely be ambitions your business is not yet pursuing - and they may seem unattainable due to its current design (e.g. investors’ expectations), or due to market pressures or regulatory requirements. These are indeed the kinds of ambitions we want to identify, by challenging the limits of our imaginations and the parameters of the current business model, industry norms, and economic system we work within. Identifying the most transformative ideas at this stage will be key to ensuring that the rest of this workshop is effective and impactful for your business.

Introductory materials

- Video: Intro to redesigning business through Doughnut Economics (facilitators can choose to play this video to cover slides 17-25)
- Intro to regenerative and distributive dynamics in section 1 of paper What Doughnut Economics means for business
- Introductory article on Doughnut Enterprise Design

Canvases to use

- Print: Canvas 2 - Regenerative & distributive ambitions
- Online: Canvas 2 on the Miro board
Businesses designed to prioritise margins and dividends push humanity and the living world far out of balance.

How much financial value can we extract from this enterprise?
Businesses designed to prioritise margins and dividends push humanity and the living world far out of balance.

When businesses are focused on extracting maximum financial value, they all too often become degenerative and divisive.

How much financial value can we extract from this enterprise?
Many businesses increasingly want to embrace a social and ecological purpose.

How much financial value can we extract from this enterprise?

How many benefits can we generate in the way we design this enterprise?

Degenerative

Divisive
Many businesses increasingly want to embrace a social and ecological purpose.

That calls for a change in their dynamics - to becoming regenerative and distributive by design.

Let's explore what these principles mean...

How much financial value can we extract from this enterprise?

How many benefits can we generate in the way we design this enterprise?
To change the future, change the dynamics

Degenerative
Running down Earth’s life-supporting system

Regenerative
Working with and within the cycles of the living world
It’s time to go beyond seeking ‘sustainability’.

It is no longer enough to aim to be “100% less bad”, in the words of the designer Bill McDonough.

Given the scale of degradation of the living world, it is now essential to repair, reuse, restore, and regenerate.
To change the future, change the dynamics

**Divisive**
Capturing opportunity and value in the hands of a few

**Distributive**
Sharing opportunity and value with all who co-create it
Business must become more than just ‘inclusive’.

It is not enough to provide merely the minimum that people need for a decent life.

The global scale of inequality and marginalisation calls for businesses that are committed to sharing value and opportunity with all who co-create it.
Transformative ideas are too often held back by current thinking and culture.

New possibilities arise from a new mindset.

“We cannot solve our problems with the same thinking we used when we created them.”

– Albert Einstein
Generate transformative ideas

To help bring humanity into the Doughnut, businesses will need to pursue their most ambitious ideas for becoming regenerative and distributive. Let's call these transformative ideas.

The next slides show several ways to start identifying such ideas. Use yellow sticky notes to capture them and connect each one to the Doughnut's most relevant dimensions.
Visualise futures

Start by visualising a future economy that is both regenerative and distributive by design. Explore how your business fits in this vision and consider multiple perspectives.

Explore via a quiet reflection, or a group discussion. Critically, consider ideas that don’t currently seem practical or feasible.

Write down the most ambitious ideas that emerge.

Towards regenerative and distributive business: generating transformative ideas

Visualise a thriving future economy

It is regenerative and distributive by design - and your business is part of it.

What has your business started doing?
What has it now stopped doing?

Explore challenging suggestions from:
- activists
- junior colleagues
- technical experts
- industry leaders

Think beyond what is currently feasible
Listen to many voices
Take your ideas from the future visualisation and test them with impacted stakeholders. Whose voice must be heard, and what would they say?

In groups of 4-6, one person represents the business and pitches the transformative ideas identified. Others respond as impacted stakeholders and help to raise the ambition.

What would these many voices say?
Local communities?
Nearby forests and rivers?
Workers in the supply chain?
The air and soil?
Employees?
The living planet?
Customers?
Future generations?
Investors?
Commercial partners?
...

Transformative ideas often seem impossible today
Generate transformative ideas

Example of a consumer goods company
Generate transformative ideas

Example of a professional services company

- Lower fees for high positive impact
- Open source most impactful models & knowledge
- Net positive emissions in 5 years.
- Pay fair share of tax, don’t minimise
- Share revenues with communities
- Promote business redesign among clients
- Advocate for strong regulation of client industries
- Staff bonus for positive social & eco impacts
- Discontinue work with unethical clients
- Lower fees for high positive impact
- Advocate for strong regulation of client industries
- Net positive emissions in 5 years.
Wrap up

You have now explored how your business impacts the Doughnut, and have identified transformative ideas for it to become regenerative and distributive in its core operations, so that it will help to bring humanity into the Doughnut. These ambitions should be challenging, and beyond what currently seems possible.

You will next look at how the current design of your business blocks or enables you from fully pursuing such ambitions, before looking more deeply into new possibilities for the future design of your business.
Part 3.
Know your business design
The design of a business profoundly shapes its priorities, investments and actions, and how it impacts the world. Its design can also block, or unlock, new possibilities.

In this section, we explore how the current design of your business blocks or unlocks action towards the transformative ideas you have identified.

You may wish to explore the readings on the right to learn more about a wide range of design possibilities, before diving into this next step.

