



UNLEASHING FULL POTENTIAL FOR SOCIAL TRANSFORMATION

Ethical Leadership for Generating Results

Leadership Programme in Three Parts: 23-25 August, 27-29 September, 29-31 October 2018
Venue: The Tata Institute of Social Sciences, Mumbai, India

This social transformation programme is designed to unleash the full potential and ethical leadership in you and inspire others to do so to transform your lives, your work and your society by leading our projects using a holistic methodology and integrated design principles. It will provide you with approaches and tools to expand your reach and impact, through shaping a breakthrough initiative, which transforms how you lead your projects and make a difference in the world. It offers opportunities to established or budding leaders from the public, private, and non-profit organizations to build results/action-based alliances and create paradigmatic shifts.

Background

Today we face conflicts and crisis that shake the foundational values on which we exist. In fact, the world faces an overwhelming crisis of values even though we know what to do to solve problems of injustice and poverty, respond to the environmental crisis, and have the resources to do so; but often, we do not act for our well-being, nor address crucial issues to create a thriving community and planet. An alignment is missing between these actions and our values, leading to partial response. In order to ensure a complete and holistic response to problems to create thriving communities with potential leading to social transformation, we need to do the same thing differently.

Solutions to the world's most urgent problems of economics, ecology, and society lie in our capacity to design and implement large scale programs and institutions in a more sustainable and equitable manner. To do this, we must locate new opportunities; integrate short- and long-term thinking and harness knowledge and technology to create new patterns and systems by embodying values and respecting diversity.. This calls for creating transformation that is large scale and sustainable through generative conversations that enhance wellbeing and equitable development/growth of all.

There are some critical questions that we face and must ask-

- Why does 1 % of the world population own 40 % of the global assets?
- Why does our country – and the world - continue to be challenged by so much injustice, social exclusion, inequities, and disparities?;
- With the Indian economy now the 12th largest in the world, why does one farmer commit suicide every 30 minutes?

Answering these questions, will require us to shake off the short-term solutions and fragmented approaches of the past, and evolve new ways of being, thinking and acting that fundamentally

transforms the nature of the current development practices.

Opportunities

In spite of the above situation, there are countless opportunities and shifts to make a real difference in the lives of people. Today's leadership tools can create transformative, large scale and sustainable change for generative conversations, actions and systemic solutions around harmonizing human and environmental well being.

Philanthropic and corporate engagement in India has been increasing and has a potential to positively impact our society through sustainable measure to mitigate environmental, social and governance challenges.

Technology and science can be deployed for value based shifts that empower people and ensure planetary well-being. Community leaders and even individuals to be change agents to create scale, self sufficiency and sustainability in their solutions and actions that are systemic, value based and contextual to both local and global environmental, social and governance challenges.

Transforming and building leadership in the various sectors esp. youth is a strategic opportunity to bring about a new and next generation of *responsible 'glocal' citizenry and youth of the world* given the demographic dividend of percentage of youth in India.

Purpose of the Programme

To foster leaders and organisations who source their full potential for ethical leadership and hold multiple principled perspectives in solving problems by shifting systems for human and environmental wellbeing.

Objectives

1. Source one's creativity and full potential for strategic and ethical action
2. Stimulate pattern thinking when identifying systems leverage and strategic drivers to transform systems of injustice and inequality while solving problems synergistically
3. Create effective implementation strategies in the context of one's breakthrough initiatives to generate outcome and impact, and know how to transform breakdowns into breakthroughs while in action.
4. Enable participants to move from only managing projects to leading transformational change and deliver tangible results based on ethics and universal values; practicing transformation techniques and methodologies in routine activities. Forge results-oriented partnerships across sector, issues, regions that will substantially strengthen each project and ensure large scale impact and transformation at the micro and macro levels
5. Formulate and align strategic actions and results to establish equitable and sustainable change. Design operational strategies to scale one's ideas for immediate results as well as long term and large scale sustainable impact
6. Create trans-disciplinary strategies for ethical action and results dedicated to synergetic solutions



About the Program

The *Unleashing Full Potential for Social Transformation* is an innovative leadership program that has been proven all over the world to generate needed paradigmatic shifts. This is a unique holistic transformation-oriented, learning-in-action program that grounds us in our values and existing expertise, enables us to hold multiple perspectives and guides us in designing for system-level changes.

