



# GLEN European Virtual Gathering

SINGLE SESSION, 9-11:30 AM PDT, 6:00-8:30PM CET APRIL 24, 2020

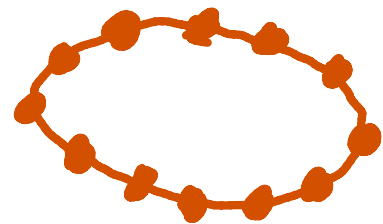
For some time now, The GLEN has been hoping to support a gathering of The GLEN community in Europe. Gisela Wendling, Executive Director of The GLEN and David Sibbet, Co-Director, along with Karolina Iwa from Berlin will be hosting the gathering. The design team which also includes Hubert De Groot, Katja Weinstock, and Sylvia Lewandowska-Akhvlediana, inspired by the prospect of having a more connected and collaborative network in Europe, was designed to be a gathering to be held at the Buchmühle in Bergisch Gladbach, near Cologne, Germany, that WILL NOW BE ON ZOOM, virtually. We are very excited about this opportunity! Please come and share the energy.

MEMBERS ONLY/Expenses Only

 Registered



EU Gathering  
April 20, 2020



## Hour 1

1. bringing in the **purpose** of the GLEN - David & Gisela (input)
2. **localising** it to **Europe** and **NOW** - Sylwia (input)
3. **knowing each other** - Sylwia (stringing the beads)

## Hour 2

4. relating GLEN purpose to **our work** - Karolina (break-outs)
5. seeing if there is something **emerging**, that we as GLEN Europe would like to bring to life - Hubert

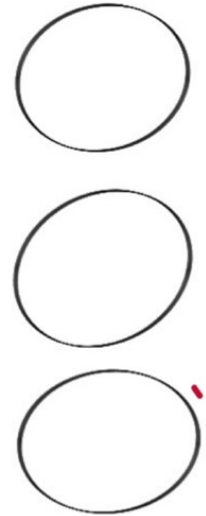


Time	Items
18:00	PURPOSE
18:30	EUROPE NOW
19:00	KNOWING <sup>LOOOOJ</sup> IT???
19:30	OUR WORK
20:00	EMERGING
20:30	BRING TO LIFE



- Roles**
- DAVID & GISELA
  - SYLWIA
  - SYLWIA
  - KAROLINA
  - HUBERT
  - KATJA

**Outcomes**



# Intention / Purpose

- Affirm our belonging to The GLEN and deepening our relationships with one another
- Reconnect with the spirit of The GLEN and how this learning community is evolving
- Explore what the "work" of The GLEN community is within the European context and possible prototypes of action
- Provide a chance for members to share about how they are exploring collaborations and invite participation
- Open up the event to a few special guests to help us connect with other networks and grow our membership

