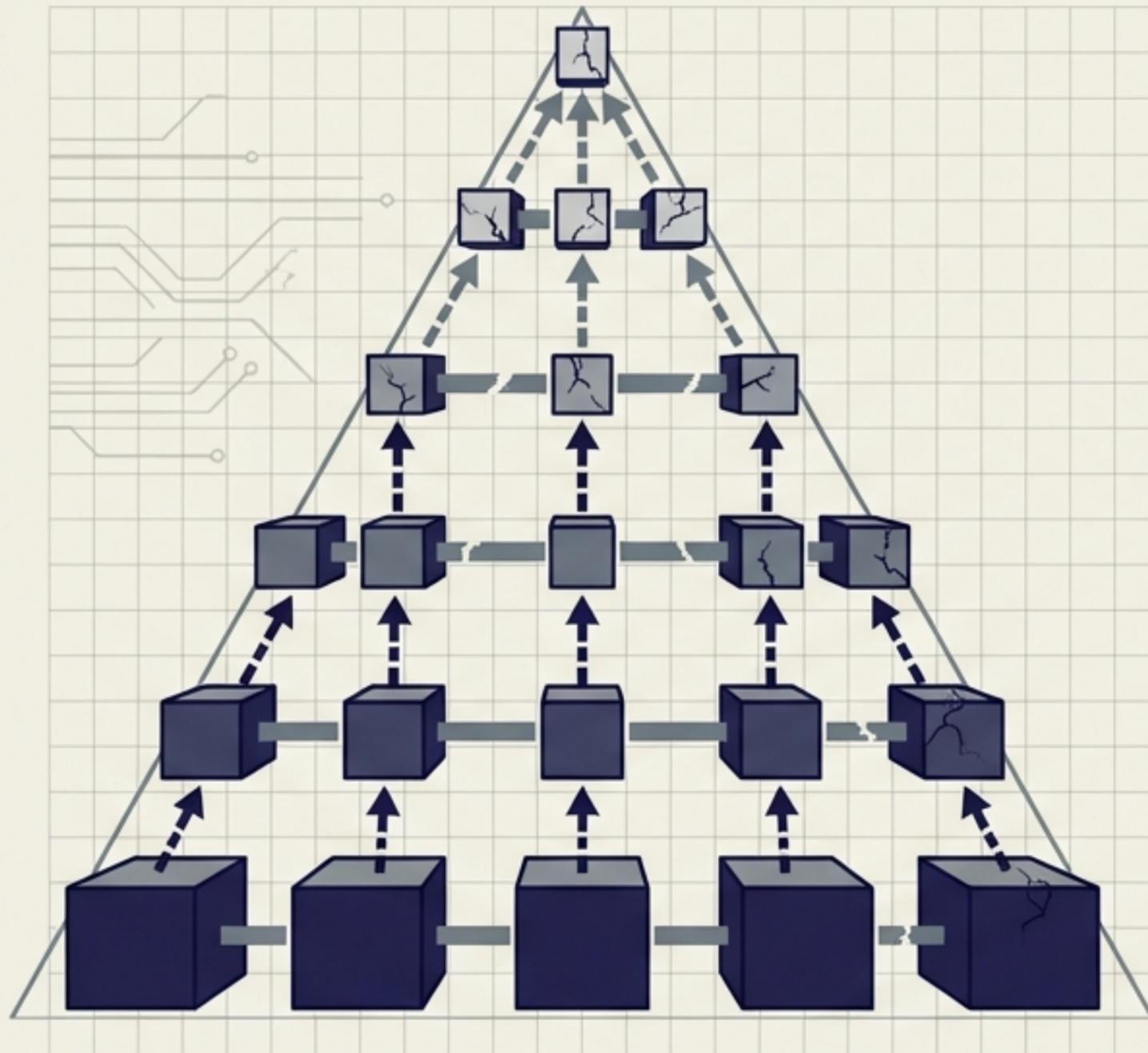
