

Join us for a 3-month, intensive professional and personal development course for leaders and change agents involved in global environmental and social change

CONSCIOUS LEADERSHIP FOR SUSTAINABILITY

Advanced Practices in Systemic Change and Self Mastery

MODULE 1 • October 3–5, 2011 MODULE 2 • December 6–7, 2011

LOCATION • Venwoude Retreat Center, Lage Vuursche • The Netherlands



FACULTY

Barrett C. Brown, PhDc

Executive Director, Integral Sustainability Center

David Ballard, MBA

Director, Alexander Ballard Ltd.,
Co-developer of the PACT Tool

Ken Wilber

Founder, Integral Institute, and best-selling author of *The Integral Vision* and 21 other books

Peter Merry, MSc,

Director, The Hague Center for Global Governance, Innovation & Emergence

Searl Vetter, MBA

Former Proctor & Gamble executive, Leadership Coach & Enneagram Expert

Anouk Brack, MSc

Founder, Experience Integral and Embodied Leadership Teacher

Tim Winton

Founder and Managing Director, the Permaforest Trust, Originator of PatternDynamics™

Cindy Wigglesworth, MA

Founder, Deep Change, Developer of the Spiritual Intelligence Assessment

PARTNER ORGANIZATIONS



COREINTEGRAL



deep change
Distinctive Results



SCHOOL OF SYNERVATION
Center for Human Emergence

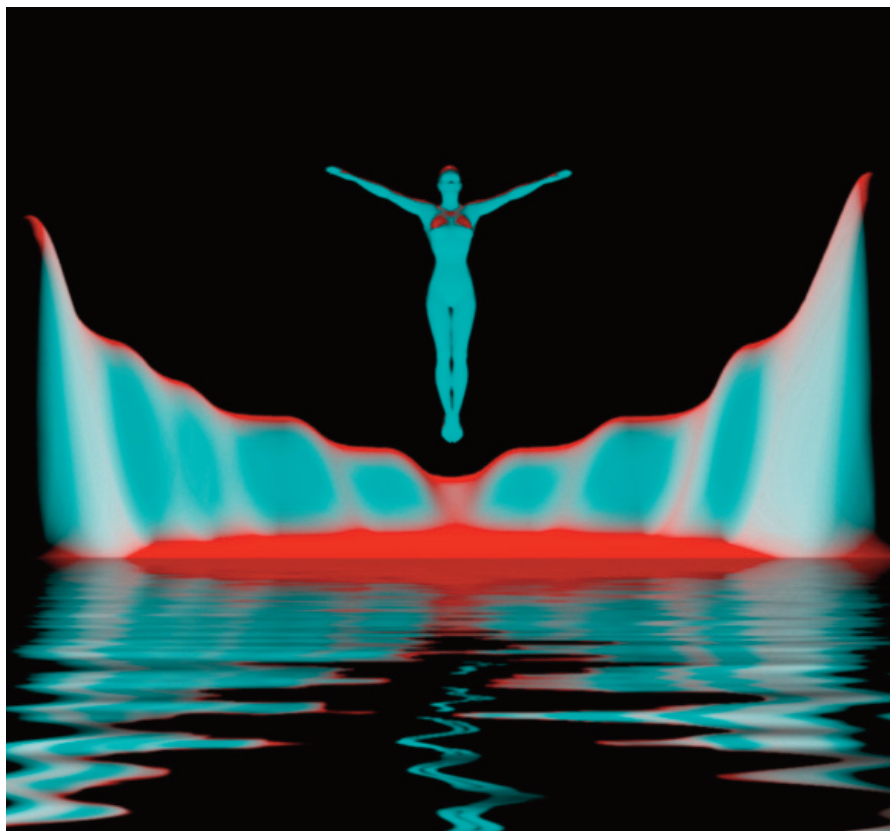


Integral
Sustainability
Center



CONSCIOUS LEADERSHIP

ADVANCED COURSE FOR SUSTAINABILITY



Strategic planning towards sustainability requires engaging in profound change, an inner shift in people's values, aspirations and behaviors guided by their mental models, as well as an outer shift in processes, strategies and practices.

– Peter Senge

From Enlightenment radiate the insight, compassion, and power needed to resolve individual and collective human problems as they continue to arise endlessly.

– Les Hixon, *Coming Home*

- 1. We know many of the big issues:** Climate change, poverty, environmental degradation, joblessness, species extinction, peak oil, declining resources, 9 billion people by 2050, egocentric leadership and misuse of power, etc.
- 2. We've witnessed the emergence of many powerful responses:** Conscious capitalism, a budding energy revolution, innovative public-private partnerships and new business models, impact investing, sustainable supply chains, resilience and adaptation movements, strengthened democracies, strengthened educational systems, deep development of leadership and ourselves, integral and whole-system approaches, etc.
- 3. We've even found our role in this global initiative to scale sustainability.**

And yet sustainable development is still so hard.

