

**Aravis Academy**

**Legacy Programme**

## **Legacy Programme**

The Legacy programme is about exploring the power, energy and knowledge that comes from our collective experiences. What might be possible if we were to harness our collective and create opportunities for transformation – what if we were to 'Go back, to create our future?'

This programme is not about leaving a Legacy, but living a legacy. If you influence the lives of those around you and engage fully, you are creating a legacy. Will you consciously craft your legacy or leave it to chance? What can you do to create a positive and empowering legacy that will endure and inspire? These are some of the questions you will ask as you explore what might be the memorable mark you leave on those lives you touch.

Attendees of this programme are mature and experienced leaders of business. Leadership, like beauty, is in the eye of the beholder. Therefore, for us to confine the programme to one leadership definition or one clear model would not allow us to expand on individualism or to explore the priceless, delegate experience we have attending this programme. However, what all delegates will share is a passion for transformation, a wish to make a difference and the ability to trust.

### ***New Beginnings***

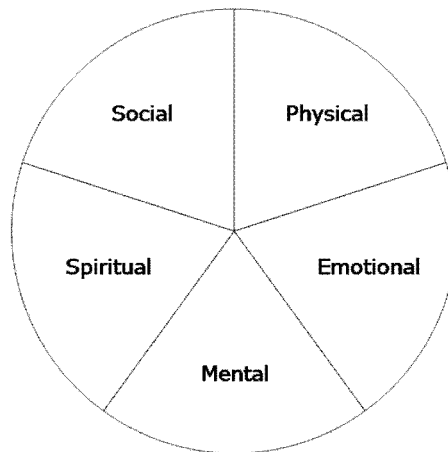
The young of today, as can be seen by the high youth turn out in the US presidential elections, are ready for this change. The next generation doesn't have the answers as they have grown up under the current system.

It is our generation that remembers the importance of trust and we need to cast away any doubts and insecurities that we may have, and make this the basis of a new beginning. We can leave this legacy to our companies and those within it and we can also as a result, enjoy the process, as it is easy to do the things that we know are right.

To sustain and build businesses in the future we need to move away from the mores of super-gentlemanly capitalism and encourage support for investment and innovation. We can only do this if we believe and trust in the people around us and work on building that trust. It is a time to let down barriers and get back to being ourselves.

## **Guiding Principles – a legacy Framework**

To guide the programme journey and the content and subjects covered by our guest speakers, we have created 5 guiding principles as a framework – we have called these the 'Circle of Aravis.



## **The spirit of Aravis**

One of the great benefits of reaching a certain age is that you can look back and see, often only in hindsight, that the truly memorable and successful moments have all been spent with and involved the people we most trust. This gives us an advantage we often overlook as we have become protective of that trust and keep it largely to our own inner circle. In the new tomorrows which started yesterday, no one has worked out how we start anew – most have not yet even acknowledged that we must – but what a great opportunity to get back to human basics.

The Aravis spirit and the people involved in its network and business work fundamentally on the values of trust – not simply for ethical values but because it is what we are – it's not from the head, it's from the heart. Together we have formed a network that is strong because of our trust in each other, made stronger because it is what we are and sits within us as something concrete and valued and not least because it has a 'spiritual' home – the Aravis Retreat.

## **Features of the Programme**

### ***Open Time***

Spending several days at an inspirational location, with other unique, experienced and interesting Leaders is a great opportunity. It can be a time to exchange ideas and knowledge, solve problems, explore new ideas and reflect upon what you learning and experiencing.

With this in mind, we have deliberately built open time into this programme. During these periods, delegates may wish to take some personal time, connect with colleagues or unwind and relax.

### ***Peer Time***

During the programme, delegates will have the chance to work in partnership with another programme member. This provides an opportunity to exchange views and experiences, provide feedback and support each others learning's.

### ***One-to-one coaching***

There will also be time during the week to do some personal work with one of the two facilitators or to request time with the guest speakers.

## **Guest Speakers and Their Subjects**

We have created a journey that is guided by a framework that speaks to the passions and beliefs of all those who are involved. Hosted by Jerry and led by Frank and Jacqui, each day of the programme will bring guest speakers from the Aravis Network. They will be joining the programme throughout the week. Each member is a knowledgeable and experienced business consultant and will be joining the group to deliver a session that speaks to their individual passion and interest.