# Mother & Father of GLEN



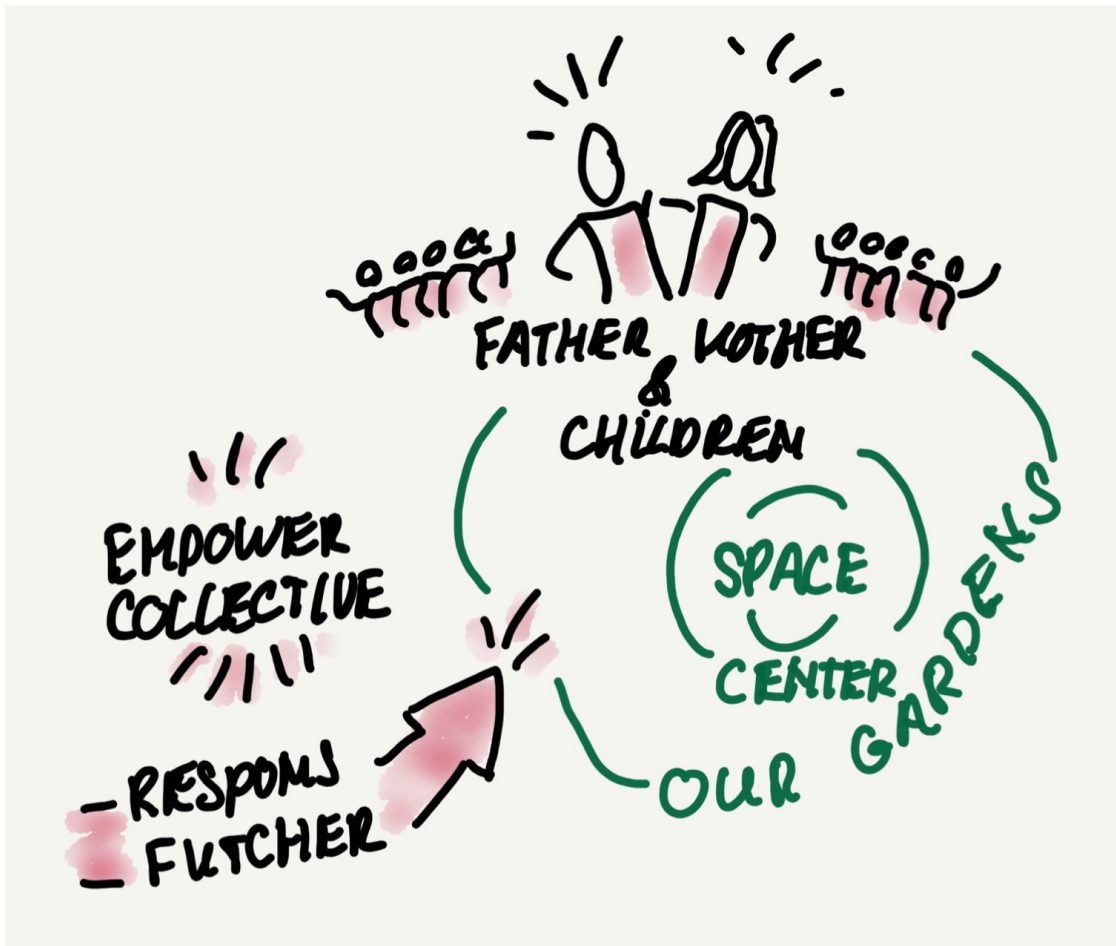
- " GLEN is meant to live in all of us "
- " Co-shape - it is still evolving "
- " What started it is a mystery - collective has a soul to purpose - ask for a mystery "



- " Our dance is learning in groups, calling allies "
- " Can this network be as rich as a market place of a city / "
- " **Cultivate a sense of connection!!** World? "

" It is like a watershed = collective wisdom to gather "





DEPENDS WHO IS SHOWING UP?  
 MEANT TO LIVE IN ALL OF US

MYSTERY SOUL JOURNEY ::  
 DANCE : LEARNING IN GROUPS

GLEN

"CITY MARKET PLACE" FACILITATING AS 4 OF US

REAL CONNECTING  
 CO-SENSING  
 CATALYZING CONNECTIONS

- BEING PRO-ACTIVE
- LEAD BY DEEP MOVEMENT

GLOBAL = WE



1. PROFESSIONAL IDENTITY  
 2. INQUIRY'S

**HEIKO GERMANY**  
 OD COACH  
 CONSCIOUSNESS  
 WHICH PLACE ANSWER NOW?  
 ONE NESS  
 SEPERATION QUALISTIC

**MARCO MILANO**  
 ORGANIZATIONAL  
 BUT NOW DIFFERENT MEANING  
 FAMILY SAVE CURRENT NEXT FUTURE PRIORITIES  
 THINK SHIFF TEAMS!

**JULIA BUSINESS COACHING**  
 REAL ESTATE PLANNING  
 EMPTY BUILDINGS  
 WHAT TO DO NOW?  
 THINKING CREATION

**DAVID**  
 WHAT ABOUT?  
 OPENESS MOVED  
 COLLECT THIS WAY  
 WHOLE PEOPLE  
 DETECT NURTURE  
 NEW IDEA

From Sylwia Lewandowska-Akhvlediani to Everyone: 06:29 PM  
 Name, place you are joining from?  
 What's your current professional identity & response to the world?  
 What question or inquiry are you in the NOW?

**KATJA**  
 HR OD COACH FACILITATOR  
 UPCOMING FACES  
 PROJECT  
 SEE FEAR  
 FAMILY STRESSY TIMES FINANCES  
 HOW CAN I BE MORE EFFECTIVE?  
 So working how much?