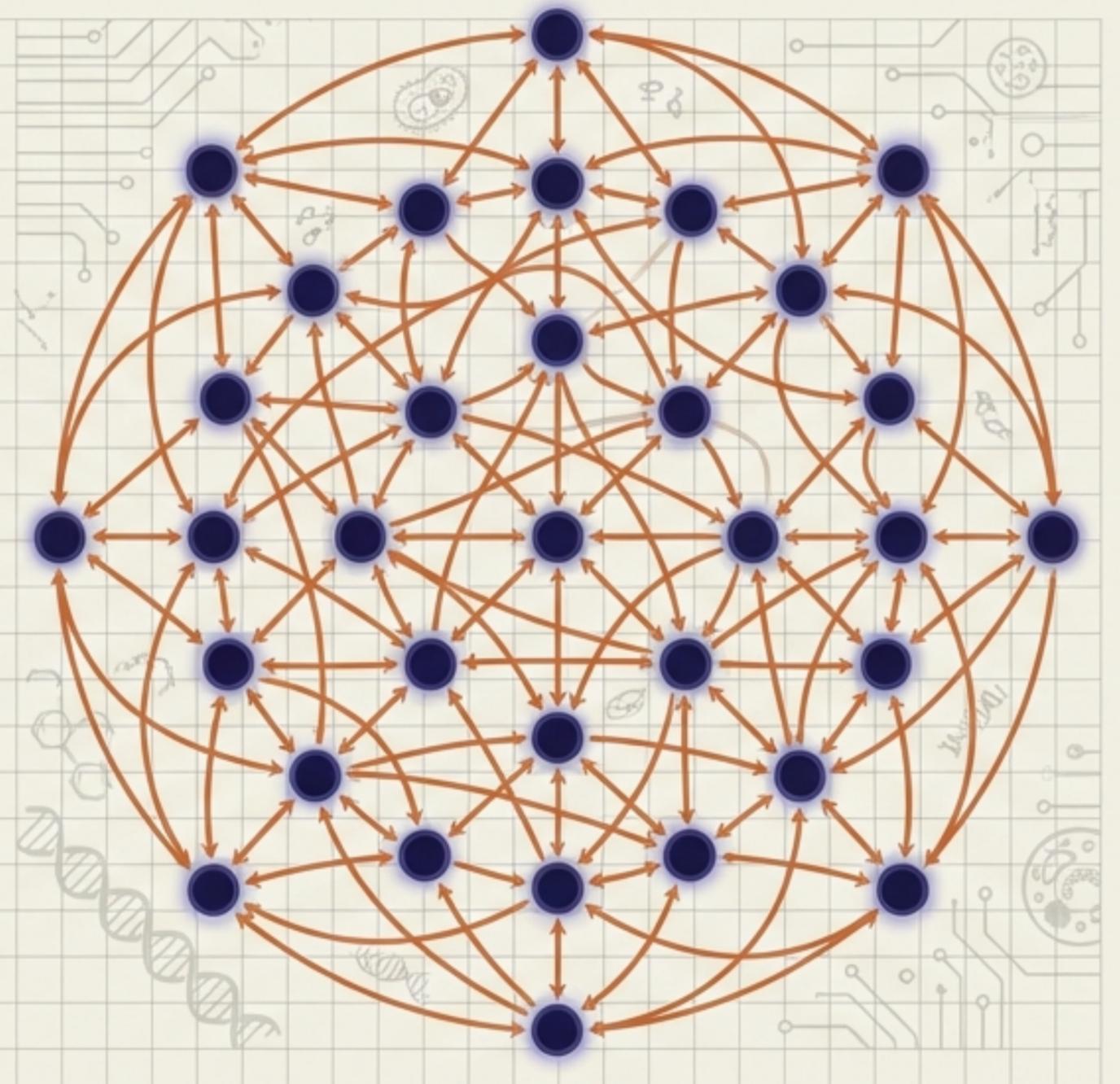


