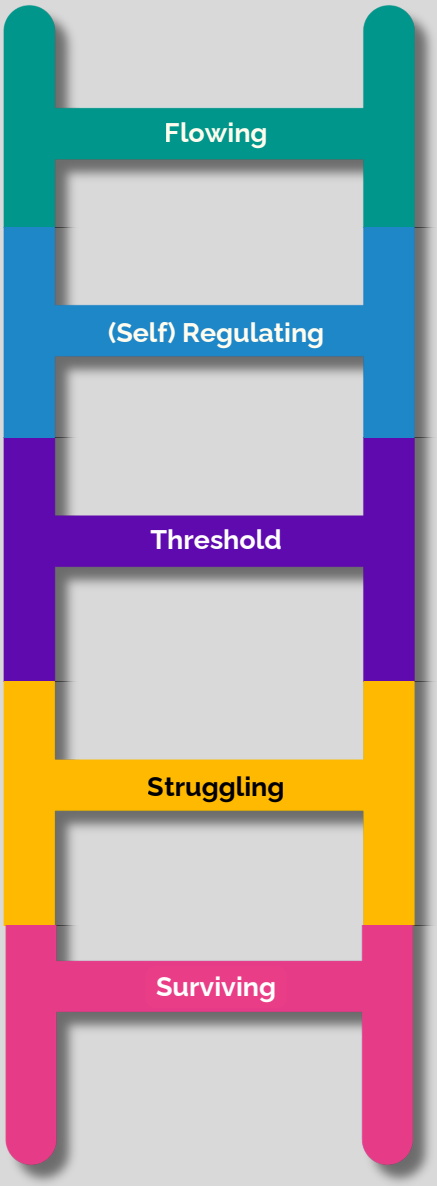
HUMAN
OPERATING SYSTEM
ARCHITECTURE

2026

HOSA
Practitioner
Orientation Guide



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Content Index

1 Welcome & Orientation

1.1 Welcome Message

Welcome to the HOSA Practitioner Programme!

You and your fellow participants are entering a 3-month process that will fundamentally change how you see human behaviour. This Guide is designed to orient you and assist you in getting the most from the experience.

HOSA stands for Human Operating System Architecture.

It is a systems-based model for understanding how human beings function under constraint, and how real change becomes possible.

Most people believe change comes from insight, effort, discipline and motivation. HOSA shows that 'change that holds' is biologically constrained.

During this programme you will become very familiar with the HOSA Equation:

Recovery Capacity =
Total Energy (TE) – (Biological Load (BL) + Threat Load (TL))

You will see that constraints in our energy flow do not simply reduce performance - they reorganise perception, behaviour, and possibility at the level of the system itself.

As we proceed through the course, please feel free to reach out with comments or questions either through our e-learning Platform or by email support@hosainstitute.com

Your success in this Programme is important to all at the Institute.

Best wishes,

Shannon Eastman

HOSA Institute Founder

1.2 Purpose of This Guide

This guide is designed to:

- Orient you to how the programme works
- Clarify what is expected of you
- Help you engage with the material effectively
- Support you in applying HOSA in real time

It should be used as a reference throughout the programme.

1.3 What this Programme is (and what it is not)

This programme is:

- A systems-based model for understanding human behaviour
- A framework for observing and reorganising constraint
- A method for creating change that holds

This programme is not:

- A mindset or motivation programme
- A collection of techniques or tools to hack into existing modalities & frameworks
- A behaviour-change or performance optimisation course

If you approach it as any of the above, you will misread it.

1.4 The Required Shift

Before you begin, one shift is required:

From: What is wrong with this person? (symptom)

To: What is this system organising around? (architecture)

If this shift is not made, behaviour will be misinterpreted and change will not hold.

Everything in this programme builds from this lens. This may appear simple. It is not. It is a fundamental reorganisation in how you see, think, and interpret human behaviour. It only becomes natural through repeated application.

