



## **'Not-Your-Usual-Leadership-Programme': a virtual residential June 30th -1st July 2021**

### **FULL AGENDA with Session Descriptions and Lecturer Biographies**

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#### **The Residential**

This is not about leadership as usual. It's not about your inner HERO, or being assertive, or persuasive, or making a pitch (although those things can be useful). And it's not about visible status, as much as we might want that.

It's about genuine influence.

Leadership here means authentic capacity for making things happen, demonstrating possibility, and offering a vision of something that is needed, interesting, or different. It's about shaping things quietly and loudly, via many platforms or via one. It can be small or not-small. It can be about a community or a job or even social system-change. It rarely means being out in front by yourself, as common as that message is. It often means being part of many complex processes and a plurality of expectations. It also often means really knowing your perspective and deep values, including the things you're not always aware of.

This 2-day residential invites you to deep-dive into learning leadership that is apt for our disrupted, challenging times. This programme is for you if:

- you're curious about better ways of leading than some of the ways you see around you
- you want a better understanding of your particular passions, strengths, and ways of doing things that can really contribute to the world
- you're interested in modern power, including interrogating the very idea of power
- the relationship between your authentic self, influence, and getting things done is moderately interesting to you
- the idea of business-as-usual makes you feel vaguely discontented, or even angry

Our operating framework is that there are powerful, emerging ways to lead – from socio-cratic models to emergence and biophilia – that are collective, sustainable and life-enhancing. We also believe that these ways of leading are not only apt for our times but essential. This kind of leadership begins internally: knowing your inner scripts and intentions. Doing things with purpose. Having clarity and insight to see through assumptions (about what it means 'to lead'; what success looks like; what is impact). And then moving outwards to galvanise ideas, people, resources and intentions in ways that build up, not damage.

***Our work together will include the following: group presentations and discussions; breakout room discussions in small groups or pairs; peer-coaching circles; and solo exercises. Readings, references, slides and the group chat channel will be available via CM Teams for twelve months after the residential.***

***1:1 coaching sessions are also available with Dr Francesca Moore, Fellow of Homerton and experienced coach and tutor. You can book a 30 minute session during the residential with Dr Moore via Teams.***

**Wednesday June 30th**

10-11.15am     ***Setting Intentions***

***Your Influence***

Dr Alison Wood, Academic Director, Homerton Changemakers

Here we set the scene for our work together:

- interrogating and refining our definitions of leadership, influence & power
- examining our ambitions and expectations
- introducing emerging models of leading that are fit for purpose

11.15-11.30am     **Break**

11.30- 1pm     ***Calm is Capable: An Experiential Introduction to Compassionate Mind Training***

Hilary McLellan – founder of Indigo Talent Development & Organisational Behaviourist.

Dr Ashleigh McLellan – Consultant Clinical Psychologist & founder of Ubuntu Psychology

Compassion has emerged as one of the most essential, and desirable, attributes we need in order to ensure whole-system thriving in the next decades. Compassion for ourselves; for others; and for systems. It's also emerged as a major area of scientific research. Compassion is defined in this context as a sensitivity to the suffering (problems/pain) in the self and others with a commitment to try and alleviate and prevent it. Crucially, compassion is not an emotion: it is a motivation which is rooted in our evolved systems of care giving and receiving. This can be applied to organisational and business contexts, as well as individuals. Hilary and Ashleigh blend their respective specialties of Emotional Intelligence and CMT (Compassion Mind Training) to invite us to reflect upon our perspectives and behavioural patterns. Using CMT models and exercises, this interactive session will help us explore our understanding of compassion; tease out any resistance or blocks we may have; and help us build habits of compassionate thought and action.

1-5pm     ***Offline. A break; reflection and reading; your second coaching circle***

5-6 pm     ***Influence by Deep Listening and Profound Conversations***

Dr Alison Wood

Change-leaders are most effective when a) they know how to really listen and b) when they understand that influence is never all about themselves. This session is a practical hour for honing your capacity to powerfully connect with others by deep, reflective listening; and for getting to the true depths of things – the things underneath what is often said, and the place where real leadership and influence occurs.



