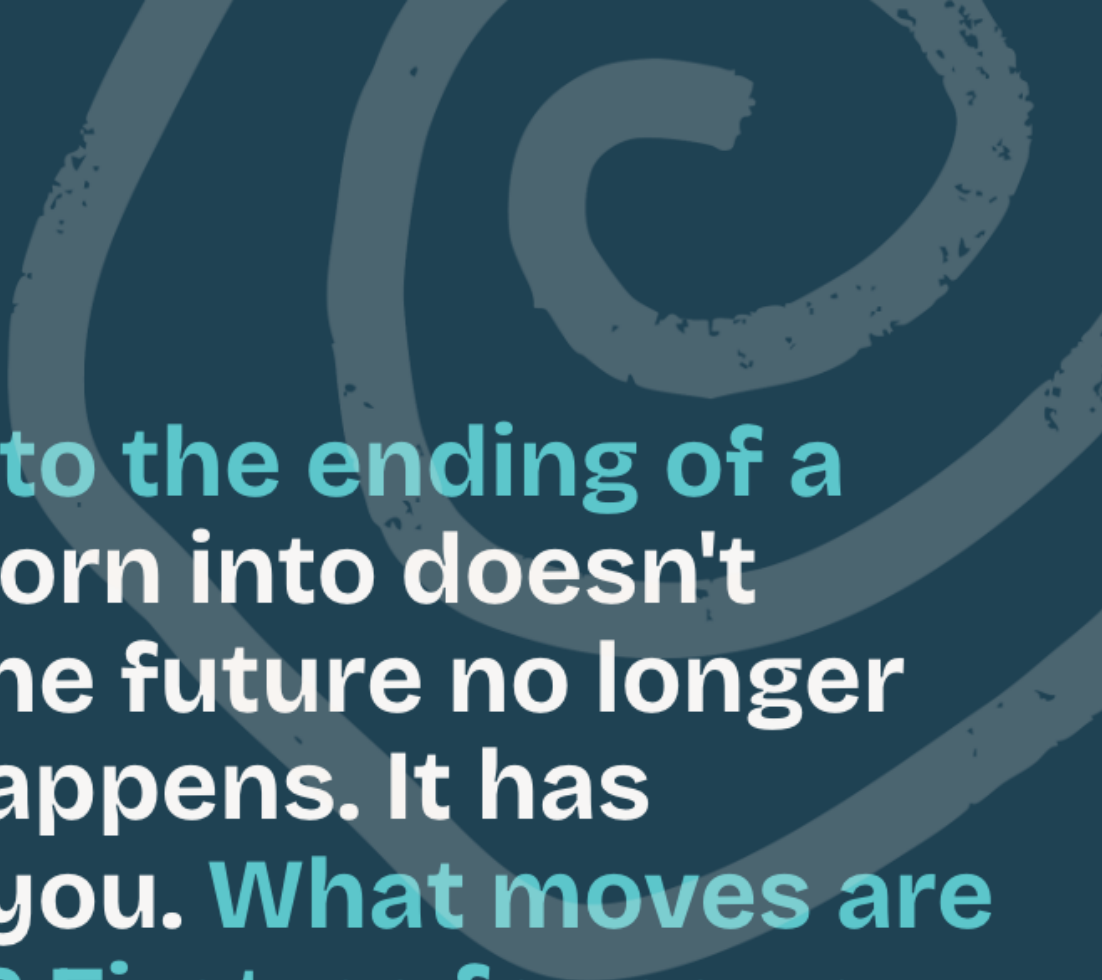


What does Active Wellbeing Leadership need to be for the future

NATIONAL LEADERS CONFERENCE

Karen Creavin & Mark Sears



Dougald
Hind

“Sometimes you are born into the ending of a world. The story you were born into doesn't have much further to run. The future no longer works. This is a thing that happens. It has happened to others before you. What moves are worth trying, in such a time? First, as far as you can, stop trying to make sense according to the logic of the world that is ending.”

