

Blue Leadership Journey

Learning to sail stormy seas and navigate uncharted waters

Venue: online

Facilitation: Alex & Britta

Participants: Global cohort

Date: 27.01.-29.01.2021

Purpose: Supporting leaders to develop individual and collective leadership skills, to implement change and to make a difference for sustainable marine and coastal ecosystem management and to jointly find solutions for issues and problems.

Learning objectives:

The training course will focus on four dimensions of transition: Team, Organisation, Society and Self. With this course you will learn to

- * Re-direct your attention to see the larger system: Understanding systemic connections, embracing uncertainty, and providing orientation.
- * Take care of yourself: Practising mindful leadership, applying self-reflection, focusing attention, and using personal resources wisely and efficiently.
- * Encourage reflection and fresh thinking: Supporting courageous acting and learning, being highly culturally sensitive, and facilitating a new culture of co-creation based on participation and dialogue.
- * Embrace sustainable values: Walking the talk of sustainability, compassion, and fairness in your daily life.

In addition, you will have ample time for peer-to-peer learning and networking with fellow participants from the ocean community.

Documentation:

Miro Board

Time & Duration		Purpose	Sequences & Flow	Who	Tools/Remarks & Chat
Day 1					
Introduction & 3 core models: dimensions of transition, inner/outer change, understanding systems					
14.00 CET	10'	Time buffer		*	Music
	15'	Welcome & Intro	<ul style="list-style-type: none"> * Welcome & framing by Jan * Welcome & introducing trainer team (Alex & Britta: gegenseitig) * Intro Katrin: role & technical infos 	*	<ul style="list-style-type: none"> * Data protection: We are going to record introductions of this session. We will let you know before we start the recording. Anyone can withdraw consent to recording at any time. In this case, please indicate via the chat. * Mic and Video: Mute yourself while not speaking, put the video on, at least when you speak. Please use the chat for for technical questions only! All other question can be addressed directly (use hand sign).
	5'	Centring exercise	* 3x3 to arrive and create inner state of mindset	* Britta	Daily habit
14.30	30'	Check In: Getting to know each other	<ul style="list-style-type: none"> * Writing leadership challenge on paper (2 min) and introducing it * (11 x2 min., incl. Jan & Katrin) * Say something on the role of questions // People only learn what is relevant for them. Hold your questions during the week, search answers, ask others in the group, network 	* Alex	<ul style="list-style-type: none"> * Virtual table! * CHAT: This is what I do in live ... If I was a marine species, this is what I would be ... My leadership challenges is ...

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15.00	20'	Providing an overview on our 3-day leadership journey	Intro & Questions	* Alex & Britta	* A shares PPT * Sound/Video is shared by tech host
15.20	30'	Coffee break		*	*
15.50	50'	Inner/Outer Leadership: Nautical chart	* Intro Exercise on Flip 3' * Triplets: Magic moments being a Blue Leader 30' * Round of Reflection 10' * Spannungsbogen zu navigation chart PPT 5'	* Britta	* Breakout rooms with 3 * What are key inner or outer conditions that would enable more of such magic leadership moments? * Alex schreibt Reflection auf Miro mit
16.35		Embodiment	*	* Alex	*
	75'	Experiencing & Understanding systems: Cynefin	* Elevenies story in 4 rounds // Journaling * Debriefing, linking to navigation, intro kind of system * Participants work in 4 rounds in small groups of 3 people, in between there are short plenary sessions, all rounds in same group * Intro complexity	* Alex	* Miro * Breakoutrooms: always with same people: * Round 1: 5 min * Round 2: 5 min, * Round 3: 7 min * Round 4: 7 min
17.45		Check out: Harvesting (Reflective Learning)	* Journaling: Reflect on your leadership challenge: What have you learned today * Oral: What are your wishes/open questions for tomorrow?	* Britta	
18.00		END			

Time & Duration		Purpose	Sequences & Flow	Who	Tools/Remarks & Chat
Day 2					
Leading Teams					
14.00	20'	Welcome & Check In	<ul style="list-style-type: none"> * Volunteers Co-Mgt.? * 1-minute sounds of the sea silence * Team story // Rabbis Gift: Britta * Check-In: Alex * Program: Britta 	*	1 min video: sound of the sea (own recording of the waves at a beach, exactly one-minute duration)
	7'	Intro Team	<ul style="list-style-type: none"> * General intro & overview 5 tools 	* Alex	
14.30	55'	Iceberg Reflection & 3-step Feedback	<p>Intro – Sammeln: What is a key ingredient for good teamwork 5'</p> <p>Journaling: Think about a situation that did upset you 10'</p> <ul style="list-style-type: none"> * What were your thoughts in that situation? * How did your body feel in that situation? * How did you feel emotionally? * Think about what really mattered to you in that situation? Describe what basic need was important to you in that situation and was possible not satisfied. <p>Round of reflection: 10'</p> <ul style="list-style-type: none"> * What was it you needed in this situation? * What did you discover? * Can you recall difficult situations in which you communicated clear & transparent? What were enabling conditions? <p>Intro 3-step feedback 3'</p> <p>Practical exercise triplets 15'</p> <ul style="list-style-type: none"> * Same situation on or another * Individually formulate the 3 steps * Share and discuss in small groups 	* Britta	<p>Breakout rooms with 3</p> <p>MUSIK</p> <p>CHAT: in breakout rooms</p> <ol style="list-style-type: none"> 1. I have observed... 2. It makes me feel... happy / annoys me / irritates me... 3. Please ... (request)

