



GRIT AND FLAIR

From 6.00pm on Thursday 23rd January until 4.00pm on Friday 24th

This will be a Conversation about performance – we hope and trust a lively and creative shared enquiry into something very gritty! The impetus has come from conversations with a number of Fellows who have been finding themselves having to 'dig deep and keep on going', with the inevitable question of 'when is enough, enough'? The answer to that seems to lie not so much in the outcomes but in the energy – digging deep for something that is 'worth it' and something which, however tough, draws something new, creative and exciting from us – 'flair'!

The analogy that immediately springs to mind is that of a racing driver – when to hit the accelerator, when the brake. Or a writer finding their flow in the wrestle with words and 'truth'. In leadership, it may be as simple, and radical, as being in all it takes to lead and still enjoy it!

Who is this for?

Most obviously, this will be for any of us who are asking in what we are in right now, or about to step into, some of these questions about grit and flair.

| Grit | Flair |
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| Is it worth it? Why am I doing this? | How to find/trust my spontaneity? |
| How do I keep going? How we learn 'staying power' | Taking more risks? Where should I break the rules, or habits? Why not? |
| Where do I draw from? Marshall the resources? | How am I enjoying this? Where's the fun, passion, imagination in it? |
| How do I help my team dig deep? | How do I 'release' my team? |
| How to sense the 'season'? When is something different needed? | What does 'flow' look like for me? Where do I really need to commit? |



AGENDA

How will it flow?

This will be a genuine enquiry, where we mine our own experience together and, particularly, help each other sense into, nurture and channel our energy.

We will explore our own personal experiences of grit and flair and some of the, sometimes tough, lessons we have learned about this. As we explore and notice the patterns and truths of our own experience, the wisdom of grit and flair will emerge. This may well be the 'wisdom to know the difference' - the state of being that enables us to discern what is in flow and what is really needed. This is a life wisdom, like that of any top performer – the thing that makes the real difference between the 'best' and the 'rest' (however you define those!).

Following our usual flow, the Conversation will proceed through three phases:

- **"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!”

In this opening phase, we will share some of our own experience of 'doggedly digging deep' on the one hand and 'fully flowing free' on the other – and how these combine to release us, and our teams, into great works and effective contribution. In short, how we make a real difference.

We will also of course look at how these forces are playing out in our own leadership and contexts right now. As we gather our thoughts and surface some of the wisdom of our past learning, we will use this to pose ourselves questions about what might be needed/possible for us right now.

“TELL US MORE”

This will take us into the next phase of the Conversation where we will explore these things in more depth to release the fuller insight that is available to us.

We will look at grit as both a 'physical' and 'mental/emotional' quality. We will look at how so often, grit is the prerequisite for true flair, the discipline to stick with something long enough to 'break through' into something new. We will look at the 'source' of our flair, which may be partly skill and experience, but also partly the indefinable unique gifting of each human being.

We will help each other enquire into this because often it is just so natural that we fail to appreciate and apply it...

We will also look at the emotional side of this – that feeling is not necessarily fact. For example, feeling exhausted may sometimes just be us finding our 'second wind', or the dogged determination just to keep going may actually be a wilful denial of our truth.



“TELL US MORE”

We will also work with the energetic side of it, drawing on the work of the sports psychologist Tony Schwartz who exhorts leaders to 'manage your energy, not your time!'

We will explore what it is for each of us that really feeds and renews our energy giving us both staying power and creative flair, not forgetting the sacrifices required and the relationships to be navigated.

As we do this, we will start to notice the state of being and the quality of attention that enables us to be more powerfully poised and alert to what is really needed.

We will most certainly start to see ways in which we can shift the balance of our current leadership and maybe step into some things that, at some level of our being, we have been avoiding. This will start to shape our intentions for how we want to lead differently following the Conversation.

“YES I CAN!”

In the closing phase of the Conversation, we will focus on the actions and commitments that will help us embody the new clarity of intention that has emerged from our enquiry.

In doing this we will, as ever, support and challenge each other in identifying the specific changes we want to initiate to allow ourselves to access what we need to manage our own energy, creativity, strength and focus in relation to these two qualities.

We will also help each other find ways to release these qualities in our colleagues and teams.

There will be the opportunity to support each other in these commitments after the Conversation and to come back together to review our progress and learning in a follow up call a couple of months after the Conversation.



Timings: Thursday 23rd January

- 1430** You are welcome to check in to your room in St George's House.
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- 1630** Tea/ Coffee available in the House Sitting Room.
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- 1705** Evensong in the Chapel (*optional*).
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- 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 work in small groups sharing our stories and experience.
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- 2000** Working dinner in the House Dining Room.
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- 2130** We go back 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 24th January

- 0745** Breakfast in St George's House. Please clear your personal belongings from your room and bring them down to the Vicars' Hall, so that the staff can prepare the rooms for the next group.
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- 0845** We start again promptly in the Vicars' Hall and begin by noticing what is present to us as we start the new day, working in small groups and as a larger group. As we share our experiences and questions, we identify specific aspects and challenges in our different situations that require more focused attention and quality thinking time. At roughly 1030, we move on to Stage 2: **"Tell us more"**, where we start to 'mine' these topics for the wisdom that can unlock them.
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- 1100** Break for tea/coffee.
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Friday 24th January cont...

1130 **'Tell us more' cont...** Working in a variety of pair/trio or small group conversations, we delve together into the particular issues that have most resonance and significance for us.

1300 A hot buffet lunch in the Vicars' Hall and we work together in our groups, reflecting on how our insights from the morning are speaking to us and our intentions as leaders.

At 1.50 we have a team photo on the West steps of the Chapel (weather permitting!)

1400 Back together as one group, we draw out our lunchtime reflections and engage in our final round of small group work as we clarify and solidify our intentions. Where is the invitation for each of us more fully to embody the wisdom we are accessing?

1500 We invite each of you to work in pairs or trios over tea or coffee to sharpen up your personal resolves and commitments in the light of your intentions.

1545 Closing words and 'gathering up' of the wisdom that has flowed, however large or small.

1600 Conversation close.

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!

Suggested date and time: tbc