**MARKUS**  
 CATALYST VISUAL  
 'HELPING OTHERS TO CREATE WINGS'  
 TRUST. ABILITY TO ADAPT  
 TRUSTED GROUPS OF FRIENDS  
 SPIRUALITY  
 WHAT IS IT?  
 POWERS TO THE PERSON I AM

**SYLWIA**  
 6WKS HOME  
 VERY FYING WHO WEARE  
 INQUIRY: TRANSFORMING BUSINESS CONTINUING?  
 ENERGIZE?  
 GROUND? MYSELF  
 WHAT IS REALLY NEEDED? IMPORTANT

**GISELA**  
 NOT EASY TO ANSWER QUESTIONS  
 WHAT DO I REALLY KNOW?  
 BOUNDARIES STABILITY?  
 TRESHOLD MYSELF  
 REAL GIFTS FORWARD  
 DERPM PERSONAL

**MATIAS**  
 HAND IS ALLOWED  
 USED TO BE CLEAR  
 LETTING GO  
 QUESTIONING BOOKS  
 REDUCE FELOWERSHIP  
 HOW I WANT TO BE  
 HUMBLE  
 IMPROVERT  
 CHANGE

**KAROLINA**  
 SUPPORTING PEOPLE  
 UNDERSTAND PATTERNS  
 DISTANCING SHORTER  
 ATTENTION  
 SHARING ADS TO A WHOLE  
 MAKES RICHER

**HOLGER**  
 OD SYSTEM RELEVANT?  
 CONNECTING FROM THE HART

**What's happening - coming close to our yards?**

# Breakout Sessions

Collection response!  
What would be unique as GLEN EU?



When is our energy?

What can we do?

How can we impact?

From Karolina Iwa, Berlin to Everyone:

How does your work right now relate to the purpose of the GLEN?

How could it inform the impact the GLEN could have in the next 12 months in Europe?

From David Sibbet to Everyone:

**FOCUSED ATTENTION AND OPEN AWARENESS**

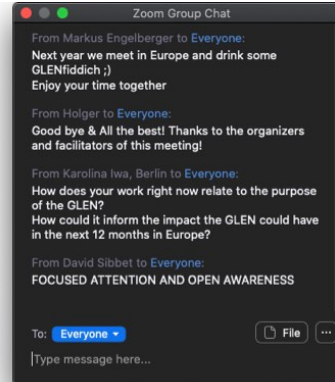
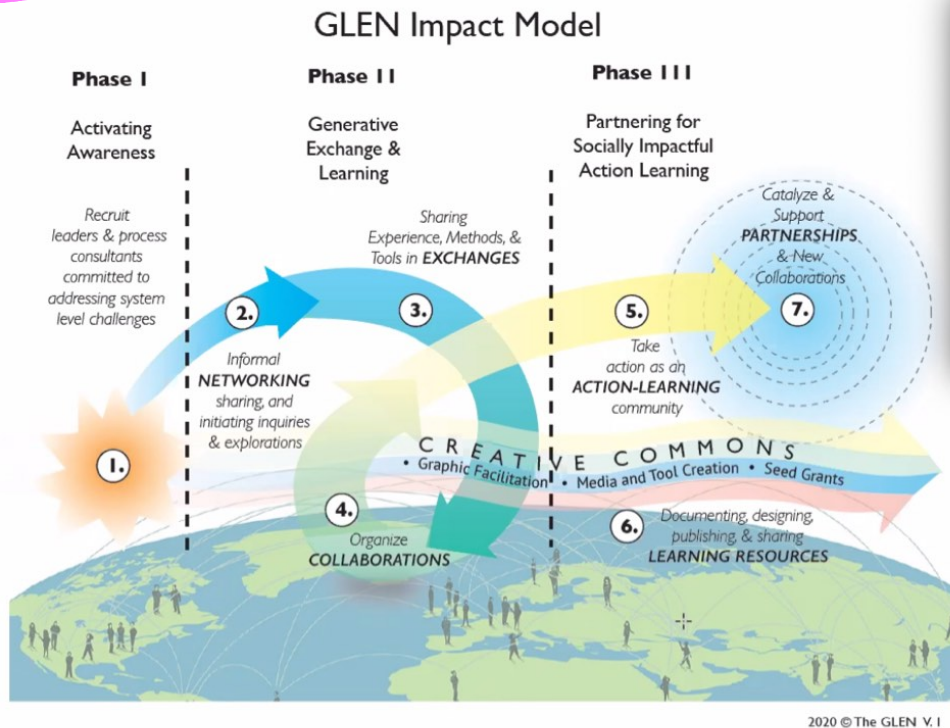
April 2020

April 2021



Impact?