The Guest speakers for this programme are outlined below, along with the overall objectives of their session and subject.

### ***Jonathon Forest – Emotional Intelligent leadership.***

*What challenges do you face today? What kind of person can deal with these challenges and still be motivated, engaged and successful? BFAG - the relationship between Beliefs, feelings, actions and goals.*

- Understand and explore the importance of self-Leadership
- Recognise the difference between attitude and skill
- State what is meant by the term Emotional Intelligence and its importance
- Describe where emotions come from and how they affect our performance
- Choose emotions that will help achieve personal aims, outcomes and achievements

### ***Nic Thielsen – Passionate Subjects***

*Take a bite of ambiguity and join a dialogue on some big, hairy subjects.*

Through dialogue, discussion and story telling you will listen, learn, agree, disagree and build upon each others input. Nik will set us off into discussions on key subjects.

The discussion will go around the subject as we explore each others opinions and listen. The opportunity is to build your inputs on others contributions – a real debate and not a result based activity.

A warning: it's almost inevitable that we can get defensive and self critical when moving from debate to discussion and dialogue and yet, this is when we can become most moved and creative. Don't let strategy planners take these debates – do it for you!

***Jurgen Beyer - What is the New and how to get there?***

*What might be our responsibilities in the context in which we live, and what might be the opportunities and choices available for us to create and shape?*

This session is about the uncovering of your inner knowledge - of the certainty about who you are – your passion/vision.

Times are changing which is great because we (ourselves, society, business) can not carry on in the same way as we have in the past. Our current behaviour does not reflect the wisdom of mankind anymore. The uncertainty we can experience symbolises that our reality is prepared for a greater move.

It is our responsibility to set the frame, give direction and become role models. What might be our future responsibilities in the context of our lives? What opportunities and choices are available for us and how might we create and shape the future?

This session is about uncovering our inner knowledge, our passion and vision. Leadership starts with leading yourself: It may need some courage to look at it, and it definitely takes some discipline to get rid of the day-to-day trance, which is disconnecting you from another reality – one you can feel, experience and create.

Our work will be a joint and individual journey discovering old wisdom and using some good old rituals.

***Horst Haller – Where is my future place?***

*Developing your personal next steps, is it evolution or revolution?*

How do you look and feel and what does it say about you? A look at individual, physical well being, personal and professional relationships, emotional energy and the mental models, that guide these for each of us.

What have been your achievements! Take a look at your personal experiences, capabilities and competencies gained – your own personal story. This is a chance to check, reflect upon and understand the journey so far and the next steps. Discuss and explore the plausibility of future actions and how developmental it is for you and for others.

Developing personal vision based upon individual achievements and competencies, what ever they are and however they look.

***Kirsten Poulson – Mentoring - the learning ground for modern leadership***

*An exploration of how the role of the mentor can be a learning ground for modern leadership – what the qualifications of good leaders are in today's business world – and relate this to the knowledge society and the new generation of leaders and employees.*

By exploring the power balance between mentor and mentee, you will discuss how to achieve the necessary level of trust and openness. By reflecting upon your ability to set aside your own needs and to focus on the needs of the mentee, you will understand how you as a mentor, can support the mentee's growth and achievement.

Ultimately, Kirsten will work with you by reflecting upon and developing your mentoring style and assist you in comparing it to your leadership role. The session will focus on your ability to observe yourself and to understand your talent and tools for influencing others.

## Biographies of Facilitators and Guest Speakers



### **Jacqui Craig - Facilitator**

Jacqui has held senior management positions with Federal Express International, ODI (Europe) and BT. An executive coach, consultant and facilitator with 20 years corporate experience. Now Director and founder of Clear Connection UK Ltd, she works at board level with senior executives, first line management and with teams. She has experience of corporate leadership, multi-cultural groups, teams in conflict and virtual working teams. Her expertise lies in the subjects of Emotionally Intelligent Leadership and management, professional and personal impact and communication, and overcoming professional and performance crisis.