### Introductory materials
- Video: *Intro to redesigning business through Doughnut Economics* (facilitators can choose to play this video to cover slides 35-52)
- Intro to business design in sections 2 and 3 of paper *What Doughnut Economics means for business*

### Canvases to use
- Print: *Canvas 3 - Current business design*
- Online: Canvas 3 on the Miro board

### Further reading for facilitators
- *Steward Ownership*
- *Community Ownership*
- *Post Growth Entrepreneurship & talks*
- *Innovations in Finance*
Part 3. Know your business design

Step 1. Explore business design
We should introduce refillable perfume bottles – but bringing consumers on board needs investment, and the payback period on that capital expenditure is too long.

I’ve been asked to create a range of regenerative clothing – while being expected to deliver the usual 15% profit margins from the outset. Impossible.

We prototyped an expandable shoe – it was going to be profitable, but wouldn’t have hit our usual margins, so we dropped it.

Most businesses find they are limited by their design.

I've been asked to create a range of regenerative clothing – while being expected to deliver the usual 15% profit margins from the outset. Impossible.

We prototyped an expandable shoe – it was going to be profitable, but wouldn’t have hit our usual margins, so we dropped it.

Most businesses find they are limited by their design.

I've been asked to create a range of regenerative clothing – while being expected to deliver the usual 15% profit margins from the outset. Impossible.
Today’s mainstream businesses only adopt regenerative & distributive practices if doing so will maximise their margins & dividends. And that’s rare.

This contrasts with the design of most not-for-profit organisations, which enable regenerative & distributive ideas.

**Business as usual**
- Designed to maximise margins and dividends

**What’s possible with current business design**
- Commons & communities
- Public services
- NGOs & charities
Unlocking the scale of action required by business calls for a redesign of business itself.

Such a redesign is essential if business is to be part of a regenerative and distributive future.
There are many effective ways to start transforming business.

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<th>Providing enlightened leadership</th>
<th>Setting new targets and metrics</th>
<th>Making the business case</th>
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To reinforce these and drive further ambition, Doughnut Economics focuses on transforming the deep design of business.
Driving questions

Different companies are driven by very different questions, which underlie and subtly shape every decision that they make.

How does the deep design of a business determine the focus of a business? Which of these questions is it able to focus on?...
Deep within every business are layers of design that profoundly shape what it can be and do in the world: its Purpose, Networks, Governance, Ownership, and Finance.

This is the deep design of business - as inspired by author & theorist Marjorie Kelly.

Let’s explore all five layers.

How much value can we extract through this enterprise?

How many benefits can we generate through this enterprise?

Degenerative and divisive

Regenerative and distributive
**Purpose**

Why does this business even exist?

What purpose does it serve in the world?

How is that purpose manifest in its operations?

How is that purpose manifest in its products or services?

Profit-driven business, such as fast fashion, aims to make and sell products as cheaply and quickly as possible - often resulting in social and ecological exploitation.

Purpose focused on benefits for people and the living world can be expressed through the founding mission, operations and supply chains, core products and services, and by disrupting and innovating in the industry.
Purpose

Example

Profit-driven business, such as fast fashion, aims to make and sell products as cheaply and quickly as possible - often causing social and ecological harm in the process.

Manos del Uruguay exists to support its extensive network of rural artisans who make its natural wool-based products, and who co-own the business.
Networks

What relationships does the business hold - with its customers, suppliers, staff, governments, communities and partners?

What new connections does it need to create?

What outdated relationships must now be left behind?

Short-term, pressured, commodified relations. Membership of regressive lobby groups that block change.

Purpose

Networks

Governance

Ownership

Finance

Collaborative partnerships

Fair Trade

Fair Tax Mark accredited

Progressive alliances

Circular industry networks

Long-term, committed and impact-focused relationships

Joining progressive alliances that promote transformation.
During the COVID-19 pandemic, many global brands cut orders and reduced prices for suppliers. In stark contrast, the food and homewares importer El Puente provided extra financial flexibility, paid upfront, and supported its suppliers - all enabled by its model of multi-stakeholder governance.
Governance

Who is on the board, with a voice in decision-making?
What are the company rules and culture?
What are the metrics of success?
How openly are annual accounts reported?

Governance in service of finance

Focused on maximising margins and dividends for shareholders and owners. Quarterly reporting drives short-term pressure to deliver growing sales, growing market share, and growing profits.

Governance in service of purpose

This is enabled by designs such as: multi-stakeholder boards, including employee representation, and giving a voice to nature; full transparency; and rewarding management for social and ecological impacts.
Governance

Example

Focused on maximising margins and dividends for shareholders and owners. Quarterly reporting drives short-term pressure to deliver growing sales, growing market share, and growing profits.

Governance in service of finance

Riversimple, a maker of hydrogen cars, seeks to balance interests through a board with six custodians who represent: the environment, users, neighbours, staff, investors and commercial partners.
Ownership

Who owns the business?

What are their interests and expectations?

To what extent can the owners change or undermine the intended purpose of the business?

Owners pressures the business to focus solely on growing margins and dividends, even if this undermines the business’s focus on social and ecological goals. Only financial interests are represented in the ownership mix.

Many ownership models enable businesses to focus on regenerative and distributive results, including ownership by employees, cooperatives, stewards, communities, multi-stakeholders and impact investors.
Owners pressures the business to focus solely on growing margins and dividends, even if this undermines the business’s focus on social and ecological goals. Only financial interests are represented in the ownership mix.