Dunbarrios: Scaling Coherence Without Control

A diagnostic of organizational failure modes and a protocol for trust-based governance.



CONTROL



COHERENCE

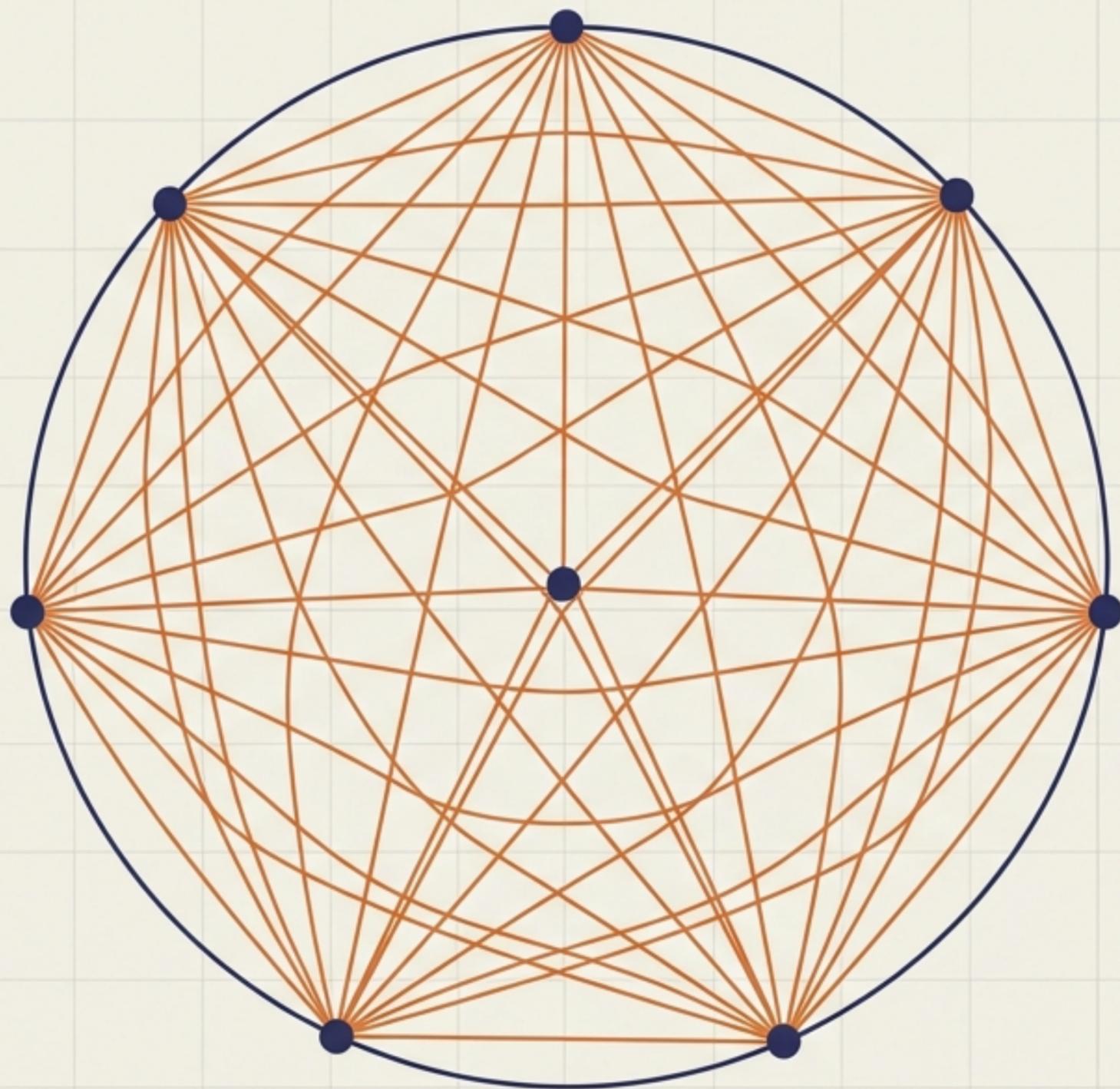
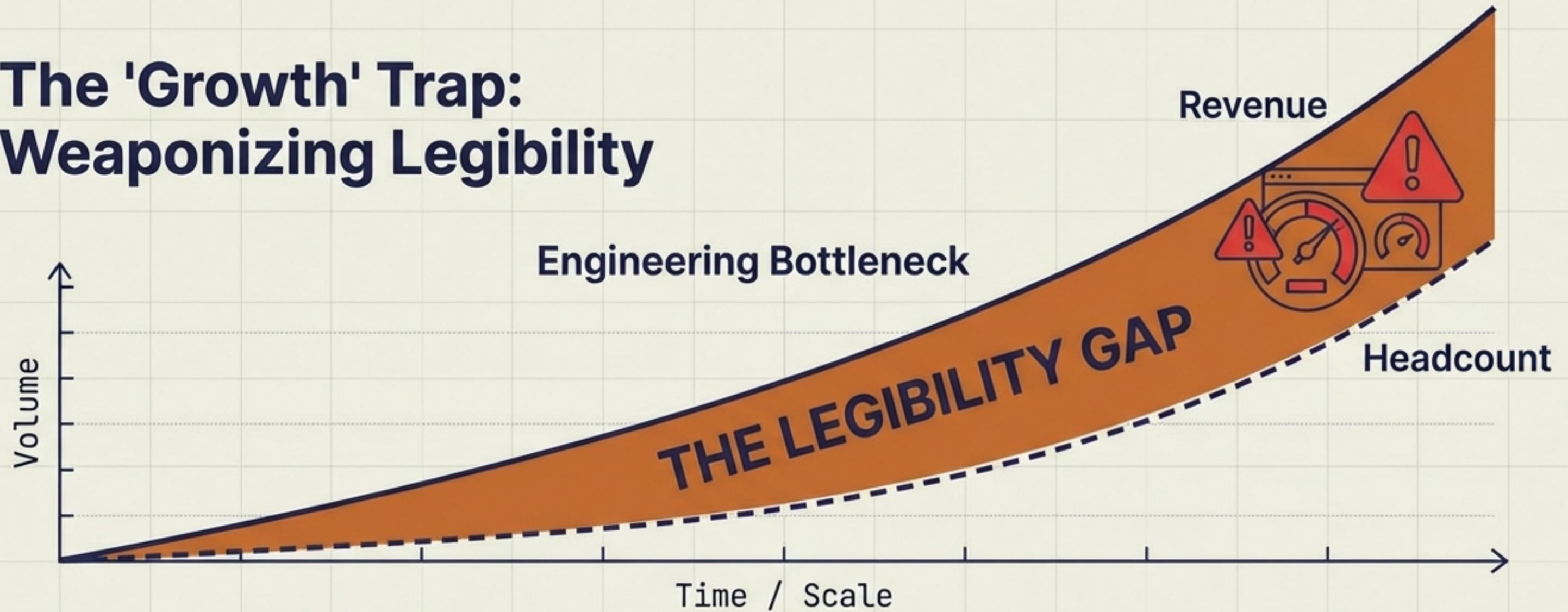