### **Frank Kretzschmar - Facilitator**

Frank specialised in developing the quality of courage in leaders and on building resiliency within teams and organisations. In doing so his consulting engagement includes diverse areas such as: change management, conflict management and crisis management, leadership development, HR development as well as executive coaching and training. Frank has 16 years of experience in large change processes working with, global, multinational organisations and medium-sized, local organisations in Europe and Africa.



### **Jurgen Beyer – Guest Speaker**

Jurgen guides individuals and organizations to grow and succeed amid changing market conditions and continually rising expectations. Jürgen Beyer consulting help individuals find personal success while supporting the overall objectives of the larger organization, and help organizations inspire greater cooperation, trust and achievement. The work spans all borders - geographical, cultural, economic and intellectual.



### **Horst Haller – Guest Speaker**

Horst focuses on organizational, management and leadership development. Numerous projects about processes and structural renewal have given him an in-depth understanding of the resistance to change, and has created his consulting focus: facilitating organizational change and fostering management skills, sustainability and longevity in corporate life. After 20 years of management experience he combines

organizational and business skills with the ability to integrate and to generate enthusiasm for change.



**Nic Thielson – Guest Speaker**

Denmark is Danish and is an experienced management consultant with over 25 years experience in Leadership, strategy and Organisational Change Management. He has worked with global, multinational organisations across Europe and in Asia Pacific which enables him to bring vast operational and consultative experience. Nic is currently HR Director for CSC Nordic, and prior to this position Nic was partner/owner of several successful consulting companies.



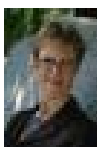
**Yvan Dorier – Guest Speaker**

France lives and breathes the mountains and is a dedicated professional and life coach. Be it a walk in the woods or a climb in the mountains Yvan sets up all the safety aspects and professionals to run outdoor events with a passion. Outdoor experiences are as much about the nature and landscape as the challenge itself for us – in touch with your sensitivities within and without.



**Jonathan Forrest - Guest Speaker**

Jonathon is an experienced leadership and management development coach who has worked with many clients across the globe. Formerly Vice President of Learning and Development at Goldman Sachs, where he created Goldman's first ever internally developed and delivered leadership development programme, Jonathan is now Director of Fast Track Learning. He works with many different companies and sectors, coaching leaders at all levels. An experienced facilitator and conference speaker, as well as a trained opera singer, Jonathan brings a unique angle to leadership development as well as visible behavioral change to those with whom he works.



**Kirsten Poulsen – Guest Speaker**

Kirsten is an experienced international management consultant with expertise leadership and organisational development. Formerly, Nordic HR Director at SAP, she is the founder and director of the consulting company KMP. Kirsten is passionate about constantly improving people and business processes and has developed concepts and tools for team based learning as well as for strategy-development. She is

internationally acknowledged as an expert on mentoring and a recognised speaker at international events. Kirsten is a native of Denmark, has an MBA from IESE in Barcelona, and is fluent in English, Spanish and Scandinavian.

## Aravis Timetable

Time	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday
<b>9.00 am</b>	Arrivals and collections from Geneva	Check-in	Check-in	Check-in	Check-in	Breakfast and departures
<b>9.30 am</b>						
<b>11.00 am</b>					Outdoor activity with Yvonne	
<b>11.45 am</b>		Peer Time	Peer Time	Peer Time		
<b>12.45 pm</b>		Lunch	Lunch	Lunch	Lunch	
<b>2.00 pm</b>		Jonathan session	Kirsten/Horst session	Jurgen session	Kirsten Session	
<b>4.00 pm</b>	Welcome and outline of the weeks journey				Peer Time	
<b>5.30 pm</b>		Check-out	Check-out	Check-out	Check-out	
<b>6.00 pm</b>	Introduce check-in and check-out.		Team cook-in Guest: Horst			
<b>7.00 pm</b>	Outline the spirit and direction of the programme  Icebreaker/activity  Introduce peer coaching and coaching pairs  Explain the spirit of Aravis and its history and importance to the			Cocktails, dinner and story-telling. Guest: Jurgen and Nic		

	programme Opportunity to meet and get to know their coaching partners.					
<b>7.30 pm</b>	Cocktails and introductory dinner	Cocktails, dinner and singing workshop. Guest: Jonathan			Celebration dinner, reflection, recognition and thanks	