The clothing company Patagonia redesigned its ownership to lock-in its commitment to protecting and restoring nature. The company set up a trust that controls all shares with voting rights, and an environmental nonprofit collective that controls all shares with dividend rights. It draws from the Steward Ownership model.
When the quarterly report is king, companies focus on short-term growth in sales, profits and market share. This sets the limits and possibilities for businesses. It can block new ideas and strategies, and prevent much-needed investment in regenerative and distributive strategies.

Finance

Where does finance come from, and what does it demand?
What are the margin and dividend expectations?
What are the rules on reinvestment & profit allocation?
What’s considered a fair return for investors?

When the quarterly report is king, companies focus on short-term growth in sales, profits and market share. This sets the limits and possibilities for businesses. It can block new ideas and strategies, and prevent much-needed investment in regenerative and distributive strategies.

There are many ways to ensure that finance serves purpose, such as through: flexible margins; dividend caps; funds for transformative ideas; profit distribution to employees and charities, revenue sharing with communities, and pricing based on impact.
When the quarterly report is king, companies focus on short-term growth in sales, profits and market share. This sets the limits and possibilities for businesses. It can block new ideas and strategies, and prevent much-needed investment in regenerative and distributive strategies.

Example

The Body Shop and Plastics for Change partnered up to create the world’s first large-scale Fair Trade recycled plastic. Thanks to their holistic perceptions of value, they were able to depart from standard cost and margin expectations in order to commit to the scale of investment needed.
Do legal forms matter?

In most jurisdictions, there are a range of legal forms that a business can take, and these can significantly shape the deep design of businesses there. The scope of these legal forms varies across jurisdictions.

In order to pursue their most transformative ideas, some businesses do decide to change their legal forms. But doing so is not an essential step for using this tool: it also invites businesses to explore possibilities for their redesign, whatever their legal form.

Examples of legal forms

- Private company or corporation limited by shares
- Publicly listed company or corporation
- Social enterprise (often with an asset lock and dividend restrictions)*
- Cooperative
- Benefit corporation

* e.g. Community interest company (UK); Low-profit limited liability company (US)
Exploring deep design is critical for:

- aligning internal processes with business purpose
- enabling new partnerships and engaging stakeholders
- channelling investment into transformative ideas
- locking-in legacy and protecting mission
- becoming regenerative and distributive by design
Part 3. Know your business design

Step 2. Assess your current business design
Know your business design

Doughnut Economics proposes that for business to be part of a regenerative and distributive future, it is key to transform the deep design of business itself.

To do this, ask how the current design of your business blocks or unlocks your most transformative ideas.
Canvas: Current business design

Degenerative and divisive

Deep design model

Current business design

Transformative ideas

Main blockers

Main enablers

Purpose

Networks

Governance

Ownership

Finance

Working with the canvases

Place your Doughnut containing your transformative ideas beside this canvas.
Place your most transformative ideas on top

Use sticky note transformative ideas from the earlier exercise to remind yourself of the many ideas you would like the design of your business to generate and ambitiously enable.

Select your most ambitious and transformative ideas and place them at the top of the canvas.
Consider how your design blocks or unlocks your most transformative ideas.

To do so, use the questions in the next slide as prompts to consider how your current business design impacts your ability to pursue transformative ideas.

Note, you don’t need a reflection in every design layer.
Think about what holds back both the generation and implementation of transformative ideas.

The questions here can help identify ways in which your current design can block or enable your ability to pursue your most transformative ideas. See more examples in subsequent slides for further ideas.

**Purpose**
- What is the gap between your company’s stated purpose and its day-to-day culture and actual operational impacts?
- Are there limits to the way you can change or fundamentally transform your core products or services?
- Are there transformative ideas you cannot pursue because it is considered unfeasible or is not a strategic priority?

**Networks**
- How collaborative are you able to be with your industry peers, suppliers and broader commercial partners?
- Can you always pursue long-term, committed and open partnerships?
- Which networks are you in, and which do you support? Are you able to advocate for regenerative and distributive transformations through these?

**Governance**
- How does your board navigate trade-offs between ecological, social and financial goals?
- Which stakeholders do, or don’t, have a say in key decisions?
- How do decision-making processes treat transformative ideas that challenge the status quo?
- How transparent are you able to be about impacts, operations and finances?

**Ownership**
- How does your ownership shape the kinds of strategies and ideas your business is able to pursue?
- What expectations do owners have on the ecological, social, and financial performance of the business?
- For how long are the owners committed to the business? How does this impact your planning?

**Finance**
- How do expectations on margins determine the kinds of ideas your business can pursue?
- How do processes and requirements for capital expenditure determine your ability to invest in transformative ideas?
- How do dividends and exit expectations enable or hinder the ability of the business to pursue transformative ideas?
Identify barriers and possibilities

Use sticky note **main barriers** to identify ways in which your current design blocks or holds back your most transformative ideas.

Use sticky note **main possibilities** to identify ways in which your current design unlocks and enables your most transformative ideas.

Remember, you don’t need a reflection in every design layer.

Canvas: **Current business design**
Identify barriers and possibilities

Example of a consumer goods company

Canvas: Current business design
Identify barriers and possibilities

Example of a professional services company

Deep design model

Current business design

Purpose

Purpose doesn’t address trade-offs - unable to justify losing income to generate more positive impact.

Clients typically unconcerned with sustainability.

Majority of partners believe bringing their personal ethics to leadership is sufficient. No other stakeholder represented in governance.

