

START YOUR EXPEDITION!

A LEARNING & LEADERSHIP ADVENTURE ON WELL-BEING



A SIX STEP LEADERSHIP ADVENTURE:

SIX ONE-DAY-SESSIONS DURING A PERIOD OF SIX MONTHS

INTAKE
1-on-1



STEP 1
LEAD SELF



STEP 2
LEAD SELF
& OTHERS



STEP 3
LEAD OTHERS



STEP 4
LEAD SYSTEM



STEP 5
LEAD ECOSYSTEM



STEP 6
NOW WHAT?
LEADERSHIP
TO GO



INTRODUCTION

WHAT IS THE EXPEDITION WELL-BEING ABOUT?

One of the many changes the coronavirus pandemic has brought is a new, hybrid way of working. Leadership has always had its challenges, but with teams working remotely, and individuals and organisations facing high levels of uncertainty, many leaders find themselves in a different ball game. How can you show resilience, while staying emotionally connected with teams and people around you? In leading by example, how do you combine responsibility with vulnerability?

In 'the new normal', the mental health and well-being of leaders, teams, and systems have become more important than ever. This is where the Well-being Leadership Development Expedition comes in: an open and inspiring opportunity to reshape conditions for learning and leading, and to integrate well-being as a worthy perspective on work.

In the Well-being Leadership Development Expedition, hearts, minds, and hands come together as the embodiment of 'the best of our knowledge'. This integrated approach to leadership can be a challenge in a competitive, international environment, in which leaders are often measured mainly by their brains. The Well-being Leadership Development

Expedition will help you to understand and to embrace true well-being, by personal development and connection. You wouldn't expect anything less from a 'people-first university'!

THE WELL-BEING LEADERSHIP DEVELOPMENT EXPEDITION IN SHORT

- Creating a personal development space
- Shaping leadership with a focus on aspects of well-being
- Learning experiences and experiments aimed at cultivating resilience, and at staying connected
- 16 participants (max.) per group, to ensure a personal setting
- 6 steps, spread out over 6 months
- One-day group sessions every 3-4 weeks
- Experiments designed for a true experience of well-being in daily UT practice
- Submitted suggestions: leadership learning experiments from sponsors and ambassadors at UT.

LEADERSHIP AT THREE LEVELS

Learn to act and reflect on three crucial levels of leadership:

LEAD SELF

Align your inner compass with your leadership style, and gain intrapersonal experiences of self-leadership.



LEAD OTHERS

Inspire and be an example to others in embracing 'people-first' team connections, personal attention, and dialogue.

LEAD SYSTEM

Transfer the well-being lessons learned to the UT as a living system and community.

INTAKE & REGISTRATION

The Intake & Registration phase kicks off the programme. The goal of this phase is for you to explore your learning and research questions regarding well-being for yourself

and your team. There will be a personal 1-on-1 introduction, Q&A sessions, and time to explore how this programme will contribute to strengthening (your) leadership. After this phase, the journey begins!

STEP 1: LEAD SELF

YOUR OWN WELL-BEING

During your first Expedition day, you will zoom in on the first level: **lead self**. This day is all about making and taking time to experience **self-leadership interpersonally**.

STEP 1 - AT A GLANCE

- Check-in
- Meet the group of fellow self-leaders
- Welcome by one of the sponsors/ambassadors
- Sessions on well-being, in the context of leadership of self, others, and the system we work in
- Time for further research and learning questions

STEP 1 - OBJECTIVES

By the end of step 1, you will:

- ☑ Have a bond with all the participants, ensuring a safe shared space
- ☑ Understand what the journey and well-being are all about
- ☑ Have insight into what it means to 'stay connected' and to be 'resilient'
- ☑ Be more aware of your own well-being
- ☑ Have instructions for your first practical experience of action learning

STEP 2: LEAD SELF & OTHERS

THE GOOD CONVERSATION

While day 2 is also about self-leadership, we will now begin to reach toward the second level as well: **lead others**. We will look at **inspiring others and being an example by having the good conversation with yourself and others**.

