



SOCIETY OF LEADERSHIP FELLOWS,
ST GEORGE'S HOUSE, WINDSOR CASTLE



Image courtesy of Carsten Schicker

MOSAICS OF HOPE

2.00PM ON MONDAY 28TH – 12.15PM WEDNESDAY 30TH SEPTEMBER, 2026

ST GEORGE'S HOUSE, WINDSOR CASTLE



WHY THIS CONVERSATION?

"We must accept finite disappointment, but never lose infinite hope"

Martin Luther King Jr

Taking inspiration from the 2025 St George's Annual Lecture, this Conversation will explore how we cultivate and sustain the essential quality of hope as the basis for our leadership – and that of others. Our focus will be on 'true hope', not avoiding the painful realities and challenges of darker times, but wholly engaging with them in the necessary process of transforming things for the better – going 'through', not 'round' and taking people with us as we do....

Rooted in the Historical setting of Windsor, we will look at the bases of hope, past and present and future – building with gratitude on foundations laid by others, as well as kindling the flame in the heart to make things better. We will look at hope as a day to day business force – the ambition to achieve, the determination to deliver against the odds and the innovation to challenge boundaries and open new ways of thinking: the difference it makes when we see with the eyes of 'new world', not just 'real world'.

With the special time and space afforded by a three-day Conversation we will also be able to do the inner work to transform our own feelings and renew our clarity energy and belief. Crucial to this is an inner attentiveness to the distinction between hope as expectation and hope as the belief in possibility – and nowhere is that more important than in our attitude to others.

So, we will also be spending time exploring the 'mosaic' of hope – how we engage with others, each one of us playing our fullest part in a picture we may never wholly grasp – until we have built it. The scale and complexity of the challenges we face today can make us feel overwhelmed, tempting us to withdraw into our own 'rightness' and 'othering' those who do not share it. We will be looking at the role of forgiveness and generosity in hope, how we make moves that allow it to root and breathe in others.



CORE THEMES

The Bases of Hope

Practical, energetic, relational. How we keep hope alive in challenging times, how we mobilise it. The role of gratitude.

Digging Deeper

The 'inner game' of hope; working with our own emotional responses and transforming these into empowering beliefs.

The Mosaic of Hope

Our role as leaders in creating the conditions in which many minds can contribute and participate to achieve what to the singular mind seems unsurmountable.

Hope in Relationship

Nurturing hope as a relational quality – the energy between us, not just within us. Practical strategies for shifting the dynamics of key relationships and removing barriers to purposeful co-leadership.

Challenging Others

How do we help others overcome their own negativities and limiting beliefs?

Practical Integration

Actionable commitments to embed our insights, test new approaches and integrate this wisdom into leadership practice.

CONVERSATION FLOW

All our Conversations follow a robust three phase process which not only yields powerful insights but also engenders sustained shift in leadership focus and impact.



'See'

Helping each other as leaders to 'see our seeing', where we:

- Enquire into the honest reality of our own experience.
- Notice the lens through which we are viewing things.
- Grasp the full significance of what we are in.
- Identify new invitations and possibilities for our leadership.



'Be'

Helping each other embrace the deeper invitation to change, where we:

- Identify our own blocks and resistances - emotional and/or practical.
- Explore the deeper dynamics of the situation we are in.
- Access a wisdom and inner clarity that can shape new intention.
- Mobilise the energy, resources and belief to step into real change.



'Do'

Helping each other move from intention into committed action, where we:

- Find new and sustainable focus, grounded in practical action.
- Engage significant others in this.
- Ground the practical resolve to overcome old patterns that may resurface.
- Learn powerfully and positively as we step into change.



PHASE ONE:

Seeing life and leadership through the lens of Hope

In this opening phase of the Conversation, we will share our honest experience of where we are at – this will take us into our own true feelings about where we are in relation to hope; hope-full, 'clinging on', doubt-full, hope-less etc. By facing honestly, together, into our own truth we will start to discern what is really underlying this – the energy and desire for change, the weight of disappointed expectation, the overwhelm of what we are facing into, the deep, maybe shared, knowing of what is really at stake.

Gathering this emerging wisdom together we will explore the dynamics of hope that are at play in this and come to a richer understanding of how the battle for hope works within us, and within our cultures.

PHASE TWO:

Being a force for hope and playing our part in the wider 'Mosaic'

As we start to look at the battle for hope with different eyes, we will explore how we work with it as a conscious facet of our own leadership – noticing and channelling the energy that is driving it, examining and reframing our own limiting beliefs and disappointments, recalibrating our sense of what is possible/desirable/essential. On the basis of this we will then become clearer about how and where we may be being invited to take a different stance, to play our part differently in relation to some of the big challenges we are facing in our leadership context.