FIG 1.0: HIGH-BANDWIDTH TRUST STATE

Small Groups are the Engine of Productivity

- In small teams, high-bandwidth communication and transparency replace the need for rigid management.
- **Trust-Based:** Operations rely on reliability and reciprocity.
- The Baseline: Before scale breaks it, the natural state is high alignment and low overhead.

The 'Growth' Trap: Weaponizing Legibility



The Problem

Software bandwidth dictates size. As specialization grows, executives lose visibility.

The Symptom

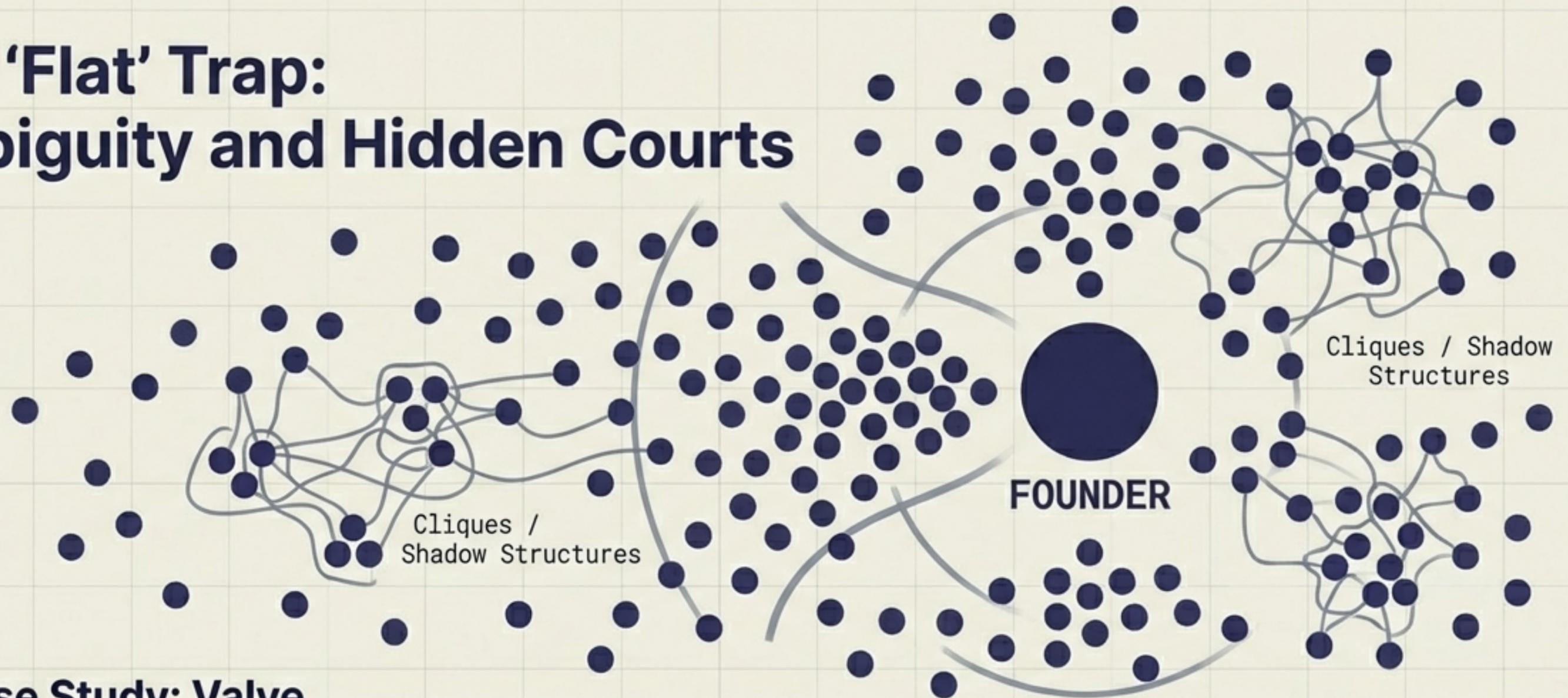
Metrics get weaponized (Goodhart's Law). Dashboard aesthetics replace reality.

The Result

Disengagement. Managers manage metrics; contributors check out. Control > Coherence.

