

LEADING AS SACRED PRACTICE

October 23–27, 2017

ION's EarthRise Retreat Center, Petaluma, California



LEADING AS SACRED PRACTICE

Alan Briskin, Holger Scholz, Gisela Wendling, and David Sibbet invite you to participate in a five-day conference to explore together how leading can be practiced with a sense of the sacred—through mutual sense making, supporting crucibles of transformation, and envisioning wise action in challenging times.

PURPOSE OF THE CONFERENCE

Following on a successful initial gathering in Germany in 2016, we as co-conveners are continuing to invite, encourage and inspire an inquiry into sacred practice that fosters moving beyond the edges of our personal understanding toward something greater, holistic, wiser, and collective. With growing uncertainty and upset around the world, it has become even more important to create the conditions and find access to different ways of knowing that involve spirit. We will immerse ourselves in processes that bring to life what leading as sacred practice can be.

Who Should Attend

This conference is intended for people who lead group process as consultants, facilitators, change agents and for organizational leaders who are called to collaborative, holistic ways of leading their companies, businesses, and nonprofits.

It is for professionals seeking to work differently and for women and men asking fundamental questions about how to open to the sacred in their leadership roles. We come together to share our insights, questions, and learning edges.

We expect that the experience will have lasting personal impact and we invite you to open to that possibility.



EarthRise

Having a special connection to the land proved important in Germany in 2016. For this year's conference, we have chosen the Institute for Noetic Science's EarthRise Retreat Center, a preferred site for many who want to work in a deep and holistic way. The building pictured to the left is where we will meet, right next to an open grove of oaks that also supports our gathering. The labyrinth on the cover is a short walk away.

What is leading as sacred practice? How do we approach higher ground for collective action?

What is ours to do as leaders when fear and reactivity takes us into chaos?

How do we connect across our different cultures, disciplines and attachments to sacred symbols and language?

What challenges do we face as leaders of transformational processes in a secular world?



CONFERENCE APPROACH

Our conference will support collaborative and creative exploration of leading as sacred practice—a topic that is not commonly talked about in secular settings. The conference will be a chance to understand what it takes to step up to transformational work and connect with supportive colleagues. There is not any particular spiritual discipline being espoused in this gathering. We co-conveners are deeply rooted in dialogue practices, facilitative leadership, rites of passage, collective wisdom, vision questing, and have roots in traditional spiritual traditions. We have all held leadership positions that called us to step up to our deeper callings. We will share our practices of staying in touch with the sacred and invite you to help us co-create new ones.

The conference will involve participants, four leaders, and a support team in a well-designed process of sharing, dialogue, time on the land, work in learning groups, visual mapping, individual exploration, journaling, eating together, and being in ceremony.

WHAT TO EXPECT

In this conference we will:

- Learn how to create a safe and generative space for mutual sense making, moral decision making, and wise action.
- Visually map our collective experience of the sacred in our work with organizations, communities, and society.
- Explore archetypal patterns of traditional ceremonies and rituals for insight into how to activate them in our personal lives, work, and client engagements.
- Practice attending to aesthetics and *walking the beauty way* in our leading, facilitating and hosting.
- Spend time celebrating our connectivity and how working from a transformational perspective taps into deep life energy.
- Share our understanding of collective shadow and how we, as facilitators and leaders, can work with this aspect as part of the whole.
- Be open to learn from the land, walk the labyrinth, sit in the oak groves and experience the spaciousness of the EarthRise Retreat Center.

PERSPECTIVES FOR GUIDING OUR TIME TOGETHER

Following are some of the fundamental assumptions we will explore and build upon during the retreat:

LEADING: *What do we mean by transformational leading?*

By *transformational* we mean fundamental shifts at all levels: *beliefs, behavior, right action, and future consequences*. It involves changing culture. By *leading*, we mean being capable of initiating and guiding when there are not well-defined goals and processes. In organizational settings, leading may mean carrying the responsibility for an organization's health and direction or facilitating others. In communities, it may mean collaboratively mobilizing energy and action toward the benefit of the whole. From a humanistic perspective, leading can be about self-authorization and empowerment, and appreciating how seeing others and deep listening can be transformational in and of itself.

SACRED: *What does it mean to be open to sacred intent?*

By *sacred* we like Ann Doshier's definition as "that which has value in and of itself and gives meaning to the whole." This definition invites exploration rather than makes a conclusive statement about what is sacred. It is related to the idea of sacrifice, humble inquiry and service. The word sacred often indicates numinous and intangible qualities that beg for special respect and nurturance.

