



..... **SOL EUROPEAN NEWSLETTER JULY 2010**

Hello everybody!

Thank you for your contributions!

European coordinators had a conference call on Thursday 1st of July and some interesting themes and questions emerged.

One of the questions was: why do people and why should people from different generations choose SoL from all other associations and organisations? SoL Finland challenged everybody to start a deep dialogue with members and reflect about the added value SoL is currently offering for its members and what are members' true needs, what members think this value should be.

This question was very interesting and as we got many insights, it gave also an idea for our newsletters. Maybe we could imagine a theme or a question for each newsletter and write some ideas, experiences, best practises etc linked to the question? These themes and questions could be proposed by different fractals. Of course the most efficient way to do this is by talking together, but newsletter could work as an inspiration for dialogue. What do you think about this?

Let's marinate these thoughts over the summer and see what we can do after our holidays!

Sunny thoughts,

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AUSTRIA
www.sol-austria.at



On May 6th 2010 SoL Austria held the 10th Annual Symposium: "Appreciation empowers. Mindful handling of value, appreciation and power within conflicting poles "

Due to rising performance requirements, constant competition and immediate evaluation of tasks we sometimes neglect a mindful consideration of our values. SoL Austria chose the

importance of mindful management of values in organizations as the topic of this year's symposium.



Based on the triangle of love-knowledge-order, the participants experimented with their ideals and moral concepts by creating collages.



In "Question Cafés", stories from organizations based on different value systems were exchanged, analyzed and reflected.

This June Christoph Mandl started a new Learning Group: **Systems Thinking**. This group will read and discuss about the basic ideas of Systems Thinking and deal with practical questions in the context of Social Systems.

The ongoing Learning Groups are: **Knowledge Work** and **Organizational Culture and Learning**.



BASQUE COUNTRY

Cluster Conocimiento
(Knowledge Cluster)



DENMARK





FINLAND
www.solfinland.org

SoL Finland 2010: Raising value discussion in May SoL Member's Meeting

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 on May 26 in Helsinki addressed the question "What are the values that should take us beyond the current transitional period?". We were a small but active group of people having dialogue on reasons for the today's 'value invalidity': what are the reasons behind it, what could we do in our work and private life, and what could we do within SoL. We discussed on the importance of the holistic views and ethics. We should be aiming to serve humanity and nature – everything else should be subordinate to those. We should avoid too much measurements which automatically makes humans mechanistic objectives instead of proactive actors. We agreed that emotions will foster change more effectively than rational justification. In SoL, we could engage in using more arts as means to touch our emotions and motivate and encourage us into new behaviours that are aligned with the 'true' values needed today. In the Member's Meeting, you could feel and see the passion of the participants. We are looking forward to meeting again after the summer to see what will emerge from this value discussion.

Team Academy news by Sanna Tossavainen

Summer is here, so are the holidays. For me this "school year" has been amazing, I've had a pleasure to observe and coach youngsters who want to learn differently, learn by doing things and projects together and apply theories directly into action. I'm talking about the first 3 years long Team Academy program in France, Team Entrepreneur.

Team Academy, the "school" specialized in team entrepreneurship was created 17 years ago by Johannes Partanen. I entered to Team Academy at 2003 and learned through action organizing for example two big conferences for SoL Finland. Methods of Team Academy (called Partus methods) became my passion as well as working with international network. Eventually that brought me to Anger where I'm today working as a team coach.

Now that I'm looking the learning process through coach's eyes, I've understood that I didn't really realize the power of collective learning when I was at Team Academy. Neither did I profoundly realize the importance of dialogue, one of the learning tools we used regularly. Now that I've spent a year in coaching 15 French guys, my eyes have opened and I've seen that dialogue is very powerful tool!

Maybe the most breathtaking learning for me has been the transformation of team members after continuous dialogue and collective work. For example a Macho who didn't listen, who thought his opinions were the right ones and who was very much disliked among the team is today much more open minded, easy going and a great friend for many who in the beginning hated him. This transformation process took maybe 6 – 7 months. Then Mister No who in the beginning was always negative and facing only barriers has today a great capacity to challenge the process in a constructive way and is open for opportunities.