As we do this, we will explore our role in creating the basis for a more powerful 'mosaic' of hope to emerge and take shape in relation to the issues where we see change is most desperately needed. This may be in relation to very specific challenges in our own contexts and/or it may be concerning some of the bigger issues of our time – climate, generational, political, economic. This will take us into purposeful re-examination of the patterns of relationships around us and the culture we are setting by our own example. We will explore the nature of Hope as a bigger force than something we can muster in our own energy – a force, working in all of us and linking in all of us, to transform the world for the better. We will enquire into what is possible when this force is freed and enabled to flow...



PHASE THREE:

✓ **Doing** the bold and/ or humble things that enable Hope to flow

In the closing phase of the Conversation, we will start to harness and focus the insights we have been harvesting on our own leadership agenda, framing new intentions about how we want consciously to be as leaders in the midst of all we are in. How, in however small a way, do we become beacons of Hope and inspirers of a greater sense of possibility?

We will then help each other crystalise these intentions into practical steps and strategies in relation to:

**Our personal leadership:
what we consciously model and embody in our own behaviour**

**Our leadership narrative:
finding the language that reflects our intent**

**Our engagement with others:
how and where we might make the 'first move' in key relationships
to break free from stuckness and bring renewal**

**Our wider strategies and plans:
refocus our teams, shift our organisation's priorities
and refresh its culture and climate**

In the final stage of the Conversation, we will focus on the actions and commitments that emerge from this process. Working in small groups we will help each other turn these intentions into concrete, actionable behaviours and plans. Also, we will help each other find ways to sustain our new clarity amidst the day-to-day pressures that may knock us off course.



DETAILED AGENDA

MONDAY 28TH SEPTEMBER

You are welcome to check in to St George's House from 12pm

13.30	Gathering together and refreshments in the Vicars' Hall
14.00	Vicars' Hall Introduction to the Guiding Principles and then on to Phase One: 'Seeing through the eyes of Hope' . We share our personal stories as leaders and start to extract from this the themes that will inform our enquiry going forward.
17.00	Break for reflection. Evensong in St George's Chapel (<i>Optional</i>)
18.00	Vicars' Hall Conversation resumes and we draw out key messages from reflection time. We take these into small groups and enquire into the deeper dynamics of how hope works as a powerful force in our leadership.
20.00	Dinner in the Dining Room of St George's House.
22.00	Private Tour of St George's Chapel.

TUESDAY 29TH SEPTEMBER

07.30	Mattins – St George's Chapel (<i>Optional</i>)
07.45	Breakfast in the Dining Room.
08.00	Holy Communion – St George's Chapel (<i>Optional</i>)
08.45	Vicars' Hall - Phase Two: 'Being a positive force for hope' We highlight specific aspects of our leadership context that we wish to explore in more depth.
11.00	Break - Changing of the Guard
11.30	Deepening the enquiry and challenging our thinking and assumptions. Exploring new possibilities and bases of action.
13.00	Working lunch with informal networking and continued thematic discussion.



DETAILED AGENDA

13.55	Team photo on the West Steps of St George's Chapel, then back together in the Vicars' Hall, we start to work on stepping into change.
16.00	Personal reflection time.
17.05	Evensong (<i>Optional</i>)
18.00	Vicars' Hall We continue the 'stretch' stage, we focus attention on any 'stuckness' amongst us, where anyone may appreciate group support to help unblock their energy and move forward.
19.45	Break and pre-dinner drinks (No 25).
20.00	Dinner in the Dining Room
21.45	Tea/ Coffee after dinner drinks.

WEDNESDAY 30TH SEPTEMBER

07.30	Mattins – St George's Chapel (<i>Optional</i>)
07.45	Breakfast in the Dining Room of St George's House <i>Please clear your luggage from your bedroom. You are welcome to leave bags in the Sitting Room or bring them to the Vicars' Hall.</i>
08.00	Holy Communion – St George's Chapel (<i>Optional</i>)
08.45	Vicars' Hall - Phase Three: 'Doing the things that enable Hope' We clarify our intentions and help each other harness our energy, will and passion for change. From this we help each other focus our thinking for how we will step out from the Conversation.
10.45	Break
11.00	Action planning in small groups This may involve specific steps and initiatives or aspects of your leadership practice going forwards: how to sustain the quality of 'being' to support the force of our 'doing'
11.45	Closing words and a whole group 'gathering up' of wisdom that has flowed, both major insights and smaller practical tips.
12.15	Close of Conversation and departures.



DETAILED AGENDA

FOLLOW-UP

- **Virtual follow-up check-in within 4–6 weeks to review progress on commitments.**
- **Ongoing dialogue through a dedicated digital channel (e.g., WhatsApp).**
- **Share summary and any supplementary resources/readings on Mosaics of Hope**