



# Re-purposing, remembering our 'Why'

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

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We will explore whether having a purpose really does make a difference to the survival of an organisation and its' thriving. What is the impact of losing a sense of purpose or the original purpose no longer having the same relevance or people being here for a different reason than the stated purpose, or when some actively turn away from the purpose? What happens when an organisation is simply a sum of the competencies within it?

What becomes possible when purpose has a clear place in an organisation, where roles are aligned to the purpose and people have an inner sense of their relationship to it?

What happens when purpose is acknowledged, shared and understood? How does that affect decision-making, behaviour, relationships?

How does purpose invite us and our organisations to play our part more fully?

This conversation will be rooted in the thrust of business today and, we hope, inspiring as we explore the wisdom of purpose.



## Agenda

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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"

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We will open the conversation with a sharing of stories of where we find ourselves at, in relation to the purpose of our own organisation and the effects of that, that we are noticing on our-selves, our contribution and our organisation system.

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 knowing we are accessing here. As we look back over our own journey of belonging, aligning to a shared purpose, what do we notice? What happens when purpose is dimmed, or misaligned? Why does having a purpose matter?



## **"Tell Us More"**

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This takes us into the second phase of the conversation where we will explore these insights in more depth. Through the lens of constellation, we will begin to see the dynamics playing out in your organisation in relation to its purpose? What is our own response to what we see? What is the stance that will ensure we are capable of playing a proactive role in remembering our why and aligning to it? We will share with and learn from each others wisdom as we notice the particular in each of our own settings.

## **"Yes I can!"**

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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 'remembering why I do what I do'. 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 10<sup>th</sup> February

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- 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 your relationship with purpose is at play in your leadership, over time.
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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 Private floodlit tour of St George's Chapel, departing the Sitting Room (*optional*).
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## Friday 11<sup>th</sup> February

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- 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 11<sup>th</sup> February cont...

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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!)

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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 lead from purpose. We close the Conversation promptly at 3.30pm.

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### Video link-up:

In the final minutes of the Conversation we will arrange a time for a follow-up video link-up in May 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!