*The old world
is dying, and
the new world
struggles to be
born; now is
the time of
monsters-*

*Antonio Gramsci/
Slavoj Zizek*



HOW DO WE NAVIGATE THE STORM – leadership in a polycrisis



**Ecological tipping points
Social fragmentation
Loss of meaning
AI**

CAN'T BE SOLVED BY

**More data
More technology alone
Ordinary Management
skills**

“We seem to have an
underdeveloped capacity to deal
with our increasingly complex
environment and challenges.”.

A large, abstract, light blue spiral graphic on the right side of the slide, resembling a stylized eye or a vortex, set against the dark teal background.

*The process we use to
get to the future is the
future we get- Myron
Rogers*



INNER CHANGE FOR OUTER SYSTEM TRANSFORMATION



INNER DEVELOPMENT GOALS



The SDGs is the UN's plan for a sustainable world – We are failing to reach the goals in time

In 2015, the **UN Sustainable Development Goals (SDG)** provided us with a comprehensive plan for a sustainable world by 2030.

However, progress is not happening fast enough.

Right now, it doesn't look like we will reach the goals in time.



SDG

A global agenda to address pressing social, economic, and environmental challenges

The IDG were created to help build the capabilities needed to move towards a sustainable world

Over this past decade, it has become increasingly clear that the true crisis we are facing is human-relating crisis.

The Inner Development Goals (IDG) was created to help address our urgent need to increase our collective abilities to face and work effectively with complex challenges.



SDG

A global agenda to address pressing social, economic, and environmental challenges

IDG

Cognitive, emotional and relational capacities that enable collective action on challenges

INSTITUTIONAL PARTNERS



BUSINESS PARTNERS



Inner Development also helps mitigate pressing risks facing senior leaders



Misalignment with ESG & Purpose

Failing to attract purpose-driven talent and investors.



Poor Employee Engagement

Leading to low productivity & high turnover.



Low Change Readiness

Resistance to transformation in fast-moving industries.



Poor Decision Making

Wasted time, inefficiencies, and lack of execution and performance.



Siloed working

Lack of collaboration creating inefficiencies and poor knowledge management.



Weak Leaders

Unmotivated team members who do not feel appreciated and do not perform.



Lack of Innovation

A rigid, uninspired workforce that doesn't adapt.



