



The Humble Disruptor

From 6pm on Thursday 20th January until 3.30pm on Friday 21st

“A whisper lasts longer than a shout”

From 100 mindsets of challenger leaders

As leaders, with a desire to make our worlds a better place, our role is often to disrupt the status quo, systems and mind-sets that have become stuck, that were in service for another time.

We can do that with force, causing disorder, turmoil and resistance or with a humble whisper, a passionate and compassionate invitation that challenges and stimulates ambition in our organisation or our industry.

A conversation of this nature provides space to reflect, with some distance, on the disruptive impact of the pandemic on our lives, our businesses, our society. To look inwards and explore what this has awoken or enabled us to see in our-selves and our work that was previously hidden from view. To share where our passionate and uncompromising hope for the future lies and to discuss what it will take to voice that hope and face forces maintaining or returning us to the status quo.

Together we will re-vitalize each other's 'humble disruptor' spirit for those times and places where we ask, "does it really have to be like this?"

Given that humble disruption may take place over long, subtle time-scales or in the blink of an eye, we will start asking ourselves

- Who am I as a disruptor, humble or otherwise? What is my experience of being the voice of hope and possibility in places that are stuck, of dissolving conventional thinking? What are my personal 'watch outs'?
- What is energetically charged for me, maybe where I am up against something that is confounded by conventional wisdom?
- What is the hope or possibility that I want to lead others to?
- Given that possibility is fed by relationship, who is with me?



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- Where do I find my personal strength in critical times? What is it going to take to cause 'purposeful instability', at a time when we are seeking to stabilize a new normal?
- What am I willing to give? What sacrifice am I willing to make?
- What do I need to strengthen to be ready to stand, with peaceful conviction, in the place of purposeful instability?

This conversation will be particularly relevant for Fellows who have a sense that change is needed, are passionate about reinvention and want to challenge themselves and their organisations or industries

Agenda

The Conversation will flow through 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 from our experience
- **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"

We will open the conversation with a sharing of stories, what you know of your-self as a humble disruptor, your experience, your learning. Stories of how you have failed spectacularly...and learned, stories of how you have provoked meaningful breakthroughs, stories of acceptance and exclusion. This will take us into a conversation of what it really takes to rock the boat, consciously step into uncertainty and face the fears. We will then explore key questions of healthy and unhealthy disruption arising from our own real learning and experience.



"Tell Us More"

This takes us into the second phase of the conversation where we will explore these insights in more depth, giving you the chance to talk about what you are not currently talking about but that you know is energetically moving within you. A chance to test and challenge your thinking with fellow disruptors, to look inwards before leading outwards at what is required to sustain transformation, to keep yourself honest and to strengthen your reserves. As always, there are no 'fixes' in this space, it takes courage and resilience to see, to step in, to initiate, work with and through disruption.

"Yes I can!"

The final phase of the conversation will have us, after a period of reflection, crystallising these insights into specific intentions and commitment, and ongoing personal practices, that will support us in our aim of 'humble disruption'. This is where the experience of the leadership Fellows will really come into its own as we challenge each other to be both bold and realistic in what we seek to step into.

This will then form the basis of something of a 'social experiment' between the close of the conversation and our subsequent video link-up. What have we tried and what have been the learnings and insights as we have done this? Our hope would be that as a group you will be motivated to continue in this enquiry for a couple of further follow up sessions.



Timings: Thursday 20th January

- 1430 You are welcome to check in to your room in St George's House
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- 1630 Tea in the House for those joining Evensong in the Chapel
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- 1705 Evensong (*optional*)
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- 1750 **Vicars' Hall.** Refreshments, then start of the Conversation at 6.00pm. Introduction to the Guiding Principles and then on to Stage One: ***This is me!*** We break for small groups and when we return we encourage you to share some aspect of your personal story that helps other Fellows gain a sense of how 'the humble disruptor' is at play in your leadership context.
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- 1930 Free time/drinks in the Sitting Room
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- 1945 Working dinner in the House Dining Room
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- 2115 We go through to the Sitting Room for tea/coffee, and after dinner drinks
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- 2145 (tbc) Private floodlit tour of St George's Chapel, departing the Sitting Room (*optional*). After the tour, please join us for a nightcap
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Friday 21st January

- 0745 Breakfast is served in St George's House. Please clear your luggage from your bedroom because the domestic staff need to service the rooms. You are welcome to leave bags in the Sitting Room or bring them down to the Vicars' Hall where we will be for the remainder of the Conversation
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- 0845 We start again promptly in the Vicars' Hall. At 10.00am or earlier we move on to Stage 2: Tell us more. We move in and out of small groups as we identify specific aspects and challenges in our different situations that require more focused attention and quality thinking time. We capture key insights and take-aways as we go and at around 12.15 prepare for Stage 3: Yes I can!
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Friday 21st January cont...

1245 A hot buffet lunch is served in the Vicars' Hall and we work together in our groups, reflecting on how our insights from the morning are speaking directly to us and our intentions as leaders. At 1.40 we have a team photo on the West steps of the Chapel (weather permitting!)

1345 Back together as one group, we draw out the key outcomes of our lunchtime discussions and reflections. 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 more effective as a humble disruptor. We close the Conversation promptly at 3.30pm.

Video link-up:

In the final minutes of the Conversation we will arrange a time for a follow-up video link-up in March to hear how much progress we have each made in taking forward our resolves.

The key to us making the best possible use of our time in this is for Fellows to share a brief email beforehand updating the rest of us on how you have acted on your resolves, and especially which one you found the most challenging. We then take it from there!