



Working from home or living at work?

From 2pm on Monday February 15th to 12pm on Tuesday 16th

One of the most challenging and yet also potentially most liberating aspects of life under the pandemic has been the deep and probably long lasting evolution in our understanding of where we need to work, when, what on and why.... This has fundamentally shifted working patterns and relationships and has potentially been a great equaliser in how we give our attention to different people and different issues. But it has also added a whole new layer of complexity, not only to how we manage our own lives, but how we set policy and expectations for how others manage theirs.

What is clear is that people have radically different personal preferences and patterns around where they work and when they work. The pandemic has to a certain extent legitimated this and allowed people to experience the benefits of it. But of course the choices we each make affects others, who may have radically different needs and perspectives. For some the shift to greater home working has been a massive release, for others it has been a new level of intrusion and oppression. So how do we reconcile this as leaders – both in our own personal practice and in how we enable others, as individuals and teams, to optimise their effectiveness?



Agenda

The Conversation will follow the same flow as our face to face conversations, following three key stages:

- **This is Me** – taking stock of where we find ourselves currently in relation to this theme and the questions that are arising
- **Tell Us More** – enquiring more deeply into our learning and insights as we probe into this experience
- **Yes I can, Yes I will** – turning wisdom and insight into intention and practice

This is me

In this phase of the conversation we will encourage you to share your own stories and learning journey on this theme. What have you learned from your experience so far? What surprising possibilities have opened up for you and your team? Where have you got it horribly wrong and how did you handle that?

As we share our stories we will find some key themes emerging amongst us – some simple practicalities to notice and share but also the beginnings of the deeper wisdom we are learning here.

Tell Us More

This takes us into the second phase of the discussion, which will inform our thinking over a break for lunch and a reflective walk. What is the **discerning intelligence** we need to access here that helps us know when it is right to 'let be' and when we need to put down boundaries – for ourselves and for others. How do we keep our perspective on the needs of the home as well as the work and how do we know how to allocate time and space so that these are being used in the right way, sustaining energy and effectiveness, rather than draining it.



Yes I can

Following the sharing of insights that emerge from our deeper reflection over lunch we will move into the closing phase the conversation crystallising the insights from this into our own intentions, and further enquiry, as leaders. What is becoming clear to us in terms of practical changes we need to make:

- In terms of how we personally are 'working from home or living at work'
- In terms of how we engage our teams in this enquiry as a collective responsibility
- In terms of how we shape and bound people's expectations and participation on home working going forwards?

In the final session of the conversation we will make arrangements for a video link up to share progress on for those who want to maintain accountability on their intentions.



Timings: Monday 15th February

- 1400 Log on and meet each other online before we begin
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- 1415 Introduction to the Guiding Principles and then on to Stage One: This is me. We break into small groups and share some aspect of your personal story
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- 1445 We develop the conversation and begin to pull out some of the patterns and connections in our sharing. What is our direct experience of this dilemma – how do we know or sense when we and others are getting it wrong?
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- 1530 Screen and Coffee Break
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- 1550 We move into the second phase of the conversation: tell us more. We identify the rich seams in what has been shared and mine these. This involves us accessing the deeper knowing that lies beneath our experience. The knowing that we don't know we know until we find ourselves speaking it out in a space like this one. It is often as we hear ourselves speaking our own truth, particularly in this area, that we realise how challenging it can be to keep a balanced perspective.
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- 1715 Break overnight and space for personal reflection, possibly a walk, alone or in pairs (on the phone). What is really speaking to us in this? Where/how are we feeling challenged by what is emerging?
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Tuesday 16th February

- 0900 Back together as one group, we draw out the key outcomes of our overnight reflections and the deeper significance of these for our stance as leaders.
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- 1015 Moving into the third phase, 'Yes I can', we prepare for our final round of small groups, after which we invite each of you to sharpen up your personal resolves to enable you to exert more choice in your own leadership around this issue, and more influence for the benefit of your wider community.
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Tuesday 16th February

1030 Screen and Coffee Break

1100 We work on helping each other sharpen our commitments and intentions and develop a personal practice to help manage this duality on an ongoing basis.

1145 Closing words and insights, finishing the Conversation promptly at midday.