PRACTICE: *Does leading with sacred intent require practice?*

Practice is the ability to do something again and again in order to become better at it. It often means doing something regularly as an ordinary part of our lives, or living according to the customs and teachings of a particular scientific or spiritual understanding. We will inquire into and experience practices serving sacred intent.

CONFERENCE: *Why are we calling this a conference?*

Our original gathering was called a retreat—deeply reflective and personal. The gathering in 2016 was powerful and participants insisted on gathering again in 2018 in Europe and communicating online. We felt like a gathering in 2017 in the United States was in order, as well. Our sense is that we are building a community of practice in addition to providing space for personal reflection, in a context that invites action and follow through.



CONFERENCE COSTS & LOGISTICS

The conference price for is \$2,100. Room-and-board charges are additional and will vary depending on your room choice—room sharing is \$600 per person, and single occupancy is \$860.

The first 10 participants to register will receive a 15% discount on price (\$315).

For more information, or to register, go to: www.grove.com/workshops_lasp.php

Retreat begins at 1p Monday, October 23 and concludes at 3p Friday, October 27. Arrive by 1p, with an optional lunch. Complete after lunch on Friday, ending by 3p. Please plan for activities morning, afternoon and evening as the design is everyone being present the whole time.

CONFERENCE CO-CONVENERS

ALAN BRISKIN, Ph.D. is an award-winning author, artist, and leadership consultant. His most recent book, *The Power of Collective Wisdom*, was the Nautilus Silver Award winner in the category of Conscious Business and Leadership. His other books include *The Stirring of Soul in the Workplace*, *Bringing Your Soul to Work*, *Daily Miracles*, and *Centered on the Edge*.



www.alanbriskin.com

A co-founder of the Collective Wisdom Initiative, Alan's interest in alternative education and compassionate health-care environments led to his being the principal consultant for more than 10 years to the George Lucas Educational Foundation and a founding member of the Relationship Centered Care Network. He is a consultant and an executive coach helping leaders apply practical wisdom to complex issues of organizational change and transition. Kaiser Permanente, Institute for Health & Healing, and the Goi Peace Foundation have been long-term clients. Alan has given keynotes and conducted workshops on collective wisdom throughout the United States and internationally. He has co-led retreats with spiritual leaders, including Reb Zalman Schachter-Shalomi and Reverend Lauren Artress, whose rediscovery of the labyrinth has become a world-wide movement.

HOLGER SCHOLZ is the founder of kommunikationslotsen, an organization-development firm in Germany. His professional passion is cultivating our natural capacity for facilitating and mentoring as a practical means of working with leaders and organizations. As a kommunikationslotsen consultant, he has worked with individuals, groups and entire organizations. Holger became involved with large-group interventions in the 1990s. During this period, he came into contact with North-American ideas about organizational development and process consulting. As a result, he became a *change facilitation leader*, incorporating visualization and a unique style of facilitation from which kommunikationslotsen was born. Together with Neuland, kommunikationslotsen develops products, tools and literature on change facilitation. Holger is the author of the *Basic Bundle* (16 Cards for Natural Facilitators) and co-author of the *Learning Maps*, which include *Open Space*, *World Café*, *Appreciative Inquiry*, *Dynamic Facilitation* and *The Circle Way*. Much of Holger's work is based on his training as a large-group facilitator, coupled with his unique encounter with Lakota traditions, ceremonies and cultural techniques he learned in Germany and later in the United States. In "Leading as Sacred Practice," these paths join together his professional career and his personal life-experience.



www.kommunikationslotsen.de

GISELA WENDLING, Ph.D. is VP of Global Learning at The Grove Consultants International. She provides change consulting to businesses, nonprofit organizations and communities and practitioner development in this domain. Her expertise is based in more than 20 years of working with many organizations in the private and public sectors.



