



..... SOL EUROPEAN NEWSLETTER MARCH 2010

Hello everybody!

Thank you for your contributions! As this is the first newsletter of 2010, I take the right to wish excellent year 2010 to everybody! May it be full of learning, sharing and supporting each others!

I'd like to announce from behalf of Annika that she has retired from her work at Vattenfall and she has a new email address: annika.bergenheim@gmail.com. Old address is not working anymore!

Next newsletter will come out before summer, all ideas, proposals, feedback etc are more than welcome!

Best regards,

Sanna and AnnikaB

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AUSTRIA
www.sol-austria.at



On January 18th 2010 SoL Austria together with Emersense, www.emersense.org, hosted a workshop with **Arawana Hayashi** in Vienna:

“The Art of Making a True Move – Exercises for Change Makers”

Committing to making a difference means embarking on a life long journey of personal and social transformation. From intention to impactful, sustainable action there are many steps to be taken and many aspects to be considered. How can we engage our creativity

and the depth of our thoughts in the solutions we create? How can we be present in the context of this world, to be able to sense the needed change and act upon it?

Arawana Hayashi invited us to explore our natural creativity as she guided us through a gentle, non-judgmental process of awareness of own body. In the context of personal and collective capacity building, she led us to explore the kind of attention needed for affecting change. Building on Otto Scharmer's Theory U, she guided us through phases of sensing, presencing and realizing, enabling us to

- embody a sense of authentic presence and confidence, and
- engage our creativity into the process of working with the challenges and opportunities around us

With the help of this workshop a new dimension of action was discovered together.

A true move is the powerful expression that emerges moment by moment from a space in which self and the world are playing.

About Arawana



Arawana Hayashi brings her extensive background in the performing arts and in contemplative practice into leadership training in the arena of organizational and social change. She is a co-founder of the Presencing Institute where she teaches the Presencing Foundation course with Otto Scharmer and Beth Jandernoa. She is also developing the Social Presencing Theater wing of the Presencing Institute.

Trained as a dancer, choreographer, and movement teacher with roots in Asian and Western arts, Arawana has extensive experience and has led numerous workshops on Presencing and Embodiment, Buddhist Shambala, The Art of Making a True Move and more. For more information see <http://www.arawanahayashi.com/>

Arawana Hayashi

The yearly **Symposium of SoL Austria** will be held on **May 6th 2010 in Vienna**. It will focus on **"Values and Appreciation in Organizations."** The Learning Groups, specifically the Learning Group "Appreciation in Management" will present their work and insights and facilitate a "Magic Shop", the Magic-Shop-Technique coming from Moreno and Psychodrama.



FINLAND
www.solfinland.org

SoL Finland 2010: Raising important questions through dialogue

This year, SoL Finland will continue raising discussion on leadership themes and values. During spring, the board will meet several change agents and opinion leaders across generations and from all fields of Finnish society to engage them in dialogue under a theme "In today's world, is there success without being a value invalid?" The purpose is to generate more discussion, publicity and awareness, possibly in a form of a manifest, around issues that matter. The SoL Finland Members' Meeting in the end of May and in October will gather together members and other interested around the same themes. More information coming soon: www.solfinland.org

Team Academy, KaosPilots and MSLS co-creating Art of Hosting in Karlskrona, Sweden 18-21 February 2010



90 young leaders gathered together for Art of Hosting event in Karlskrona last month. The focus was on how young people can collaborate together for change using dialogue based tools such as open space, world café, appreciative inquiry, pro action café and dialogue circle. The AoH gathering was initiated and organized by a group of students from the Masters in Strategic Leadership Towards Sustainability (MSLS) in Sweden, KaosPilots in Denmark and Team Academy of Finland and Spain. It was truly an incredible, warm-hearted, global gathering with participants from Ukraine to USA, from Sweden to South-Africa. From Team Academy network, there were altogether 14 participants from Finland, Spain and Germany. The results were amazing and life-changing for many; dozens of collaborative project initiatives, development ideas and deep learning on hosting and facilitation on group processes. More on the event and the hosts:

<http://sites.google.com/site/aohkarlskrona/> and in Facebook: Art of Hosting Karlskrona.

The Art of Hosting is a facilitation practice that increases our ability to host and harvest the conversations that

matter and to create a common ground between people and across interdisciplinary teams. More on Art of Hosting: <http://www.artofhosting.org> .

