



PERSPECTIVITY ACADEMY

Leaders and Followers *A Course in Being Who You are in a Complex World*

Be prepared to be surprised...

*dialogue,
self-awareness,
open system
thinking, ethics,
passion,
building impact,
personality and
behaviour,
meetings that
matter,
innovation,
sustainability*

Programme Perspective

An authentic new perspective

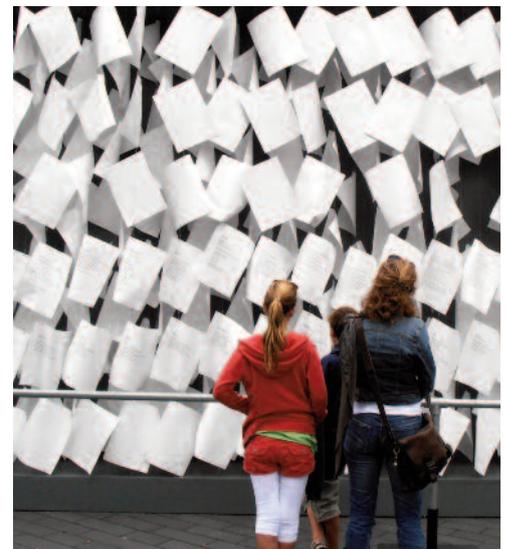
Perspectivity is offering a truly innovative and authentic programme that takes you on a journey to learn more about your self, your environment, your world.

In this course we embrace complexity and discover how to make sense of it: understanding what it is; challenging and facing our (un)certainties; exploring self-knowledge and other-knowledge; experimenting with different interactive processes; learning about the future of innovation and development.

A course that offers simulations, interactions, confrontations, dialogue, gaming, self-reflection - all to evoke a paradigm shift in thinking and behaviour. Be prepared for new perspectives.

For courageous and aspiring people

This course is for everyone with the ambition, sensing the need and having the drive to grow beyond the personal, educational or work-related performance they have already achieved.



LEADERS AND FOLLOWERS

A COURSE IN BEING WHO YOU ARE IN A COMPLEX WORLD

The most important question we need to ask ourselves is: are we the type of people - future leaders and future followers- who have it in them to make a difference? How do we bring people together and unlock collective knowledge, passion and creativity in such a way that they are able to cope with the challenges and opportunities of today? Such people are able to tap the potentials of their talents, create understanding through dialogue harmony, unleash creativity of others and have the passion and commitment to follow through.



Do you have the courage to opt for different approaches, knowing that if you want change, you need to start with changing your own entrained thinking and behavioural patterns and processes that are expected to bring change? Are you ready to explore the latest innovative approaches that the world has been discovering?

In the context of today's complex world

Our society, our organisations and our selves are becoming increasingly interdependent (it is a “small” world) and diverse (it is a “big” world). This is more so than ever in our recent history and unique of our times.

There are enchanting opportunities if we utilise our diversity well: there is sufficient knowledge, resources and goodwill available to profitably develop. However, we also face tough challenges: in our social, political, religious and scientific systems we struggle to cope with their complexities.

People frequently interact in ways that lead to deepening divides, social stalemates and, in the end, existential crises. With polarizing behaviour we can no longer address the big issues of our organisations and societies.

OBJECTIVES

- To develop a profound understanding of the dynamics of social interaction in complex settings. To investigate implications for how we lead or follow, think and behave.
- To develop passionately towards self-realization. This requires understanding own behaviours, emotions and motivations and using this understanding to inspire others.
- To grow in understanding others; to work appreciatively in teams, with stakeholders, or other; recognizing possibilities to cope with polarized situations.
- To understand and have access to methodologies that foster inspired dialogue and self-reflective learning for innovation, sustainability, shared development.

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Programme Design and Content

Design principles

The most modern learning theories tell us that people only make a real difference if they are somehow able to take full responsibility and ownership over the current situation, integrate their aspirations for the future and identify themselves fully with both. At the same time lessons learnt will have to become full part of the persons' future, brought into their presence. This philosophy will be driving the design of the modules. Experience – reflection – conceptualisation – and immediate application of new insights will be key.

We acknowledge that learning and development take place at different levels – the person, the organisation, and the system – which means that these levels will be included in every module.

KEY PRINCIPLES AND GENERAL GUIDELINES:

- **Experiential learning:** Kolb-cycle of Adult Learning (act-reflect-conceptualize-apply), variety in learning methods (simulations, role plays, serious gaming, case studies, and so on).
- **Action learning,** with real-life assignments and projects that learners need to carry out in their organisations or communities, or as real-life assignment offered by the programme.
- **Self-reflection/self-awareness** and organisational learning are explicit part of the programme. This entails that professional growth is accompanied by growth in self-consciousness.

PROGRAMME MODULES

1. Complexity awareness

The constant scientific and technological innovation and change has a profound effect on our lives, understanding and learning needs. This module encompasses awareness on why this is so, the interconnectedness and interrelatedness of issues and the awareness to build value from diversity instead of working through polarization or self-interest only.

2. Self-expression

This module focuses on enabling the participants to look into themselves first to be able to look into the world: seeking self-realization by developing and expressing one's unique and pure authenticity – what is it that you (don't) do; aiming to distinguish and excel. This includes curiosity and passion at work, creativity and innovation, personal risk-taking.

3. Appreciative understanding

Today's complexity requires tapping on the collective expertise and competences. Hence, the importance of knowing how to team up, collaborate and relate to others. This requires developing a persons' ability to take an appreciative stance: suspending judgments and prejudice and listening openly with the aim to truly understand the other in order to discover common ground and expand it by embracing differences and working through collaboration.

4. Sustainable development

This module focuses on to challenge to combine self-expression and appreciative understanding in processes that lead to sustain the development and success of what we do. What are the kind of interactions that bring the best out of individual people and the best out of teams/groups/organisations at the same time, even while we are different. Applying such processes may lead to continuous innovation and shared responsibilities.

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MODALITIES AND PRACTICALITIES

- The course is offered over a period of 4 months, with 4 training blocks as well as personal coaching and assignments.
- We aim for a diverse group of participants, with varied personal and professional background.
- Trainers, mentors and guest speakers have been selected for their reputation, proven innovativeness, leadership track record and work in various international settings, with experience in business, NGO's and governments.
- Course language will be in Dutch, except when international participants sign up, in which case the course language will be in English. Most materials will be in English.

About Perspectivity

Perspectivity is a collective of committed individuals and professional consultants, dedicated to helping build sustainable organisations and societies.

It is our sincere belief that through facilitating interactive processes people will be able to manage the complexity of today's world, to make full use of the potential of their diversity and so to seize the opportunities for building a humane, wealthy and sustainable society. We are deeply committed to doing all we can in order to bring this about.

Perspectivity started in 2006 and has been growing steadily ever since. Members of the network were trained to develop and apply dialogue-based processes for complex social issues. When in 2008 a consultancy company became involved with training the first network members, this signaled the start of the cross-pollination that resulted 3 years



later in the "Passion-code" a document with shared beliefs and ambitions and a merge into one integrated organisation.

The Perspectivity organisation nowadays has two entities that reinforce each other:

- The Perspectivity Network comprises all those who are inspired by the Perspectivity philosophy and want to share these ideas with a broader audience.
- Perspectivity Enterprise is a partnership of consultants that provide professional services to guide communities and organisations towards inspired dialogue and self-reflective learning.

We are a group of global citizens, based in the Netherlands, Northern Ireland, England, Tanzania, India and South-East Asia. We work with governments, businesses, universities and NGO's all over the globe.

CONTACT

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