

# *Radical Transformational Leadership Here and Now*

September 2-4, 2023

October 7-8, 2023

November 4-5 2023

December 9-10, 2023

Venue Auroville and Delhi, India

Hybrid: face-to-face and on-line.

*This social transformation programme is designed to unleash the full potential and ethical leadership in ourselves and inspire others to do so to transform our lives, our work and our society by leading our projects using a whole systems methodology and design principles. It will provide you with approaches templates and tools to expand your reach and impact, through shaping a breakthrough initiative, which transforms how you lead your projects and make a difference locally and in the world. It offers opportunities to established or budding leaders from the public, private, and non-profit organizations to build results/action-based alliances and create paradigmatic shifts.*

## **Background**

Today we face conflicts and crises such as the COVID-19 pandemic that shake the very foundations on which we exist. Even though we know what to do to solve problems of injustice and poverty, respond to the environmental crisis, and have the resources; often, we do not act for our well-being, nor address crucial issues to create a thriving community and planet. An alignment is missing between these actions and our deepest, values, leading to partial responses-alignment with deep values, such as caring and dignity. These deep values are “universal values” that apply to everyone, everywhere, not just to those close to us.

Solutions lie in our capacity to design and implement large scale programs in society and in institutions in a more sustainable and equitable manner. To do this, we must locate new opportunities; integrate short- and long-term thinking and harness knowledge and technology to create new patterns and systems by embodying values, respecting everyone and embracing diversity. This calls for creating cultural transformation that is large scale and sustainable through generative conversations and action that enhance wellbeing and equitable growth of all.

There are some critical questions that we face and must ask. Why is the migrant worker, who is critical to building our houses in the cities, paid the least attention in the process of preparation for the lockdown? Why is there a tendency to hoard supplies during the time of lockdown, when we can share resources with each other? Why does 1 % of the world population own 44 % of the global assets? (Credit Suisse Global Wealth Report 2019). Why does our country – and the world

- continue to be challenged by so much injustice, social exclusion, inequities, and disparities? With the Indian economy now the 12th largest in the world, why does one farmer commit suicide every 30 minutes? Why is there a growing intolerance to differences and diversity?

Answering these questions, will require us to shake off the fragmented approaches of the past, and evolve new ways of being, thinking and acting that fundamentally transforms the theories and nature of the current development practices.

The COVID-19 pandemic provides an excellent entry point for intervention. Philanthropic and corporate engagement in India has been increasing and has a potential to positively impact our society through sustainable measures to address environmental, social and governance challenges. Transforming and building leadership in the health and education sectors (schools and colleges) is a strategic opportunity to bring about a new and next generation of 'responsible global citizenry and youth of the world', given the demographic pattern and the large proportion of youth in India. It calls for citizens to not only respond to the pandemic, but to also realize their potential to build resilience and create thriving and healthy societies that place emphasis on healing and wellbeing.

### **Purpose of the Programme**

To foster leaders and organisations who source their full potential for ethical leadership and hold multiple principled perspectives based on universal values in solving problems by shifting systems and cultural norms for human and environmental wellbeing.

### **Objectives: Suggest the following logical sequence**

1. Source one's creativity and full potential for strategic and ethical action.
2. To explore the potential of human beings to realize their purpose in life and contribute towards this, while generating results by shifting unworkable systems.
3. Stimulate pattern thinking when identifying systems leverage and strategic drivers to transform systems of injustice and inequality while solving problems synergistically.
4. Create effective implementation strategies in the context of breakthrough initiatives to generate outcomes and impact; and know how to transform breakdowns into breakthroughs while in action, especially to deal with the pandemic.
5. Formulate and align strategic actions and results to establish equitable and sustainable change. Design operational strategies to scale our ideas for immediate results as well as long term and large scale sustainable impact.
6. Enable participants to move from only managing projects to leading transformational change and deliver tangible results based on ethics and universal values; practicing transformation techniques and methodologies in routine activities. Forge results-oriented partnerships across sector, issues, regions that will substantially strengthen each project and ensure large scale impact and transformation at the micro and macro levels.
7. To identify and interrupt disempowering and exclusionary practices and 'isms' that limit strategies projects towards a thriving society and planet.
8. Create trans-disciplinary strategies for ethical action and results dedicated to synergetic solutions.