Leaders don't do what we advise them. Stakeholders don't cooperate and often play games to drive their own agendas. Shadow issues and personality dynamics seem to undermine most people's work, including our own. Cultural malaise eats our finest strategies for breakfast. Too much or too little information overwhelms our ability to make strong

decisions quickly. We can't get our minds fully around the whole systems picture. We struggle to find and effectively engage the strategic acupuncture points that we think will unlock sustainability.

This course is not a panacea that will make all of these issues disappear, yet we will engage them head-on. The program will attract leading thought- and action-leaders involved in sustainability. Together, we will explore some of the most innovative tools that have emerged to facilitate global environmental and social change. We will also engage in deep development work to improve our ability to see intervention points, make decisions in complex environments, work with stakeholders with different worldviews, and be increasingly open and flexible in the face of ambiguity.

Through this intensive, three-month program, you will:

- Use new knowledge and tools to advance your major sustainability initiatives
- Put on fresh lenses to cultivate the next-level leader that is ready to emerge
- Deepen your capacity to recognize and respond to complicated, complex, and chaotic environments
- Build the intellectual and practical muscles needed to better understand and engage different developmental levels in individuals and systems
- Upgrade your ability to integrally assess any situation and design higher impact interventions
- Learn to further open your flow of intuition in service of systems analysis, design, and decision-making
- Develop subtle-energy skills to strengthen your leadership presence and embody your intention more powerfully
- Build the community needed to consistently support and challenge you into far greater capacity and impact.

Please join us for this unique and powerful course.



Preach always. When necessary, use words.

– St. Francis of Assisi

It is not enough to understand, or to see clearly. The future will be shaped in the arena of human activity, by those willing to commit their minds and their bodies to the task.

– Robert Francis Kennedy

This advanced course in Conscious Leadership for Sustainability is designed to integrate five vital knowledge sources in service of your learning. They are: Your experience, your rational mind, your intuition, your body, and your community of peers. Over three months, we will shift between actionable theory to focused practice, and from experimentation to reflection.

Through assessments, reading, lectures, and collective intelligence sessions, you will learn the fundamentals of the frameworks, tools, and practices. Through reflection, experiential exercises, and small group work, you will engage intimately with the material and deepen your self-awareness.

During the course you will also use the material to advance your own sustainability initiative. The course is ultimately a change laboratory to learn advanced frameworks and practices, access expert advice from faculty and peers, and field test your new insights on an important project.

These are the key elements of the course:

Two Residential Intensives. An initial three-day retreat in October, followed by a two-day retreat in December, will serve as the backbone and primary transformational crucible for the program. The days will be full, lasting from early morning into the evening, so plan any other work to be done before or after these retreats.

Your Sustainability Project. This live application element will enable you to refine and reflect upon your approach to sustainability leadership.

Webinars. Intimate dialogues with renowned experts in the fields of consciousness development (Ken Wilber), PatternDynamics™ (Tim Winton), and Spiritual Intelligence (Cindy Wigglesworth). These occur between retreats.

Assessments. You will assess your Enneagram typology. You will also be assessed for your Spiritual Intelligence profile and receive a customized report on 21 competencies. These assessments provide a roadmap for key aspects of your psychological and spiritual development.

Home Study and Practice. Through home study you will engage with the content and developmental practices, as well as work on your sustainability project. In addition to many articles and videos related to the course, you will receive a book and an interactive e-learning course as core text:

Leadership Agility: Five Levels of Mastery for Anticipating and Initiating Change.

Course 01: Essential Integral: The most innovative and complete Integral learning program ever created.

Small Group Work. You will engage closely with other talented sustainability leaders and change agents, providing advice and support for each other's projects.

Group Coaching Calls. These provide additional opportunities to discuss application of the material as you advance your sustainability project.

Online Learning Platform. This is to post questions and hold discussions about the course material and your own project.

Options for Extended Coaching

Participants will have the opportunity to continue to deepen their personal development and/or their conscious sustainability leadership skills. For an additional investment, participants can engage in a 12-cycle executive coaching program led by a certified integral coach and/or a 12-cycle mentoring program on the application of conscious leadership for sustainability.

Bringing it All Together...

