



Trâchlîche Wîs: Awareness, Wisdom and Choice

Developing a deeper understanding of our achievements and the challenges ahead

PROGRAMME DESCRIPTION

Overview

This 2.5 day programme offers a unique lens through which we may view ourselves enabling us to develop new approaches which will enrich and even transcend the contours of our current experience of the human adventure. Drawing upon the theories and tools presented by Kate Cowie in her new book, *Finding Merlin: A Handbook for the Human Development Journey in our new Organisational World* (2012) and the conversational methods of *The World Café* movement, we will develop a deeper understanding of our achievements and the challenges ahead. The questions for exploration in this programme are:

- Where am I now on my personal pathway of growth and where could I be?
- How might I embrace the opportunity to move forward with a spirit of creativity and adventure for the future whilst building on the wisdom from the past?
- What emerging practices and applications will enrich my journey?
- How might I support those who look to me for clarity and guidance?

Why Should I Attend?

The title, 'Trâchlîche Wîs', is a medieval German expression which means 'slowly wise'. So much of our effectiveness and happiness depends upon the ability, not just to solve the problems directly in front of us, but to craft wise decisions, to create useful options, to take informed actions from a position of ever-expanding levels of awareness, and to facilitate a broader intelligence. This programme supports the translation of knowledge and skills into the art of living, leading and helping others by identifying some of the fundamental dynamics that flow beneath the surface of our everyday successes and trials.

Who should attend?

- Individuals who are interested in their continuous development.
- Leaders who must address 'whole system' issues, and develop broader leadership capacity.
- Individuals with oversight responsibilities for the development of others (members of executive boards, human resources practitioners, talent and capability managers, community specialists, educators).
- Professional coaches and consultants.

What Can I Expect?

This is an interactive programme which blends short lectures, reading materials, and reflective exercises to allow us to think differently and collectively with others about the opportunities for growth which arise from the personal and organisational challenges we may be facing. The activities of asking bigger questions and engaging in generative conversations with peers will incorporate the experience of participants, foster shared meaning, anchor learning, and create choices for the future.

The reference base of the programme is the human development experience - the subject of storytellers, artists, sages and philosophers from ancient times, and investigators and theorists of the present. The process of weaving together ancient knowledge and modern research will engage our imaginations; remind us of parts of ourselves which we may have lost along the way in our efforts to adapt and belong; enable us to reclaim more of our authentic selves; and revitalise our attention to personal development. With an understanding of Self, we may also find ways to define our organisations as a venue for our growth. And we will re-discover, and perhaps integrate into our work practices, the archetypal role of the 'Helper', who always accompanies the 'Hero' on a journey of renewal in the myths and legends of every human society.

About the Faculty

M Frances Baldwin is the principal consultant at Designed Wisdom, Inc, a small company which offers a boutique experience for learning, change and development. Frances is well-known for her ability to help clients translate management theory and new concepts into clear and concrete actions to address their most important questions, challenges and opportunities. She has broad international experience having worked extensively within large systems such as Exxon-Mobil where she had corporate level responsibility for executive education and contributed to several large change initiatives. Frances is also well-known for her teaching, speaking and consulting on conversational leadership; the unique capabilities of women as leaders; and managing interfaces in large and small organisations. She is an Emeritus Member of The NTL Institute for Applied Behavioural Science and a frequent contributor to its practitioner's journal *Practising Social Change*. She is also a senior practitioner at The World Café Foundation. Frances has one son, one grandson and lives in middle Georgia in the United States.

Kate Cowie is director of The Chaos Game and author of *Finding Merlin: a handbook for the human development journey in our new organisational lives* (Marshall Cavendish, 2012). She has worked with leaders at all levels in business, government and not-for-profit organisations helping them to develop and execute strategy, create stronger teams, grow internal talent, and become more effective in the exercise of their leadership; and she is published in a range of business journals including *Ivey Business Journal* and *Strategic HR Review*. She spent her corporate career of 15 years with Royal Dutch Shell in its different business in various locations in the UK and overseas. She is the Executive Director of the European Chapter of the Organization Development Network, and a Member of The NTL Institute for Applied Behavioural Science, for whom she serves as co-steward of its Global Community of Practice, and is the founding editor of its practitioner's journal, *Practising Social Change*. She is a graduate of Bristol University and the Bristol Business School. She is married with two sons and lives in Aberdeenshire in Scotland.

For more information, please email: info@thechaosgame.com