## **About the Program**

Radical Transformational Leadership Stage 1 is an innovative leadership program that has been proven all over the world to generate needed paradigmatic shifts. This is a unique whole systems transformation-oriented, learning-in-action program that grounds us in our deepest values and existing expertise, enables us to hold multiple perspectives and guides us in designing for cultural and system-level changes.



## **The Model**

The programme will use a unique response model - the Conscious Full-Spectrum Response model - which is a cutting-edge, new generation thinking that has been proven to generate transformative changes worldwide and is designed by Dr. Monica Sharma (author of “Radical Transformational Leadership: Strategic Action for Change Agents”). The book is based on her vast and extensive experience over 35 years of application of various methods, templates and tools for tangible results for people’s development worldwide, in over 60 countries.

This meta-frame is designed to, simultaneously in time, solve problems and generate measurable results, transform unworkable systems and cultural norms that perpetuate these problems, and create new patterns sourced from individuals’ inner capacity, universal values and transformational leadership. It plays a critical role in redefining ‘Development’ encompassing our inner and outer worlds, both as individuals and groups, so as to source the far reaches of the human and cultural capabilities to address the challenges we face.

It intertwines three threads of a paradigm shift: (a) source our wisdom/inner potential and universal values for action; (b) shift cultural norms, systems, and structures that maintain the status quo and become principled game changers; and (c) solve problems in order to generate specific equitable and sustainable results.

The Conscious Full-Spectrum Response model can be applied to any field since it is subject-agnostic and fosters the ability to simultaneously hold multiple perspectives and yet have

principled action and results. This new way of thinking and doing offers a new path for today's leaders — social and environmental practitioners, teachers, media and legal professionals, activists and philanthropists, entrepreneurs and government representatives/staff—to experience the deeper convergence of principles, purpose and practice to generate concrete results that benefit all of humanity.

*“Poverty is not an accident. Like slavery and apartheid, it is man-made and can be removed by the actions of human beings.” - Nelson Mandela*



The program is designed to overcome traditional limitations by introducing a comprehensive set of approaches that encompasses all relevant dimensions of current and emerging change processes. It requires citizens and stewards/leaders of change to accelerate their own transformative process. The design requires participants to build upon their projects that they care about and wish to transform and explore work at scale and innovate.

*“The world we have made as a result of the level of thinking we have done thus far creates problems that we cannot solve at the same level at which we have created them... We shall require a substantially new manner of thinking if humankind is to survive...” -Albert Einstein*

### ***Who can participate?***

Any individual and organization who burns for equity, human unity and dignity for everyone and is in action or desires to make difference in our society for sustainable change that entails sourcing universal values and ethical action and for social and environmental well-being; organizations and individuals in Education/Academia, Corporate, Government, Civil Society, Communication and Media. More than one participant from an organization or team is encouraged to apply.

### ***What Participants Say***

"For me undergoing the Stewardship program (RTL stage 1) since 2014 has helped me to become a stronger person and given me the courage to speak from stand and principles for

justice and fairness without worrying about the consequences and my fears. The various tools used in the Stewardship program has enabled me to redesign my community mental health project which is now more inclusive, sustainable and engaging multiple stakeholders”.

“RTL took me to a place where I could explore myself, create meaning in everyday actions at home, workplace and society. I see myself as an interconnected being in my everyday actions. The CFSR model and all the tools have helped me anchor myself in what I care about, see the big picture to navigate through complexities and be in action in reality.”