Junior partners have expectations of high profit share in the future.

Network

Purpose is to be a positive force through delivery of our services.

Governance

Partners agreed to publish sustainability commitments and reporting.

Ownership

Partnership model means owners know day-to-day reality of the business and seek long-term return.

Finance

Actively support capital investment in high return projects that have ecological/social impact.
Summarise main barriers and enablers

At the bottom of the canvas:

Use sticky note main blockers to identify the three most important ways in which your enterprise design blocks or holds back your most transformative ideas.

Use sticky note main possibilities to identify ways in which your enterprise design enables you to pursue transformative ideas.
Summarise main barriers and enablers

Example of a consumer goods company

Deep design model

Current business design

- **Purpose**: Purpose is articulated clearly to have positive impact on all concerned stakeholders.

- **Network**: Supplier relationships focus on low prices and lack long-term commitment needed for deep partnership.

- **Governance**: Only investors represented on the board - no voice of impacted stakeholders.

- **Ownership**: Employee ownership <5% of shares, and majority of these only senior management.

- **Finance**: High margin and dividend goals limit high social and ecological impact actions and projects that achieve lower margins or returns.

- **Main blockers**:
  - Who’s not on the board.
  - Short-term supplier contracts.
  - Rigid margin goals.

- **Main enablers**:
  - Pay suppliers enough to enable living wage.
  - Invest so factories can sequester carbon.
  - Transition to zero packaging - refill only.

- **Regenerative and distributive**
  - Purpose is articulated clearly to have positive impact on all concerned stakeholders.
  - Management and board do require impact reporting alongside financial.
  - Employee share ownership plan means some employee voice at shareholder meetings.
  - As a high-margin business with a partnership model of ownership, partner agreement can enable ambitious social and ecological goals.
  - Clear purpose.
  - Impact reporting.
  - Employee voice in ownership.

**Canvas: Current business design**
Summarise main barriers and enablers

Example of a professional services company

Purpose

Clients typically unconcerned with sustainability.

Majority of partners believe bringing their personal ethics to leadership is sufficient. No other stakeholder represented in governance.

Junior partners have expectations of high profit share in the future.

Unclear on trade-offs. Rely on partner ethics. High profit expectations.

Deep design model

Current business design

Purpose

Purpose is to be a positive force through delivery of our services.

Network

Partners agreed to publish sustainability commitments and reporting.

Governance

Partnership model means owners know day-to-day reality of the business and seek long-term return.

Ownership

Actively support capital investment into high return projects that have ecological/social impact.

Finance

Main blockers

Main enablers

Stop services to unethical clients. Lower prices for most positive impact clients. Net positive emissions in 5 years.

Degenerative and divisive

Regenerative and distributive

Deep design model

Current business design

Purpose

Clients typically unconcerned with sustainability.

Majority of partners believe bringing their personal ethics to leadership is sufficient. No other stakeholder represented in governance.

Junior partners have expectations of high profit share in the future.

Unclear on trade-offs. Rely on partner ethics. High profit expectations.

Stop services to unethical clients. Lower prices for most positive impact clients. Net positive emissions in 5 years.

Degenerative and divisive

Regenerative and distributive
Part 3: Know your business design

Wrap up

By taking the transformative ideas you generated and interrogating the current design of your business, you now better understand the advantages and limits of the deep design of your business.

Too often, we accept the design of our businesses as they currently are. But they can and do change, sometimes very significantly.

You will now explore how the design of your business can evolve to better unlock and enable transformative ideas.
Part 4.

Redesign your business
Doughnut Design for Business

4. Redesign your business

You have identified a range of ideas and actions that your business could pursue to become regenerative and distributive by design. You have also explored how your current business design either blocks or potentially unlocks some of these possibilities.

This final activity brings together all of your analysis. You’ll now identify specific changes to your enterprise design that can best enable you to pursue these ideas and actions. In this way, your company can help to realise a regenerative and distributive economy that can bring humanity into the Doughnut.

Introductory materials

- Lessons for the redesign journey in section 4 of paper What Doughnut Economics means for business

Canvases to use

- Print: Canvas 4 - Future business redesign
- Print: Canvas 5 - Doughnut redesign story
- Online: Canvases 4 and 5 on the Miro board

Resources for participants

- Resources on Steward Ownership
- Fundraising for Cooperative startups
- Employee Ownership financing
- List of related tools on co-ownership
We will draw the analysis together with this Future business design canvas.

To start, place the Doughnut containing your transformative ideas beside this canvas.

<table>
<thead>
<tr>
<th>Transformative ideas</th>
<th>Enablers in the current business design</th>
<th>Blockers in the current business design</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Redesign your business</strong></td>
<td><strong>to enable transformative ideas</strong></td>
<td><strong>Regenerative and distributive</strong></td>
</tr>
<tr>
<td><strong>Proposed change</strong></td>
<td><strong>How it helps</strong></td>
<td><strong>How to implement</strong></td>
</tr>
<tr>
<td>Purpose</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Networks</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Governance</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ownership</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Finance</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Canvas: Future business design
Move sticky notes to this canvas.

At the top of this canvas, place your three most transformative ideas (from part 2). Also place at the top the three main advantages and three disadvantages of the current design (from part 3).
Consider how your design can evolve to unlock your most transformative ideas. To do so, use the questions in the next slide as prompts to consider how your design can evolve to enable your business to pursue your most transformative ideas.

