

20th - 22nd April 2010, Oxford, UK

THE CHANGE LAB

A COURSE ON HOW TO FACILITATE PROFOUND CHANGE AND INNOVATION IN TEAMS AND ORGANISATIONS

Facilitated by Zaid Hassan and Martin Kalungu-Banda, learn how to apply the Change Lab approach in your team or organisation. The Change Lab approach has been applied to challenges as diverse as the sustainability of global food systems and malnutrition in India to cultivating national & community based responses to the challenge of orphans and vulnerable children in South Africa.

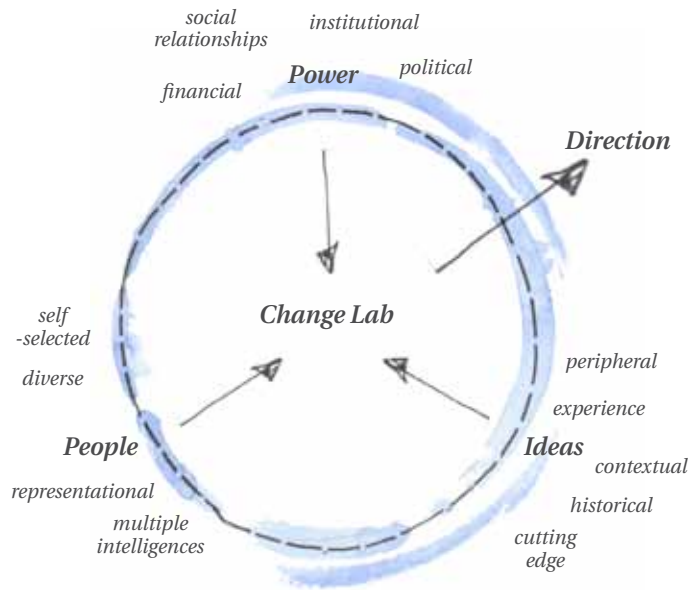
"The success of an intervention depends on the interior conditions of the intervener." - Bill O'Brien

Current approaches to addressing complex social challenges are not working. While there is much to celebrate in terms of the numbers of people involved in change initiatives, in the increasing amounts of money being invested and attention given to innovation, the underlying trends, from species loss to public debt, continue to deteriorate. Social fabrics are increasingly strained under loads they were never intended to contain.

The change lab represents a nascent, embryonic and promising theory of systemic action.

At its most humble, it invites us to confront our situation as a whole, armed with the full array of human creativity, camaraderie and courage. At its most ambitious the change lab represents a full-blown theory of action. This theory of systemic action could shift the basis of both individual and institutional efforts to address complex social challenges from our currently ineffectual approach to one that could positively disrupt major devolving trends within our lifetimes.

The two and a half day change lab course provides participants with an experience of the change lab in microcosm. Participants will experience the various phases of a change lab, being applied to a real issue. In addition to the experience of the lab, participants will also have an opportunity to learn from previous labs, which both of the course hosts have been involved in personally.



Course Hosts: Zaid Hassan and Martin Kalungu-Banda

Zaid Hassan is a facilitator, writer and Managing Partner of Reos Partners in London, an international organisation dedicated to supporting and building capacity for innovative collective action. Zaid is passionate about bridging divides, cultural regeneration and collective action and his work is focused on supporting individuals, communities and institutions who recognize that new approaches are needed in order to shift current challenges. Over the last few years Zaid has facilitated efforts within post-conflict community building, the English education system, in financial systems, in metropolitan food systems, in climate change and more. Prior to starting Reos Partners, Zaid spent four years at Generon Consulting working on long term projects bringing together business, civil society, government and communities to innovate within complex and

difficult social situations. Zaid is an Associate Fellow of the Institute of Science, Innovation and Society, Said Business School at the University of Oxford and serves on the Reos Global Council.

Martin Kalungu-Banda, who is passionate about how to enable profound change at personal and organisational levels, serves as Core-Faculty Member of the University of Cambridge Programme for Sustainability Leadership, the Commonwealth Business School and the Presencing Institute. He facilitates organisation development processes for business, government and civil society organisations in various parts of the world. Organisations he has consulted for include The British Broadcasting Corporation (BBC), PWC, the World Bank, the United Nations and the Department for International Development of the British Government (DFID), among others. Martin has conducted leadership development programmes for the cabinets of the Namibian and Zambian governments. Between 2005 and 2008, Martin served as Special Adviser to the President of Zambia. He is the author of the bestseller *Leading Like Madiba: Leadership Lessons from Nelson Mandela* (2006) which has been translated into five languages including Dutch and Hindi; and *It's How We End That Matters: Leadership Lessons from an African President* (2009).

Who should attend?

- Managers in business, government, and civil society who want a fresh way to address the challenges facing them.
- Leaders at all levels in organizations who want to enhance their capacity to listen and observe, connect more deeply with others and themselves, and innovate in fresh ways.
- Facilitators and change agents who want to learn to facilitate more complex challenges with diverse groups.
- Anyone involved in innovation, policy, or engagement of stakeholders in complex environments.

Course Details

April 20th-22nd 2010 (2.5 days)

Venue:

Grove House
44 Iffley Turn
Oxford
OX4 4DU

£999 + VAT (£1173.83) NGOs & Non-Profits
£1500 + VAT (£1725.00) Corporate/Governments.

If you require a bursary to attend the course, [email us](#)

Apply for the course [here](#)

www.reospartners.com