“The Stewardship program (Radical Transformational Leadership stage 1) woke me to the responsibility I have to be at my full potential connected to what I really care about as an agent of change in the world. It gave me the courage to face the disparity and polarisation that is so evident in today’s world, to stand in universal values speaking up for equity for all. The program taught me to design differently, always keeping universal values as the core element while challenging norms and systems that create and maintain problems and designing and implementing values based solutions that leave no-one out. I feel I am walking a path of growth and continual learning that will be life long”.

“I stand for equality and equity for myself and others. Stewardship helps me to constantly reflect on what I have done and what I am going to do by using the integrity lens and transforming destructive anger to courageous heart response. It makes me question myself and look at problems as opportunities. I use the tools and templates to align, ground myself and to feel whole as a human being”.

“A process that has helped me to see that I am an agent of change, it was a catalyst that has stimulated me to be part of the change I wish to see, it has expanded and structured the way I dream and given me the space and tools to manifest these dreams for a better life for all. It is a continuous deepening and day to day practice”.

### **Dates of the Programme**

Session 1: September 2-4, 2023

Session 2: October 7-8, 2023

Session3: November 4-5 2023

Session 4: December 9-10, 2023

**Please Note:** The program consists of a series of 4 sessions. New templates and tools to enhance capacities are introduced; and in interim weekly sessions, we practice these learnings and capacities in action. Participants work alongside others from a variety of disciplines to build common language and practices so that we can work in synergy. All participants must commit to participating in all days of each programme and in all the three sessions.

**To Apply:** Fill in the online form, Last date to apply: 22nd August 2023.

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## Bio sketches of the Resource Persons

**Main Resource Person: Dr. Monica Sharma** trained as a physician and epidemiologist, worked for the United Nations since 1988 for 22 years. Currently, she engages worldwide as an International Expert and Practitioner on Leadership Development for sustainable and equitable change. She works with United Nations, Universities, Management Institutions, governments, business, media and civil society organisations. She is the author of the award-winning book “*Radical Transformational Leadership: Strategic Action for Change Agents*”. She created a unique response based on extensive application –a conscious full-spectrum model- that generated equitable and sustainable results related to several Sustainable Development Goals, worldwide. As a practitioner, her proven track record of generating measurable results at scale, expertise related to achieving sustainable development goals as well as enhancing leadership on every continent, are unique.

**Bridget Horkan** has been engaged in development aid and community building in Africa, Asia and Europe. She is passionate about education, empowerment and community engagement. She currently serves in and near the international township of Auroville. Bridget co-founded and manages Thamarai Educational Projects and is a core group member of Stewardship for New Emergence in Auroville practicing to integrate the templates and tools in her life, work and mentoring others, both locally and internationally, to do the same.

**Dr. Sanjeev Ranganathan** is the recipient of the Lewis Winner Award for his research and has created products used by over a billion people. He is the founder of C3STREAM land Designs a commercial unit that supports rural youth learn, grow, work and teach. Youth consult in Programming, Artificial Intelligence and large data, VLSI Design and Business Analysis with international companies; and simultaneously volunteer to teach over 250 children in STEAM (Science Technology Engineering Arts Mathematics) education in schools.

**Dr. Srilatha Juvva** is a social work educator and Professor with the Tata Institute of social Sciences in Mumbai. She is a practitioner coach, trained in Dr. Monica Sharma’s Radical Transformational Leadership and applies this to transform higher education and in service delivery for mental health and disability. She uses these tools and templates also to transform disempowering narratives of mental health and disability through fostering dignity, full potential and ethical leadership in people.

**Sudarshan Rodriguez** is the CEO at RTLWorks, which is defining the radical transformational leadership worldwide. He has a wide range of expertise in environmental sciences, disaster management and livelihoods. He is a practitioner coach trained in the Conscious Full-Spectrum Response Model, a transformational leadership approach based on universal values and ethics developed and created by Dr. Monica Sharma. His passion to work for planetary and people’s wellbeing and vision for people’s development worldwide makes him stand out from the crowd.