



Enough is Enough

From 6pm on Thursday 12th September until 4.00pm on Friday 13th

As leaders, we can often feel that we are over-stretched, under-resourced, and that we and our teams just have far too much to do. Such feelings can extend into our personal lives too. This pressure can lead to anxiety, stress, and even ill health.

A counter to this is the concept of 'enough' - as leaders, stewards of our organisations, and as individuals, looking through the lens of 'enough', we will explore how to live and work in a sustainable way over the long term. How to be enough, do enough and have enough individually and collectively in these challenging times.

We will look at our experience of:

- the prevailing mind-sets of scarcity or excess and their effects
- the internal and external forces driving behaviours
- being enough, working with the imposter phenomenon, and developing true presence
- doing enough, in environments of constant demand and ambition
- having enough, sustainable growth, wisdom, connection
- knowing when to stop, 'the art of done'
- on the basis of this understanding, we will then uncover the real-life wisdom available to us to apply the enough mindset to our life and work



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 arriving and settling in the Vicars' Hall, we will share something of our personal stories in relation to 'enough' – telling experiences, and 'moments of truth' that shaped us and our contexts.

This will continue over dinner and drinks. As we do so, we will be listening and discerning the underlying truths that are beginning to speak to us.

The following morning we will share insights about what is starting to become clear to us – both the wider patterning of excess or scarcity mindsets that prevail in our organisations and the story of own evolving personal relationship to enough and what has shaped this.

We will notice where we may be sensing an invitation to take a different leadership stance in this arena, "teach us to care and not to care"



“TELL US MORE”

On the basis of this, and working in a series of small group conversations, we will then enquire more deeply into productive responses to being, doing and having 'enough', for ourselves and our organisations.

We will look at:

- the environment that we are operating within and what contribution means here
- the effect of systems and processes intended to enhance contribution
- the role of trust in an enough mind-set
- the deeper truths of our own lived experiences

And we will 'mine' our shared wisdom on how as leaders we intervene to break the dominant patterns. In particular, we will explore the wisdom of how to:

- 'Be' with presence, purpose and humble self-belief
- 'Do', play our part without overwhelm or burnout
- 'Have' capacity to truly flourish

Such wisdom often lies buried in our own experience and life learning and requires us to feel into it as much as think into it. So often in this area it is the 'knowing we didn't know we know' that has the real power and utility for us, and only emerges when we talk in the real, open way together that is so uniquely characteristic of the Vicar's Hall

After lunch, we will begin to harness this wisdom and explore tangible actions that we can commit to.



“YES I CAN!”

In the final phase of the Conversation, we will work in small groups to help each other crystalise our takeaways from the conversation and cement our intentions for:

- what we are going to step into differently in our own systems as a result of this
- where we are going to take a different stance in balancing contribution
- key conversations we will initiate with others – support and challenge
- how we will stay vigilant around our own and our organisations own patterns and habits in relation to enough
- practices to support us in retaining a 'wisdom' stance and presence in the midst of this.

The Conversation will close by **16.00** with a parting thought and word from each of us.



Timings: Thursday 12th September

- 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.** '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 13th September

- 0745** Breakfast is served in St George's House. Please clear your personal belongings from your room and bring them down to the Vicars' Hall, so that the domestic 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 around 1030, we will move into 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 13th September 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.
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- 1300** 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 to us and our intentions as leaders.
- At 1.50 we have a team photo on the West steps of the Chapel (weather permitting!)
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- 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?
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- 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.
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- 1545** Closing words and 'gathering up' of the wisdom that has flowed, however large or small.
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- 1600** Conversation close.
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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 13th December: 2.30pm – 3.30pm