FIG 2.0: THE LEGIBILITY GAP & CPR CASE STUDY

The 'Flat' Trap: Ambiguity and Hidden Courts



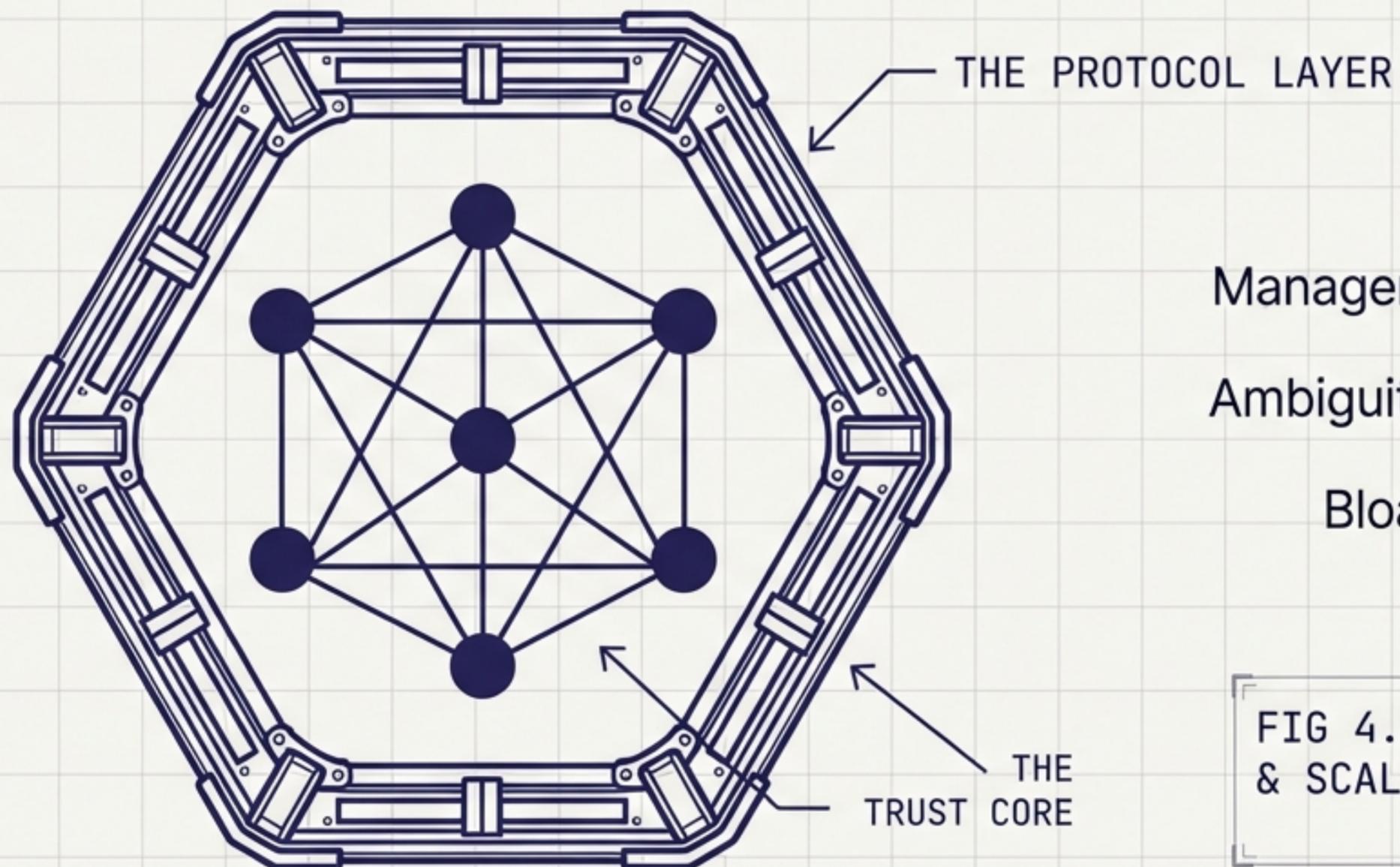
Case Study: Valve

- The Illusion: **'Self-organizing'** often masks **Founder Gravity**.
- The Reality: **Fuzzy principles** lead to **clique mentalities** and shadow-competition.
- The Deficit: **Ambiguity** regarding status, invisible **work**, and unowned decisions.

FIG 3.0: FLAT ORGANIZATION AMBIGUITY & VALVE CASE STUDY

The Solution: The Dunbarrios Protocol

Trust-based governance for scaling coherence.