2 Core Principles

2.1 What is HOSA

HOSA — Human Operating System Architecture — is a systems-based model for understanding how human beings function under constraint, and how change becomes reliably possible. most approaches to change focus on what is visible: thoughts, emotions, behaviour, habits, and performance.

HOSA operates at the level of the system that produces all of these.

It provides a way to observe:
• how energy is produced
• how load accumulates
• how capacity is constrained
• how behaviour emerges as a result

The Human Operating System is not abstract. It is biological.

It is composed of 12 interdependent systems organised across three levels of influence:
Level 1 — Functional Capacity
Level 2 — Organised Direction
Level 3 — Expression in Reality

These systems continuously interact to determine how much energy is available, how it is allocated, and what becomes possible in real-world conditions.

Over time, this organisation stabilises into an Anchor, a centre of gravity on the HOSA Ladder.

The Anchor sets the:
- ceiling of your life
- holds your unique conditions for growth
- shapes your experience of reality

Behaviour is not random.

It is the visible expression of a system organised around a particular level of capacity. HOSA allows you to read that system and reorganise it at source.

2.2 Biology is Causal. Psychology is Consequence

At the heart of HOSA is a single organising principle: Behaviour reflects biology before it reflects choice.

Human behaviour is not random. It is not primarily psychological. It is not primarily motivational.

It is the visible expression of:

- Available energy
- Accumulated load
- System constraints
- Recovery capacity

What appears to be lack of discipline, poor decisions or inconsistent behaviour is often the result of insufficient capacity within the system. When capacity is constrained, behaviour reorganises accordingly. This is why insight alone does not create change, and why effort often fails to produce lasting results.

2.3 The HOSA Equation

The HOSA Equation defines how capacity is determined within the Human Operating System:

Recovery Capacity = Total Energy - (Biological Load + Threat Load)

Total Energy (TE): The amount of usable energy available to the system.

Biological Load (BL): The cost of running the system.

Threat Load (TL): The cost of unresolved activation.

Recovery Capacity (RC): What remains to restore the Anchor to the Home Zone after a stressor.

Recovery Capacity determines:
• what the system can handle
• how it responds under pressure
• whether change is possible

When load increases, capacity decreases.
When capacity decreases, behaviour reorganises.
The equation is not theoretical. It is observable.

It explains:

• why performance fluctuates
• why change fails
• where intervention is required

HOSA is not concerned with what happens during the stressor.
It is concerned with what happens after.

Recovery patterns reveal the current state of the Whole Human System.

2.4 Change that Holds is Subordinate to Laws

Lasting change occurs only when 3 conditions are met:

1. Process

Change follows a biological sequence: Stabilise - Unravel - Reorganise - Integrate

If the system is not stabilised first, attempts to change will increase instability.
If unravelling does not occur, underlying patterns remain intact.
If reorganisation is incomplete, the system returns to prior patterns.

Integration stabilises the new state.

2. Capacity

Change requires available energy. The system must have sufficient Recovery Capacity to support reorganisation without collapsing back into survival patterns.

If capacity is too low:

- The system prioritises stability over change
- New behaviours cannot be sustained
- Progress appears temporary

Change is not blocked by lack of desire. It is constrained by lack of available energy.

3. Sequence

Change follows a lawful order on the Ladder of States. The system cannot skip levels. Each state must stabilise before the next becomes available.

Attempting to force progression:

- Creates instability
- Increases load
- Results in regression

Change that holds is sequential.

2.5 The HOSA Ladder

The HOSA Ladder maps the stable positions a Human Operating System can organise around.

Each state reflects:

- A level of available capacity
- A degree of stability
- A pattern of energy allocation

At any given time, the system stabilises around an anchor - its centre of gravity. This anchor determines what feels safe, what feels possible and what behaviours are available.

Daily experience fluctuates through transient state expressions, but always within the range defined by the anchor. As capacity increases and load decreases, the anchor can reorganise to the next state. This movement is not psychological. It is biological.