Culture of Burnout

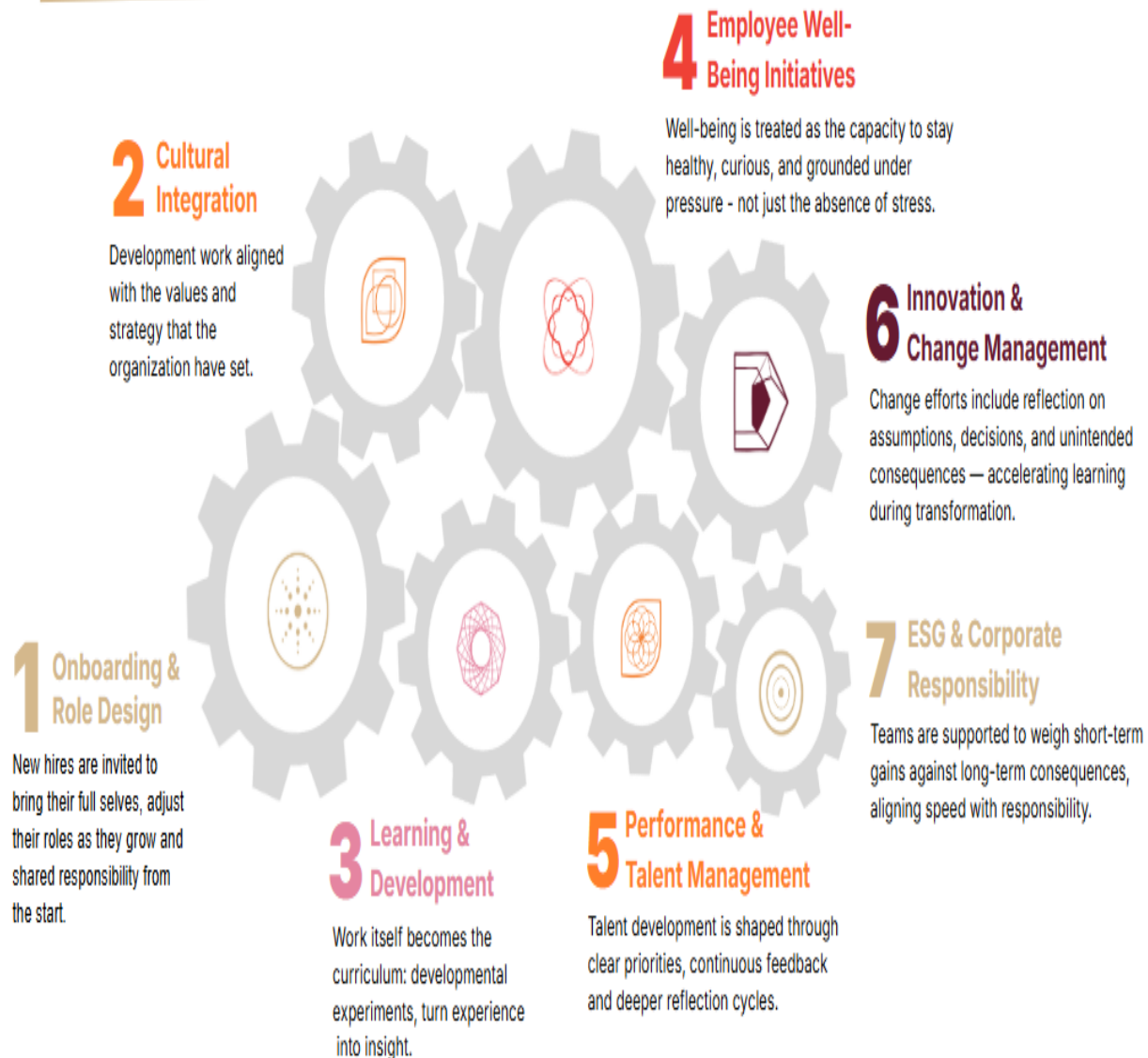
High stress, absenteeism, and mental health challenges.



Reputation & Ethical Risks

Leaders making poor, short-term decisions with negative societal impact. Employer branding issues and possible compliance violations.

How inner development can be embedded in structures, practices and processes:





Being

Cultivating Our
Inner Life

Inner Compass

Integrity & Authenticity

Openness &
Learning Mindset

Self-Awareness

Presence



Thinking

Understanding
Our Complex World

Critical Thinking

Perspective Skills

Systems Thinking

Long-term Orientation
& Visioning

Creativity



Relating

Caring for Others
and the World

Appreciation

Connectedness

Humility

Empathy & Compassion

Forgiveness



Collaborating

Building Trust and
Working Together

Relationship-Building
Skills

Inclusive Mindset &
Intercultural Competence

Co-creation Skills

Communication Skills

Mobilization Skills



Acting

Leading and
Enabling Change

Courage

Hope & Optimism

Conscious Use
of Resources

Proactivity

Resilience

Being

Cultivating our inner life and developing and deepening our relationship to our thoughts, feelings and body help us to be present, intentional and non-reactive when we face complexity

Inner compass. Deeply felt sense of responsibility and commitment to values and purposes relating to the good of the whole

Integrity and authenticity. A commitment to act with sincerity, honesty and integrity

Openness and learning mindset. Having a basic mindset of curiosity and a willingness to be vulnerable, to embrace change and grow

Self awareness. An ability to be reflective in contact with one's own thoughts, feelings and desires; having a realistic self image and the ability to regulate oneself

Presence. Ability to be in the here and now without judgement and in a state of open-ended presence



Being

Cultivating Our
Inner Life

Thinking

Developing our cognitive skills by taking different perspectives, evaluating information and making sense of the world as an interconnected whole is essential for wise decision making.