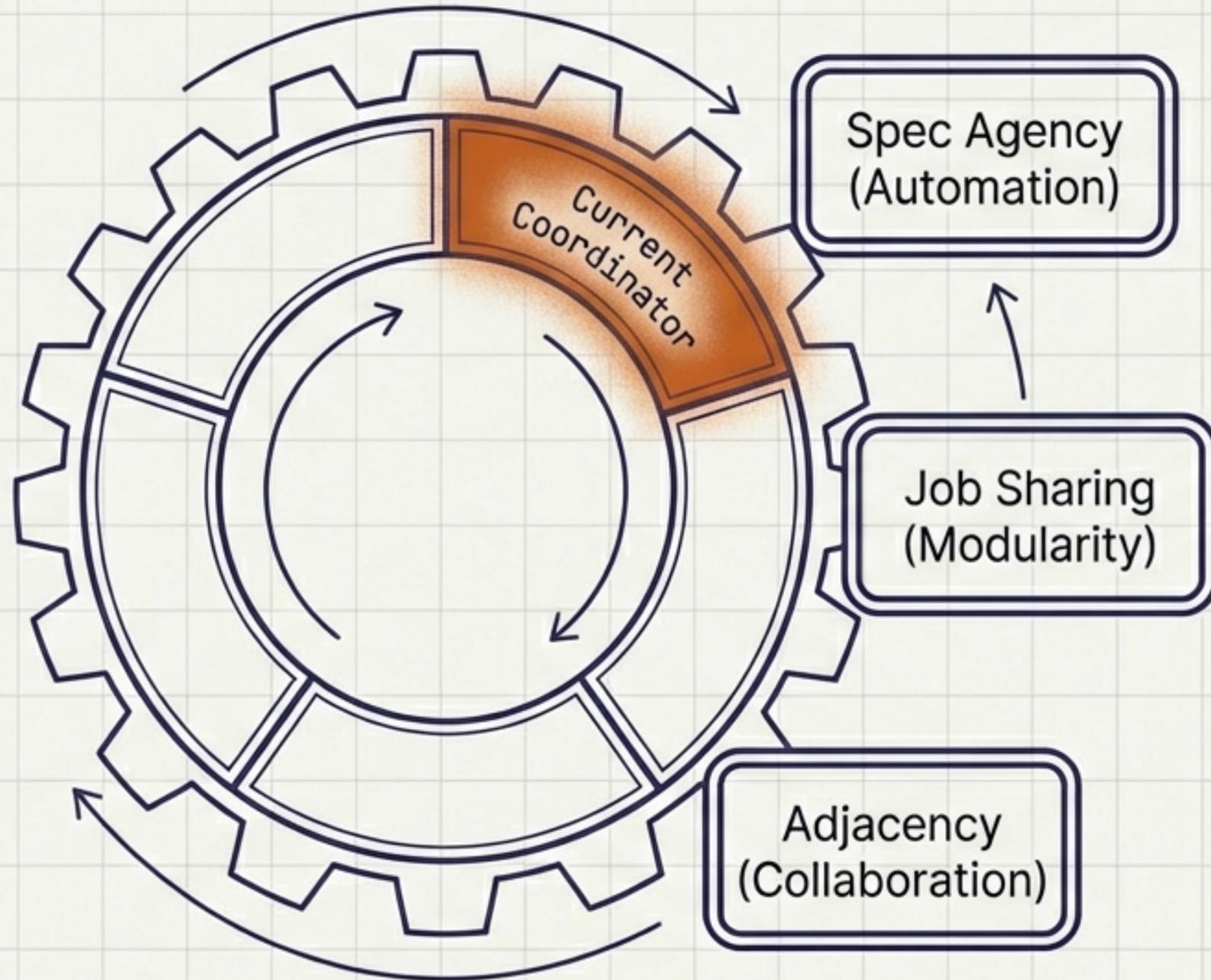
Managers → Rotating Coordination

Ambiguity → Explicit Decision Rights

Bloat → Replication

FIG 4.0: THE DUNBARRIOS PROTOCOL & SCALING SOLUTION

Mechanics I: Dynamic Governance



- **Rotating Coordinator:** A shared governance responsibility. Work is distributed, not reserved.
- **Spec Agency:** Automation handles the routine; humans handle the novelty.
- **Job Sharing:** Enforced modularity to minimize handoff costs and ensure ownership.

