



Working from Home or Living at Work?

From 10.00am to 4.30pm on Wednesday 2nd February

“Work is love made visible”

Kahlil Gibran

Work is a way in which we bring our fullest, most genuine, most creative, most capable contribution to the world, yet, the narrative so often is one of burden, overwhelm, depletion.

As work increasingly lives with us in the fabric of our homes and our temptation to stretch our days, we see that life is not neatly compartmentalised. We see it in all the ways that we leak from one environment to another.

So how do we consciously lead and help others lead a more nourishing integrated life?

As Justin Wise writes 'On living and working',

“We can learn much about this from living systems. In cells, for example, it’s the boundary-making properties of the membrane, that which distinguishes inner from outer that makes the self-producing and life-generating processes of the cell possible.

A cell without a cell wall is just a splurge of protoplasm and organelles.

And just as there is no outside without inside, there is no proper, genuine, sincere ‘yes’ upon which we can act without the necessary, powerful boundary-making of ‘no’.”



Working from Home or Living at Work? – February 2, 2022

This Conversation will be particularly relevant for Fellows who have a sense that there are hidden sacrifices to working from home that have not been fully acknowledged and want a chance to step back and consciously consider where their own boundaries of responsibility lie.

We will look beyond the performance implications and practicalities of working from home to explore more fully the potential challenges and impacts on psychological well-being, boundaries and relationships as the space between work and home blurs.

In a fast-paced conversation, we will explore this question, 'are we working from home or living at work?' more deeply. We will share experience, insights and considerations for our-selves, our teams, and our society. We will consider the implications and the potential over the short, medium, and longer term.

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
- **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 begin by sharing what it was that drew us to this Conversation and what we are seeing playing out in our own organisations. What surprised us when we looked more closely, what disappointed as the veil was lifted, what excites us about the seeds of possibility.

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 about living and working in these times.

"Tell Us More"

This takes us towards the end of the morning into the second phase of the discussion, which will then 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 know when and how to intervene and when to let be. How do we access this wisdom? What questions do we need to ask of our-selves and others? How do we ask these questions in a way that unlocks generativity and intelligence, rather than fear and self-protection?

Following our reflection and presencing in this enquiry, sharing the deeper knowing of the heart and gut as well as the head, we will move into the closing phase of the conversation ...

"Yes I can!"

Here we crystalise the insights from our wisdom into our own intentions and commitments as leaders. What do we want to take forward in our practice, or further enquiry? What is becoming clear to us in terms of practical changes we need to make:

- In terms of where and how we personally want to re-balance the physical, emotional, psychological, and relational impacts of working from home
- How we are sensing the mood / need for this in others
- How we encourage more nourishing, balanced lives
- Any specific interventions or conversations we know we need to initiate on our return.



Timings: Wednesday 2nd February

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| 1000 | Arrivals, refreshments and introductions |
| 1030 | Introduction to the Guiding Principles and then on to Stage One: <i>This is me!</i> 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 in 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 | Tea and Coffee break |
| 1150 | We move into the second phase of the Conversation: <i>Tell us more.</i> 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. |
| 1300 | Break for lunch and personal reflection, usually a walk, alone or in pairs. 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: <i>Yes I can!</i> we prepare for our final round of small groups, after which we invite each of you to sharpen up your personal resolves in changing conversations |
| 1500 | Tea and Coffee Break |
| 1520 | We work on helping each other sharpen our commitments and intentions and develop a personal practice to help manage this balance on an on-going basis |
| 1615 | Closing words and insights, finishing the Conversation promptly at 4.30pm |
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