The Ladder provides a way to:

- Locate the system accurately
- Understand what is currently possible
- Determine the correct sequence for change

3 Programme Structure

3.1 Programme Overview

The HOSA Practitioner Programme is delivered over 12 weeks.

Each week introduces a core component of the Human Operating System. Each lesson builds on the previous one. Early concepts become the lens through which later material is understood.

By the end of the programme, you will be able to:

- ✓ Read the Human Operating System in real time
- ✓ Identify constraints accurately
- ✓ Distinguish between Biological Load and Threat Load
- ✓ Apply the Observation - Constraint - Intervention model
- ✓ Support change that holds

This is not a passive learning experience. It is designed to change how you see and interpret human behaviour.

3.2 Learning Components

The programme combines multiple learning formats to support understanding, integration, and application.

Emails Through Skool

Automated reminder emails will be generated and issued to flag upcoming classes. These will reference, date, time, and direct you to the Skool Calendar to locate the correct Zoom link.

Live Classes

Each week includes a live teaching session. These sessions introduce the core concepts, models, and distinctions of HOSA. They are interactive and include Q&A and applied examples.

Live attendance is strongly recommended (10 of the 12 classes must be attended to attain the HOSA Practitioner Certificate of Achievement. There are 3 live classes of the same content each week to accommodate different time zones. You are free to attend all 3 if you so wish.)

Videos, Presentations & Notes

Each lesson is supported by videos, structured slides and written notes. These provide a clear reference for the material and are designed to support review and consolidation between sessions. All are made available on the E-Learning Platform.

Exercises & Application

Each week includes exercises designed to move learning from concept to application. These may involve:

- Observing your own system
- Applying the model to real-life scenarios
- Practising system reading
- Similar

Engagement is important. Without it, the model will remain theoretical.

Open Discussion

The programme includes ongoing discussion through the learning platform. This is a space to:

- Ask questions
- Share observations
- Clarify understanding
- Learn from others in the cohort

Engagement supports integration. What is unclear in isolation often becomes clear through discussion.

3.3 Weekly Rhythm (A Typical Week)

Each week follows a consistent structure:

1. **Live Class**
   Attend one (or more) of the three scheduled sessions.

2. **Review**
   Revisit the presentation, notes, or recording to consolidate understanding.

3. **Apply**
   Use the weekly exercises to apply the material in real time.

4. **Engage**
   Participate in discussion on the platform to deepen clarity.

This rhythm is designed to move you from:
Understanding -- Observation -- Application --Integration

3.4 Time Commitments & Expectations

To gain the full value from the programme, you should expect to commit:

- 1 live 90-minute session per week
- Up to 1 hr of review and application through the e-learning platform/community.

This is a guideline. Some participants will choose to engage more deeply. What matters is consistency.

This programme requires attention, engagement and willingness to apply the model. It is not designed to be consumed passively.

3.5 Time Zones & Live Lesson Options

To accommodate different time zones, each live lesson is delivered three times per week on a Tuesday.

- 07:00 (Irish Time)
- 13:00
- 17:00

You may attend whichever session is most suitable. And, again, you are welcome to attend all 3. If you are unable to attend live, recordings will be available on the learning platform.

You will receive automated reminder email notifications of the Live Lessons. The schedule of Lessons is also available from the E-Learning Platform.