The Approach

The programme will use a unique response and approach - the *Conscious Full-Spectrum* approach - which is a cutting-edge, new generation thinking that has been proven to generate transformative changes worldwide and is designed by Dr. Monica Sharma (author of **“Radical Transformational Leadership: Strategic Action for Change Agents”** , winner of the **Nautilus Book Awards- Gold Winner** in the Business and Leadership category. Past winners include Andrew Harvey, Deepak Chopra, Desmond Tutu, Eckhart Tolle, The Dalai Lama, Thich Nhat Hanh.) based on her vast and extensive experience over 25 years of application of various methods and tools for tangible results for people’s development worldwide, in over 60 countries.

This meta-frame is designed, simultaneously in time, to solve problems and generate measurable results, transform systems and cultural norms that perpetuate these problems, and create new patterns sourced from individuals’ inner capacity, universal values and transformational leadership. It plays a critical role in redefining ‘Development’ encompassing our inner and outer worlds, both as individuals and groups, so as to source the far reaches of the human and cultural capabilities to address the challenges we face.

It intertwines three threads of a paradigm shift: (a) source our wisdom/inner potential and universal values for action; (b) shift cultural norms, systems, and structures that maintain the status quo and become principled game changers; and (c) solve problems in order to generate specific equitable and sustainable results.

The conscious full-spectrum approach can be applied to any field since it is subject-agnostic and fosters the ability to simultaneously hold multiple perspectives and yet have principled action and results.

This new way of thinking and doing offers a new path for today's leaders — social and environmental practitioners, teachers, media and legal professionals, activists and philanthropists, entrepreneurs and government representatives/staff—to experience the deeper convergence of principles, purpose and practice to generate concrete results that benefit all of humanity.

The program is designed to overcome traditional limitations by introducing a comprehensive set of approaches that encompasses all relevant dimensions of current and emerging change processes. It requires citizens and stewards/leaders of change to accelerate their own transformative process. The design requires participants to build upon their projects that they deeply care about and wish to transform and explore work at scale and innovate.

“The world we have made as a result of the level of thinking we have done thus far creates problems that we cannot solve at the same level at which we have created them... We shall require a substantially new manner of thinking if humankind is to survive...” -Albert Einstein

Methodology

- No lectures – but highly effective experiential and peer learning from insights and reflections
- Space for cross-cultural, cross-sectoral conversations and mutual learning
- Immediate results through personal practice while setting foundation for the longer term
- Immediate results in projects through the practice of the tools learnt in the programme



Who can Participate?

Any individual and organization who burns for justice and is in action or desires to make difference in our society for sustainable change that entails sourcing universal values and ethical action and for social and environmental well-being; organizations and individuals in Education/Academia, Corporate, Government, Civil Society, Communication and Media. More than one participant from an organization or team are encouraged to apply.

“Poverty is not an accident. Like slavery and apartheid, it is man-made and can be removed by the actions of human beings.” - Nelson

Mandela

Past Events

TISS has carried many programmes over the years -Reclaiming Global Commons for Social Justice (Nov 2010), Changing the Development Paradigm: Social Relevance and Responsibility, (June 2011), Designing for Change: Strategies to build an equal and just world, Mumbai, (May 2012), Rural Transformation and Thriving Communities , Mumbai, (May 2012), Design & Leadership For Results: Social & Environmental Well-Being in a Thriving World, WWF Auditorium, Delhi, (February 2014), Stewardship For Results: Architecture For Sustainable And Equitable Change, Workshop at Delhi in 3 parts: (29-31 January, 2-4 March, 2-4 April 2015), Unleashing Full Potential for Social Transformation, Workshop at Mumbai in three parts: (7-9 February, 2016; 7-9 March, 2016 and April 17 -19, 2016), Unleashing Full Potential For Social Transformation, Workshop at Mumbai: (Nov 2016)

The programmes have reached out to over 800 participants , created practitioner coaches, local language material and Learning in Action Programmes (LIAPs), Unique Technology LIAPs products.