STEP 2 - AT A GLANCE

- Group reflection on your experiences with your action learning
- Session on the meaning of listening
- Dialogue on 'the good conversation'
- Case studies
- Learning and research questions

STEP 2 - OBJECTIVES

By the end of step 2, you will have:

- ☑ More insight into well-being, thanks to your personal and shared reflections on the first part of the journey;
- ☑ Insight into your beliefs and patterns regarding personal well-being
- ☑ A clearer view of how you 'lead others': your leadership and your team
- ☑ Insight into 'the good conversation', dialogue and what it means to truly listen
- ☑ New instructions for action learning and interventions that you can apply to yourself and your team

STEP 3: LEAD OTHERS

LEADING YOUR TEAM IN WELL-BEING

On day 3, you will focus on leading others, learning more about inspiring others and how you can be an example to them by embracing team connections, personal attention, and dialogue.

STEP 3 - AT A GLANCE

- Check in with your group and share experiences
- Team scan:: your team and well-being
- Session on the 'Cycle of Change'
- Learning experience in teamwork

STEP 3 - OBJECTIVES

By the end of step 3, you will have:

- ☑ Deeper insight into the well-being of your team
- ☑ A better idea of the connectivity and agility of your team
- ☑ An understanding of how you influence the well-being of your team, and what you can change
- ☑ Insight into 'the good conversation' and dialogue in the context of your team
- ☑ Top tips for new practical steps you can take

STEP 4: LEAD SYSTEM

WHAT IS A SYSTEM?

On day 4, you start to look at the third level of the development expedition: lead system. We will frame the concept of leading a system together. Using the constellation method we will become more aware of the forces within a system and how they influence personal and team effectiveness and development.

STEP 4 - AT A GLANCE

- Check in with the group and share experiences
- Frame the concept 'system' together
- Workshop 'constellations' to become aware how you interact in a system and how a system interacts towards you
- Learning and research questions

STEP 4 - OBJECTIVES

By the end of step 4, you will have:

- ☑ Learning basis principles of a system
- ☑ Understanding the concept of system
- ☑ Insights in how you can improve the well-being of a system
- ☑ Insights in the way a system can contribute to your personal well-being
- ☑ First identification of themes and topics to discuss with the sponsors

STEP 5: LEAD ECOSYSTEM

WHAT IS AN ECOSYSTEM?

On day 5, we will consider how everyone at UT is part of a living system that is continuously learning and shaping and what leadership means in this ecosystem.

STEP 5 - AT A GLANCE

- Check in with your group and share experiences
- Workshop: The most complex system we know: nature:
- Learning and understanding the basic principles of an ecosystem
- Using the principles of an ecosystem for your own progress: Let go, maintain, develop
- Dialogue with the sponsors

STEP 5 - OBJECTIVES

By the end of step 5, you will have:

- ☑ Understand the concept of an ecosystem
- ☑ Insights in how to improve the well-being of an ecosystem
- ☑ Insights in how an ecosystem can contribute to your personal well-being
- ☑ A first overview of lessons learned and an idea of how to make them transferable to others within UT

STEP 6: NOW WHAT?

LEADERSHIP 'TO-GO'

On this last day of the UT Well-being Leadership Development Expedition, we wrap everything up, looking at all three levels of leadership: you, your team and the system. We also consider the idea of leadership 'to-go', as we look ahead to the next steps.

STEP 6 - AT A GLANCE

- Group check-in and reflection
- Session on the 'Lead self-others-system: extracts and next steps'
- Time to talk with the sponsors
- The journey's end – and the beginning of your new one

STEP 6 - OBJECTIVES

By the end of step 6, you will have:

- ☑ A clear idea of which leadership shift you will contribute to
- ☑ A vision of how you want to permanently promote well-being in your team
- ☑ A shared sense of clarity on how the UT system can continue to learn and develop in terms of well-being
- ☑ A first concept of how to transfer the insights to others within the UT
- ☑ A shared view of issues and opportunities worthy of the UT's attention