She holds a doctorate in human and organizational systems from Fielding Graduate University. She is former director of the masters program in Organization Development at Sonoma State University, California. For several years she facilitated the California Roundtable on Water and Food Supply, a statewide, multi-year, multi-sector stakeholder initiative focused on applying whole-systems approaches to developing sustainable water management solutions. At The Grove she is the co-leader of The Grove's new Global Learning and Exchange Network (GLEN) and she teaches in the psychology Ph.D. program at Meridian University, California. Being German-born and raised, and

with field experiences with indigenous people in South America, Africa and Australia, she brings a multicultural perspectives on change, transformation and indigenous spiritual-healing traditions. Her research focuses on the sacred as a core dynamic in leading, facilitating and serving. Her cross-cultural perspective and understanding of rites of passage makes her client work insightful, psychologically sensitive and transformative. You can read about her Australian experiences at Liminalsonglines.com.

DAVID SIBBET is founder and chairman of The Grove Consultants International, leader in visually based tools and services for innovation and change. He works with corporations, government, and non-profits throughout the world. David is author of Wiley & Sons' best-selling Visual Leadership Series: *Visual Meetings: How Graphics, Sticky Notes & Idea Mapping Can Transform Group Productivity*, *Visual Teams: Graphic Tools for Commitment, Innovation, & High Performance* and *Visual Leaders: New Tools for Visioning, Management, & Organization Change*. David is also designer of The Grove's Sustainable Organizations Model, the Drexler/Sibbet/Forrester Team Performance™ System, The Grove's Visual Planning Systems, and Facilitation Series. David is a recipient of the Organization Development Network's Lifetime Achievement Award. He holds a master's degree in journalism from Northwestern University and for eight years directed leadership-development programs at the Coro Center in San Francisco. David is a student of Arthur M.



Young and his Theory of Process and has received an award from the Anodos Foundation for its practical application. The son of a Presbyterian minister, David understands Christian Protestant perspectives but is also a long-time vision quester and practitioner of Tibetan Buddhism. Seeking an integral perspective across these traditions is a passion.



www.liminalpathways.com

www.liminalsonglines.com

www.grove.com



www.grove.com

www.davidsibbet.com

How do we lead in ways that engage spirit, soul, mind and body, in a holistic approach?

What is involved in the simple practice of deep listening? How can deep listening evoke the sacred?

If deep change involves confusion and loss of identity, how do we create containers for transformation strong enough to hold people long enough for something new to emerge?

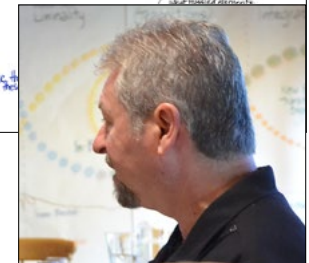
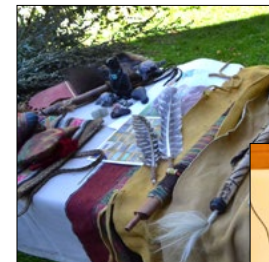
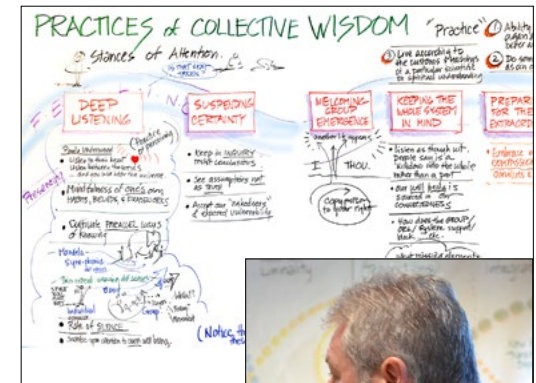
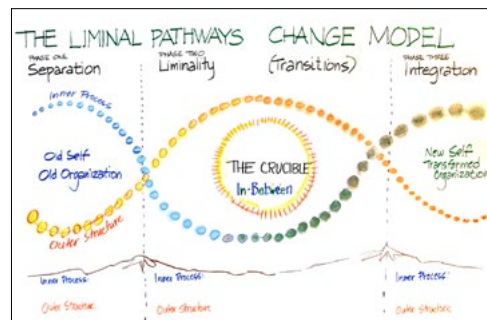
How do we support emergent wisdom? How does one support open inquiry in the midst of complexity?

Sponsors

Leading as Sacred Practice is sponsored by the Global Learning & Exchange Network (GLEN), a practitioner-oriented action-learning network supported by The Grove Consultants International, partnering with kommunikationslotsen, a German firm pioneering facilitation-oriented organization-consulting methods.



2016 Retreat
On this page are pictures from our Leading as Sacred Practice in 2016, held at Holger Scholz's Beuerhof Farm Retreat Center in Germany.



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