



# Leadership and Legacy

**From 6.00pm on Sunday 10<sup>th</sup> October until 11.15 on Wednesday 13<sup>th</sup>**

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This conversation is intended to give you space, together with other leaders in the same context, to explore these questions and to start reshaping your leadership so it is more fully aligned for this more mature, and potentially much more enjoyable, phase of your leadership journey.

For some of us, it may be a very ill-formed question, just a sense that there is something more – that this phase of my life could and should be about something different. For others, we may already have a sense of how we want to re-orientate our leadership and starting to wrestle with the how.

Some examples may include

- A sense of entering the 'final phase' of your career?
- Thinking about your leadership legacy?
- Children leaving home, financial burdens easing?
- Considering 'handing on' your business?
- Feeling a bit stale, 'same-old', at work - looking for more fulfilment?
- Thinking about 'giving back' to society?

This phase of life is one of the most creative and generative. It is a time of real freedom and fulfilment as we choose to live in the fullness of our accumulated wisdom and true identity. We just need the courage and clarity to do this. But the transition can be daunting in its possibilities. We can limit our thinking, struggle with lack of structure, fear a loss of social/professional status, or latch onto clichéd notions of 'success' that are deeply unfulfilling. It is also a time when 'spiritual' questions start to grow in importance for us. By taking time to deeply understand ourselves and embrace this mature phase of life, we can make much clearer, more fulfilling choices about how we spend these years and bring our active wisdom to the world.



## Agenda

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The conversation will follow the same flow of all our programmes, following three key stages, and, fittingly for this enquiry into personal transition, going into a depth in each of these that is not always possible on the shorter conversations:

- **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"

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In the opening phase of the conversation we will help each other to pause and take stock honestly of where we are right now:

- what resources we have – successes, things to treasure; what really matters to us; resources and wisdom, things to make full use of
- some of the 'patterns' in our life, behaviours and relationships. Which serve us well, which not?
- Attune ourselves to what really energises and fulfils us.

Notice what is really speaking to us and catching your deeper attention as a leader



## **"Tell Us More"**

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In the second phase we will move into a richer enquiry. This will include:

- Finding where and how to be more 'choiceful' – in relation to events, people and time - so we are running the show, not it running us
- Explore radically and creatively the real options available as we look ahead.
- Enquire into our capacity to take 'risks' whether in direction or relationships.
- Noticing what is really present in some of our key connections and relationships, where there is an invitation to 'more' or 'new' or 'different'.  
Sharing leadership tools, practices and resources for living more consciously and enjoyably.

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

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In the final phase we will start to crystallise our intentions for leading more consciously from the 'legacy' perspective. This will involve:

- Shaping a personal programme to begin the process of transitioning into the new choices available to us. This includes
- Practical steps to help us manage our energy and take control of our time
- self-observation techniques to help us monitor progress, strengthen resilience and personal resolve.

In a follow up Zoom session some weeks after the conversation we will have the opportunity to share progress and learn from our experience of engaging with this purposeful transition into a new season in our leadership. Our hope, and experience, is that this group would continue to stay in connection for a good year or so after the conversation, to support and challenge each other given the longer term nature of this particular theme.



## Timings: Sunday 10<sup>th</sup> October

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1430	You are welcome to check in to your room in St George's House
1630	Tea in the House for those joining Evensong in the Chapel
1705	Evensong ( <i>optional</i> )
1750	<b>Vicars' Hall.</b> Refreshments, then start of the Conversation at 6.00pm. Introduction to the Guiding Principles and then on to Stage One: <b><i>This is me!</i></b> We take an agreed question into small groups and then share our personal answers
1930	Free time/drinks in the Sitting Room No. 25 The Cloisters
1945	Working dinner in the House Dining Room
2115	We go back to the Sitting Room after dinner drinks
2145	Private floodlit tour of St George's Chapel, departing the Sitting Room ( <i>optional</i> ).

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## Monday 11<sup>th</sup> October

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0745	Breakfast is served in the House Dining Room
0845	We start again promptly in the Vicars' Hall continuing on the ' <b><i>This is me!</i></b> ' theme with a deeper sharing of our personal stories: 'where we find ourselves right now as leaders, and what has brought us to this point'
1100	Personal reflection time
1130	Sharing our stories and an introduction to wisdom practices – accessing from our shared experience the knowing we cannot quite grasp logically, but is speaking something different to us. Where do we know we need a new perspective, to start seeing things differently. What patterns are no longer serving us and need renewing?
1300	A hot buffet lunch is served in the Vicars' Hall and we work together in our groups

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## Monday 11<sup>th</sup> October cont...

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| 1355 | Team photo on the West Steps of the Chapel then back together in the Vicars' Hall and on to Stage Two: Tell me more – where we begin to explore more deeply what is emerging for us as leaders – what is stirring within us and around us that is calling us into a different season or phase in our leadership journey? What old (or new) dreams might be possible in this season? How do we feel about this? |
| 1600 | Personal reflection time   |
| 1705 | (Optional) Evensong in the Chapel  |
| 1745 | Refreshments, then resume the Conversation at 6pm  |
| 1915 | Free time and pre-dinner drinks in the Sitting Room of No. 25  |
| 1945 | Dinner is served in the Dining Room  |
| 2130 | We go back to No. 25 the Cloisters for after dinner drinks   |
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## Tuesday 12<sup>th</sup> October

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| 0745 | Breakfast is served in the House Dining Room   |
| 0845 | We start again promptly in the Vicars' Hall. Some personal space and then we begin work on our aspirations   |
| 1100 | Personal reflection time   |
| 1130 | We shift our focus and start looking at how we are connecting with our wider organisational systems and how and where we may find more freedom and seek to engage differently within these to embody more of our true legacy |
| 1300 | A hot buffet lunch is served in the Vicars' Hall and we work together in our groups  |
| 1400 | Work in small groups on key leadership conversations   |
| 1515 | Refreshments   |
| 1615 | Personal reflection time   |
| 1705 | Evensong (optional)  |
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## Tuesday 12<sup>th</sup> October cont..

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- 1750 Vicars' Hall. Refreshments, then restart the Conversation at 6pm.  
We move onto Stage Three **'Yes we can!'**
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- 1915 Free time then pre-dinner drinks in the Sitting Room from 7.30
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- 2000 Dinner is served in the Dining Room
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- 2130 Coffee, drinks and conversation in the Sitting Room
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## Wednesday 13<sup>th</sup> October

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- 0730 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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- 0830 Vicars' Hall. We start again promptly and invite any personal insights that draw on our discussions the previous evening. Then into small groups to work on our commitments to our leadership practice going forwards.
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- 1115 Close of the Conversation
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## Video link-up: January 20<sup>th</sup> 2022

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

### **Suggested time for Video Link-up:**

**12.00 to 1.00pm on Thursday, January 20<sup>th</sup> 2022**