



Change Agency Master Practitioners' Programme

... for those called to hold their
nerve and steer a steady course
through turbulent change

This modular learning experience will combine inner work and outer work to develop your poise, presence and authority as a change agent. It comprises an in-depth personal retreat followed by 3 practical modules:

23rd – 25th May 2018

9th July 2018

17th Sept 2018

19th Nov 2018

Programme content

Retreat 1 Space: developing the inner poise that has you stay calm and focused

Module 2 Pace: mastery of timing and executing with clarity and conviction

Module 3 Grace: elegance in the relational and systemic nuances of change

Module 4 Tempered radicals: challenging the system without being rejected by it

Venues

The modules are held in the beautiful and peaceful surrounds of Stanton House in Oxford and Waverley Abbey House in Farnham.



Cost

£3200 per head, including accommodation, food and drinks.

Interested?

Contact Penny Hogan:

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email: enquiries@waverleylearning.co.uk

'Courage is not the absence of fear but the triumph over it...'

Nelson Mandela

In more depth...

Programme leaders



Chris Blakeley is the founder of Waverley Learning and has pioneered the use of the powerful 'deeper' learning practices that have made Waverley one of today's most successful leadership development consultancies, with major private, public and charity sector clients. The approach is founded on original academic research into how people really learn during times of intense change, and draws on insights from ancient spiritual tradition and modern psychology. As well as his corporate coaching and development work, Chris is also a trained counsellor and Spiritual Director.



Formerly Head of Leadership and Culture at Aviva, **Karen Stefanyszyn** is an accredited integral coach, helping people attain long term excellence in highly demanding and exposed senior roles. Karen specialises in individual and group approaches that are designed to enable people to keep pace with the complexities of the world and the frequency of change experienced today, where we need a deeper level of awareness beyond cognitive 'knowing'. She has extensive experience of leading cultural transformation programmes, and developing resourceful internal change agents.

Who is this for?

Those playing a leading role in change, who seek not to get caught up in noise and wasted energy that often accompanies it, but rather to maintain the poise, clarity and presence to focus on the real 'moments of truth' that make all the difference.

It will help you to:

- Strengthen your practice through creative peer dialogue
- Hold your vision in the face of resistance and inertia
- Notice the important things that others may miss
- Navigate a steady course through the politics
- Anticipate and mitigate systemic effects
- Maintain a clear head, open heart and firm presence
- Sense when to be patient / demanding of others
- Bring clarity and wisdom to rapid decision-making
- Know when to 'hold on' and when to 'let go'
- Channel and transform the emotional energy
- Access new responses through discovery learning

Why a 'Retreat'?

Our retreats provide space for 'inner' work as well as outer. They enable a depth of reflection and self-insight, not available in traditional development. People are constantly amazed at the clarity, confidence and inner strength that they discover through the process.

What's our approach?

Our approach covers all areas of your life: mental, emotional, physical, spiritual, relational. By attending to and integrating them, you can have much greater presence, focus and impact in even the most demanding circumstances.

What happens on the programme?

The initial retreat provides a unique space to explore and develop your own character as a change agent. It helps broaden and deepen your awareness of the dynamics of complex change and to 'stay human' in a context that can become very de-humanizing.

On the follow-up modules the pace and style changes. Building on the depth and trust from the opening retreat, you work in small coaching groups, to apply practical frames to your current change issues. These draw upon the latest thinking in system dynamics, emergent change and social movement theory, as well as timeless wisdom from ancient spiritual tradition.

This is a master practitioners' programme with a strong element of peer-led discovery learning and experimental modules. We would expect the life of the group to outlive the life of the formal programme.

Throughout, you will be supported by expert, professional facilitation, with a maximum ratio of 1:5. You will have a creative, confidential space to explore richly and deeply some of the most stimulating and challenging aspects of your role as a change agent.

What do we cover?

Although the content is deeply serious, the approach is lively and refreshing, with a great mix of experiences: deep reflection, practical planning, skills development, creative self-expression, physical exercises, fun evening activities.

In between the modules, you will support each other with peer coaching and keep a reflective log of your progress. There is also the option of face to face or phone coaching from the Waverley team.

Across all four modules, we will cover the following:

1. Resilience, awareness and attention

- Becoming more 'choiceful' – in relation to events, people and time - so you are running the show, not it running you.
- Developing your capacity to take 'risks' – whether in decisions or relationships.
- Using somatic and emotional intelligence more effectively in your work
- Using personal influence rather than role authority to get things done
- Managing your boundaries wisely - what is 'your own' and what you are picking up inadvertently from others/ the system
- Trying out a new set of personal tools, and resources for leading more consciously, calmly and enjoyably
- Avoiding common pitfalls and blindspots
- Personal/spiritual 'grounding'.
- Maintaining a personal programme and 'rhythm of life' to sustain your balance as a change agent.
- Holding your ground – sustaining your vision for change when you are most likely to doubt it



2. Change Methodologies

- 'The language of change' – using and attending to language as the key indicator of commitment.
- Strategies for cognitive, emotional and practical engagement – 'fair process' methodology.
- Creating momentum: accessing and releasing energy for change, surfacing and channeling dissatisfaction.
- Migrating/distributing leadership of change
- Overcoming cognitive & political hurdles
- Seeing systems' – classic systems effects and how these drive non-conscious behaviour.
- Working with strategic trade-offs/organisational polarities and the conflict that these engender
- Understanding the emotional roots of behaviour, how people get 'caught' into defensive reactions and how to handle these
- Dialogic tools and approaches for challenging conversations
- Perceptual positioning techniques
- Social identity and in-group/out-group behaviour
- Tempered radicalism – how to challenge the system without getting rejected by it.
- Stretching awareness, socializing thinking, building movements and coalitions
- Handling the politics of change,
- The 'power of three'. Triadic relationships as a force for change