

LEADING WITH GRACE AND RESILIENCE

*Acquiring the grounded, centred, personal presence
that alters everything from dawn to dusk*

the **FLOURISH** initiative
FULFILLING PURPOSE AND POTENTIAL IN LIFE AND BUSINESS

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LEADING WITH GRACE AND RESILIENCE THE JOURNEY

Many women in executive positions are frustrated as they find themselves suppressing their values and wisdom to fit into existing business structures that are obsolete or based in outdated priorities and limited thinking. If we are to change this system, we need to equip ourselves to lead from our inner power.

Leading with grace and resilience is for women who are committed to paving the way forward, to reinventing the way they live and how large organisations work. This amounts to a radical shift in how we value ourselves and others, what we prioritise and how we alter outmoded behaviours and decision making processes.

Life is now a fine balancing act between our public and personal lives. Learning to balance assertiveness with grace, intellect with wisdom and power with resilience enables us to live with integrity, wholeness and full self-expression.

This programme is a journey that enables women at senior executive levels to deepen their sense of value and worth, to align their purpose with their actions and to speak out to address critical issues. By bringing their innate wisdom to work they will become key agents and catalysts for transforming their organisation and the world.

“When feminine and masculine principles are out of balance there is oppression. Not oppression just of the feminine, but oppression of the masculine as well, because you cannot oppress one without distorting both. Oppression does not discriminate. It oppresses all. It’s invisible and pervasive force constricts the heart, suppresses the spirit and censors expression. When the focus of our attention lives in stillness and animates balance and renewal, there is an endless breadth of possibilities that nourish the heart, spirit and creativity.”

Rose von Thater-Braan, Mind before Matter.

WHY THIS, WHY NOW

In a world damaged by distrust and spin doctoring, today’s leaders have to be credible and genuine, earning the respect and trust of their teams and stakeholders. This requires not only a radical re-thinking of values, it requires deep personal work because the leaders needed today have to be authentic.

In order to confront the great challenges and complexities of our world, this revolution in leadership is essential. Moreover the capacity and strengths of remarkable leaders can be taught.

The facilitators of this course draw on decades of experience working with extraordinary leaders like Nelson Mandela, Mary Robinson and senior executives worldwide. We have observed and defined what makes them so respected and effective.

Game-changing leaders have a vision and a commitment to something greater than themselves; they think large, and they think long-term. They also work on the radical mastery of their inner capacities; observing and controlling the ego, developing wisdom and compassion. This inner power becomes the source of their resilience and impact.

We have designed this programme on the basis of time-honoured truths, as well as the most recent research, combined with principles and practices to develop your mastery and build on your skills, experience and success.

Our approach will enable you to enhance and utilise your deep feminine qualities, align with and live by your deepest values and bring your unique contribution to others, whilst producing a transformation in your life and your organisation.

LEADING WITH GRACE AND RESILIENCE FOUNDATION PROGRAMME

Living an integrated, fulfilling and vibrant life.

1. Acquiring the power of Self-Awareness

- Enabling you to observe your way of 'being' and 'operating' and the impact on others
- Revealing and transforming counter-productive behaviours you may have adopted
- Dealing effectively with your self-limiting beliefs and inner critic
- Developing inner resources from which to draw a steady stream of self-esteem and a sense of your own value

2. Flourishing as the source of optimal performance

- Understanding and developing your five key inner resources – physical, emotional, mental, spiritual and life-purpose
- Enhancing your ability to self-regulate stress and build emotional resilience
- Developing your capacity to rise stronger after setbacks and challenges
- Designing daily practices that ensure balance in your personal and public life

3. Building Core Presence

- Developing a way to communicate that perceives the value of others and honours their worth and contribution
- Acquiring the courage and skill to reveal, face and transform unspoken conflict leaving others feeling relieved and respected
- Extending your sensory acuity to notice what is emerging in any situation and respond to what is needed with maximum effect
- Discovering the potential and power of Grace

4. Creating a Culture of Trust

- Discerning the difference between 'Power with' and 'Power over' – understanding how to work with these two dynamics
- Expanding your capability to build authenticity and transparency into your organisational culture
- Experiencing the power of authentic listening by giving another person your full attention
- Developing the ability to inspire and sustain the full engagement of others in any project

5. Shaping the Future

- Envisaging a vibrant and inspiring future for yourself and your family
- Acquiring courage and clarity to speak powerfully and address the critical issues that currently prevent transformation
- Developing the ability to transform your vision for your organisation into reality
- Co-creating innovative and practical actions that build towards that future.

