

# Leadership Calling

*Personal, organisational and social change -  
experiencing an integral approach*

Findhorn Ecovillage, Scotland, 19-25 October 2003

## An Invitation to Journey with us

We invite you to come and explore with us cutting edge leadership theory and best practice with an international group. This is a chance to experience a new paradigm of leadership for personal, professional and planetary transformation. Based on the latest in integral systems thinking, you explore the landscape of your world, discover maps to help you travel well and effectively, and create natural design to help you fulfil your deepest vocation. What leadership are *you* being called to?



From Margaret J. Wheatley, poet and author of *Leadership and the New Science*, *Turning To One Another*, and *A Simpler Way*, who will be joining us towards the end of the week:

*"Everytime I engage with Engage!, I learn new things. I have learned that systems leadership trainings can be fun, engaging and illuminating. Engage! presents a stirring synthesis of theory, art, music, play - all of which contribute to rich learning events that have no parallel in my experience."*

## The Process

This journey is a fluid blend of experience and theory. We believe that we learn best when head, heart and hand combine. The process is designed so that we walk our talk - living the change, reflecting on our experience and engaging with new understandings. Compassion and insight are lived and learned. Quotes in blue below reflect the experiences of past travellers.

*"Forget about workshops. This is about (re-)aligning your life-settings in all its dimensions."*

## Your Immediate Location

*Where are you?*

You start with a quest-ion. Your question contains information about your journey so far and your current location. You unpack this, to discover what you are bringing from the past, and where you are standing both in place and time. By the time you have grounded yourself in the present, you have already moved on.



*"The continuity of starting with an intent and building on it was key for me"*



## The Places on your Journey

You will be spending time in three main places during your journey:

**The Oasis** - where the whole group and system comes together to experience adventures and share learning.



**The Campfire** - where you gather with two or three other people to share your reflections in relation to your own journey and map-making.



**The Hammock** - where you will spend time on your own, reflecting on how what you have learned relates to your specific context and question, and developing your own personal map.



*"What I found particularly strong was the switching between the safe space of the campfires and the "worldly" space of the bigger group."*

*"The key experience for me was the structuring and connecting of individual and group awareness, 1st through personal intentions & reflections, 2nd building intimacy, support and team-cohesion in campfire, and eventually into whole group alignment in spiral diversity."*

## Your Guides

Your trainers will guide and sherpa you through your journey. The team comprises a partnership between Engage! InterAct and Footprint Education. Our collaborative experience encompasses Integral Spiral Dynamics (certified by Dr. Don Beck), mentorship over the last years with Margaret Wheatley and others involved with the edge of organisational leadership, human ecology and ecopsychology. We have many years of experience in designing interactive and participative learning processes, and are now recognised experts in the field of experiential learning. We love to learn as well, and will be making the journey with you - ensuring a fresh, professional and innovative process. Margaret Wheatley will be joining us for the last day or two.

*"Wonderful how you found fun and simple games to illustrate quite complex theory!"*

*"Only through interaction like you facilitated do we seem to get ahead in finding more understanding."*

*"The way you work and what you work on changed my life."*

## Should I come?

*"I'd recommend this to everyone who has the courage to explore their learning edge and to wake up the leader in themselves."*

*"Hold the circle, spread your wings, face the unfaceable and rejoice!"*

If in doubt, contact us (see below).

We also encourage people who are working in teams to come, as supporting each other afterwards adds significantly to the sustainability of the learning.

## The Venue

The Findhorn Ecovillage is comprised of more than 400 individuals from over 40 countries participating in a living experiment to discover what systems and practices - ecological, personal, socio-cultural, economic and spiritual - contribute to joyful, sustainable living and enhanced quality of life.

Newbold House, a magnificent venue, is one of the community's network of independent organisations, which together create a showcase of creative leadership practices aspiring to sustainability on all levels. Collectively, the community provides demonstrations of unique ownership and funding structures, organisational ecological consciousness, devolved management practices, social auditing and alternative currencies, complemented by tools and techniques for developing inner qualities of leadership which have evolved over the community's 40 years of existence.

We will visit the main site of Findhorn ecovillage, and there will be the option to participate in the community's evening activities in Universal Hall.

See [www.newboldhouse.org](http://www.newboldhouse.org) and [www.ecovillagefindhorn.com](http://www.ecovillagefindhorn.com) for more information.



## Costs

Our philosophy on payment is "contribute what you can and a little bit more". The standard fee for the course is nine hundred and fifty British pounds (incl. full board and lodging, and VAT). If you cannot afford the whole amount, contact us with a proposal. It may be useful to know that board and lodging costs 200 pounds. Download the [registration form on-line](#) to register, or contact us:

Peter Merry and Tim Merry  
Engage! InterAct  
[interact@engage.nu](mailto:interact@engage.nu)  
[www.engage.nu/interact](http://www.engage.nu/interact)  
Tel: + 31 (0)30 251 3182  
Fax: + 31 (0)30 238 7517  
Bemuurde Weerd WZ3, 3513 BH  
Utrecht, Netherlands

Samantha Graham  
Footprint Education  
[sam@footprint-education.org](mailto:sam@footprint-education.org)  
[www.footprint-education.org](http://www.footprint-education.org)  
Tel: +44 (0)131 667 5861, or +44 (0)  
1309 690620  
263 The Park, Findhorn, Forres, IV36  
3TB, Scotland