



'Their Future in Their Hands' Leadership and the Younger Generation

From 10.00am until 4.30pm on Thursday March 4th

A consistent theme in our dialogue with leaders from all walks of life has been their growing concern and desire to do what they can to support the emerging generations in these deeply challenging times – whether it is young people struggling to find a foothold in the harshness of the current climate, or emerging leaders seeking to get to grips with the enormity of the challenges they see ahead in refounding businesses, stimulating enterprise and renewing our social infrastructure to make these fit for the future. In this Conversation we will enquire purposefully into what this means for us as leaders – both in terms of our own direct leadership and how we influence the leadership dialogue around us. Our start point will be a discerning: what is really going on, where do we see life and where do we see barrenness? Then, learning to 'see our seeing'? How are we viewing our situation as leaders and what would it be like to view them through the eyes of those who will inherit it from us? And finally, what is really needed from us – not to 'fix the problem', but to work with the natural, radical energy of young people who have accessed the self-belief to determine their own future.

All of us will be in contact one way or another with people who are facing into this kind of challenge and we will focus of course on what we can each practically and personally do in our own arenas. But this is also an issue that as the wider Society of Leadership Fellows we may all be concerned with and we would see this as a conversation in which we may want to find more of a collective voice.



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

As part of your preparation for this conversation we will encourage you into an enquiry around how people in younger generations are viewing the future right now, and the way this is affecting their direct experience. Ideally this will involve some open-ended, informal conversations during which we will invite you to notice both the thought and the energy of your encounters. Our start point will be a discerning: what is really going on as we look ahead into the future - where do we see life and where do we see barrenness? In this phase of the conversation we will encourage you to share your own stories and learning journey on this theme – experiences and anecdotes, whether exciting or worrying, that probably inspired you to join us in this conversation. We will then take this a little further, learning to 'see our seeing'? How are we viewing the situation as the leaders of today? What are we seeing and maybe not seeing and what would it be like to view things through the eyes of those who will inherit it from us? What is our responsibility in this and what is not?

Tell Us More

This takes us into the second phase of the discussion, where we will help each other challenge ourselves more. We will access not just our thoughts and ideas, which are often second hand, but also the deeper intuition of our heart and gut, which can often be much better at sensing when something different, and possibly more radical and bold, is needed. This will inform our thinking over a

break for lunch and a reflective walk. What is the **discerning wisdom** we need to access here that helps us break free from our restrictive mind-sets or habitual patterns, keeps dialogue open and reaffirms our commitment to future generations?

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. Here, we crystallise the insights into our own intentions, and further enquiry, as leaders. What is really needed from us – not to 'fix the problem', but to work with the natural, radical energy of young people who have accessed the self-belief to determine their own future. All of us will be in contact one way or another with people who are facing into this kind of challenge and we will focus of course on what we can each practically and personally do in our own arenas. But this is also an issue that as the wider Society of Leadership Fellows we may all be concerned with and we would see this as a conversation in which we may want to find more of a collective voice.

We will close with our commitments concerning any practical changes we want to make in our stance on this theme:

- For me personally, how I conduct myself as a leader,
- For the emerging generation and how we encourage our key colleagues and teams to take responsibility this?
- For my organisation and our stance on this issue

In terms of specific interventions or conversations we know we need to initiate in our wider network – including possibly this Society.



Timings:

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| 1000 | Log on and meet each other online before we begin |
| 1015 | 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 |
| 1045 | We develop the conversation and begin to pull out some of the patterns and connections in our sharing. What is our discerning of how this theme is playing out around us? What is our responsibility in it? What is not? What are the very real dilemmas it brings for us as today's leaders? |
| 1130 | Screen and Coffee Break |
| 1150 | 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 surfacing it in a space like this one. |
| 1300 | Break for lunch and personal reflection, usually a walk, alone or in pairs (on the phone). What is really speaking to us in this? Where can we make a difference? |
| 1400 | Back together as one group, we draw out the key outcomes of our lunchtime discussions and the deeper significance of these for our stance as leaders. |
| 1445 | 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 become a stronger and clearer voice on this issue and to find your own way of managing your ongoing awareness and sensitivity to the dynamics we have been uncovering. |
| 1500 | Screen and Coffee Break |
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1520 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.

1615 Closing words and insights, finishing the Conversation promptly at 4.30 pm.