SoL and Team Academy participating in “Exemplars” meeting at Yucatan, Mexico, 19-21 March 2010 - “Understanding and Strengthening the Emerging New Economy of Well-Being”

Peter Senge has invited a dozen of “Long-standing Living Examples of established and Matristic Organizations” across the world to meet, reflect and exchange ideas on the simple question, “How do we do what we do?” in generating a economies of well being. The organisations attending are eg. SoL, World Café Network, Presencing Institute, Global Sustainable Food Lab and Team Academy. The aim of this project is to build a cooperative network among these exemplars, both to better understand how they do what they do and to leverage their efforts more broadly.

The representatives of Team Academy network at the meeting, Ville Keränen and Vilma Väisänen, are looking forward to the meeting and sharing of experiences and knowledge. “We’re thrilled about this opportunity to meet all these remarkable innovators, learn from each other and hopefully co-create something new. We also think that it’s the duty of all the participants to share the harvesting and benefit our wider communities in our work. Learning networks rock!” Ville has been an active ambassador among other things in the SoL 25 group and his company, Monkey Business. Vilma is a board member of SoL Finland and Coach in Team Academy adult education processes and method transfer company Partus. More on Team Academy: <http://www.tiimiakatemia.fi> .

Please contact Vilma for more information on SoL Finland or Team Academy network:

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In 2010, SoL France is launching many lively projects linked to an actual development, promising for the future.

On 7 January, we met together with the various projects leaders to launch the New Year.
-The Companies members circle has been created. (project leader: JP. Hureau, SNCF)
-The Human Capital workshops for the company managers (March, May, July)

Three big events will take place in spring:

14 April- at the Chamber of Commerce of Paris, "la Socio-Economie de demain, nouvelle donne, nouveaux acteurs"

« *The tomorrow's socio-economy, new deal, new actors* », towards a new type of contract between enterprises and society". We shall enlighten some "learning stories" to reinforce anticipation capability, to contribute at the emergence of new type of living enterprises; to reconcile finance and enterprise, finance and society

27, 28, 29 April, we shall welcome in Paris Peter Senge who will lead with Alain Gauthier a 3 days seminar (in English)

Leading and learning for Sustainability, A workshop for leaders of all sorts from around the world who are passionate about building more sustainable organizations, value chains, industries and communities.

7, 8, 9 June our 3 days residential core course "the Fundamentals of the Learning Organization".

As well as **Open Exchange days, the next one at SNCF on May 5th.**

The "Cahiers de SoL France" N° 11 and 12, "10 years of Learning Organisation in European companies" will issue at the beginning of March dedicated to the results of the 2 years Action-Research led by Alain de Vulpian and a team of researchers.

SoL France is preparing for the 2010 Autumn specific new events on Social Networks.



SoL Greece has become a vibrant network in the Greek society and is proceeding with more partnerships and a more concert structure. Our goal set forth during the foundation of the local fractal and published in our website in 2008 for more coordinators that can support the local community and grow the network was achieved. As of the Interim Council's decision on February 15th 2010, SoL Greece has two coordinators: Anthi Theiopoulou with a focus on global cooperation issues and Mirto Zoi Kakouri broadening her role as a Special Connector, assigned to share duties and responsibilities ad hoc.

SoL Greece responding to the call of the times of the local society has initiated an open exploration and action research regarding highly productive local future initiatives on the following topic: " Under the urgency of the economic and financial crises that was driven by a crises to the Political and Justice system and in particular due to the lack of punishment for corruption and embezzlement of public resources, how could our Community contribute best to the recovery of the local society from the Systems Perspective?"

SoL Global members and affiliates are kindly invited to contribute to our effort to effectively make use of Systems Thinking and Organizational Learning knowhow and resources to face the critical local issues. Please send your comments, reflections and/or suggestions to events@solgreece.org

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HUNGARY
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Events of SoL Hungary in 2010 January-August

NEWS!

As you may know we have a NGO SoL Hungary that is chaired by me as well as a service organization, called **SOL Institute**, established by SoL Hungary and now I would like to introduce you our new MD, called **Anna Drosztmer** whom you will meet at our four events in the future. Welcome Anna and hope you will also enjoy the incredible potential of co-creation we can have here at SOL.