Dialogue has forced team members to put their challenges, ideas, questions, egos, conflicts, emotions in the middle of the circle several times per week. Remarkable has been to see

richness in ideas, ability to give constructive feedback and also receive it without losing French temperament, action orientation, welcoming the silence into dialogue, listening, respecting others, and talking one at a time. All these aspects have come by the time as in the beginning everybody was shouting at the same time and there was a lot of aggressiveness and competition in the air. Creativity and action were almost non-existing.

I'd love to see companies using dialogue more in their every day work. Every time when I'm thinking the change in our youngsters, I'm thinking my mum who used to have a really difficult co-worker. Everybody was scared of her, she was a true nightmare. Would use of dialogue have helped my mum, her co-worker, all the others? We never know.

My work with youngsters will continue in October. I can't wait! Every day brings something new, every day we learn something. Together.

www.tiimiakatemia.fi
www.team-entrepreneur.eu



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* », 100 participants in the beautiful Ruhlmann ballroom.

A great SoL environment, 12 learning tables all along the day. At the tipping point of our civilisation, we hope this will be not only an event but the beginning of a process involving the decision makers and the change agents to help our society to reconcile finance and enterprise, finance and society. New groups are beginning working together in that direction.



27, 28, 29 April, Peter Senge came to Paris to lead with Alain Gauthier a 3 days seminar: "Leading and learning for Sustainability", 40 people coming from various countries with a strong participation of the European network. The feedbacks were very promising for the future.





5 May- A living day at SNCF (French railway) with 50 participants on the learning journey of the Engineering Department since 7 years.

Launching of the 2010-2011 program

12 October: an important learning event on “Collaborative Networks” with participation of large companies: l’Oréal, Danone...

Vivez avec SoL une journée pas comme les autres !



Comment mettre les outils collaboratifs au service de l’innovation sociale dans l’entreprise ?



GREECE

SoL Greece is continuing its capacity building and developing further the vibrant local community while launching a renewed site on July 15th 2010.

SoL Greece is about to host *its 1st Annual Members Meeting* during the next *Money Show*, 28 -29 November 2010, at Hyatt Regency in Thessaloniki. Money Show is one of the largest business meetings in Greece and we anticipate that this new collaboration will be highly beneficial in facilitating SoL Greece's purpose of integrating Systems Thinking and Organizational Learning in our country as the lever for profound systemic change.

Contact us at info@solgreece.org or visit the respective sites for more information, programs and updates.



HUNGARY

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SoL Hungary Summer News

Dear friends,

Past months:

Coaching from a Systems Perspective

In May we had a very successful and exciting course offered by Heidi Spakes, Steven P Ober and Richard Karash of the SoL CcoP, Boston. We had participants from Greece, Sweden, Singapore, Ukraine and Hungary, which offered a great variety in sharing and learning together. We are planning to run another course in May, 2011 as well. Interested participants are welcome.

Summer to come:

The Hub, Budapest

SoL Hungary is supporting the initiation of The Hub Budapest and for that purpose we are having a few initiatory meetings and a day event at the end of August with the 8th district in Budapest as well as with a few other NGOs and hopefully some other HUB friends from around.

ODWS

As you probably already know of the initiative of the Hungarian OD Society in sponsorship with some large international organisations, the 1st OD World Summit, hosted in Budapest, is going to take place August 22-26th.

1., Conversational Leadership and The World cafe: Strategies for Innovation and Large Systems Change- Master Classes of some key leaders will be offered, of which I am sending you the invitation to the Master Class offered by an international team on behalf of the TWC community. You can find all information at this link direct:
<http://www.odworldsummit.org/master-classes/world-cafe.html>

2., The SoL Coaching community, with the Coaching from a Systemic Perspective is also offering a workshop at the ODWS.

3., Do you know of anyone else who is offering anything on behalf of SOL??? Some presentations on Non Conventional Organisations are honestly welcome still.

1st SoL Summer Learning Academy:

On the 14-18th July we are hosting long weekend for those who are interested in personal development, large group work as well as a metaphysical understanding of where we are at from a Paradigm Shift perspective, based on works of Ervin Laszlo and others as well as the systemic approaches of Bert Hellinger's work. We will include dialogue and deep inquiry based on Presencing and Mindfulness. We also introduce elements of co-coaching so that participants can move in the direction of self inquiry in the time we share together.

