

## Live presentation in Kathmandu

### Theme # 3 Business, Economic Empowerment and Social Entrepreneurship

#### 3.1. Intergenerativity: learning “between” to create the sustainable “beyond”

**Presenters:**

Peter Whitehouse, Catherine Whitehouse and Bonnie Ritchley (in Nepal) and Marge Schiller and Glyn Willoughby (on-line)

**Summary:**

The program will feature three speakers in Nepal and two electronically. Peter Whitehouse, a geriatric cognitive neuroscientist, will discuss the conceptual framework for intergenerativity focusing on transdisciplinary research, integrative health models and ecological ethical values. Catherine Whitehouse, chief educator of TIS and cofounder with Peter, will discuss the pedagogical model of the school, its successes, and the challenges to apply appreciative principles in the complex bureaucracies of the world of education. Bonnie Ritchely will describe an appreciative summit developed through a national organization of high performing urban schools (Schools That Can, of which TIS is a member) ) to promote local collaboration and community engagement of innovative schools in Cleveland. Marge Schiller and Glyn Willoughby will present electronically about their efforts to apply AI values and principles in their own extensive work with learners of various ages.

The word intergenerativity brings emphasis to the “between and among” (the root meaning of the prefix, “inter”) to move “generativity” metaphorically and practically into an even more positive, imagined future. As Ken Gergen has expressed, generativity can provide a theoretical base to challenge the status quo and open new repertoires for thinking and acting. Intergenerativity highlights the relationships and connectivities among generative movements in organizations. In this combined local live and digital virtual presentation, we will focus on intergenerational learning, conceptually and practically, as an aspect of organizational life critical to creating sustainable futures.

The Intergenerational School (TIS) in Cleveland has used appreciative principles and sustainable values to create a learning environment that fosters collective wisdom through shared storytelling and service to the social and natural communities. The school has produced quantitative and qualitative data demonstrating value to both younger and older (even some with aging-related cognitive challenges, i.e. dementia) learners, leading in turn to international recognition. Many others are engaged in intergenerational learning activities using Appreciative Inquiry around the world. Our focus will be how these efforts bring health to individuals, schools, and communities. For our purpose health is viewed (as it should be considered), not just as the absence of disease but in its broad nature as psychosocial well being, as well as the ability to adapt to change.

#### 3.2 “APPRECIATIVE REFRAMING OF SHADOW EXPERIENCE AT WORKPLACE”

**Presenter:**

Dr Neena Verma

She is an Applied Behavioural Science Expert, engaged in facilitating developmental processes at individual, group & organization level. She is a Qualified MBTI Professional, Accredited SENSITIVITY Trainer, Certified NLP Master practitioner, and APPRECIATIVE INQUIRY Practitioner

**Summary:**

Just as humans, organizations too have a rational, conscious visible persona beneath which breaths a large dark, invisible & unconscious shadow wherein lies all that is un-discussable in official meetings apart from other un-owned experiences & processes like –

- Power & hierarchy driven forced compliance, groupthink, disguised rebellion,

manipulation, distrust etc.

- Competence overdrive leading to low (in)tolerance for mistakes, success addiction, work-holism etc.
- Performance compulsions & competitiveness making people resort to fudging, scapegoating, piggy-riding, over-projecting self & undermining others.
- Unequal participation promoting scepticism, indecisiveness, lack of ownership, uninvolved performance etc.

Such shadow processes rarely get acknowledged or explored. However, when bottled for too long, the shadow starts to leak through unwitting slip-ups, hush-hush conversations and game-plans in the side corridors, parking lots, cafeteria or informal gatherings outside office. The organization space & grapevine starts to get filled with mistrust, insecurity & negative energy.

Shadow experiences though when honoured & worked with in a proper manner can lead us to spectacular growth. *As JUNG said, "Shadow is not at all dark, but all gold."*

**This workshop intends to** – combine the strengths-based approaches of ‘Appreciative Intelligence’ and ‘Neuro-Linguistic-Programming’ (NLP) to facilitate learning about how to acknowledge, integrate & positively utilize shadow processes rather than alienating, suppressing or projecting.