3.6 Using the Skool E-Learning Platform

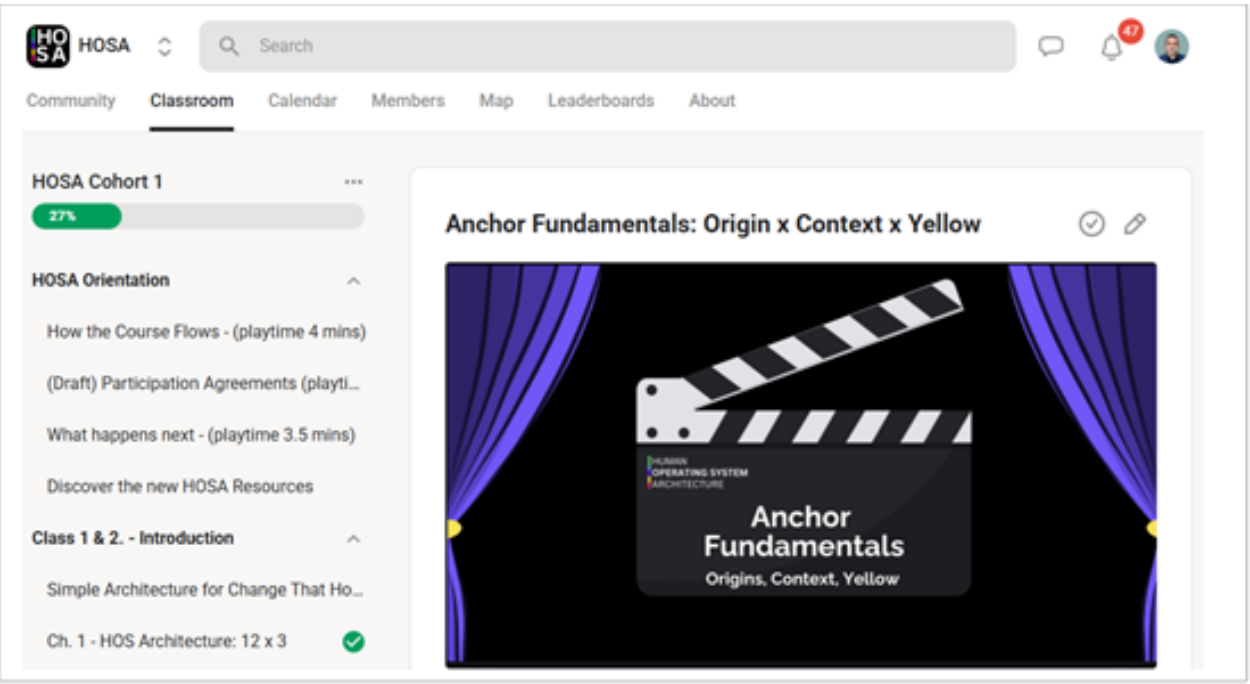
We have chosen to use Skool as our E-Learning Platform for engagement and ease of use. Like anything, it will take a little practise to get used to it. The following overview provides the basics for orientation:

1. Community

The community provides opportunity for online engagement, exercise and general discussion. Posting and replying to chats is done similarly to social media sites.