7.30-9pm      **Leadership Stories Forum, with Dr Nicholas Ibery and Cindy Forde**

**Nicholas Ibery: 'My personal leadership journey and what not to do early in your career'**

Nicholas will discuss his personal leadership journey and a key inflection point both in his professional and personal life; how these two elements are always intertwined (whether we would like to admit this to ourselves or not); and how this shaped his choices and leadership style to become an authentic leader.

**Cindy Forde: 'Guiding Principles: Drawing new maps for leadership in the 21st Century'**

Cindy's talk will explore the planetary boundaries that will essentially inform any successful leadership in the 21st Century. As we push these boundaries to levels that jeopardise our existence on Earth we enter terra incognita. What kind of leaders will enable us to draw new maps for humanity in all areas of life, from economics, to business, education and governance? How can we keep our minds open to embracing innovative forms of leadership that will enable us to build these new models?

## **Thursday July 1st**

10am-1.30pm    **Fluid Leadership: exploring how we cross boundaries and make connections**

Coreene Archer and Anne Benson - The Tavistock Institute

In this experiential workshop, you will have the opportunity to explore leadership and followership in a dynamic and interactive way. You will have the opportunity to explore different roles and to consider the application of your learning in your current context, but also preparing you for future contexts and groups.

1.30-5pm        **Offline.** A break; reflection and reading; your third coaching circle

5-6pm.            **SUMMATION**

Reflecting on the Learning

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**BIOGRAPHIES of the TEAM****Coreene Archer,  
Session Leader**

As an organisational, team and leadership development consultant, accredited executive coach. Coreene has worked in the education and not-for-profit sector for over 20 years managing organisations and running teams. The main focus of her work is linked to her interest in supporting those in organisations who are pushed to the edge of the system. She works with a range of themes that explore leadership, identity, systems and groups - in virtual and face to face spaces - and is particularly interested in the growth and development of young and emergent leaders. Another focus of her current work is the exploration and application of identity through the lens of intersectionality and how this manifests within individuals and organisations.

**Anne Benson,  
Session Leader**

Anne is an organisational, team and leadership development consultant, executive coach and clinician with 30 years' experience of working with organisations across all sectors. For the last twenty years, she has been working in organisational-based consultancy, education and development. Her practice is informed by a blend of humanistic, psychodynamic and systems theories. She is interested in what goes on beneath the surface and working with people to make sense of this in practical ways that make a difference. She enjoys working with people to create spaces where they can explore possibilities and come up with their own solutions to the issues that are important to them and their organisations.

**Cindy Forde,  
Forum Guest**

Cindy is founder of Planetari, an education platform aligned to the UN Sustainable Development Goals that equips children to be the innovators of a better world.

As MD of the Blue Marine Foundation she helped form the Great British Oceans Coalition, persuading the UK government to establish the largest marine protected areas in the world. As CEO of Cambridge Science Centre she created hands-on discovery programmes for children to learn key skills needed for national development. Cindy has an MSc in Sustainability and Business Practice and is an award winning creative. Her children's book 'Bright New World' will be published by Welbeck in 2022. Cindy works with Climate 2025 on an emergent movement for global governance of the biosphere and adequate protection of the global commons. She campaigns for She Changes Climate for full inclusion of women at COP 26 and all decision making on planetary issues.

