



# Fostering Wisdom

**From 6pm on Thursday 10<sup>th</sup> June until 3.30pm on Friday 11<sup>th</sup>**

This Conversation will focus on our unique role as leaders in fostering in our own organisations the kind of quality of learning, insight, attention and reflection that we are able to access in this community here at St George's House. How do we create 'safe space' within our own systems for people to be able to pause and look more deeply at who they are and what is needed of them – not just in a developmental setting, but in the day to day running of a demanding organisational setting.

This is about cultivating these wisdom qualities in the people and climate around us:

- **Space:** an inner calm and presence that enables us to make clear judgements with...
- **Pace:** the capacity to act decisively or patiently bide our time as needed, and to act with....
- **Grace:** respectful of the wisdom, insights, needs and perspectives of others

In this Conversation we will take some time to explore the wisdom capability that is actually present in our organisations and hopefully delight ourselves to recognise how much is really there when we pause to look. It is a truth that the richest wisdom is often in the less obvious places. The question then becomes how to protect, nurture and 'spread' this more widely in our systems. This will take us into familiar aspects of culture change that have already been covered in our series on this topic. But it will also have us thinking creatively about the subtlety of releasing people into their wisdom and creating the connection between them that will lead to purposeful and powerful conversations for change inside our own organisational settings and beyond.

This Conversation will be particularly relevant for Fellows who have a sense for stewarding the 'character' of their teams and organisations. Our aim is to share our learning and explore some of the challenges we have encountered as we seek to nurture a positive climate around us. What have we been noticing and learning as we look at our organisations in this way? What are the benefits of nurturing these qualities and the cost of not doing so? What of are some of the dilemmas, frustrations and disappointments we encounter what are the things that are most antithetical to wisdom leadership that we need to be weeding out of our systems as best we can?