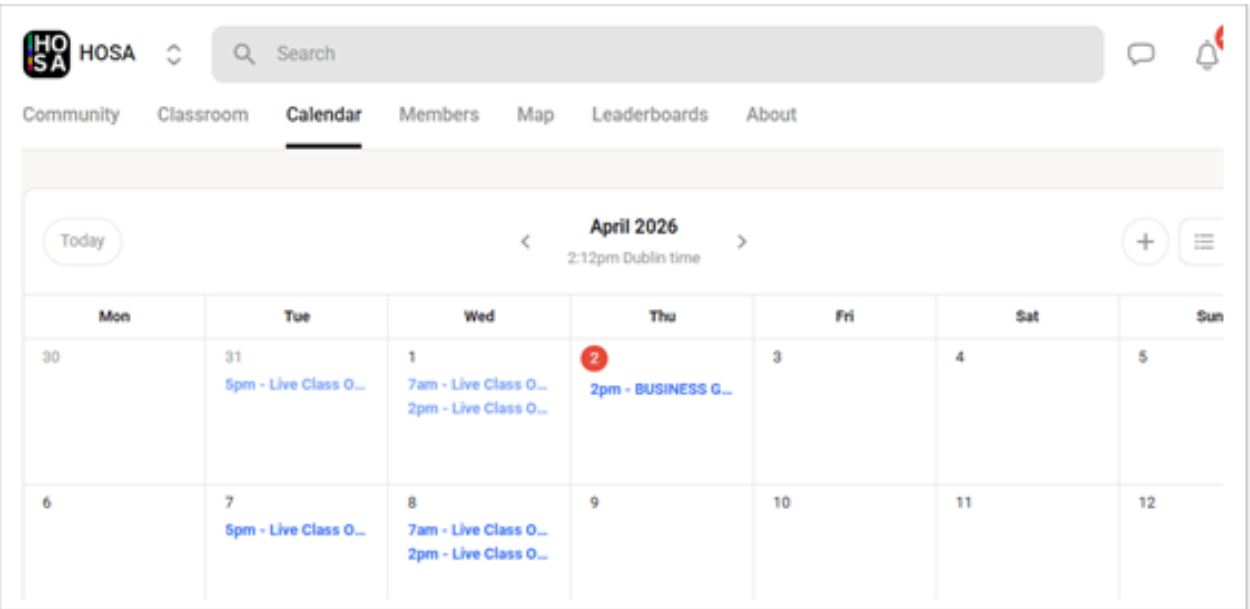
2. Classroom

The Videos, Presentations and Notes related to the Live Classes will be posted here after each Lesson.



3. Calendar

While you will be forwarded lesson invitations by email, the Calendar section of Skool also provides the timetable and access to the lessons. Lessons are held on Zoom.



4 Curriculum Overview

4.1 How the Curriculum is Structured

The curriculum is structured to move you from understanding to application.

It follows a clear progression:

- First, you learn how the Human Operating System is organised
- Then, you learn how to observe it in real time
- Next, you understand how capacity, load, and constraint shape behaviour
- Finally, you apply the model to real-world scenarios

Each part builds on the previous one. The sequence is intentional and should be followed as delivered.

This is not a collection of concepts. It is a coherent system. Understanding emerges through progression, not isolated learning.

Section 1: Foundations of the Human Operating System

This section establishes the core principles of HOSA.

You will learn:

- What the Human Operating System is
- Why behaviour reflects biology
- Why most approaches to change fail
- What conditions are required for change that holds
- How the Ladder of States defines capacity and stability

This part provides the lens through which all subsequent material is understood.

Section 2: Reading the System

This section focuses on observation.

You will learn how to:

- Distinguish between transient state expressions and stable patterns
- Understand how the system responds to internal and external demand
- Identify the relationship between capacity and real-world functioning
- Recognise how the system organises itself moment to moment

The emphasis is on accurate system reading. This is the shift from theory to perception.

Section 3: Capacity, Load and Constraints

This section introduces the core mechanics of the system.

You will learn:

- How Total Energy, Biological Load, and Threat Load interact
- How the HOSA Equation defines Recovery Capacity
- The finite set of constraints that shape system behaviour
- How constraints limit production, availability, and allocation of energy

This is where the model becomes diagnostic. You will begin to see clearly why behaviour occurs and where intervention is required.

Section 4: Integration and Application

This section brings the model into practice.

You will learn how to:

- Apply the Observation → Constraint → Intervention process
- Analyse real-world case studies
- Distinguish between different types of constraint
- Determine appropriate intervention order

The focus is on applying HOSA in a way that produces change that holds. This is where understanding becomes capability.

4.2 Timetable

Training	Name	Date
Section 1 - Foundations of the Human Operating System		
Lesson 1	Introduction to HOSA	Jun 23, 2026
Lesson 2	The Human Operating System — 12 x 3	Jun 30, 2026
Lesson 3	Ladder & Anchor — Structure of Stability	Jul 7, 2026
Section 2 - Internal Economics		
Lesson 4	Total Energy & Biological Load	Jul 14, 2026
Lesson 5	Threat Load	Jul 21, 2026
Lesson 6	Recovery Capacity x Canvas of Flexibility	Jul 28, 2026
Section 3 - External Economics		
Lesson 7	Environment	Aug 4, 2026
Lesson 8	Other People	Aug 11, 2026
Lesson 9	Real World Demand	Aug 18, 2026
Section 4 - Designing For Change That Holds		
Lesson 10	Process, Capacity, Sequence	Aug 25, 2026
Lesson 11	Designing For Change That Holds	Sep 1, 2026
Lesson 12	Reading The System - Case Application	Sep 8, 2026

4.3 Lesson Breakdown

Phase 1: Orientation

You will learn to see the system.
• The HOSA Model
• Internal and External Economics
• The HOSA Equation
• Ladder and Anchor

This phase establishes the lens through which all behaviour is understood.

