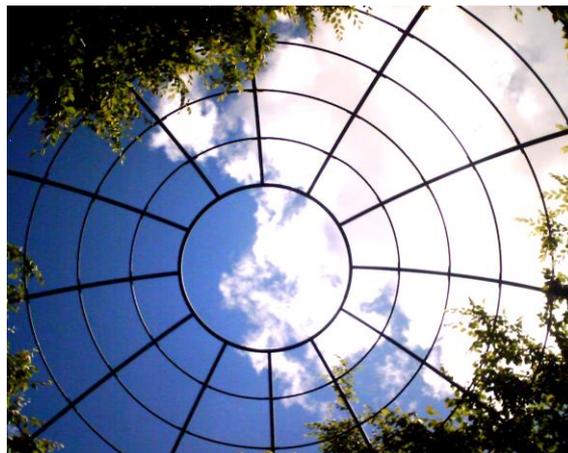


Awakening social purpose: creating a 21st century responsible organisation

**2-4 July 2012, at Oasis School of Human Relations, Boston Spa
Facilitated by: John Gray and Chris Taylor**



This programme will address the key challenge that commercial and not-for profit organisations are facing today: how to ensure future sustainability, growth and reputation, at the same time as becoming more globally responsible.

This programme is for organisational leaders and decision-makers who are asking emergent questions such as:

- To what extent is it necessary to think about my organisation in terms of more than just simple (economic) survival?
- What are relevant ways in which my organisation can engage with and be effective on environmental, social and ethical issues?
- Which models and frameworks would enable my organisation to:
 - o Address the triple bottom line (economic sustainability, social good and the environment)
 - o Measure impact
 - o Establish effective processes for cultural and behavioural change by individuals and the organisation as a whole?
- How do I stimulate change in my organisation to engender a purpose relevant to the 21st century?

This pioneering programme is specifically designed for key staff and Board members who are addressing the role and activities of their organisation within a rapidly changing world. They recognise the need to further deepen their organisation's applied commitment to social and environmental responsibility. The three days will explore how to move your organisation towards a greater sense of responsibility. It will create space to advance your thinking – for you and for your organisation.

Programme fee: £325. To book a place contact Samantha Parker at Oasis on 01937 541700 or samantha@oasishumanrelations.org.uk

In more detail...

The three days of the programme move from context (organisational assessment, measurements and 'what would good look like'), to organisational and individual change agency (external drivers and internal barriers and opportunities), to strategy and action planning.

Participants will explore:

- The triple bottom line (people, planet, financial sustainability) and its relevance for 21st century organisations
- Individual commitment and understanding, and the impact on 'How do I do this?'
- Measurement and auditing: what to measure and how, and what to do with the results
- External drivers for organisational change
- Organisational review – what is happening already within my organisation that needs to be supported, and what in the organisation needs to change or be challenged
- The contribution of organisational development processes in effecting cultural change and supporting globally responsible practice
- Internal drivers and barriers to change
- The work, values and parameters of the Globally Responsible Leadership Initiative and its application in your organisational setting

Oasis and globally responsible practice

Contributing over 20 years' experience in the field of Human Relations, Oasis is a transformative learning organisation, inspiring and developing 21st century relationships for meaningful, responsible and sustainable action. Oasis works with people and their questions, key decision makers, communities and the workplaces of tomorrow and is the global pioneer in the application and practice of Whole Person Learning through human relations.

This programme forms part of the unfolding Oasis engagement with Globally Responsible Practice. This strand of Oasis' work enables participants to:

- explore their current connection to and with people and planet
- raise consciousness of the connections that exist – including the social, transpersonal, financial, emotional and environmental
- be supported into action within their spheres of influence, with an emphasis on the spheres of work, local community action, leadership, collaboration and social innovation.

Our programmes include a range of elements and approaches to promote collaborative working and reflective practice:

- Participants will use their own organisation's experience as case-study material, as well as learning from each other and the facilitators
- There will be focused presentations as well as reflection and discussion time
- Case studies and learning from other organisations
- Whole Person Learning: bringing more of the self into initiating effective change
- Continual reference back to your organisational context and the implications for change

Oasis and the Globally Responsible Leadership Initiative (GRLI)

The GRLI was co-founded and is supported by the United Nations Global Compact and the European Foundation for Management Development. The GRLI's mission is to act as a catalyst to develop the next

generation of globally responsible leaders. In so doing, it challenges the issues of the corporation for the 21st century, the mission of business schools/learning institutions and the process for cultural change in organisations.

