



Wisdom and Courage in Generative Leadership

From 6pm on Sunday 13th October until 12.00 noon on Wednesday 16th

The four big words in this title represent a powerful constellation. Take any one away and something 'less-than' starts to happen in the world. In this Conversation we will explore the growth, balance and flow of these qualities in our own leadership and in the culture we engender around us.

Courage is about the honest determination to do what it takes and not to settle for the 'less-than'.

Leadership is the call we all share to make a difference in the world.

Wisdom is the mysterious, hard-won quality that has us able to know:

- When, how where, breakthrough is needed and how to spot the signs.
- When to be bold, strong, fearless and when to be calm, patient, nurturing.
- When to break the soil or prune the tree and when to tend or train.
- When to stay the course, when to flex with the flow.

This is what we will be exploring in this Conversation. Often coming to us in the form of dilemmas, doubts, conflicts that has our normal 'managerial' mind spinning to control.

We will also be exploring **how** we do this – the 'inner work' of sustaining a powerful position in the midst of these forces, and the 'outer work' of how we show up to others:

- How to handle and channel emotional turbulence – in ourselves and others.
- How to maintain our clarity and poise and handle our own drivers.
- How to sustain our listening and attentiveness to the truths of others.
- How to express (voice) and embody (behaviour) our own truth with clarity, impact and responsibility.

We are giving this Conversation three nights because we cannot engage in this properly without applying it to the reality of our own circumstances - whatever these may be. We hope you may be drawn to this because you are sensing regeneration, breakthrough, courage, wisdom or regeneration are in some way being called for in your context right now – and that therefore it is timely to explore and cultivate them.



AGENDA

The Conversation will follow our usual flow in 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!"

After settling into the Vicar's Hall we will begin the Conversation with a sharing of personal stories about significant experiences of courage and breakthrough, which we will continue over dinner. This will provide us with a reminder of the foundations we are already standing on as we embark on this conversation.

The following morning we will do some enquiry work, exploring where and how we sense a call to 'breakthrough' and how this is playing out for us. We will also explore our learning and wisdom concerning the subtlety of generative leadership – staying within the flow of life/growth/change, not violating it.

In the course of this we will then help each other express and explore the reality of what we each find ourselves in as leaders right now and what this is starting to be calling forth from us – and how we are feeling/reacting.

This will be depth work in small groups and will require us to be wholly present and listening to each other in the way that only Fellows can.



“TELL US MORE”

In this phase of the Conversation we start to 'mine' and develop the wisdom that is emerging:

- How to discern the powerful forces of growth/change that are generative and those that are not.
- How to harness and work with these.
- Connecting back to purpose and what this really means in our contexts.
- Developing a healthy curiosity and welcoming of fear and doubt, as the basis for releasing courage and strength.
- Dealing with power and perceptions of power.
- Monitoring our own narratives and how these enable/inhibit us.
- Listening in to the competing narratives around us and shifting the patterning in these to engender progress.

We will also look and learn and support each other on how and where we are being invited to step into our own courageous leadership:

- Where a 'stand' or a 'challenge' is needed
- How to embody and resource ourselves for this
- How to keep our energy and focus wholesome (not too hard, not too soft)

WE will also look at our role as leaders in creating the climate and 'atmosphere' around us – particularly the energy of encouragement - literally to 'put courage in' – as the essential quality for sustainable, breakthrough change.

All this will serve to sharpen the lens through which we view our leadership and we will then start to apply this to the reality of our own contexts as we described them yesterday morning by 'looking afresh'. This is where we will help each other shift perspective and find more powerful, clearer insight into what is being asked of us as courageous generative leaders. What is really needed for us and from us in this season? Where is the invitation to growth for us?



“YES I CAN!”

In the final phase of the Conversation, we will help each other crystallise the clarity we have found into intentions and specific commitments for how we lead going forwards. This may concern:

- Our own growth – how we embody the wisdom we have gleaned and don't get knocked back into old patterns
- How we support and challenge others around us
- Key relationships – where different conversations are needed
- The public face of our leadership and what we consciously communicate/project into our context

Having got to the level of depth and connection that we always find on these three-day programmes we will be able help each other with both the encouragement and the healthy challenge to ensure that what we leave with is energetic, sustainable practical.

There will then be an opportunity to follow-on with each other and explore the highs, lows and learning that arises as we actually embody our wise, courageous leadership!!