TRAINING & DEVELOPMENT COURSES

1. The Art of Facilitating Organizational Intelligence

Strategic Illustration April 16-17, June 12-13 and August 21-26 at ODWS

The Art and Practice of Graphic Recording used in large group processes, TWC, etc. and in other meeting events and conferencing as well. Offered by **Chris Chopyak, USA** & **Sabine Soeder, Germany**, in 3 modules leading up to the ODWS event where participants will have the opportunity to practice their art at the TWC pre-conference as well as at ODWS thus may participate at a reduced price at these events.

It is part of our on-going program of The Art of Facilitating Organizational Intelligence, which also include Mindfulness based dialogue and presencing, as well as AoH processes such as TWC, OS, Team Syntegrity.

2. SoL coaching NEW!! Brand NEW Event in the Sol Global Community

1st European Sol Coaching from a Systems Perspective, May 3-5, offered by **Heidi Sparkes Guber** & **Steven P Ober** of the Sol Coaching Community of SoL USA. This for participants doing the 3-4 months follow up process as well will gain the ICF accreditation.

Mindfulness based Coaching, offered by SoL Hungary / Magda Rohanszky, a well experienced trainer in Jon Kabat-Zin's mindfulness 8 step program, linked with coaching and facilitating presence by Agota Ruzsa, Eva Foldvari

Anyone interested in either of these courses is welcome to register at info@solintezet.hu.

More info on www.solhungary.hu

SOL HUNGARY PROJECTS SPONSORED BY PARTNER ORGANIZATIONS AND GRANTS

1. Collegium Peregrinus, Young Leaders for Sustainability, Roma and non-Roma Youth for a New Europe. **Summer course in JULY** where we would love to welcome SOL Jeans and Team Academy students as well.

2. For an EU GRUNDTVIG project we are looking for SOL EU partners!!!

Learning Schools, an EU Comenius projects between 3 Hungarian schools, a Dutch (Guus Geisen !) and a German and a Spanish school.

SOL HUNGARY AT INTERNATIONAL EVENTS IN 2010, IN HUNGARY

On the 4th-5th March Sustainability conference at the University of Pécs – in strategic partnership with SOL Hungary takes place on the 5th and there with invited guests, such as **Günter Pauli, Ervin Laszlo**.

21st-27th August OD World Summit, 2010, Budapest

Organisational Development World Summit has been initiated by the Hungarian OD Society and by now is co-sponsored by some other major OD organisation, such as IODA, OD NETWORK and apart from the actual event there is opportunity to offer pre- and postconference Master Classes.

SOL Hungary is involved in several aspects:

1. Conversational leadership with the TWC community, key facilitator, Frances Baldwin - pre-conference
2. SOL Coaching with a Systemic Perspective, SoL Coaching community, USA – workshop offered
3. Learning for Sustainability, offering of SOL members, Greece, Turkey and Hungary, workshop in design
4. Friends of TWC Europe at the ODWS final day – a gathering to inquire into our joint potential for change, 26th August

Dear SoL friends! Participators and contributors are welcome - call for paper and registration: www.odworldsummit.org

With love, Agota Ruzsa



ISRAEL
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Edna Pasher and her company are the founding leaders of the Israeli SoL Sustainability Group. Here are the latest news from Israel.

1. We are currently in preparation of the next Israeli SOL sustainability forum meeting that will deal with issues of sustainable management of the Water economy in Israel. We will send updates and invitations asap.

2. On the 4.2.1010 the "Status" magazine, that Dr. Edna Pasher is a founding member of, has arranged the very interesting 1st Israeli Congress for Privatized Energy that was held in the Bar Ilan University. On the Congress we heard experts on different aspects of solar and renewable energy, presenting the pros and cones on sustainable energy use. The convention was a great success and brought us a step closer towards turning Israel in to a more sustainable and cleans state.

3. We are also participating in a governmental bid to "Green" all of the governments' offices. If we will win this bid it would be very exciting for us, because we could really make a difference on a large scale.

4. We are constantly approaching various local municipalities in Israel, and presenting them our support in turning them into a more sustainable, clean and healthy cities and settlements. This too is an exciting and rewarding process.



SOL SWEDEN

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SoL Sweden, 2010



In 2009 SoLSweden had four Quarterly meetings. The themes were around **how leaders learn** when under pressure from today's complex challenges, the qualities inherent in **organisations that endure**, how a company turned itself around by devising a **learning strategy** in a completely different cultural environment, and an approach to **tacit knowledge** - bringing to light staff knowledge that is ordinarily hidden and therefore lost to the organization.