Critical thinking. Skills in reviewing the validity of views, evidence and plans

Complexity awareness. An understanding of and skills in working with complex and systemic conditions and causalities

Perspective skills. Skills in seeking, understanding and actively making use of insights from contrasting perspectives

Sense-making. Skills in seeing patterns, structuring the unknown and being able to consciously create stories

Long-term orientation and visioning. Ability to formulate and sustain a commitment to visions relating to the larger context (a capacity to be open to learning and re-evaluation, curiosity about alternative ways of perceiving and interpreting various issues, requires a robust sense of self)



Thinking

Understanding
Our Complex World

Relating

Appreciating, caring for and feeling connected to others such as neighbours, future generations or the biosphere, helps us create more just and sustainable systems and societies for everyone.

Appreciation. Relating to others and to the world with a basic sense of appreciation, gratitude and joy

Connectedness. Having a sense of being connected with and/or being a part of a larger whole, such as community, humanity or the global ecosystem

Humility. Being able to act in accordance with the needs of the situation without concern for one's own importance

Empathy and compassion. The ability to relate to others, oneself and nature with kindness, empathy and compassion and to address related suffering

Forgiveness. An intentional process involving a shift from negative emotions, thoughts, and behaviours (such as anger, resentment, and the desire for revenge) to more positive ones (like empathy, goodwill, and benevolence) toward the person who caused harm.



Relating

Caring for Others
and the World

Collaborating

To make progress on shared concerns, we need to develop our abilities to include, hold space and communicate with stakeholders with different values, skills and competencies.

Communication skills. The ability to really listen to others, to foster genuine dialogue, to advocate one's own views skilfully, to manage conflicts constructively and to adapt one's communications to different groups

Co-creation skills. The skills and motivation to build, develop and facilitate collaborative relationships with different stakeholders, characterised by psychological safety and genuine co-creation

Inclusion mindset and intercultural competence. The willingness and competence to embrace diversity and include people and collectives with different views and backgrounds

Trust. The ability to show trust and create and maintain trusting relationships

Mobilisation skills. Skills in inspiring & mobilising others to engage in shared purpose



Collaborating

Building Trust and
Working Together

Acting

Qualities such as courage and optimism help us acquire true agency, break old patterns, generate original ideas and act with persistence in uncertain times

Courage. The ability to stand up for values, make decisions, take decisive action and. If need be, challenge and disrupt existing structures and views

Creativity. The ability to generate and develop original ideas, to innovate, and being willing to disrupt conventional patterns

Optimism. The ability to sustain and communicate a sense of hope, positive attitude and confidence in the possibility of meaningful change

Perseverance. The ability to sustain engagement and remain determined and patient even when one's efforts take a long time to bear fruit

Resilience. The capacity to adapt and thrive through inner growth, transforming challenges into opportunities for personal and collective change



Acting

Leading and
Enabling Change

THE SHIFT WE NEED

Inner Development supports leaders to enhance their decisions/actions/behaviours which leads to transformational systems change in the systems they work in

If we work on

- How we think***
- How we relate***
- How we react***

Then we shift

- Organisations***
- Systems***
- Society / Culture***

Inner Development as a tool for Local Government Reform

- **Structures** set the formal conditions for change
- **Leadership behaviour** shapes trust, collaboration and learning
- **Change unfolds** through **everyday practice** over time

The IDGs guide **how** leaders show up in complexity – this creates the outcomes and systems change

In adaptive change, the ‘how’ of leadership actively shapes what becomes possible





Adrienne
Marie Brown

“You’re always practicing something. So you are either practicing upholding the world as it is, or you’re practicing shifting into the world as you want it to be”

What next then?

*We are looking to
establish an IDG Active
Wellbeing Leadership Hub
for the UK- join us!*



THANK YOU



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Karen Creavin & Mark Sears