**Dr Nicholas Ibery,  
Forum Guest**



Nicholas is a VC and a health and life sciences sector specialist. He is a General Partner, Global Head of Health and Life

Sciences Investments and a member of the investment committee at the NCL Technology Ventures, a London based VC fund that amongst other assets now manages the ex-Pfizer European early-stage ventures in its portfolio. He is also a Specialist Advisor to the Senior Crossbench Peer on Health, Life Sciences and Technology Policy at the UK House of Lords. As a sector expert, Nicholas has been closely involved in the UK government's health and life sciences strategy, innovation policy and health and social care reforms in the past. Most recently, he was an expert member of the 10 Downing Street's Independent Mental Health and Employers Review commissioned by the Prime Minister and headed up the secretariat for the National Clinical Directors on UK health policy at the Department of Health England. He advises several global investment funds on the sector opportunities, having previously worked with some of the largest US and UK funds such as 3i Plc, multinational corporations such as Novartis Pharmaceuticals AG and insurers such as Bupa Plc. Nicholas has been a vocal proponent of the sustainability agenda and impact investing. He was a member of the Council and an Honorary Treasurer of the New Technology in Medicine Council and a Member of the Patient Safety Section Council at the Royal Society of Medicine.

Having started his career as a surgeon in the NHS specialising in Neurosurgery, Nicholas holds qualifying degrees in both medicine and law. He also holds a Master of Science degree and a DIC in Surgical Technology from Imperial College London and an MBA from London Business School where he graduated with the Coller prize.



**Dr Soraya Jones,  
Facilitator for the  
Residential**

Soraya is the Senior Programme Lead for the ambitious and innovative Homerton Changemakers

Programme. After many years as part of the senior leadership team of Tribal Technology (part of Tribal Group Plc), Soraya became the first CEO of Cambridge Wireless (CW) from 2007 to 2015, where she was successful in growing the business from a one-person company to a membership cluster of over 425 companies and 20 industry-focused Special Interest Groups Forums, making it one of the premier tech clusters in the UK. She stepped down in 2015 to pursue other ventures including becoming an entrepreneur-in-residence at St. John's Innovation Centre and setting up her own consultancy business. She is also on the board of UEA Innovation Advisory board and is also the INNOVATEUK Ambassador for Women in Innovation. Born in Malaysia, Soraya holds BSc and MSc degrees from Indiana University, USA, and a PhD from the University of Cambridge (Education). She is driven by her passion to promote innovation and entrepreneurship, especially amongst the next generation.



**Dr Ashleigh McLellan,  
Session Leader**

Ashleigh specialises in Compassion Focused Therapy (CFT), using this approach to facilitate individuals reaching their

potential, as well as helping those suffering with severe and enduring mental health problems. She has been applying CFT at an organisational level within the NHS to address team culture and the health and well-being of staff. Ashleigh is one of the trainers for the Compassionate Mind Foundation and is involved in research with the University of Hull looking at the impact of applying CFT at an organisational level.



**Dr Francesca Moore,  
Coach in Residence**

Francesca (Homerton College) is an historical-political geographer with research interests in reproductive politics, protest, and the

theoretics of power. Her work explores gender norms from the 19th century to the present and traces the rise of women's political activism. She has a long-standing interest in the history of psychotherapy and of the 'self' in the modern West. Francesca is currently writing her first book.



**Hilary McLellan,  
Session Leader**

Hilary specialises in organisational psychology and behavioural change and creates bespoke coaching and personal development programmes for CEOs, exec boards, high-performing teams and senior managers across the UK. A Fellow of the Chartered Institute of Personnel & Development, Hilary is also an Institute of Leadership and Management Level 7 Executive & Leadership Coach. Her areas of expertise are emotional intelligence, resilience, compassionate leadership and psychological safety.



**Dr Alison Wood,  
Director of the  
Residential**

Alison is a Fellow of Homerton College and directs Homerton Changemakers, a pioneering programme equipping students to be wise change-agents amidst complexity and challenge. Her work takes in scholarly & popular domains, focused on the philosophy of education, the future of Universities, and ideas of modern selfhood. Right now she is turning those interests more explicitly to the role that universities must play in building educated selves and societies crucial for whole-system-thriving in the era of climate emergency. Australian born and bred, she's also a musician and has long-standing interests in arts, psychotherapy, high-performance, and institutional reform.