



UNLEASHING FULL POTENTIAL FOR SOCIAL TRANSFORMATION ETHICAL LEADERSHIP GENERATING RESULTS AND IMPACT

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 ourselves and inspire others to do so in order to transform our lives, our work and our society by designing and leading our projects using a unique methodology and transformative design principles for results. It is based on universal values of equity, dignity and compassion, which resonate in cultures all over the world. It will provide you with approaches, templates and tools to expand your reach and impact through shaping breakthrough initiatives, and transforming how you lead and implement your projects and ideas in order to make a difference in the world. It offers opportunities to build results and action oriented alliances for both established and emerging leaders from public, private, and non-profit organizations as well as for committed citizens, who then contribute significantly to essential paradigm shifts for our future.

Background

Today we face conflicts and crisis that shake the foundation on which we exist. The world faces an overwhelming crisis of leadership. 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 humanity and planet. Most often, our actions and strategies are not attuned and aligned with our universal values, leading to partial responses. In order to ensure an enduring and holistic response to problems, to create thriving communities where people unleash their full potential for 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 programmes 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 universal values of dignity, equity and compassion and embracing diversity.

There are some critical questions that we face and must ask: why does 1 % of the world population own nearly half 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 requires us to shake off the temporary, piece-meal 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 programmes and practice.

In the face of these challenges, there are opportunities to make a real difference in the lives of people. Today's leadership approaches, templates and tools can create transformative, large scale, equitable and sustainable change for human and environmental well-being.

Philanthropic and corporate engagement in India is increasing and has a potential to positively impact our society through equitable and sustainable measures to mitigate environmental, social and governance challenges. Anchored in universal values, technology and science can be deployed for shifting unworkable and exclusionary systems and cultural norms that result in empowering people and ensuring planetary well-being.

Many concerned citizens, policy makers and leaders from all walks of life are asking critical questions. Why does India still have the highest number of child labourers in the world despite more than 50 years of engagement on this issue? Why are so many of children from poor families deprived of quality education after decades of India's independence? Why despite pervasive occurrences of sexual and gender based violence in our country, there is almost no engagement with men and boys on gender and sexuality? How can corporate India and its representatives harness their own potential anchored in universal values to positively impact our society? How can civil society and community leaders take action to solve problems in a manner that is systemic and based on universal values?

Today, committed individuals, civil society, community and corporate leaders, policy makers and programme managers can all harness technology, social media and the globalised world for transformation and generate equitable results and impact at scale. As change agents, transforming and building leadership in the employment and education sectors (schools and colleges) is strategic in bringing about a new and next generation of *'responsible glocal citizenry and youth of the world'* given the demographic profile of youth in India, and the current inequitable access to learning resources and meaningful work. Concerned and visionary leaders are looking at new ways to enhance employment and decent working conditions for labour, breaking the conventional patterns of inequity and discrimination.

Purpose of the Programme

To foster leaders and organisations who manifest their full potential for ethical leadership, hold multiple principled perspectives, solve problems in a sustainable and equitable manner and simultaneously shift unworkable systems and cultural norms for human and environmental wellbeing.

Objectives

1. Source one's creativity and full potential for strategic and ethical action and results.
2. Stimulate pattern thinking to identify systems leverage points and strategic drivers in order to transform unworkable systems and cultural norms that lead to inequities, while solving problems.
3. Learn and use transformative design templates to create the architecture for equitable and sustainable change and design breakthrough initiatives.
4. Create effective implementation strategies through value-based, breakthrough initiatives to generate outputs, outcomes and impact.
5. Enable participants to move from only managing projects to leading transformational change and deliver tangible results based on ethics and universal values through their projects; and to practice transformative techniques and tools in routine activities.
6. Forge value-based, results-oriented partnerships across sectors, themes and geographical regions that lead to synergy and generate results and impact at scale.



About the Programme

The *Unleashing Full Potential for Social Transformation* is an innovative results-oriented leadership programme that has generated results world-wide. This learning-in-action programme anchors us in our universal values, guides us in designing for system-level changes and draws upon existing expertise of participants to solve problems.