FIG 5.0: DYNAMIC GOVERNANCE MECHANICS

Mechanics II: The Trust API

Protocol Stack

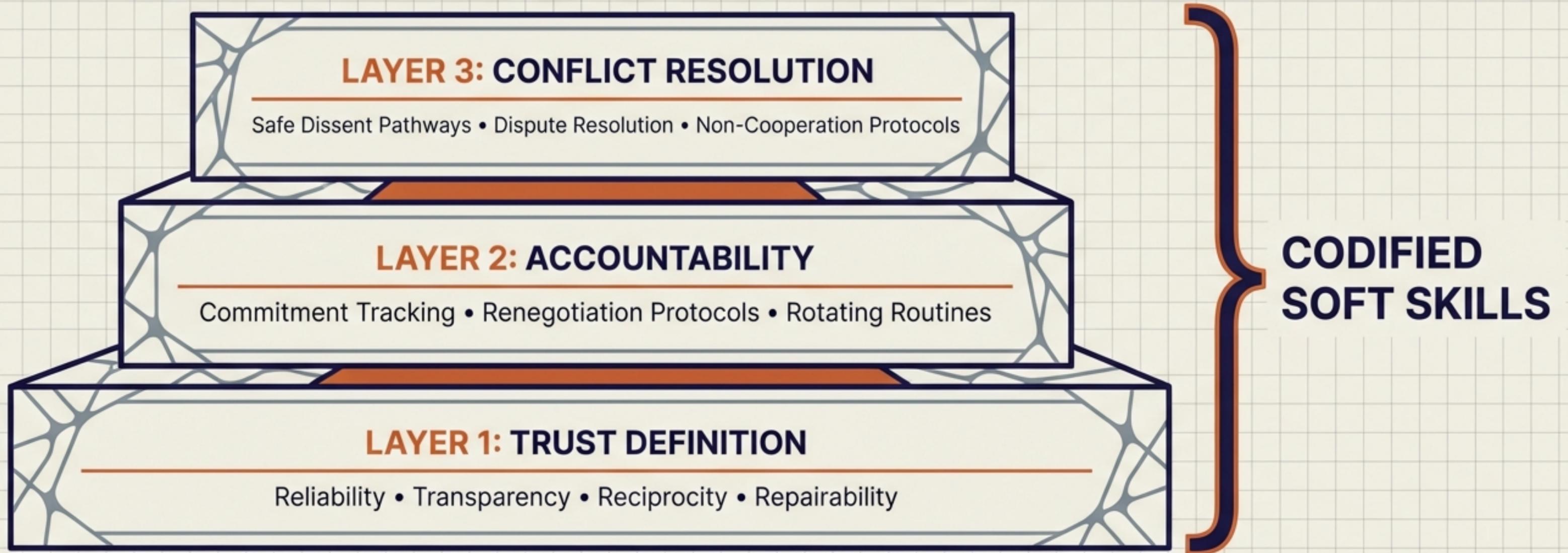
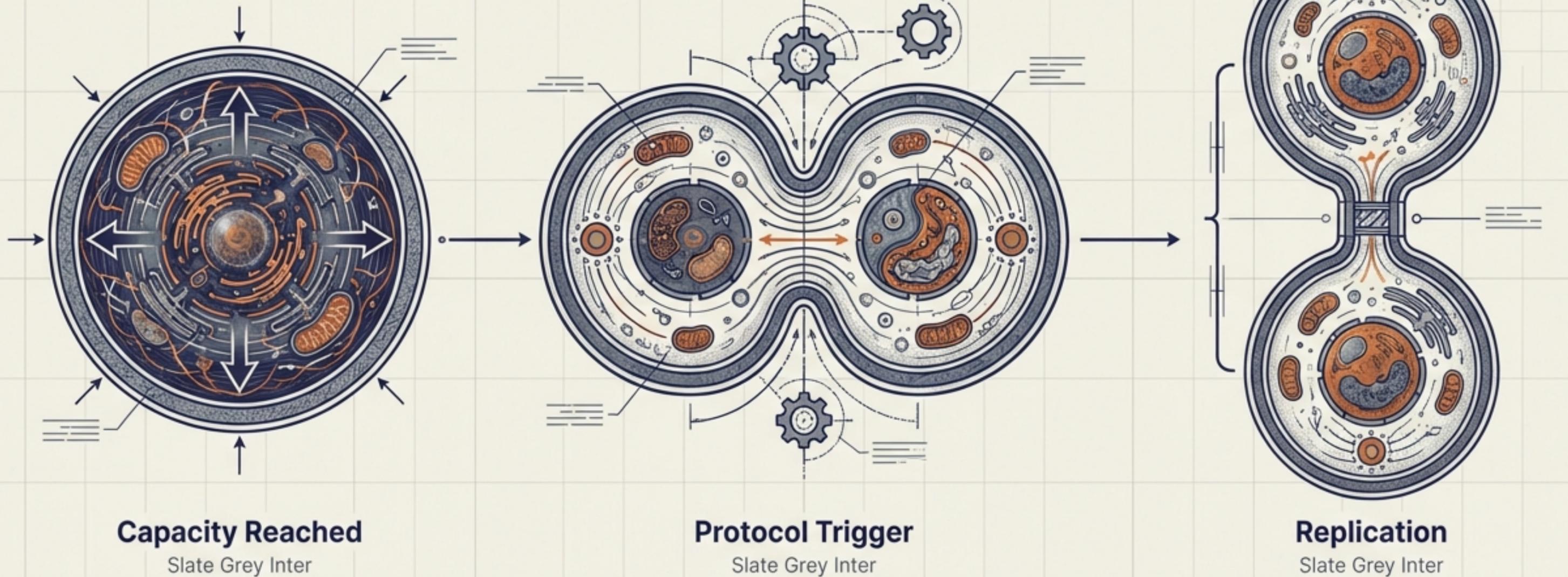