In summary, what we've done is designed an integrated program that will focus on two vital development areas: your toolkit to lead sustainability initiatives and your consciousness itself. By strengthening your technical skills and knowledge, in parallel with deepening your self-awareness and worldview, you will unlock ever greater capacities as a leader and change agent. In order to address our complex global social and environmental challenges, we will need many leaders with the advanced capacities targeted in this program. Do join us if you can.



Barrett C. Brown, PhDc, is a specialist in human and organizational transformation, with nearly two decades experience creating systems and structures that support individuals and collectives to shift to their next level of capability. He has strong experience working with high-growth and multinational companies, NGOs, and funding organizations to develop leadership, clarify strategy, accelerate innovation through learning, and implement more effectively. For the past two years at the Dutch Sustainable Trade Initiative, he served on a core team to design and implement large-scale multi-stakeholder initiatives that mainstream sustainability into global supply chains. This involved building learning systems within entire sectors and driving cross-organizational alignment and innovation amongst multinational corporations, governments in the North and South, and international NGOs. Barrett has worked on four continents, helped develop and launch a dozen companies and NGOs, co-designed corporate universities, logged 1400+ hours coaching senior executives and change agents, and delivered leadership initiatives for Global 1000 leaders. He held UN consultative status for four years, and has presented widely, including at the United Nations World Summit on Sustainable Development (side event), US State Department, UNDP and UNESCO headquarters, International Cocoa Organization, and the Bioneers conference. Since 2002 he has worked with Ken Wilber and dozens of scholar-practitioners to develop an integral approach to sustainability, and he serves as Executive Director of the Integral Sustainability Center. Barrett has authored or edited 40+ articles and videos on sustainability, leadership, organizational development, and market transformation. His writings are used in universities in North America and Europe as well as in the UN system. He has also used his fluency in Spanish and Portuguese to translate several books on conscious business and lecture on leadership. Barrett's undergraduate studies are in Mechanical Engineering and English Literature through the University of California at Santa Cruz. His Ph.D. and Master's degrees are in Human and Organizational Systems from Fielding Graduate University. Barrett's recent doctoral research explored how sustainability leaders with complex worldviews engage in change initiatives. He lives in Amsterdam with his wife and daughter.



David Ballard, MA, MBA. David is a Director of Alexander Ballard Ltd. His strong background in business strategy, his prolonged experience of working in the sustainability field in the commercial and governmental sectors, and his deep understanding of change at the organisational, personal and social level gives him a unique command of the issues inherent in developing commercially sharp and creative responses to climate change and other related issues. David began his career with the Post Office and then spent five years in finance and commercial roles with Esso Europe Inc. He then moved to THORN EMI where he held a series of senior roles in finance, marketing, strategy and organisational development. Recognising the strategic importance of sustainability issues, he made a significant career shift in 1991 to become THORN UK's first Environment Manager, making major improvements to the company's performance and saving a considerable amount of money in the process. Recognising the vital importance of organisational and human change, and the need to develop a high level of skills that he could apply to change for sustainable development, David became a Director of one of the UK's most highly respected organisational development consultancies for four years in the late 1990s. During this time he was involved in many strategic change programmes in both commercial and public sectors. Since his return to the sustainability field in 2000, David has worked as a consultant on strategic sustainability issues with a wide range of businesses and with national and local governments. He has developed an unusually high level of understanding of climate change and related issues and of how they impact organisations. For a while, David was a Senior Research Fellow in Bath University's School of Management, where he created and project managed a praised research project on how to accelerate industry transformation to low carbon technology and where he was a Core Tutor on the acclaimed MSc in Responsibility and Business Practice. He also designed and jointly edited a climate change web magazine at Oxford University's Environmental Change Institute, which gave him an unusual overview of the science, of policy responses and of leading practice. David has an MA from Cambridge University and an MBA from London Business School.



Ken Wilber is generally regarded as the world's most influential Integral thinker. He is the first psychologist-philosopher in history to have his Collected Works published while still alive. With 22 books translated in up to 30 languages, he is perhaps the most translated academic writer in America. He is seen as an important representative of transpersonal psychology, which emerged in the 1960s from humanistic psychology, and which concerns itself explicitly with spirituality. For the fundamental and pioneering nature of his insights, he has been called "the Einstein of consciousness." The author of such titles as *A Brief History of Everything* (1996), *A Theory of Everything* (2000), and *The Integral Vision* (2007), his philosophy integrates body, mind, soul, and Spirit with self, culture, and nature. Integral philosophy is rapidly becoming a powerful presence in fields as diverse as politics and spirituality, psychology and business, sustainability, medicine, and art. Ken is the founder and president of the Integral Institute, a non-profit organization that began in 1997 to advance a more comprehensive and integrated approach to the world's increasingly complex problems. Integral Institute is concerned with finding more balance, comprehensiveness, and wholeness in the world. It involves a new way of working, loving, playing, and interacting in reality. Ken lives in Denver, Colorado. [Ken will present to the group via webinar.]