What Participants Say

"For me undergoing the stewardship program since 2014 has helped me to become a stronger person and given me the courage to speak from stand and principles for justice and fairness without worrying about the consequences and my fears. The various tools used in the Stewardship Program has enabled me to redesign my community mental health project which is now more inclusive, sustainable and engaging multiple stakeholders.

The whole experience has changed my perspective about life and relationships and it has been all for the better...." - Chitra R. Lakshman

I have attended the Full potential workshops over the course of two years and have found them helpful for both personal and professional transformations. It has given me a new way to look at things and relate to the workplace and my family. Focusing on my stand and values has helped create a common ground with diverse groups of people be it colleagues or family. In the course of the next year I plan to incorporate some of the basic tools related to feedback, managing conversation and distinctions particularly around fact and interpretation as well as judgement and discernment to train my team of students so as to be able to engage with multiple stakeholders in the community for interventions with individuals, groups and the community as a whole
- Madhura Nagchoudhuri

One of the participants shared that she has been able to make changes both at home and at work and she is now able to use her inner potential to be assertive

A participant shared that she is now able to discover and use inner potential, know what systems to shift and actually shift it and be able to produce visible results that has made her life more meaningful.

One other participant said that the triad calls were a key anchor in her practice and wished that it would continue. Merely discovering the deepest purpose in life was an eye opener in terms of the expansive power of their inner qualities.

A participant shared that this programme has opened his eyes to possibilities that were within his

reach and use his potential to enjoy the work that he is doing and navigate through work systems to do so.

Dates of the Programme

- Session 1: 23-25 August 2018
- Session 2: 27-29 September, 2018
- Session 3: 29-31 October 2018

Please Note: The programme consists of a series of 3 sessions, spaced apart by around one month each. New capacities are introduced in programme and in interim weekly sessions, we practice these capacities in action. Participants work alongside others from a variety of disciplines to build common language and practices so that we can work in synergy. **All participants must commit to participating in all days of each session and in all the three sessions** (i.e., no session can be skipped, each session, day, and programmes are inter-linked and are building blocks for the next).

To Apply:

Please go ahead and register to block your seat

Option 1 - Through Filling in Google Forms Below

<https://goo.gl/forms/NIP85szBGf9YhjYn2>

There is no cancellation fee for withdrawal post completion of this form. However, no refunds once fee has been paid.

Option 2 - Via Word format application form, Please email request to

Adya Siddarth: adyashankar@gmail.com or Candice Menezes: candicemenezes@gmail.com

Workshop Fee for 3 Workshops - 9 days (inclusive of GST)

- Rs. 33,000 per Individual. Rs. 30,000 if there are more than 4 participants from an NGO (grassroots & implementing organizations and not NGOs that are funders/donors)
- Rs. 28,000 for repeaters of 3 part series
- Rs. 60,000 for corporate and funding organizations- Rs 54,000 if there are 4 or more participants from the same organization Rs. 48,000 if there are 8 or more participants from the same organization.

We are yet to hear on our requests for funding support for scholarships and travel grants. The workshop details is also available at <http://www.tiss.edu/events/>

Important Dates To Remember

7. 1st July 2018 – Fee payment open
8. 23rd July 2018- Last day to register (Maximum capacity is 90 participants)
9. 27th July 2018- Last date for fee payment (bank transfer or via TISS payment gateway)

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