The Approach

The programme uses a unique response approach - the *Conscious Full-Spectrum* approach - which is a cutting-edge, new generation methodology that has generated transformative changes worldwide. It is designed by Dr. Monica Sharma (author of *“Radical Transformational Leadership: Strategic Action for Change Agents”*) based on her vast experience and application of transformative

methods and tools for over 30 years, which led to tangible results for people's development in over 60 countries.

It intertwines three threads of a paradigm shift: (a) sourcing our wisdom or inner potential and universal values for action; (b) shifting cultural norms, systems, and structures that maintain the status quo and become principled game changers; and (c) solving problems in order to generate specific equitable and sustainable results. It redefines 'Development' encompassing our inner and outer worlds, both as individuals and groups, manifesting the far reaches of our human and cultural capabilities to address the challenges we face.

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 being, thinking and doing offers a new pathway for today's leaders— social and environmental practitioners, teachers, media and legal professionals, activists and philanthropists, entrepreneurs, business leaders and government representatives and staff—to experience the deeper convergence of principles, purpose and practice in order to generate concrete results that benefit all of humanity. It is designed for action at scale.

“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

The leadership programme comprises of three sessions, with practice and peer learning during and between the sessions. Each participant designs and implements a breakthrough initiative in the area of the participants' interest, using the templates and tools that they learn during the workshops.

There are no lectures. Highly effective experiential and peer learning, insights and reflections, cross-cultural, cross-sectoral conversations – all contribute to mutual learning. Immediate results are generated through personal practice, while at the same time setting foundation for the longer term. The purpose of intersession practice is to shift our perspective to interdependence and to source our inner potential for strategic action and results.

Designing a breakthrough Initiative for transformative and enduring engagement is a core part of the methodology. Solutions to the world's urgent problems of economics, ecology and society lie in our capacity to design and implement programmes and initiatives in a more sustainable and equitable manner. To do this, we must learn to locate new opportunities, integrate short- and long-term thinking, harness knowledge and technology, and create new patterns and systems. We must also hold multiple perspectives while sourcing solutions from universal values and our inner potential.



Who can participate?

Any individual and organization working for human and environmental well-being can participate-- those who want to make difference in our society for equitable and sustainable change. Individuals and organisations related to sectors, such as Education, Health, Human Rights, Academia, Corporate, Government, Civil Society, Communication and Media can apply. More than one participant from an organization or team is 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

What Participants Say

Several Leadership programmes have been designed and implemented in TISS since 2010. To name a few: Transforming the Development Paradigm: social relevance and responsibility; Designing for Change: strategies to build an equal and just world; Rural Transformation and thriving communities; Design and Leadership for Results: social and environmental well, Stewardship for Results: architecture for sustainable and equitable change; Unleashing Full Potential for Social Transformation. These programmes have reached over 2000 participants, who design and implement projects for equitable and sustainable change.

"The stewardship programme has given me the courage to speak from what I stand for and my principles for justice and fairness without worrying about the consequences and my fears. The various tools enabled me to redesign my community mental health project, which is now more inclusive and sustainable and engages 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 find these programmes helpful for both personal and professional transformation. It has given me a new way to look at things and relate to the workplace and my family. Focusing on my stand and universal values created a common ground with diverse groups of people be it colleagues or family.
- Madhura Nagchoudhuri

Participants also said:

“I am able to make changes at home and at work and be assertive, standing in my inner power”

“Re- discovering who I am and using inner potential, knowing what systems to shift and actually shifting it and being able to produce visible, measurable results -- this has made my life more meaningful.”

“This programme opened my eyes to possibilities that were within my reach and use my potential, to enjoy the work that I am doing and navigate through the complex situations at work.”

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, with a gap of one month between session 1 and 2; and one month between session 2 and 3. In the two intersession periods, participants practice what they learnt in the sessions. **All participants must commit to participating in all days of each session in all the three sessions** (i.e., no session can be skipped. Each session, and each day, are building blocks for the next topic and are inter-linked).

To Apply:

Option 1 - Through filling in Google forms below

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

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

Adya Siddarth: adyashankar@gmail.com or Sudarshan Rodriguez: Sudarshan.rodriguez@gmail.com

Dates to Remember

- Last Date To Apply and Register, **15 July 2018**

Contacts:

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