Each of these was quite different in both content and form and well-received by those who attended. Photo is from one of those meetings.

In 2010, SoL Sweden members have chosen to offer a range of activities. There will be:

1. monthly spontaneous Drop-In pub evenings - "**SoL Surgeries**"
2. a number of specific **Member's Meetings** around selected themes and approaches
3. a **One Day Conference** on Sustainable Teams in the Autumn, which will be open to the international SoL community
4. and the ongoing **Book Circle** - a study group that meets at improbably early hours to share insights around chosen books around SoL themes.

Drop-in "SoL Surgeries"

The first pub evening will be held on March 9th, 2010. Members are invited to share a live problem and gain insight from their peers on how to work with it. There will be neither fixed agenda nor planned process. Meetings are planned for the first Tuesday in every month, with one member taking responsibility for each meeting.

Member's Meetings

The first of these will be held on **March 23rd** and presented by Linda Persson Melin and Agneta Dieden. The theme will be **From Conflict to a Culture of Cooperation**. On **May 19th**, Stuart

Pledger will offer insights on **High-Performance Teams** and after the Autumn conference, there will be a meeting around the theme of **SoL's Tool-box** at a date to be decided.

Conference

The preliminary theme for this year's SoL Sweden conference is "**Sustainable Teams**". Gabriel Montgomery and Jonas Dieden will be presenting it. Details to follow in due to course.

Book Circle

This is hosted by Elisabeth Sköld and meets 3-4 times in spring and again in the autumn. Meetings are on Monday mornings between 07.30 and 09.00, the time in the week when members feel themselves to be most alert.

In April, the first book to be explored will be about **Marcial Losada**, the founder and executive director of Meta Learning, and his work on high performance teams. Losada found that high level of connectivity and a balance between internal and external orientation as well as between inquiry and advocacy lead to sustainable high performance.

There seems to be considerable interest in team work this year in SoL Sweden. It will be interesting to report back what we have learnt from all this in the coming months.



UNITED KINGDOM
www.sol-uk.org



Team Academy in the UK Update

At the first meeting in December of the Team Academy special interest group it was agreed that we should put a proposition to the Stewards' Group that would involve the creation of a Limited Liability Partnership, of which **SOL-UK** would be a member. The purpose of such an LLP would be to create a vehicle that could take the initiative forward, negotiate a commercial relationship with Team Academy and Partus, the license owner of many of the methods that TA employs, so that **SOL-UK's** not-for-profit and taxation status would not be compromised. It was also agreed that we should make contact with Team Academy and Partus and put our proposition to their directors and senior coaches to seek their agreement and support.



TEAM ACADEMY®
We create team entrepreneurs!

We are delighted to report that we have received an enthusiastic and encouraging response from Hanna Walden, Team Academy Senior Coach and Johannes Partanen, founder of Team Academy and a director of Partus in Finland. They propose to visit the UK in late February or March in order to discuss ways in which the relationship might develop, meet with members of SOL-UK and with the University of Surrey Step 1 team, which is piloting a Team Academy based programme this year at the university.

On January 26th, the Stewards Group agreed to support the proposals and to move forward with the establishment of the LLP.

In the coming weeks we shall be setting up a steering group and a number of other groups with members and others to lead the discussions with Partus/Team Academy, explore sponsorship and other fund raising opportunities.

A separate development is the news that the Surrey Step 1 team has bid for and been granted funding to research other, possibly related enterprise initiatives in the South East from the Higher Education Entrepreneurship Group and SEEDA. Congratulations!

Talent/Skills Request

SOL-UK is a voluntary, not for profit organisation and relies on proactive participation of its members. We are currently looking for someone with marketing skills to raise the profile of **SOL-UK** to a wider audience. If you have talent/experience in this area and have some time to give, please contact Ann. Your contribution would be much appreciated and will benefit the whole of the **SOL-UK** community.

2010: Looking Ahead

We have lots of exciting ideas for our members in 2010, including:

- **Professionalism**
- **Why trust matters**
- **The Importance of story/narrative in organisational learning**
- **The future for Generation "Y"**
- **Myth/Scenario**
- **Responses to the unexpected**
- **Complexity**

The Stewards' Group will be developing these themes to bring a range of events and research projects to members.