The programme is transformational in nature for all participants. It is designed to be highly interactive and experiential such that the reflections, insights and new perspectives gained are actionable and can be applied immediately to have the greatest impact for each participant.

PROGRAMME STAGES

We know that transformation does not happen overnight, and we have all experienced attending a workshop and feeling inspired only to find that back in the busyness of life outmoded mindsets and old habits can quickly takeover. We know shifting beliefs, altering paradigms and adopting new behaviours requires an on-going effort that is best supported by a structure to sustain the active practice.

We have designed this programme in stages to give you the flexibility to participate in The Foundation programme as a stand alone programme or continue on the journey with our support and guidance, completing with the consolidation stage.

FEBRUARY 10TH, 11TH & 12TH, 2016

STAGE 1 – THE FOUNDATION: 3 DAY PROGRAMME

£2,750 + VAT (single occupancy)

This price includes:

3 day Foundation programme, led by Scilla Elworthy and Karen Downes
Single occupancy, 2 nights luxury accommodation in the English countryside
<http://www.bruern-holiday-cottages.co.uk>

All meals provided, fully catered lunch and evening meals

Programme workbook and personal journal

£2,500 + VAT (shared occupancy)

This price includes:

3 day Foundation programme, led by Scilla Elworthy and Karen Downes
Shared occupancy, 2 nights luxury accommodation in the English countryside
<http://www.bruern-holiday-cottages.co.uk>

All meals provided, fully catered lunch and evening meals

Programme workbook and personal journal

MARCH 2016

STAGE 2 – COACHING: BUILDING MOMENTUM OVER 6 MONTHS £1,500

6 x 1 hour coaching sessions over the course of 6 months to support you in embedding and sustaining your learnings.

SEPTEMBER 8TH & 9TH 2016

STAGE 3 – CONSOLIDATION: 2 DAY PROGRAMME £1,850

This programme will not only augment, draw together and road test what has been learned and experienced during the The Foundation programme and coaching sessions, it will enable you to acquire further skills to meet your personal challenges. Each participant will have the opportunity to investigate her experience since The Foundation programme in depth and design the pathway forward. This evaluation and dialogue is designed to provide insight at deeper levels, to exchange experiences with others, and to maximise your capacity to lead with Grace and Resilience.

“Female values are all that can save humanity . . . because they give birth and understand the earth’s rhythms; because of their endurance as mothers; and because they have been on the receiving end of violence for so long. In this way they have accumulated the values needed now - not only for survival, but for regeneration of the exhausted earth.”

Francis Wilson, Emeritus
Professor of Economics, University of Cape Town

TRUSTED, ACCOMPLISHED LEADERS TO GUIDE YOU ON YOUR JOURNEY



SCILLA ELWORTHY PHD founded the Oxford Research Group <http://www.oxfordresearchgroup.org.uk/> in 1982 to develop effective dialogue between nuclear weapons policy-makers worldwide and their critics, for which she has been three times nominated for the Nobel Peace Prize.

In 2002 she founded Peace Direct to fund, promote and learn from local peace-builders in conflict areas; Peace Direct was voted 'Best New Charity' in 2005 <http://www.peacedirect.org/uk>.

Scilla was awarded the Niwano Peace Prize in 2003, and was adviser to Archbishop Desmond Tutu and Sir Richard Branson in setting up 'The Elders'.

She co-founded Rising Women Rising World, advises the leadership of selected international corporations and teaches young social entrepreneurs. <http://www.risingwomenrisingworld.org>.

Her latest book is *Pioneering the Possible: awakened leadership for a world that works*, and her TED talk on non violence has been viewed by over a million people https://www.ted.com/talks/scilla_elworthy_fighting_with_non_violence



KAREN DOWNES founder of The Flourish Initiative.

A successful entrepreneur, Karen has personal experience in creating sustainable wealth through fostering cultures that value people.

In 1986, as a single mother with a 2-year-old daughter, Karen launched a start-up business creating a new paradigm of wellbeing and pioneering an industry in Australia. She learned to juggle the contradictions of building a business and living a fulfilling life, transforming her inner saboteurs into highly effective business and personal rituals that gave her the foundation on which to succeed. She grew the business from an investment of \$45,000 into a multi-million dollar enterprise.

As an activist for societal transformation Karen has worked in India and Bangladesh to end the subjugation and marginalisation of women and is now a core team member of Rising Women Rising World.

Karen has consulted, designed and led development programmes for multinational clients including BHP Billiton, Pacific Hydro Renewables, Talisman Energy, Unilever, Molton Brown, Maclaren, and Save the Children.

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'Flourishing is a state of being rather than a feeling or experience. It comes from engaging in activities that both express and produce the actualization of one's potential'