**The methodology** – primarily revolves around a 4-step process that I have developed combining the strengths of (i) *Appreciative Intelligence* (there is something positive in every experience; AND reframing helps create a positive future) & (ii) *NLP* (presupposition – behind every behaviour is a positive intention; AND reframing with “Sleight of Mouth” patterns).

**This Workshop is poised to** – promote possibilities of collaborative research between AI & NLP as both the methodologies build on strengths and existing patterns of excellence to create preferred future. With AI’s futuristic focus & NLP’s niche with tapping into the power of unconscious, a lot of meaningful possibilities can emerge with well-intended & committed synergistic research of how the two methodologies can augment each other to mine out good stuff from personal & organizational shadow.

### 3.3. Facilitating ‘Employeeeship’: Enriching Workplace Dialogues

#### **Presenters:**

Trevor Durnford is a partner at Lorensbergs and a Certified Professional Facilitator, accredited by the IAF and has facilitated large groups and conferences to create lasting change including the recent African Green Revolution conference in Oslo.

Malin Moren

She is the founder and part owner of Lorensbergs Organisationskonsulter AB based in Gothenburg, Sweden. She is a behavioural scientist and a Certified Professional Facilitator, consultant and executive coach.

#### **Summary:**

Over the last few years, Scandinavia has been the testing ground for a simple and yet radical approach to developing positive and sustainable transformations in the way people interact in the workplace. The concept of ‘Employeeeship’ (or Medarbetarskap in Swedish), literally turns ‘upside down’ traditional thinking about how organisations work. It’s a process where the traditional thinking around leadership and subordination is abandoned. The traditional model is replaced by a mindset of partnership, a relationship where both managers and employees take ownership over their work situation.

The approach thrives on skilful facilitation and appreciative, transparent dialogues. This session will not only share the concept with participants but will also provide plenty of opportunities to experience some of the appreciative, solutions focused, deep dialogues that are essential for Employeeeeship.

3.4. Participatory and Appreciative Action and Reflection (PAAR) : new questions, different conversations, better action

**Presenter:**

Professor (dr.) Tony Ghaye: Director of Reflective Learning-UK. Tony is an organisational strategist and social psychologist. With others, he has developed PAAR as an individual, group and community-based strengthening process through grass roots work in Africa, India and Europe.

Dr. Philip Chambers: Senior Consultant in Creative Arts - Reflective Learning, UK. Philip has extensive experience in Africa, Asia and Europe in the use of PAAR. He develops leadership and better work groups through human movement, dance, drama and music.

Shiphrah A. Mutungi: M.A (Counselling Psychology), BA (Social Sciences), and Director of Reflective Learning-Uganda. Shiphrah is a social development professional with special expertise in project management, CSO capacity building, HIV/AIDS and gender programmes.

Mr.Tshewang Lama Sherpa, M.Sc Educational Management, Headteacher, The Sapta Gandaki School in Kathmandu. The school provides children, from all backgrounds, with high quality education in a friendly, appreciative and welcoming atmosphere.

**Summary:**

Participatory and appreciative action and reflection (PAAR) is a new strengths-based approach to improving lives and livelihoods. Unlike other processes of knowledge creation, PAAR explicitly weaves authentic participatory strategies together with four other processes. They are;

- SPACE (its making, taking and shaping)
- APPRECIATION (noticing and accommodating qualities in conversations and actions)
- EMPOWERMENT (enabling active involvement in decision making)
- ETHICS (having the courage to do the right thing)

The workshop will emphasise learning *through* PAAR rather than learning *about* PAAR. The aim of the workshop will be to positively engage all participants in two creative, experiential, PAAR activities that have been co-developed and used with diverse groups and organisations, most recently in West and East Africa and in Europe. The practical activities are called;

