



PIONEERS

ACTION PLAN



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An open invitation to our Komodo Community.

KOMODO PIONEERS

Empowering the Community

ABOUT

We are a community-driven project that seeks to give financial support to anyone wanting to help us spread the word about Komodo and decentralization.

Komodo Pioneers will reinvest up to 50% of notary node revenue into the Komodo Community.

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1 INTRODUCTION

Komodo network is supported by a notary node network. Such support doesn't need to be limited to technical aspects only, but should expand into other areas too. We are looking to push the boundaries in this regard, so our organization has a clear goal in mind: providing support for our entire ecosystem and its community.

We see the annual notary node elections as Komodo's "governance system" where the stakeholders (KMD investors) choose among various projects which promise to help our ecosystem in various ways. At the time of the first elections in 2017, the promises ranged from technical maintenance to a few more general promises. As Komodo Pioneers we want to see more thoroughly planned campaigns and thereby exact enforceable campaign promises.

The success and health of the overall project is of direct interest to any notary node. The better the project does, the more valuable the KMD coin becomes, and the more income each notary node generates. Thus, why wouldn't a notary node go beyond its minimum role in order to support the Komodo ecosystem?

The current notary node standards are not as high as they could be, and we encourage everyone to step up their game. As Komodo Pioneers we will be leading the way.

2 WHO WE ARE

Komodo Pioneers were founded by various community members. We want to see regular Komodo events around the world, from the community to the community. We will keep our project as open and transparent as possible, and any current or future Komodo enthusiast can contact us to get involved. These goals will be reached through two principles:

1) **Horizontal Structure** – Komodo Pioneers is made up of many independent teams, with team members working without a strict hierarchy. The organizational principles follow the best practices of businesses as documented in the book 'Reinventing Organizations' by Frederic Laloux.

2) **Open Doors** – Anyone can send us a message and request money for any kinds of activities that would support our community. We are committed to giving a certain amount of our revenue to these activities, and each independent team will choose to approve or disapprove any given request.

3 OUR MISSION

Komodo Pioneers seeks to give its full support to the Komodo community. In doing so we have recognized three main mission pillars:

1. **Supporting** the Komodo Community
2. **Educating** the Komodo Community
3. **Growing** the Komodo Community

Everything we do will somehow tie into one or more of these pillars. We are committed to staying transparent about what we do and to record our achievements for our whole community to see.

3.1 SUPPORTING THE KOMODO COMMUNITY

We want to support the community with activities that encourage engagement and participation, both locally and through the Internet. Meetups will be one of the key elements as we will help Komodo enthusiasts to start regular meetup groups within their local area.

3.2 EDUCATING THE KOMODO COMMUNITY

Komodo is not just a coin, it's a platform. As such, education and entrepreneurship plays a crucial role in our success. We want to work with local schools and universities in order to raise awareness about blockchain in general and Komodo in particular. Later on we see many possibilities for expansion in which we would accelerate the learning process via e-learning platforms and tutorials.

3.3 GROWING THE KOMODO COMMUNITY

The main goal is of course to grow in numbers. On this area the possibilities are very wide, but we have already formed a rudimentary picture about local reach programs that would expand Komodo user base and educate the public.

4 PROJECT STRUCTURE

Komodo Pioneers is set up a little like a franchising business. The main organization provides sets of standards and guidelines that are then handed to the sub-units. In other words, we are creating a Komodo Pioneer standard.

Moreover, anyone can apply and become part of Komodo Pioneers.

4.1 THE ROLE OF THE KOMODO PIONEER MAIN ORGANIZATION

The main or parent organization provides oversight for the independent autonomous units. Its main role is to provide support, guidance, standards, and facilitate knowledge sharing between the units.

The branding and visual guidelines are produced by the main organization. All the other pioneer groups follow them, which in return creates a very cohesive business image. Any other materials would also be designed and provided by the main organization, such as banners and handouts.

Another function is to provide mediation and consultancy services for the units, if necessary. While technical help may be required for server operators, the goal is that each team can operate independently. Mediation services might be necessary to resolve conflict within a team. However, even as a mediator the main organization wouldn't have any authority over a regional unit.

In short, the main functions of the Komodo Pioneer organization are:

- Branding
- Designing (handouts / rollups)
- Hosting (website / forum)
- Guides / educational material
- Consultancy
- Mediation

The only kind of power the main organization holds over the Pioneer units is to enforce the agreed contract. If a unit is not following the set guidelines, branding, or values, the main organization has the power to exclude an autonomous unit from Komodo Pioneers.

4.2 THE ROLE OF KOMODO PIONEER AUTONOMOUS UNITS

The organizational structure is there to allow maximum scalability and flexibility for Komodo Pioneers. Everyone and everything we do would be to reach our vision.

The independent nature of the autonomous unit gives them the freedom to pursue their goals with the backing of other teams and the main organization. This type of horizontal structure allows us to scale our organization from a dozen to hundreds of independent teams without suffering from growing pains that would emerge in a more traditionally-run business.

Komodo Pioneers will start with notary node teams that then use the money to sponsor local meetups. However, a future team could be about anything at all that relates to our mission. For example, a team could start hosting local Komodo hackathons where they teach people about coding and blockchain.

What's more, if one team innovates a concept it can be copied and put into practice in another region. The teams can then come together and share their knowledge and best practices.

What will help our organization get started are the elected notary nodes. The team will commit to sponsoring or using part of the money to set up local outreach programs, meetups, or other activities that promote Komodo.

4.3 REVENUE ALLOCATION

Part of the revenue from local autonomous units goes to the main organization. As the main organization plays a major role by giving support to the various independent teams, it is vital that it will receive enough funding to carry on its operations.

5 ORGANIZATIONAL STRUCTURE

As advocates of decentralized technology, we want to run our own organization in a horizontal manner. Our goal is to pioneer an organizational culture and environment which ensures we stay true to our values and that are able to leverage new ideas.

Through the organizational structure and culture we make sure that we're able to stay on our path of providing support for the Komodo community.

It's now understood that people work best together in small diverse teams where each person plays a unique role. This is a growing phenomenon found in industries ranging from social care to manufacturing, as revealed in Frederic Laloux's groundbreaking book, 'Reinventing Organizations'.

A decentralized structure doesn't limit the size of the team, as demonstrated by examples such as Buurtzorg, a home-care organization which employs over 8000 nurses. Komodo Pioneers has taken inspiration from such success stories and is determined to take a step into the unknown. We know it's not going to be easy, and the structure will require us to work extra hard. However, if we are successful the results might surprise us.

In essence, all people working for Komodo Pioneers are referred to as colleagues who have full insight into our organization and are free to operate semi-independently to create results. We will operate under a natural fluid hierarchy that spontaneously manifests based on the person's expertise and willingness to take responsibility.

6 OPEN PROJECT

We want to keep this project as open as possible, From the community, for the community. As Komodo enthusiasts we can take matters into our own hands and help the project move forward.

There are a number of ways to get involved. You could apply to become a Komodo Pioneers Autonomous Unit and run in the notary node elections. This way you would play a big role in your own region, and you would become part of the pioneer group.

Another way is to set up a local Komodo Pioneer meetup and request funding from us. Explain to us what you're looking to do, and we might be able to sponsor the meetup. As previously noted, we are committed to providing funding for local meetups.

After successfully bootstrapping our project, we're looking to expand to other areas in the future. There will be plenty ways to get involved, and outside initiatives could be the key here.

If you have an idea to share or questions to ask, join our Discord channel.