It reframes:
• symptoms as system output
• behaviour as biological expression
• performance as a function of capacity

Phase 2: Internal Economics

You will learn how the system is resourced and constrained.

• The Human Operating System (12 Systems, 3 Levels)
• Total Energy (Production)
• Biological Load (Cost of Running the System)
• Threat Load (Cost of Unresolved Activation)

This phase focuses on how energy is produced, how load accumulates, and how capacity is shaped.

You will begin to recognise:

• where energy is being lost
• where load is being carried
• where capacity is constrained

4.3 Lesson Breakdown Continued

Phase 3: Recovery & System Behaviour

You will learn how the system behaves under pressure.
• Recovery Capacity
• The Canvas of Flexibility
• State expression and recovery patterns
• Anchor stabilisation

This phase focuses on observation.

You will learn to read:
• how quickly the system reacts
• how intensely it responds
• how long it remains activated
• how reliably it returns

The emphasis is not on what happens during stress, but what happens after.

Recovery patterns reveal the system.

Phase 4: External Economics

You will learn how the system interacts with reality.

• Environment (visible, invisible, informational)
• Other People (co-regulation and dysregulation)
• Real-World Demand (volume, complexity, pressure)

This phase introduces the external conditions the system must meet.

The same environment produces different outcomes depending on the system's available capacity.

4.3 Lesson Breakdown Continued

Phase 5: Lawful Change That Holds

You will learn how change becomes possible.
• Process: Stabilise → Unravel → Reorganise → Integrate
• Capacity: sufficient Recovery Capacity must be available
• Sequence: the system must move in order

This phase defines the conditions required for change to occur and hold.

Without these conditions:
• change destabilises
• patterns persist
• regression occurs

Phase 6: Application

You will apply the model to real-world situations.
• Case analysis
• System reading
• Constraint identification
• Intervention design

This phase develops the ability to work with the system in practice.

Summary

The programme is cumulative.
Each phase depends on the last.
Understanding alone is not sufficient.

The goal is to develop the ability to see, interpret, and work with the Human Operating System directly.

5 Certification

5.1 Certification Requirements

The HOSA Practitioner Certificate of Achievement is awarded based on participation, engagement, and demonstrated understanding of the model.

To qualify, participants must:

- Attend a minimum of 10 out of 12 live sessions
- Engage with the learning materials (videos, notes, exercises)
- Participate in discussion and application throughout the programme

Attendance alone is not sufficient. Certification reflects applied understanding.

5.2 What This Certification Is (and Is Not)

This certification is:

- A recognition of applied understanding of HOSA
- A signal that you can read and work with system-level dynamics
- A foundation for application and development

This certification is not:

- A clinical qualification
- A therapy licence
- A guarantee of practitioner competence without continued application

HOSA is learned through use. This marks the beginning of that process, not the end.

6 The Faculty

6.1 Meet the Faculty

The HOSA Practitioner Programme is led by Shannon Eastman, founder of the Human Operating System Architecture (HOSA) Institute and Co-Architect of the HOSA Model.

Shannon brings together two decades of experience across corporate, business, and human development environments, underpinned by deep study in trauma physiology, psychology, and behavioural systems.

She specialises in helping practitioners and leaders understand how capacity, load, and system constraints shape behaviour, enabling more precise intervention and change that holds.