Peter Merry, MSc. is the founder and Chair of the Center for Human Emergence, Netherlands, formed in 2005 to facilitate the Netherlands through the current transition and learn for the world, and a Synnervator in CHE Synnervate. He also serves as the founder and Director of the Hague Center for Global Governance, Innovation and Emergence, founded in 2008 to support, learn about and promote innovative integral approaches to the global challenges that humanity faces today. He is a co-founder and on the faculty of Wisdom University in Europe. He is a partner at Engage! and a Fellow of the Center for Human Ecology in the UK. In these roles, Peter offers a number of things to the world. He is a skilled and inspiring public speaker. He helps people get clarity about the challenges they are facing, sense into what is really wanting to happen and co-designs transitions with them. Peter works in many different sectors. His current projects include facilitating integral change processes in a multinational technology corporation, major airline, and Dutch ministry, and advising on the development of a global problem-solving framework with key global stakeholders. He is a recognized expert in the field of evolutionary systems dynamics and Spiral Dynamics Integral in particular. His first book – *Evolutionary Leadership* – is published in English and Dutch. Peter lives outside of Utrecht, The Netherlands, with his wife and two boys.



Searl Vetter, MBA, is a life and leadership coach, trained in the MMS and Enneagram methodologies. She specializes in working with executives at moments of transition, women in leadership positions as well as teams in corporate settings. She brings a unique combination of training and experience in coaching and a background as an executive in both for-profit and not-for-profit organizations. Searl has more than 15 years of international executive level experience. Prior to becoming a Leadership Coach, she was the managing director of the Bulgarian American Enterprise Fund, a venture fund based in Sofia. She was a brand manager at Procter & Gamble in Asia, Europe and the USA. Searl has served on the international board and regional boards of several micro-credit organizations affiliated with Opportunity International. She holds an MBA from Harvard Business School and a BA from Dartmouth College. Searl has extensively trained in the Enneagram methodology, and leads workshops using the Enneagram to develop the emotional and social intelligence of participants. Searl has trained under Don Riso and Russ Hudson (Enneagram Institute), Gita Bellin (Personal Mastery), Roxanne Howe-Murphy (Deep Coaching) and Thich Nhat Hanh (Buddhist philosophy). Searl has extensive training and experience in group coaching using the YPO methodology and has during the African Leadership Trail of the Foundation for Natural Leadership.

There is almost a sensual longing for communion with others who have a large vision. The immense fulfillment of the friendship between those engaged in furthering the evolution of consciousness has a quality impossible to describe.

– Teilhard de Chardin



Anouk Brack, MSc, is a human potential developer fascinated by evolution and sustainability. She is founding director of the Experience Integral Foundation and of AnoukA Training. She works at Wageningen University of Life Sciences in the Netherlands at the Chair Group Education and Competence Studies where she is a senior professional communication skills trainer (negotiation, argumentation, presentation). She is in charge of the master courses: “Integral Leadership for Sustainability” and “Intuitive Intelligence.” She is currently involved in creating a bachelor minor in sustainability called “Empowerment for Sustainability,” which is based in an integral worldview. Anouk is a specialist in leadership embodiment and intuitive intelligence. She studies and teaches how to cultivate leadership presence using the principles of Leadership Embodiment by Wendy Palmer, Intuitive Intelligence, Aikido, and Argentine tango. Being an embodied leader means cultivating a centered state that communicates confidence, compassion and clarity. She is also a trained subtle energy reader and intuition facilitator. In 2009 she founded the Experience Integral foundation focused on cultivating leadership for sustainability. The purpose is to inspire and support leaders and change makers in sustainability with experiential courses and seminars and enlightening content. Currently a consultancy branch is being developed by the Experience Integral community of sustainability practitioners. Keen on connecting the business world, academic world and the integral scene, she has been a trainer and presenter at the Integral Theory Conference 2010, the Integral Ecology and Education seminar 2010 and the Conscious Leadership for Sustainability courses by Barrett Brown. Her own practices are Conscious Embodiment founded by her teacher Wendy Palmer, Argentine tango, meditation, fitness, GTD and of course life itself.



