

Bridging Leadership:

Understanding and co-creating the emerging leadership paradigm at Synergos Institute

First Step: The 2-day BL workshop

[DESIGN PROPOSAL]

Dates: May 10 & 11, 2010

Venue: New York

Audience: Program Managers (9)

Intent: By the end of 2 days the participants would be able to:

1. Understand the emerging leadership paradigm in current context:
Key exploration: What is the emerging leadership paradigm to address the global and organizational context that Synergos leaders are confronted with? How BL has evolved as a leadership framework to address Synergos context?
2. Understand the BL framework and discover the leader within:
Key exploration: What is the BL framework and how does it apply in my life and work?
3. Collectively identify the core elements and practices for application in their work context:
Key exploration: How does BL apply in our context as program managers? What are the core elements (assumptions, attitude, behavior, skills etc) and practices (like dialogue, reflection, visioning etc) that would enable in applying BL in our work life?

Design Flow:

Time	Flow of activities	Concepts/ Exercises/Tools	Admin support
Monday, May 10			
Invitation			
9.00-9.20	Invitation and Check-in Circle- What brings me here? What's holding me? Sharing Hopes and Fears on cards	Circle- community check-in	2 flip chart cards
Session 1- Leadership evolution and overview			
9.20-10.20	Weaving the story- Evolution of leadership in Synergos context- by Peggy, Adele, Chong-lim, Manish and other member associated with BL evolution (facilitated by Surita)	Circle-story telling	
10.20-10.30	Embodiment exercise	Embodiment as a tool	
10.30-10.45	Tea break		
10.45-11.15	Embracing the mystery of bridging & leadership- Manish	Semi-circle presentation Metaphor reflection	PPT
Session 2- Ownership			
11.15-12.45	Exercise- Life journey & sharing	Life-line	Print outs
12.45-13.45	Lunch		
13.45-14.15	Understanding our divides (systems thinking) Exercise- Rich pictures (personal/profession/community)- on wall	Rich pictures	Drawing material

	(suspending)		
14.15-15.45	Personal response Exercise- U Journaling Presencing- quick overview	U journaling Dialogue and empathy walk	
15.45-16.00	Tea along with U Journaling reflections		
16.00-16.30	Overview of Ownership phase Reflection on Ownership	Reflection sheet	Print outs
Session 3- Co-ownership			
16.30-17.30	Introduction to Co-ownership Stakeholder Analysis-demonstration Exercise- Network mapping and analysis (Home work)	Stakeholder Mapping Stakeholder analysis	Print outs
Tuesday, May 11			
Session 3- Co-ownership (continued)			
9.00-9.30	Check-in What survived the night?	Circle Check in	
9.30-11.00	Dialogue processes- overview Simulation exercise- OST Theme- Co-creating peer-learning network for my BL journey.	Open Space Technology	Charts
11.00-11.30	Co-ownership overview Reflection	Reflection sheets	
	Tea with OST wall Reflection on Co-ownership		
Session 4- Co-creation			
11.30-12.00	Introduction to Co-creation Overview of whole BL journey Video story- Gram Vikas/?	Film reflection	Download film
12.00-13.00	Lunch		
13.00-14.30	Exercise- Case-clinic by Adele	Case clinic	Print outs
14.30-14.40	Reflections on Co-creation	Reflection sheet	
Session 6- Co-designing a BL culture			
14.40-15.40	Review and reflection on tools/ practices that can applied in our immediate work context	Affinity group dialogue and convergence	
	Tea break		
15.40-16.15	Closing circle- What gift I take back to my community from this circle? Prototype Intention- What would I like to take from here and apply in this year 2010? Action- What immediate next steps (small steps) that I must take in next 3-4 days to enable my prototype?	Action planning Circle Check out	
16.15-17.00	Buffer time		