

Living Lab on Organisational Life

A practice-ground for senior leaders

*“We that are here now are touched in some mysterious way
With the ability to change and make the future” from Mental Fight by Ben Okri*

For seasoned executives, scientists and professionals

The Living Lab, a unique programme on inter-generational organisational work-life, is an opportunity to study and experiment with new approaches - on work, task and delivery and to co-design with the next generation a joint understanding of a work-ethic that both delivers and develops. This event is followed by Module Two of personal action learning and professional consultation.

The aim is to develop fresh ways of operating in and mobilising institutions, networks and technology. We will experiment with ways of integrating the talents and energy of future leaders in ways that respect and leverage seniors' understanding of how organisations function, fulfil their purpose and survive, from your position of responsibly and authority.

Working on the life of an organisation

Leaders work both in- and out-, up- and downwards. The Living Lab gives you a fresh view of how organisational life operates, flourishes and meets potential. You have the opportunity to explore your own leadership in the moment, away from your work setting, so you are able to reflect on what you do that helps and that what hinders.

Dates and timing Autumn 2018

Module One

4.00pm on Friday 5th October to
4.00pm on Wednesday 10th October

Module Two

4.00pm on Friday 23rd November to
9.00pm on Sunday 25th November

Venue:

Kasteel Moermond, Fletcher Landgoed
Renesse, The Netherlands

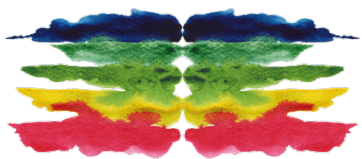
*Hotel and 17th Century Castle
situated close to the Zeeuwse Coast
the venue is located on
a beautiful nature reserve,
surrounded by its own moat
and offers plenty of quiet and space.*

Creating a culture that delivers and endures

Senior leaders need to deliver on the business and professional promise of today whilst developing the culture for tomorrow. Developing the talents of future leaders involves passing on the discipline and wisdom required for organisational life. At the same time, senior leaders require flexibility, creativity and resilience - across the organisation - in the face of complex situations. The sub-text is how to understand and employ the insights, technology, energy and attitudes in partnership with newer recruits whilst inducting them into the politics and practice of organisational life.

The Living Lab provides a practice-ground for senior executives, scientists and professionals to consider and explore:

- ... *The workings of organisations*
- ... *Leadership of the toxic and purposeful organisation*
- ... *Handling of critical conversations, difference and conflict*
- ... *Engaging with intergenerational dynamics of hierarchy and power embodied in older / younger, senior / junior working relationships*
- ... *Your own responses of leadership – what works for you and what does not.*



*Leadership is who you are ...
how you make things happen ...
and make them happen through others*

The Host Organisation is The Recess College

The College was established in 1988
with an Anglo-Dutch bias
though now operating internationally

It offers men and women in senior
and leadership positions the
opportunity to work on personal
and professional renewal
and on their goals of individual
& organisational development

The College has trained over
400 senior and future leaders and
professionals throughout Europe

For further information see:

- recesscollege.org
- thelivinglabs.org
- ourfutureleaders.com
- leadershipinsight.org



MODULE ONE

A Living Laboratory on organisational life of four days in two parts

How we will work

First, Part I: 2.5 days

Leadership Learning through Experimentation

A real-life laboratory of group and organisational processes: living out the dynamics of leading, sharing and performing group tasks followed by a review.

Parts of the programme will be joint with the future leaders, others will be focused purely on the learning relevant for you.

Second, Part II: 2.5 days

Self-leadership, professional & organisational development

In group and personal workshops, we will debrief the interactions you experienced in the lab, using the real-life situations that took place to understand the:

- Challenges to you in how you operated
- Habitual responses you may wish to shift
- Group process - the dynamics and agendas of groups of which we are part
- Conscious and unconscious group dynamics
- Intergenerational differences and similarities
- Transformation of organisational life.

The Recess College Team of Group and Organisational Consultants include:

Elisabeth Henderson is Founder Director of The Recess College and of The Leadership Insight Profile

Willem Moolenburgh is a strategy management consultant who manages the OFL Alumni network

Mark Preston is a business entrepreneur who co-leads Leadership Insight

They are supported by a team of competent professionals and peer facilitators with working expertise in the field



MODULE TWO

Personal & Professional Consultation on organisational change

Two and a half days

This module is highly recommended and designed with the needs of senior leadership. It provides professional consultation on organisational development, system dynamics and change leadership. The aim is for you to gain clarity on the system-dynamic processes of organisations and to review how you best operate professionally, in teams, handling tasks, your objectives and emotions in role.

How we will work

Participants will present professional organisational dilemmas and critical work situations in small Action Learning Groups. Participants will co-consult and experiment with concepts and practice of leadership and organisational change. You will be able to transfer programme learning to build your strengths in everyday professional and personal working relationships.

The Aim is to enable you to build a framework of good support to:

- Sharpen the patterns that benefit you
- Experience the strength of work in community
- Understand and influence organisational dynamics
- Consolidate your learning for future action and leadership.

Costs

The fees for Modules One and Two include full board accommodation, venue, resource materials and staff facilitation.

We offer this pilot programme at a special introductory fee:

Module One – € 2.950

Module Two – € 850

Bursary fees can be negotiated based on specific personal grounds

Please note this is a residential programme

To book

Send your booking form to:

The College Administrator:

1 Macklin House, 1-7 Macklin Street
London WC2B 5NH, United Kingdom

Or by Email: info@recesscollege.org

Telephone: +44 7771 818 681