It is a residential learning camp with special interest and focus to share and experience our learnings for a sustainable life in a co-learning space at Lake Balaton.

For more information, please see www.solhungary.hu and get in touch with me.

Organisational News:

SoL Hungary as an NGO has reorganized itself with 3 people as active in decision making board: Geza Banyay, Gabriella Kemeny and Agota Ruzsa, and a renewed Control Committee of Judit Albert, Gabriella Koves and Virag Balint. SoL Institute, as a service providing 4th sector unit of SoL Hungary has no one entrusted coordinating director anymore, (there used to be Katalin Czippan and later until 1st June, Anna Drosztmer), yet it is open to all SoL connection members of SoL Hu to be offering and coordinating their development processes in the true spirit of a self organising learning community.

On that note those who offer active partnership, can decide how and what way to move on in a given period of time. Right now Zoltan Geczi email: zoltan.geczi@solintezet.hu is a SoL International coordinator as well as I am still for this year.

With warm greetings and welcome from SoL Hungary,

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"To Understand is to transform it" Krishnamurti



ISRAEL
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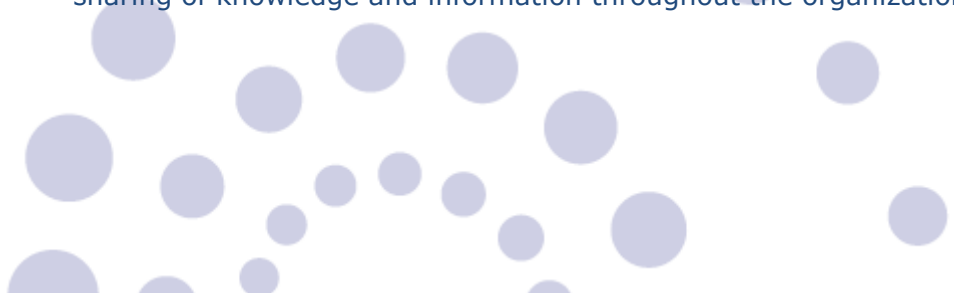
Networks in Action: A Master Class with Verna Allee, CEO of ValueNetworks.com



On the 8th of June we had the privilege to host, for the first time in Israel, a unique and innovative workshop on learning and using the values of organizational networks. The goal of this workshop was to learn how to apply value network modeling to internal and external business activities.

We learnt how companies such as: Boeing, Symantec, Cisco, Mayo Clinic, and others are using a value network perspective to expand adaptive capacity, build sustainable relationships and deliver sharp business performance improvements.

We are shifting to a world of dynamic, rapidly adapting value networks – loose and complex configurations of businesses, and business units within organizations working together to create value. Companies, government agencies and other organizations are extending their reach into communities and partnering with other institutions, services, agencies and networks to address cross boundary issues. There is a profound appreciation that the success of any organization depends on networks of focused human interactions to support more formal and structured business processes. One of the basic principals of sustainable development is sharing of knowledge and information throughout the organization.



By learning one's own value network, the entire organization becomes more sustainable. For example: a more efficient use of in-house resources will result in less waste and operational losses, a better understating of the organization's capabilities will result in reducing the number of services being outsourced and of course, will create a solid and wide base for the organization to grow.

In the workshop each participant selected a key business activity they wanted to understand as a value creating network. By the end of the workshop they received the following tools and knowledge:

- ✓ How to establish a common vocabulary for improving their capacity to work in and as networks.
- ✓ Discover how visualizing, analyzing and optimizing intangibles and value flows can accelerate organizational agility and open new pathways of innovation.
- ✓ Master a simple but powerful value network modeling technique that can bring a fresh perspective into collaborative efforts.
- ✓ Discover how people within their organizations can work together more effectively.
- ✓ Model an "as is" value network for their own organization, clarifying roles and interactions and key value flows.
- ✓ Develop insights into how that value network can be better supported and optimized.

We are positive that the workshop was the first step of providing Israeli companies with new and innovative tools towards a more sustainable future.