Cindy Wigglesworth, MA. Cindy has a BA and MA from Duke University. She has 20 years of experience in human resources management with ExxonMobil. She founded her business, now called Deep Change, in 2000. Cindy is certified in Emotional Intelligence and has created, validated and researched the first skills-based Spiritual Intelligence Assessment instrument for business and personal use. This instrument is both faith-neutral and faith-friendly. It allows business people to talk about Spiritual Intelligence skills and how to develop them without using the language of religion – while still making the connection to beliefs and practices that are of deep personal importance for each person. Cindy is on the Working Council of the Tyson Center for Faith and Spirituality in the Workplace, at the University of Arkansas. She has served on Board of the International Center for Spirit at Work. She was the Chair of the 2003 and 2004 International Spirit at Work Awards Selection Committee. Cindy is a powerful professional speaker – speaking with unusual clarity about the role of Spirit in the workplace. She has spoken at numerous conferences including: Business and Consciousness, Spirit in Business, Spirit at Work and the World Business Academy. Cindy is a published author and has appeared on Oprah, PBS and various radio programs. She is committed to helping organizations and individuals integrate spirituality and work. Her clients include M.D. Anderson Cancer Center where she conducted a Spiritual Intelligence at Work pilot program – a program that produced measurable positive results in just 9 month, and Texas Health Resources where she taught Emotional and Spiritual Intelligence to their top leaders. She has worked with The Methodist Hospital in Houston, Texas to help them create a “spiritual environment of caring.” The Methodist Hospital received a 2002 International Spirit at Work Award in recognition of their sustained effort to integrate Spirit and Work and made the Fortune 100 Best Employers list based on the work Cindy assisted with on the I-CARE program. [Cindy will present via webinar to the group.]



Tim Winton is Founder and Director of PatternDynamics™. He developed the PatternDynamics™ approach as both a community resource for not-for-profit organizations and individuals and as a commercial sustainability education product for the corporate and institutional sectors. He developed it while managing and acting as chief instructor at The Permaforest Trust, a not-for-profit sustainability education centre. Tim has a 15 year professional career working in sustainable forestry, organic agriculture, permaculture design, sustainability education and consulting. Tim also operates Permaforest Pty Ltd, a sustainability design and consultancy company. As a sustainability educator, Tim has developed training modules, courses and workshops in integral sustainability, sustainability principles, permaculture design, PatternDynamics™ and sustainable forestry. He has done numerous talks and presentations on the above subjects and related topics such as Post Carbon Transition, Peak Oil, and Futures of Resilience, Transition and Renewal. Tim holds a BA in English Literature from the University of Western Ontario. He lives in New South Wales, Australia. [Tim will present via webinar to the group.]



*One hand on the beauty
of the world, one hand
on the suffering of all
beings and two feet
firmly grounded in the
task of the present
moment.*

~ From a Cathedral in
Autun, France

TUITION

The full course package includes: 3-month course tuition, 3 nights dormitory lodging, 5 days vegetarian food, spiritual intelligence assessment, one book and an interactive e-learning course:	€2400 + VAT (includes food and lodging for both modules)
<ul style="list-style-type: none"> • <i>Leadership Agility: Five Levels of Mastery for Anticipating and Initiating Change.</i> • <i>Course 01: Essential Integral: The most innovative and complete Integral learning program ever created.</i> 	
Lodging in a single room for both modules additional	€105
Lodging in a double room for both modules additional	€75
Additional night lodging for international participants arriving early or staying late (single / double)	€42.50 / €32.50

PRIMARY CONTACT

Barrett C. Brown, PhDc
bbrown@integralinstitute.org

DATES AND TIMES

MODULE 1: **October 3–5, 2011**

MODULE 2: **December 6–7, 2011**

Each module begins at 9:30 am on the first day and ends at 5:00 pm on the last day.

Two group coaching calls and three webinars – one with Ken Wilber, one with Tim Winton, and one with Cindy Wigglesworth – will occur between the modules.

VENUE

The course will be held at Venwoude Retreat Center, located at Vuurse Steeg 1, 3749 AN Lage Vuursche in the Netherlands. This beautiful estate provides an ideal environment for transformational work. It is surrounded by forests, close to a lake, and has hosted human development and systems change workshops for decades. See www.venwoude.nl for further details. It is located about an hour via public transportation from Schiphol International Airport outside of Amsterdam.

REGISTRATION

Register through the School of Synnervation website at:

www.schoolofsynnervation.nl/en/activities/conscious-leadership-for-sustainability/

Due to the intimate and intense nature of this program, registration is limited to 30 participants.

Extended Payment Plans and Scholarships

It is possible to pay in three instalments of 1/3 each, due by September 1, October 1, and November 1. Mention this in the comments when you register.

Partial scholarships are available for qualified participants. To apply, send an e-mail to bbrown@integralinstitute.org stating, in 250 words or less, why you want to attend the course, your current work in leading change at any level, and the amount of scholarship you are requesting.