- Pairs and chairs
- The reflected best-self

The workshop will be permeated with the showing and discussion of a Power Point, with video inserts, of PAAR-in-Action in East Africa. It is, finally, the intention of the workshop to demonstrate that if we can change the questions we ask, we can change the conversation. Change this, and we create a chance to change the action

3.5. Remarkable Content: Creating Locally Relevant Internet Content in Kenya

**Presenters:**

C. Ross van Horn.

He is the Managing Partner at Ignite Consulting in Nairobi, Kenya and an avid user of Appreciative Inquiry and other generative approaches in his work throughout Africa and the Middle East. He is a coach, organizational development and strategy consultant.

Ms. Njeri Rionge. She is the Founder and CEO of Ignite Consulting in Nairobi, Kenya. She is the former founder and CEO of Wananchi Online, one of the first ISP's in Kenya.

**Summary:**

The East African Region is on the brink of access to broadband. News of the undersea cable-laying progress reaches us on a daily basis. There is huge hope behind the arrival of this technology that will change the way that Kenyans access and use the internet.

On the heels of this conversation comes a second one. Kenyans want locally developed content that is relevant to their interests and needs. Who is going to develop this new content? What will it look like? Who will use it, and how? What opportunities are there to enhance community development and stimulate business? How will entrepreneurs capture the value of the new possibilities?

Ignite is hosting an AI Summit of approximately 70 East African entrepreneurs, ICT experts, and user groups to answer many of these questions. Our live presentation in Kathmandu will provide a rich narrative of this remarkable event, and will feature dialogue around the key themes that emerge.

3.6. Entrepreneurs -- Creating Global Awakening

**Presenters:**

Nimdiki Sherpa Founder & Principal of the Montessori School, Kathmandu. Founder and Designer for "Beads for Life" assisting destitute women and their families out of the day to day struggle for life.

Rinzin Sherpa recognized as one of the finest Treking Leaders in Nepal. He has safely and at times courageously guided international groups & individuals to experience the challenges and inspiring beauty of the high Himalayas.

Dr. Chintamani Yogi, Founder & Principal of the Hindu Vidyapeeth (school) in Kathmandu. Internationally recognized advocator for peace & educator of young adult leaders.

Two students from the Peace School and the Hindu Vidyapeeth.

**Summary:**

This presentation will explore the purposes and applications of strength-based thought and action in developing positive changes in ourselves, in others and in the world. The urgent world crises challenge us to be the entrepreneurs who embody the hope, vision and power toward implementing the values that promote common social good and foster right human relations. Five Nepali citizens who through their creative, strength-based work are making a positive difference in the lives of all who are associated with them, will take part in this presentation. Their contributions are related to human development and education, business and economic empowerment, sustainable prosperity, community development and positive change.

The presentation will include audience involvement focusing upon shared understanding and commitment to personally and professionally taking an active part in the strength-based work of the global awakening.

3.7. Being an Appreciative Inquiry Consultant: a workshop for professional consultants and organizational leaders

**Presenters:**

Ralph Kelly is a Principal in Appreciative Inquiry Unlimited, a firm that focuses on the use of Appreciative Inquiry in human systems and is a Founding Partner of AIConsulting. He specializes in the use of AI in non-profit organizations and in teaching AI to organizational change agents and leaders.

Jane Magruder Watkins - Jane Magruder Watkins, a past Chair of the Board of the NTL Institute for Applied Behavioral Science. She was a co-creator of the Global Excellence in Management (GEM) Initiative that pioneered the use of AI with humanitarian and development organizations around the globe. She teaches AI through the Taos Institute, NTL Institute, in client organizations and for several university graduate programs. She is a Founding Partner of AIConsulting.

**Summary:**

In order to successfully facilitate an AI approach to organization change processes, it is critically important that those who facilitate be deeply grounded in the theory and practice of AI. This workshop will be for those who want to increase their skills and capacity to be Master Facilitators and Consultants in the field of strength-based change processes.