Note, you don’t need a reflection in every design layer.

Canvas: Future business design

<table>
<thead>
<tr>
<th>Purpose</th>
<th>Proposed change</th>
<th>How it helps</th>
<th>How to implement</th>
</tr>
</thead>
<tbody>
<tr>
<td>Networks</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Governance</td>
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<tr>
<td>Finance</td>
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<td></td>
</tr>
</tbody>
</table>

Redesign your business to enable transformative ideas

Enablers in the current business design

Blockers in the current business design

Regenerative and distributive

Transformative ideas
### Possible questions

**Purpose**
If you were to write a desired purpose from a Doughnut perspective, rather than a financial perspective, what would it be?
Which ecological and social challenges could you potentially solve?
Are there strategies which aren’t currently feasible, but which could help your business pursue transformative ideas?
What will you give up over the next 5 years as part of your purpose? Products, services, margins?

**Networks**
How will you achieve long-term committed partnerships with your suppliers and other commercial partners?
How will you join and support networks of businesses that are collaborating and advocating to drive much-needed transformations?

**Governance**
How can those most impacted have a voice in your governance?
Who will represent the interests of our planet?
Which processes can ensure that social and ecological goals are prioritised in decisions?
Who should be on your board?

**Ownership**
Which stakeholders could become part owners?
How could voting rights among owners best be distributed to protect the purpose?
How can ownership be structured to prioritise social and ecological goals?

**Finance**
How and when should margins adapt to enable transformative ideas?
How can reinvestment be enabled?
Should there be a dividend cap?
What is a fair return for investors and how can exits (if needed) be managed to protect your purpose?
How will your purpose be prioritised in situations where it competes with financial goals?

---

**Redesign your business**

We will use the canvas to identify necessary changes in the deep design, clarifying how they will help and ways to implement them.

Consider the questions here to help you identify areas of your business design which can evolve. See more examples in subsequent slides for further ideas.
Redesign your business

Use sticky note **changes** to identify some design changes which can unlock transformative ideas.

Use sticky note **how it helps** to explain how this will enable key actions.

Use sticky note **how to implement** to identify some important considerations in realising these changes in the design.

---

**Redesign your business to enable transformative ideas**

<table>
<thead>
<tr>
<th>Proposed change</th>
<th>How it helps</th>
<th>How to implement</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Purpose</strong></td>
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<tr>
<td><strong>Networks</strong></td>
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<tr>
<td><strong>Ownership</strong></td>
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<tr>
<td><strong>Finance</strong></td>
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<td></td>
</tr>
</tbody>
</table>

---

**Canvas: Future business design**
Redesign your business to enable transformative ideas

### Purpose
- Long term commitment with prices to enable cost of sustainable production.

### Networks
- Employees and main suppliers represented on board.

### Governance
- Employees and main suppliers for long-term partnership and impact.

### Ownership
- Margin and capital investment requirements lower for biggest social and ecological ideas.

### Finance
- Increase internal investment in social and ecological ideas - enable actions that have lower margins.

**How it helps**
- Deep partnership with key suppliers - assures security of supply and enables social and ecological goals.

**How to implement**
- 5 year contracts with min. order pledge for 10 priority suppliers - prices covering cost of sustainable production.
- Start with 2 x observer seats next year, with rotating seat for 5 main suppliers and one for employee rep.
- Prioritise 3 biggest proposals next year to apply new financial parameters on margins and capex.
Redesign your business

Example of a professional services company

<table>
<thead>
<tr>
<th>Proposed change</th>
<th>How it helps</th>
<th>How to implement</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Purpose</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Networks</strong></td>
<td>10 highest impact clients who redesign business for purpose become priority clients.</td>
<td>Pro bono work is transforming clients of the business to be regenerative and distributive in their deep design.</td>
</tr>
<tr>
<td><strong>Governance</strong></td>
<td>Representatives from a human rights &amp; an eco organisation become board members, with voting rights.</td>
<td>Two voices focused on human rights and nature will shape decisions on clients and projects.</td>
</tr>
<tr>
<td><strong>Ownership</strong></td>
<td>Partner agreement caps profit share for all to increase reinvestment in purpose.</td>
<td>Ensures only staff and partners committed to the purpose remain with the business.</td>
</tr>
<tr>
<td><strong>Finance</strong></td>
<td>30% of profits go to an internal fund to subsidise most impactful clients and projects.</td>
<td>Enables the business to support clients that have greatest impact, even if it results in lower income sometimes.</td>
</tr>
</tbody>
</table>

**Transformative ideas**

- Discontinue work with unethical clients.
- Lower fees for most positive impact.
- Profit sharing with community.

**Enablers in the current business design**

- Clear purpose
- Public commitment
- Long-term focus

**Blockers in the current business design**

- Unclear on trade-offs
- Rely on partner ethics
- High profit expectations

**Regenerative and distributive**

Canvas: Future business design
Your Doughnut story of business redesign

Now you can summarise everything in a powerful narrative.

How will your business contribute to helping humanity into the Doughnut?

What transformative ideas are you intending to pursue?

And what will you change in your deep design to make it happen?
Your Doughnut story of business redesign

This canvas helps bring it all together.

Tell your story by writing a few lines to summarise each of the 5 areas you have covered in this workshop. Each participant can summarise their Doughnut story of business redesign by using the prepared text as a starting point.

