



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



BEING COMMUNITY

WEDNESDAY 21ST APRIL, 2027

9.30AM – 4.30PM

ST GEORGE'S HOUSE, WINDSOR CASTLE



WHY THIS CONVERSATION?

What constitutes community?

- *Is it a feeling of belonging, a dedication to service, a deep-seated connection?*
- *Perhaps it is fundamental to the human experience, the need to belong, to be a part of something bigger than ourselves?*

This conversation will delve into the presence or absence of community within our professional lives, why this matters and our responsibilities as leaders in cultivating it. Community implies a sense of shared purpose and a quality of relationships built on mutuality, openness and trust. As such it can be a powerful enabler of high performance. When we look at where things are most problematic or dysfunctional, we often find broken community.

We live in a world where isolation has become frictionless. You can sit in your room, order everything you need, work from a screen, and never leave. The dopamine architecture of modern life - games, scrolling, notifications - has been engineered to keep us engaged with machines and disengaged from people. And the result is a loneliness that is not dramatic but ambient, a slow withdrawal from the human contact that nourishes us.

For leaders, this matters profoundly. Connection is not just a personal need, it is the basis of trust, collaboration, and everything that makes organisations work. Yet the conditions for genuine connection are eroding. People are in the same meetings but not in the same room. They are on the same teams but not in the same conversation. They are sending messages but not making contact.

In this one-day Conversation, we will explore what it actually means to be in community and the level of attention we need to give to it. Not the theory of it, but the practice. One of our guiding principles for the Fellowship is 'to connect, not convince', which is foundational to community. We do not just talk about connection, we practise it, here, in the room, with each other. If we leave having talked about the importance of connection without actually connecting, we will have missed the point. As we do so we will sense into whether and how we could be fostering this more actively around us. Although community is a quality of being rather than doing, we can consciously design for it.

- How do we shape our own systems and structures to allow the possibility for genuine community to emerge?
- What brings people together rather than sets them apart?



CORE THEMES

Being Community:

Not building community as a project, but being in a community as a quality of presence. What does this ask of us?

Connect, Not Convince:

The principle applied to daily leadership. What does it look like in practice?

The Art of Connection?

Eye contact, genuine interest, the willingness to be present. Skills that are disappearing and urgently need restoring.

Isolation as Default:

What are the forces pulling us apart and how do we resist them?

Building Community:

How might we 'design' our leadership systems to make it more possible for a sense of community to arise?



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:

See - Looking at our lives through the lens of community

In the opening phase we will explore and enquire into our sense of what 'community' really means for us.

- What is community and where are we sensing its presence or absence? What is this showing us?

We will also look honestly at connection. How connected are we, really? Not how many contacts we have, but how many genuine relationships. i.e. those that are of a quality that honour the significance of what we are all about as leaders.

- Where is listening good and conversations generative - and the opposite?

As we share, we will be also attentive to our own personal sense of belonging: where we are experiencing isolation, where we may feel the need to be part of, or to engender more of a sense of, community. We can also start to notice the patterns.

- What gets in the way of connection and community?

The busyness that crowds out connection, the screens that substitute for presence, the efficiency that has replaced warmth. We will also notice where connection is still alive and what the conditions are that enable this.



♥ PHASE TWO:

Being in community, here and now

This session forms the core of the day, delving into the true meaning of community and the nuances of working within one.

- We will explore the nature of authentic belonging and how and why this matters in the context of our working lives.
- We will delve deeper into the nature of community; the way norms and patterns of belonging arise and how these risk becoming restrictive or toxic.

The focus will be on applying this lens to our own communities and examining the degree of boldness we are willing to embrace in order to initiate change for the better.

This is experiential work, not theoretical. Moving beyond conceptual discussions of 'connection,' we will explore in pairs and small groups what it really means in practice. We will work with the necessary discomfort, as well as the joy, that genuine connection sometimes invites, the vulnerability of being seen, the awkwardness of silence, the unfamiliarity of depth in a culture that values speed. And we will notice what happens when we give ourselves permission to connect, the energy and surprising richness that can flow.

As we do so we will probe and uncover the often simple things that make community possible and the conditions that seem to allow it to emerge and flourish. We will also start to notice where there is invitation for each of us as leaders to find a different stance in relation to this.

- If we are serious about community, what can we do to make it happen?



✓ PHASE THREE:

Doing what it takes to strengthen community

In the light of this invitation, we will help each other find the clarity and necessary boldness to come out from behind our established patterns and 'masks' to craft the kind of community we would feel proud to be part of.

This may be personal practices in our own style and approach, or taking more risks with openness in relationships, or it may be about where and how we intervene in the structures and patterns of our organisations to make community more of a living possibility.

As the day draws to a close, we will translate our experience into practical commitments.

- One practice to adopt.
- One habit to change.
- One relationship to invest in.
- One tangible change to initiate.

And we will leave, we trust, having participated fully here at St George's House in the kind of leadership community we want this to be, and to become.



DETAILED AGENDA

WEDNESDAY 21ST APRIL

09.30	Arrivals and welcome refreshments
09.45	Introduction and context setting
10.15	Phase One: See
10.45	Break
11.00	Phase Two: Be
13.00	Working lunch and informal networking
14.00	Consolidation of Morning Insights
14.30	Phase Three: Do
15.00	Break
15.15	Action planning in Pairs/Trios
16.00	Group Reflections and Final Commitments Sharing next steps and key resolutions.
16.30	Conversation Close & Departures.

FOLLOW-UP

- Ongoing dialogue through a dedicated digital forum (e.g., WhatsApp).
- Share summary and any supplementary resources/readings on Releasing Entrepreneurial Leadership.