The Oasis School of Human Relations is one of the partners of the Globally Responsible Leadership Initiative and a Co-Director of Oasis is both a founder member and currently Senior Advisor to the GRLI.

The GRLI believes that business schools and learning organizations should focus on educating the whole person to develop change agents, leaders and corporate statesmen and women. Leadership, in this instance, is considered to be ‘the art of motivating, communicating, empowering and convincing people to accept a new vision of sustainable development.’ (A Call for Action: 2008)

Oasis and Global Responsibility

Last year, John and Chris led an innovative Collaborative Inquiry into globally responsible practice with staff and Board members within an international manufacture, production and retail business.

In June 2011, together with Oasis Co-Director Claire Maxwell, John and Chris prototyped a Whole Person Learning approach at Masters level in relation to Corporate Social Responsibility for world class engineering students at the Northern Institute of Technology Management, part of Hamburg University of Technology. The workshop was the culmination of pioneering and collaborative working between Oasis and Dr Christoph Jermann from NIT. Christoph said after the workshop: *“It was an inspiring experience to work with Oasis and design a workshop with enough Whole Person Learning elements on the one hand and enough Globally Responsible Leadership content and academic rigor on the other hand to satisfy both sides.”*

Whole Person Learning

Whole Person Learning is based on an understanding that the issues and challenges of the modern world require not just knowledge and intellect but also a deeper understanding of our own selves, of others and of how we relate to each other. By knowing ourselves and others we are able to cope with uncertainty and respond to unexpected challenges while maintaining a commitment to our own values, beliefs and ethics.

As Bryce Taylor puts it in his manual on *Whole Person Learning*, published in conjunction with the GRLI: *“Whole Person Learning involves all aspects of what it means to be human; feelings, senses, intuition, connection to others and the cosmos, as well as the more familiar ground of the mind and intellect. WPL is intimately linked with how individuals see themselves and, supremely, how they view others.”*

About the facilitators



Originally qualifying and practising in the UK as a lawyer, **John Gray** has also been a service manager in local government, worked at the Quaker United Nations Office in Geneva, and supported grassroots peace building in Burundi, central Africa.

For the last ten years, individual, community and whole organisation development have been at the core of John's consulting practice. John is experienced in working with group dynamics, and in creating conditions which support learners to achieve their intended learning outcomes. His particular areas of expertise are: globally responsible practice and leadership; human relations; strategic practice; and inspiration and meaning-making. His clients have included Amnesty International, Friends of the Earth, Bettys and Taylors, The Helplines Association, National Health Service General Practices, social change foundations, international justice charities, local government, mediation services, health sector, faith based initiatives, the Co-operative movement, social care sector, and the higher education sector.

John is an Oasis core associate, specialising in organisational development with a range of profit and non-for-profit clients. John has a Bachelor of Law Degree from Lancaster University, UK. He has a post-graduate Certificate in Management and Leadership, and in 2001 completed a two-year Facilitator Styles and the Work of the Change Agent programme with Oasis School of Human Relations.



Chris Taylor has a first degree in International Development and a Masters in Strategy and Resource Management. He has lectured in sociology, economics and health studies. Chris started his career in a branch of Oxfam working on development education and lobbying. He has travelled extensively including in Africa, South East Asia and the Americas.

Chris has been involved with Oasis since 2007 and is a Core Associate. During this time he has been involved in a wide range of organisational work both nationally and internationally. This has included organisational reviews, facilitation and team building, providing executive development and working on collaborative leadership in voluntary organisations. At the international level Chris is heavily involved in our work on Globally Responsible Leadership and is part of a global working group preparing a platform for the Rio Earth Summit on developing radical approaches to learning.

Prior to joining Oasis Chris had 15 years in health and social care, including five years at Director level, and before that worked in the voluntary sector campaigning both nationally and internationally on issues of poverty and social justice. During his career he has interviewed a head of state, shared a platform with a top World Bank official, worked closely with community activists in the Philippines and Nepal and facilitated a Global Responsibility Panel for an independent UK beverage firm.

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