<table>
<thead>
<tr>
<th>Business</th>
<th>Why</th>
<th>To help humanity into the Doughnut, the main focus of our business needs to be the following (based on the dimensions of the Doughnut):</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Date</td>
<td></td>
</tr>
<tr>
<td>Team</td>
<td>How</td>
<td>To achieve this, some of the most transformative regenerative and distributive ideas we need to pursue are:</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>What</td>
<td>What I propose needs to be redesigned in the deep design of our business, to enable the transformative ideas needed to help humanity into the Doughnut:</td>
</tr>
</tbody>
</table>

Canvas: Doughnut redesign story

Use sticky notes to write your story on the canvas or make a short video with a narrator... do whatever works best for you, but don’t forget to record it.
Part 4: Redesign your business

Wrap up

You have now explored the most transformative ideas that would enable your business to contribute to, and belong in, a regenerative and distributive future - one that helps to bring humanity into the Doughnut.

Critically, these transformative ideas involve making changes to the deep design of your business. As you reflect on how to bring about the changes you have proposed, be sure to retain that entrepreneurial can-do spirit alongside your conviction to transform business so that it responds to the context and challenges of our times.

This is an iterative process: keep learning as you go. You can continually update your plan in response to emerging possibilities.

Can business help bring humanity into the Doughnut? It is time to find out.
Doughnut Design for Business

Annex A.

Canvases, printouts and Miro
Annex A. **Canvases, printouts and Miro**

**Click here for all printable canvases.**

We recommend printing each canvas *at least* in A2 size (420 x 594 mm) so participants have enough space to stick notes all over the canvas spaces.

For the **Miro board**, see [Online workshop](#) and [Create your canvas](#).

1. **Rapid Doughnut mapping**
2. **Regenerative and distributive ambitions**
3. **Current business design**
4. **Future business redesign**
5. **Business redesign story**
Doughnut Design for Business

Annex B.

Prepare and run the workshop
Annex B. **Prepare and run the workshop**

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B2. Identifying participants for the workshop 83
B3. Running a workshop for start-ups 84
B4. Running a workshop for large companies 85
B5. Running a workshop for family businesses 86
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B9. Online workshop - create your canvas 90
B10. Sample workshop planning 91
B11. Responding to common questions 92
B1. Key skills for facilitating this workshop

- Enthusiasm to explore transformative ideas that challenge the possibilities of today’s business world, and curiosity about how the deep design of businesses can evolve to enable such ideas.

- Awareness of some existing alternative enterprise designs that are relevant to participating businesses (e.g. employee ownership, social enterprise, steward ownership).

- Skills in guiding businesses through the journey of exploration, and being comfortable not to propose specific ideas or solutions.

- Time to prepare and gain some familiarity with the businesses participating (e.g. their industry, legal form, board members, reporting of impacts).

- Comfortable with complexity and with encountering defensiveness or frustration from some participants (such as limitations around what they believe can be changed and around their desire to be provided with practical advice).
B2. Identifying participants for the workshop

If run within a single business, invite:

- People intrigued and excited by the prospect of evolving the deep design of business, in particular its relationship with finance.
- Those with agency over the future design of the business (e.g. in evolution of their board, financial parameters).
- People from outside the C-Suite, those with experience in how senior decisions shape day-to-day operations and generate trade-offs.
- Those with experience of proposing ideas that have been turned down or limited due to financial considerations (e.g. technical experts).
- Those who represent the voices and interests of those most impacted by the decisions of the business.
- Those who bring in the most ambitious ideas and challenging perspectives.
Doughnut Design for Business | Annex B. Prepare and run the workshop

**B3. Running a workshop for start-ups**

- Engagement with investors will likely play an important role in what’s possible with business design. Investor engagement may also be preoccupying founders and staff in a start-up. Recognise and engage with this throughout the workshop.
- Prepare by reading up on the role of ‘terms sheets’ for equity investment (e.g. [this primer](#) on community-ownership that includes some insights on terms sheets).
- Encourage start-ups to consider simple design options initially. They can tailor their design in a way that is appropriate for their ambitions and challenges, and this can evolve over time.
- Encourage start-ups to identify a few impact priorities, recognising that a broader range of impacts may seem overwhelming to focus on at first.
- Raise questions around ways that their vision may be supported or hindered by early-stage design choices (especially financing).
- Emphasise the opportunity start-ups have to shape their design from the outset (in contrast to established business, where more ambitious design changes may be more difficult).
- Avoid being prescriptive with specific design options.
B4. Running a workshop for large companies

- Include some individual participants who have agency over the future design of the business (e.g. in evolution of their board, financial parameters).
- Include also participants from outside the C-Suite, those with experience in how senior decisions shape or constrain day-to-day operations and generate trade-offs.
- Include participants with experience of proposing ideas that have been turned down or limited due to financial considerations (e.g. technical experts).
- Encourage a long-term perspective in shaping the deep design of the business, insisting on a focus on business redesign but allowing longer time horizons.
- Emphasise that more sophisticated design changes can be planned for the future, as the business learns from initial design changes and evolves.
B5. Running a workshop for family businesses

- The values and future legacy of the family is likely to be an important factor. Recognise this openly and include this in discussions.
- The business may be designed around the long-term and values-focused voice of family members, who use this to keep the business committed to a purpose. Recognise the value of this and retain it as one feature, as additional design changes are explored. Take the approach of building towards the family's underlying goals by reinforcing their efforts (e.g. NGO working on issues the family is passionate about could be represented on the board).
- There may already be significant philanthropic contributions that the family make. Identify ways in which the design of the business and its core operations can reinforce such goals, making the business a vehicle for achieving the positive impact in the world (e.g. through profit reinvestment into the most transformative ideas).
- If there's a resistance to business redesign, encourage them to experiment with smaller changes in design first, with a view towards bigger changes in the future.
The business may be designed around a ‘benevolent founder’, who uses their ownership role to keep the business committed to a purpose. Recognise the value of this and retain it as one feature, as additional design changes are explored. Take the approach of building towards the founder’s underlying goals by reinforcing their efforts (e.g. impacted stakeholders could become co-owners).