FIG 6.0: THE TRUST API PROTOCOL STACK

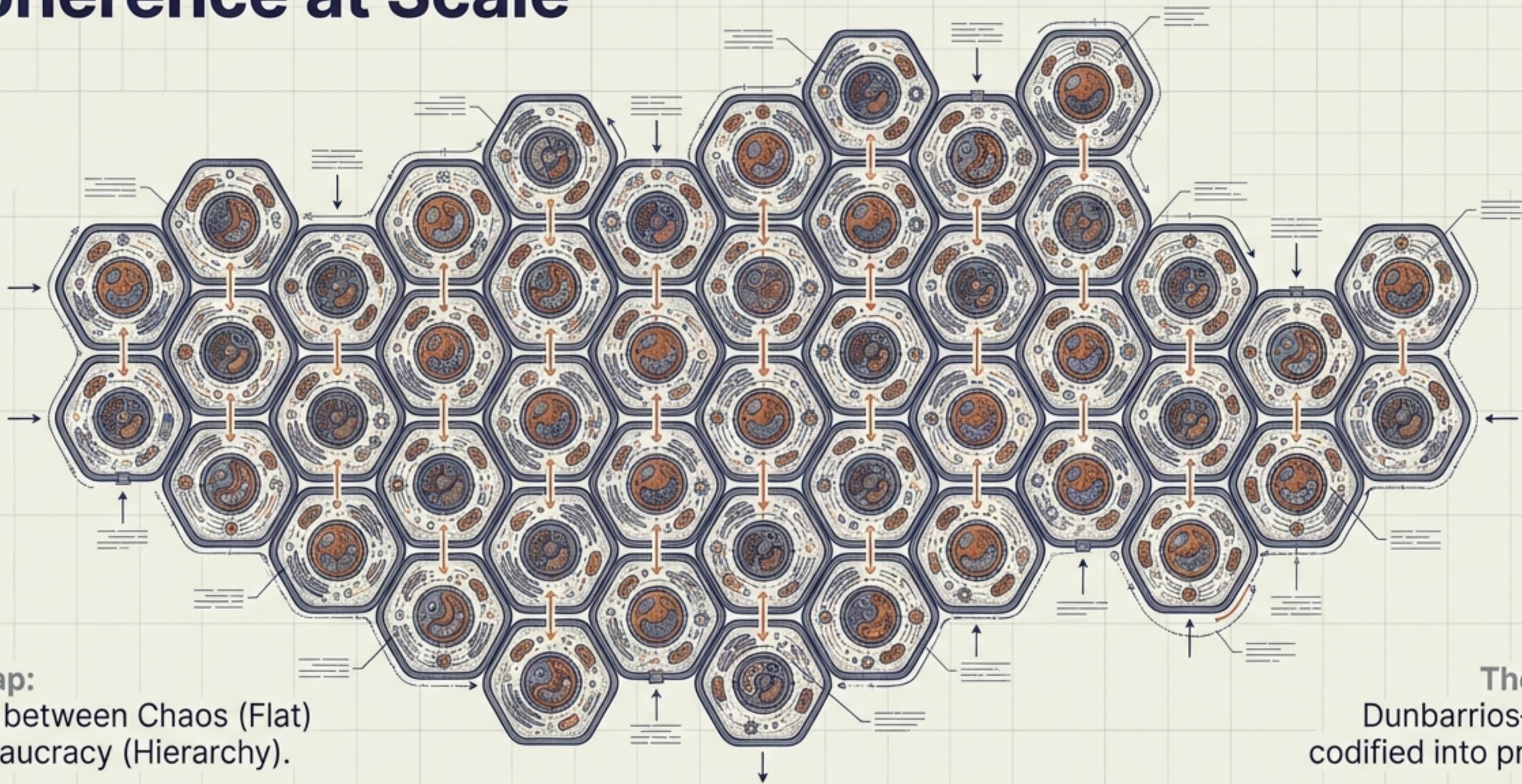
Scale via Replication, Not Inflation



- **The Rule:** Scale by adding circles, never by bloating a single circle.
- **Exit Protocols:** Splitting rules are decided *before* they are needed.
- **Governance:** When things go sideways, the protocol dictates the path, not office politics.

FIG 7.0: SCALING THROUGH CELLULAR REPLICATION

Coherence at Scale



The Trap:
Choice between Chaos (Flat)
or Bureaucracy (Hierarchy).

The Shift:
Dunbarrios—Trust
codified into protocol.

A system where bandwidth does not dictate size.