Please visit our website for further information: www.pasher.co.il



NETHERLANDS

www.solonline.nl



SPAIN

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Upcoming events of SoL Spain:

3rd and 4th Learning Forum "Systemic Discipline" organized by SoL Spain community Sept 24 and Nov 26, 2010 in Madrid

"Narratives and Knowledge Transfer" organized by SoL member Josu Saseta Sept 24, 2010 in Bilbao

"Political communication - Lobbying or How to Fight for a Cause" organized by SoL member Almudena de la Mata Oct 1, 2010 in Madrid

Leadership Fundamentals and Transformational Presence, 3-day training organized by SoL members Andrés Martín, Javier Ruiz, Anita Seidler Nov 10 to 12, 2010 in Madrid

SoL Spain Systemic Discipline Forum

We have started in *SoL Spain* in 2010 our "Systemic Discipline Forum". It consists of a series of dialogue sessions, with a systemic perspective, looking for practical learning for the participants by approaching important issues for them and their organizations.

The rules of the activity and the agenda of each session are set by the participants, who raise issues of interest for their organizations. Most of us come from Madrid but we have also Ana coming from Bilbao and Fernanda coming from Lisbon.

So far we have had two sessions in 2010, a total of four sessions are scheduled for this year, each session lasts five hours and we meet in *Hub Madrid*, a nice place in the core of the city. Antonio Linares, one of the participants in the forum is an experienced group facilitator and fulfills that role for us, what is very helpful.

Our forums are based on dialogue but we use other tools for reflections as well, like mental and physical exercises, meditation or self assessment. We have reflected on many issues raised by the group like dialogue; work in groups; enterprises merging; leadership; organizational culture; positive reinforcement and change.

Feedback for our two first sessions is quite positive, the environment created is so powerful that time flies away very quickly and we leave the sessions with a sense of fulfillment. We have managed to create a safe environment that fosters learning from the others as well as from ourselves. I wonder what it would take to create such an environment in our companies.

We look forward to continue improving our forum in our next sessions, we would like to attract more participants. You can find more information on <http://solespana.ning.com>.

Madrid July 1st 2010

Jose M. Zamarron
SoL Spain

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SOL SWEDEN

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SoL Sweden 2010 – June Report

Monthly SoL Pubs



This spring SoL Sweden introduced a monthly "drop in" gathering, open also for non members. At the SoL Pubs in April, May and June we met at a café and explored different topics brought up by the participants. Themes included visionary talks, management by objectives and the future and expansion of SoL. At one of the sessions a member was given hands-on support and feedback from other participants over a difficult issue they were wrestling with.

Member's Meetings

In **March**, we learnt about a novel approach to developing a culture of cooperation where there are conflicting views on how to go forward. Participants



were invited to “walk in” to different positions of responsibility within their organisation’s structure and role play from each position. It allowed us to experience first hand how structure drives behavior and to develop an empathetic approach towards each other’s perspective.



In **May** we visited the Open World Café at Danderyd, a suburb of Stockholm, to learn about Professor Susan Whelan’s approach to the creation of High Performance Teams.

In **September** we will be a meeting around the theme of SoL's Tool-box, with the intention to share and deepen our knowledge of the known tools.



Book Circle



A new round of the book circle has started by studying the work of Marcial Losada and his approach to high performance teams. It will meet again after the summer break.

Notes

SoL Sweden is currently looking for a new Coordinator.

It has been noticeable that attendance to our regular events has been somewhat patchy this year, though we have a strong core of older members. We wondered if this is a Swedish phenomenon or if other fractals have been experiencing anything similar. Some questions arise in relation to this:

Is SoL getting out of tune with our fast-changing world? Is it that others have absorbed, digested and reconfigured the core of SoL’s contribution into new forms whose origin we no longer recognize? Has the vital learning energy that is the hallmark of SoL moved elsewhere and left us with just the form? Or is it just that the next generation of pragmatic business people, while striving for excellence in their own terms, are weary of theory and just want to get on with whatever turns them on? Does the attempt to create a new SoL entity that some of our members have been deeply involved in this last year reflect these issues or avoid them?

We invite you to ponder on these questions, add your own and give us feedback.



UNITED KINGDOM