- The products and services of the business may themselves be the greatest focus of its mission. If so, encourage designing around this feature but invite them to explore how to align operational impacts too.

- It is likely that they already know what their priority is, so don’t labour the point about reconsidering this priority. Instead, help them to just recognise the broader impacts.

- They may resist design changes, as they are already considered an ethical business with their current design. Encourage them to identify ways in which they can be more ambitious and become one of the defining the businesses of the future.
Some general tips:

- As the facilitator, you will be responsible for introducing the concepts and the activities. You can choose to play this video Introduction to redesigning business through Doughnut Economics.

- You will need to print the canvases we’ve provided (see Canvases, printouts and Miro).

- You also need to choose where to put the canvases: on tables, on the floor, on vertical boards, on a window - these are just a few of the approaches that people have tried so far.

- Sticky notes are a good way for people to add comments. You may also prefer to write directly onto the canvases. Whichever way you choose, encourage participants to be succinct and to prioritise ideas. Canvases that contain too much detail could become overwhelming.

- You will need a projector or large screen to present the slides contained in this tool. Recognise that long periods looking at slides could reduce engagement levels. After presenting the slides, you could give time for a more dynamic discussion about the concepts. Doing this in a circle where everyone is standing up can be useful.
B8. Online workshop

To run a workshop online, you will need to use a videoconferencing application such as Zoom or Teams. You will also need to prepare a Miro canvas from the template (see create your canvas) or a similar canvas in another application such as Mural, Padlet or Jamboard.

We strongly recommend that, if you are running a workshop using Miro, you have one facilitator per breakout room who can 1) confidently use Miro, 2) share their screen with breakout room participants, and 3) take notes from the discussion on the Miro canvas itself, for all to see.

It can be a good idea to share the Miro canvas plus the following introductory materials with participants ahead of time, so they can familiarise themselves with the concepts and activities:

- Video Introduction to redesigning business through Doughnut Economics
- Intro to Doughnut Economics
- Intro to business and the Doughnut
- Dimensions of the Doughnut

Anyone calling in on their phone won’t be able to see the canvas, so let them know this ahead of time, and let the facilitators know this so they can explain what’s happening.
We have created a template on Miro which you can use to create your own online canvas. To create the Miro canvas:

1. Follow this link.
2. Click on the title of the board - Doughnut Design for Business - in the top left corner, next to the word ‘Miro’.
3. If you are already signed into a Miro account, select ‘Duplicate board’, and the board will then duplicate into your account. If you are not signed into a Miro account, you can create one for free, very easily - this will give you space for up to three free boards.
4. Once a duplicate copy of the board is in your account, you can share it with others. If you have a free account, you can invite others to access and edit the board by email. If you have a paid account, you can create a link and password for anyone to access and edit the board.
5. Once you have your own board you can populate the canvas with relevant examples, questions and pictures to help participants get started in the workshop.
Doughnut Design for Business | Annex B. Prepare and run the workshop

**B10. Sample workshop planning (5 hours)**

<table>
<thead>
<tr>
<th>Time</th>
<th>Part</th>
<th>Duration</th>
</tr>
</thead>
<tbody>
<tr>
<td>9:00</td>
<td>Introduction to the session</td>
<td>5</td>
</tr>
<tr>
<td>9:05</td>
<td>Participant introduction</td>
<td>10</td>
</tr>
<tr>
<td>9:15</td>
<td><strong>Part 1. Rapid Doughnut mapping</strong></td>
<td>45</td>
</tr>
<tr>
<td>10:00</td>
<td><strong>Part 2. Regenerative &amp; distributive ideas</strong></td>
<td>70</td>
</tr>
<tr>
<td>11:10</td>
<td>Break</td>
<td>15</td>
</tr>
<tr>
<td>11:25</td>
<td><strong>Part 3. Know your business design</strong></td>
<td>60</td>
</tr>
<tr>
<td>12:25</td>
<td><strong>Part 4. Redesign your business &amp; summarise your Doughnut story of business redesign</strong></td>
<td>70</td>
</tr>
<tr>
<td>13:35</td>
<td>Plenary reflections and wrap up</td>
<td>25</td>
</tr>
<tr>
<td>14:00</td>
<td>End – Lunch!</td>
<td></td>
</tr>
</tbody>
</table>
The role of legal forms? Legal forms (such as limited companies, non-profit entities) vary across jurisdictions. A business may decide to change its legal form as part of its redesign, but that is not essential to this tool, which invites a process of business redesign, whatever the legal form.

Connection with certifications? Most certifications assess the policies and practices of businesses. A few cover some aspects of business design, but no certification scheme that we know of yet covers the scope and ambition of the Doughnut Economics approach to business redesign. We very much hope in future that some will!