Shannon Eastman

Dr. Joshua Rosenthal is a physician, counsellor, and Co-Architect of the Human Operating System Architecture (HOSA), focused on restoring biological and energetic integrity. His work integrates clinical insight with systems thinking to understand how energy, load, and capacity shape health and performance.

He also developed the MitoCircadian™ Health model, combining mitochondrial medicine, circadian biology, quantum photonics, and nervous system coherence to explore how light, timing, and cellular energy influence resilience and recovery.

Dr. Joshua Rosenthal

Dr. Abrar Hussain is a Consultant Psychiatrist and Co-Architect of the Human Operating System Architecture (HOSA), working across clinical psychiatry and systems-based approaches to human health.

A Fellow of the Royal College of Psychiatrists, he leads a specialist NHS service for Functional Neurological Disorders and has received multiple Clinical Excellence Awards for leadership and patient care. His work focuses on how biological load and nervous system dynamics shape clinical presentation and recovery.

Dr. Abrar Hussain

6.2 Pathway to Faculty: Certified Trainer

The Certified Trainer Path is designed for practitioners who wish to advance to teaching HOSA through the Institute.

It is a structured, multi-stage progression that ensures:

- ✓ Depth of understanding
- ✓ Accuracy in application
- ✓ Consistency in delivery
- ✓ Alignment with the standards of HOSA

Progression through this pathway is based on demonstrated capability in application.

Training the Trainer

On successful completion of the HOSA practitioner Course, participants may apply to be trained as a Trainer. This training experience is designed to develop:

- Teaching capability
- Depth of understanding through explanation
- Exposure to real-time cohort dynamics

Each Trainer in Training will:

- Deepen understanding of the model
- Develop teaching and communication skills
- Present material
- Receive structured feedback
- Be reviewed by Faculty and peers

This is an active training environment, not observation

Associate Trainer & Certified Trainer

Following this training stage, practitioners enter a period of mentored and supervised delivery. This phase, known as Associate Trainer, spans up to two years and is designed to develop consistency, accuracy, and depth in both application and teaching. Upon successful completion, individuals may be recognised as Certified HOSA Trainers.

Certified Trainers are members of the Faculty and are authorised to:

- Deliver HOSA Practitioner Programmes
- Represent the Institute
- Uphold and transmit the model with precision

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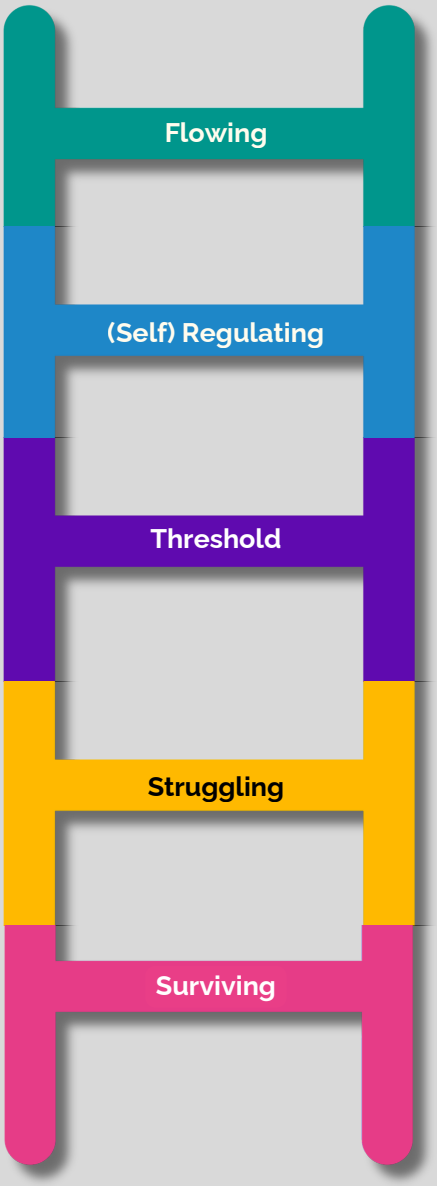

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