Timings: Sunday 13th 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 | Vicars' Hall. 'Gathering together'. Refreshments, then start of the Conversation at 6.00pm. Introduction to the Guiding Principles and then on to Stage One: "This is me!" We take an agreed question into small groups and then share our personal stories and experiences of this. |
| 1945 | Drinks in No. 25 followed by working dinner in the Dining Room |
| 2115 | Tea/coffee and after dinner drinks in the Sitting Room of No. 25 |
| 2145 | Private floodlit tour of St George's Chapel, departing the Sitting Room (<i>optional</i>). |
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Monday 14th 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 "This is me!" theme with a deeper sharing of our personal stories. |
| 1100 | Personal reflection time. |
| 1130 | We draw out key messages from our reflection time and take our particular challenges into another round of small groups where we start to sense into where powerful and potential change is really stirring – both within us and around us. |
| 1300 | A hot buffet lunch is served in the Vicars' Hall and we work together in our groups. |
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Monday 14th October cont...

- 1355** Team photo on the West Steps of the Chapel ...Then back together as one group in the Vicars' Hall as we move into Stage Two of the Conversation. **"Tell us more"**. Here we seek to enquire more deeply and fully into the bigger questions that have arisen in our opening sharing. We start to focus on those relevant to us, and 'mine' the wisdom that lies beneath the surface of them, supporting and challenging each other in the process. This may be 'inner work' on our own leadership or 'outer work' on how we shape and transform our team and organisations – or both.
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- 1600** Personal reflection time.
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- 1705** (Optional) Evensong in the Chapel.
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- 1800** The Conversation resumes as we share our reflections and notice what is starting to move in us, as well as doing some more practical work on how to embody and experiment with this.
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- 1945** Drinks in No. 25 followed by Dinner in the Dining Room at 8pm.
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- 2130** Tea/coffee and after dinner drinks in No. 25.
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Tuesday 15th October

- 0745** Breakfast is served in the House Dining Room.
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- 0845** We start again in the **Vicars' Hall**, beginning with some personal space to notice what we are awakening with after our work yesterday. We start to explore our deeper aspirations and help each other harness our energy, will and passion for change.
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- 1100** Personal reflection time.
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Tuesday 15th October cont...

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| 1130 | Back together as one group we start to work on stepping into change. What is really possible for us? Drawing upon our diverse perspectives and different life wisdom we release creativity and expand our practical options. |
| 1300 | A hot buffet lunch is served in the Vicars' Hall and we work together in our groups. |
| 1400 | We move onto Stage Three ' Yes we can! ' Working in small groups we start to explore the practical wisdom of change – where is the invitation for us to step into change and what might this mean for us in how we engage differently with those around us? |
| 1515 | Refreshments. |
| 1615 | Personal reflection time – sharpening up our intentions and focus. |
| 1705 | Evensong (optional). |
| 1800 | Vicars' Hall. As we continue with this 'stretch' stage, where we start to ground our learning and self-awareness in our own specific context, we encourage more feedback. We also focus attention on any 'stuckness' amongst us, where anyone may appreciate group support to help to unblock their energy and move forward. |
| 1945 | Drinks in No. 25 followed by dinner in the Dining Room. |
| 2130 | Coffee, drinks and conversation in the Sitting Room. |
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Wednesday 16th October

- 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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- 0845** **Vicars' Hall.** We start again **promptly** and take some 'pause time' to notice what is becoming clear for us as we begin this final day. From this we help each other focus and firm up our intentions. Where is the invitation for each of us more fully to embody the wisdom we are accessing? Then into small groups to work on our leadership **practice** going forwards. What will sustain the level of 'being' necessary to support the ambition of our 'doing'.
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- 1045** We then invite each of you to work in pairs or trios over tea or coffee to sharpen up your specific personal resolves and commitments in the light of your intentions and practice
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- 1140** Closing words and a whole group 'gathering up' of the wisdom that has flowed, both major insights and smaller practical tips.
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- 1200** Close of the Conversation
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Video link-up:

At the end of the Conversation, we will confirm the arrangements for our follow-up zoom call to check in on the progress we have each made in progressing our resolves.

The key to us making the best possible use of our time in this is for Fellows to post a brief Whatsapp beforehand updating the rest of us on how you have been getting on, and especially which ones you found the most challenging. We then take it from there!

Follow up: Friday 17th January, 2.30pm – 3.30pm