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			Round of reflection: 10' What do you take home from these exercises?		
15.25	30'	Bio break		*	*
15.55	45	Circle Way	Team Leadership Question!	* Alex * Britta Scribe	Pinboard
		Embodiment	* 3x3	* Alex	
16.40	50'	Asking powerful questions & listening to ignite	* Intro: Audio Nancy Kline & questions/impressions // When was the last time you were not interrupted? 10' * Intro Thinking Environment 5' * Demo Alex hört Britta zu 3' * Thinking Pair: 2x5' & mutual appreciation 15' What is a question about leadership that you want to think about and what are your thoughts? * Round of reflection: 1. How was that listening/thinking experience? 15'	* Britta	Audio Chapter 1, 0:12 -3:43 PPT CHAT: * What is a question about leadership that you want to think about and what are your thoughts? * What more do you think, or feel, or want to say?
17.30	30	Reflection on the day (Harvesting)	* Journaling: Reflect on your leadership challenge: What have you learned today * Oral: What are your wishes/open questions for tomorrow? // One sentence on the day	* Alex	
18.00		END			
18.00		Co-Management	* 2-3 volunteers		

Time & Duration		Purpose	Sequences & Flow	Who	Tools/Remarks & Chat
Day 3					
Leading Organisations					
14.00 CET	20'	Welcome & Check In	<ul style="list-style-type: none"> * Volunteers Co-Mgt.? * 1 minute sounds of the sea silence * Organisation story: Alex * Check-In & program: Britta 	*	What do you say yes to today? (1 sentence per person) 2 nd video from the sea
	7'	Intro Organisations	* General intro & overview 5 tools	* Alex	
14.30	60'	Purpose to practice	Incl. safe to fail, idea napkin, Collaboration between organisations	* Alex	
15.30	30'	Coffee break		*	*
16.00	45'	Ecocycle Planning	<ul style="list-style-type: none"> * Intro 7' * Reflection meditation 15' * Round of reflection 15' How was that? What did you discover? What would you like to share?	* Britta	
16.45		Embodiment	3x3	* Alex	
		Systemic Change/ Open Space		* Alex	
17.45		Check out: Harvesting (Reflective Learning)	<ul style="list-style-type: none"> * Journaling: Reflect on your leadership challenge: What have you learned today * Oral: What are your wishes/open questions for tomorrow? 	* Britta	
18.00		END		*	*

Time & Duration		Purpose	Sequences & Flow	Who	Tools/Remarks & Chat
Day 4					
Leading Societal Transition					
14.00 CET	20'	Welcome & Check In	<ul style="list-style-type: none"> * 1 minute sounds of the sea silence * Transition story star fish: Britta * Check-In: Alex * Program: Alex 	*	video
	7'	Intro Societal Transition	<ul style="list-style-type: none"> * General intro & overview 5 tools 	* Britta	
14.30	45'	Circle of Influence	<ul style="list-style-type: none"> * Individual work 15' * Sharing in pairs 8-10' * Round of reflection 15' 	* Britta	Breakout rooms with pairs 3er Gruppen
15.15	30'	Coffee break			
15.45	60'	4 Room Apartment	Intro & Exercise in small groups	* Alex	
16.45		Embodiment	* 3x3	* Britta	
	60'	Utopian Prototyping	* Journaling Exercise	* Britta	Eventually: Breakout rooms with pairs CHAT: <ol style="list-style-type: none"> 1. Does your prototype embody your vision, even if only on a small scale? 2. Does the idea correspond to your own values and does it convey "meaning"? 3. Can you do something yourself for the realization? 4. Is it something that benefits everyone involved? Are all concerned involved?

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					5. Can it be implemented quickly? Can experiments be carried out quickly for this? 6. Can it be implemented on a small and local scale? 7. Is it replicable or scalable? 8. 2er Gruppen
17.45		Check out: Harvesting (Reflective Learning)	* Journaling: Reflect on your leadership challenge: What have you learned today * Oral: What are your wishes/open questions for tomorrow?	* Alex	
18.00		END			

Time & Duration		Purpose	Sequences & Flow	Who	Tools/Remarks & Chat
Day 5: Leading Self					
14.00 CET	20'	Welcome & Check In	<ul style="list-style-type: none"> * 1 minute sounds of the sea silence * Self-story: Alex * Check-In: Britta * Program: Alex 	*	<ul style="list-style-type: none"> * How are you here today? * What are you grateful for? * Anything floating around from yesterday?
	7'	Intro Leading Self	<ul style="list-style-type: none"> * General intro & overview 5 tools 	* Britta	
14.30	45'	Practising Mindfulness: Self-Compassion Break	<ul style="list-style-type: none"> * Meditation exercise 10' * Reflection in pairs (Thinking Pair) 15' * Round of reflection 15' 	* Britta	
15.15		Embodiment	<ul style="list-style-type: none"> * 3x3 	* Alex	
	30'	Action Inquiry for next Steps	<ul style="list-style-type: none"> * Individual Journaling Reflection: What difference do you want to make? Think about something that you can start (or stop doing) on Monday. How will you ensure that you don't forget your commitment? 	* Alex	
15.45	30'	Coffee break		*	*
16.15	30'	Staying in touch, future trainings...	<ul style="list-style-type: none"> * Intro Organizer 5-10' * Circle Way: What would be the best thing that can happen with the Blue Leadership Training? What could be my role in this? 	* Britta	<ul style="list-style-type: none"> * What would be the best thing that can happen with the Blue Leadership Training? * What could be my role in this?
16.45		Evaluation	<ul style="list-style-type: none"> * 	* Alex	
17.00		Check out: Harvesting (Reflective Learning)	Direct your first sentence to the person next on the virtual table, the second sentence to the whole group.	* Alex	<ul style="list-style-type: none"> * I believe your strengths as a leader are... * I appreciate about our common work... * Anything else you want to say
17.30		END			