Businesses ‘doing the Doughnut’? There is no credible way of assessing whether an individual business is operating ‘within the Doughnut’. The business examples included in this tool are not proposed as ‘Doughnut businesses’.

Advocating specific business designs? The tool invites businesses to create innovations in their deep design, without advocating any specific designs: there are many possibilities.
Doughnut Design for Business

Annex C.

Share back to inspire others
Share back and communicating publicly

C1. Facilitators summarising reflections
Organisations and consultants using this tool with businesses are asked to follow DEAL’s Policy for Consultancies and Organisations. As part of this, we ask them to share back a summary of key reflections from their workshop(s). See slides Facilitators summarising reflections.

C2. Case studies of businesses
DEAL invites submissions of case studies of businesses demonstrating how their deep design blocks and / or enables the most transformative ideas needed to help humanity into the Doughnut. See slide Case studies of businesses.

C3. Businesses communicating publicly
Any business inspired by Doughnut Economics can only publicly associate with it by focusing on its deep design. See slide Businesses communicating publicly.
Who needs to share back?

If you are a consultancy or other organisation providing professional advisory services and you are using this tool with businesses, you are required to register as an ‘Organisation in Action’ on DEAL’s platform and follow DEAL’s Policy for Consultancies and Organisations.

If you are a not-for-profit organisation using the tool with businesses, we also ask that you register on DEAL’s platform as an ‘Organisation in Action’ and follow DEAL's Policy for Consultancies and Organisations. This includes sharing back your experience and insights with the rest of the DEAL community, in the spirit of reciprocity and peer-to-peer learning.

If you’re using this for ‘internal reflection’ as a business, it is optional to share back your insights. If you choose to, please connect with us through the DEAL contact form. Note also the dos and don’ts at the start of this tool.
How to share back?

As an Organisation in Action, you will be listed on DEAL's platform and be able to post stories. We ask for stories of the workshop that ‘share back’ insights covering key aspects of the workshop, as well as suggested ways in which the tool can improve.

When posting your story on DEAL’s platform as an Organisation in Action, we ask that your story focuses on the following:

- Examples of transformative regenerative and distributive ideas identified in the workshop.
- Examples of the current design of the businesses that block and enable such ideas.
- Examples of ideas for business redesign and how these could enable transformative ideas.
- Challenges and insights that emerged in exploring transformative ideas and business redesign.
- Ways the tool can evolve to better support businesses on the business redesign journey.

Your reflections will need to respect confidentiality expectations of participants.
DEAL would like to select and share some compelling case studies that demonstrate how the most transformative regenerative and distributive ideas can be unlocked through business design and redesign. We invite businesses to share stories with us that focus on the following:

- the most ambitious regenerative and distributive ideas to pursue
- how the current design of the business currently blocks or enables these ideas
- how a redesign of the business can unlock and enable these ideas.

To submit a case study, please share it through the DEAL contact form, choosing the category 'Tools and Stories' and theme 'Business and Enterprise’. To retain the integrity and ambition of Doughnut Economics, DEAL itself will post these on the platform, and we ask that case study stories of individual businesses are not posted directly to the DEAL platform.
Any business that has been inspired by Doughnut Economics to make or explore substantive changes to its deep design (including by using the Doughnut Design for Business tool) is welcome to communicate publicly about this.

We ask that any communication is limited to Doughnut Economics serving as inspiration for changes in its deep design, through addressing its Purpose, Networks, Governance, Ownership, and Finance. The concepts and images of Doughnut Economics cannot be used for any other public communication by businesses.

We also ask that there are no public facing claims or communication that suggests any business is within the Doughnut, a Doughnut Business, aligned with Doughnut Economics, endorsed by DEAL, or similar.

The above also applies to consultants in their work with business clients.

For the full policy on how Businesses can engage with Doughnut Economics, see DEAL’s policy for businesses and refer to the Dos and Don’ts at the start of this tool.
Doughnut Design for Business

Annex D.

Acknowledgements, images
Acknowledgements

This tool was created by
Erinch Sahan, Kate Raworth and Carlota Sanz Ruiz of DEAL, in collaboration with Ruurd Priester.

We would like to thank
All who participated in the pilot workshops and who reviewed the drafts of the tool.
Marjorie Kelly for the conceptual inspiration. Iconmonster for the icons used.
## Images

<table>
<thead>
<tr>
<th>Slide</th>
<th>Name</th>
<th>Source</th>
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<tr>
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<td>Isabel Nabuurs, Schoonschip</td>
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<td>Ulet Ifansasti / Greenpeace</td>
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<td>Zero deforestation</td>
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<td>Part title: Wooden construction</td>
<td>Paul VanDerWerf (CC BY 2.0)</td>
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<td>Exerting public pressure</td>
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<td>Setting new targets and metrics</td>
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<td>Making the business case</td>
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<td>Part title: Stack of wood</td>
<td>Markku Akefelt (CC BY 2.0)</td>
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v1.1 includes the following additions & changes: link to introductory video on business design, speaking notes on part 3 slides, list of resources for participants on slide 67 and some edits to slides 23 and 35-38 (reordering of slides and wording changes).
Doughnut Design for Business

DEAL’s guide to redesigning businesses through Doughnut Economics – Core workshop

Version 1.0 (November 2022)