Break out results



Ideas for further attention:

1. How does society live & work in 1-5 yrs? Community space building?
  - o new container, u
  - o What are the questions we need to ask?

Action: Exchange platform on GLEN  
Publish article (Julia, Katja)



ATTENTIONS

JULIA - MATJA  
CONTAINER

① HOW PEOPLE LIVE  
IN 5 YEARS

② EXCHANGE  
PLATFORM  
FD ACTIVE HB

③ GIVE THE PLACE  
TO BE  
NOT FIXED  
EMERGE  
OPREMES  
INTENDED

③ JOINT VENTURE  
PRIVATE UNIVERSITY  
COMMUNITY  
SPACE BUILDING  
NEW WAY OF  
DOING THINGS

④ FUTURE  
OF  
ORGANIZATIONALS  
PEOPLE - WORK  
LEADERSHIP  
SHIFT MINDSET  
WHAT IS THE  
WORK OF THAT

④ HOW WILL DO  
ORGANIZATIONS  
DO LOOK LIKE?  
COMMUNITY'S  
PATTERNS  
WAY OF LOOKING

⑤ WITH GLEN  
NEW INSIGHTS  
METAFORS DO NOT  
WORKING ANY MORE  
IN EUROPE  
HAS TO COME OUT,  
IS DIFFERENT  
INCOMPETENT  
CREATIVELY  
TRANSLATING BOOKS

Z. How will an  
organization look  
like in the future?

Action: GLEN exchange  
New way of looking  
at OD?

3. Beyond the boundaries -  
future of work & leadership.

How can we help leaders to be  
ready for the change that comes?

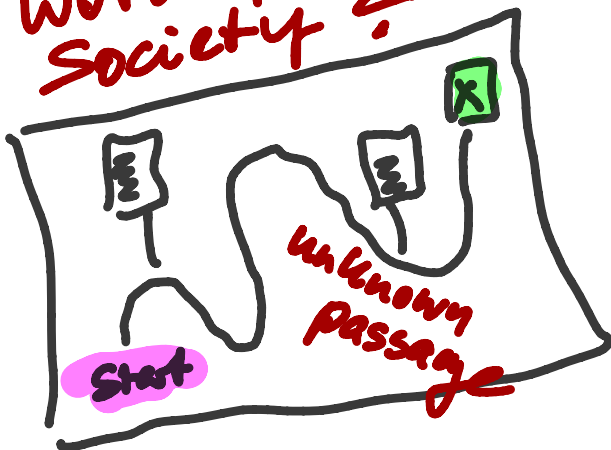
Action: - GLEN - discover the  
future together

- New Leadership development  
Program in a completely new  
Sense...

What  
comes  
next?

Collective  
Sense making

Future of  
work &  
Society?



Not teaching -  
transforming!

We have the  
capabilities to  
develop support  
for leaders





Puh...  
lot's of  
good stuff  
😊

4. Festival co-creation  
diversity brought to new  
level

5. Communitas - support  
roles  
"We have the  
capabilities to support  
leaders when all falls apart."

Action: CEO Peer group  
in EU

facilitated by  
Gisela / David

→ Support in Guildy  
group (Hubert, Matthias  
'Kerja')

Support  
CEOs go  
through the  
passage of  
radical  
change

8) TIME NOW  
DON'T HAVE  
THE ANSWER  
HUMBLE  
NOT TO  
PRETEND  
TO HAVE  
THE ANSWER

9) CULTIVATE  
THE SPACE  
TO COLLECTIVE  
STRUCTURE  
LEADERSHIP  
FESTIVAL  
OFFER  
PROGRAM?

HOW TO  
SUPPORT  
PEOPLE  
TO CREATE  
LEADERSHIP.  
SHARE HOWED  
SHIP.  
BRING THAT  
BACK  
CREATING

STEP  
FORWARD

BE  
VULNERABLE

SERIOUS  
ENOUGH

NOT A LEADER  
BUT AS A  
GROUP

10) FUNDRAISING  
CEO'S IN  
PEER GROUP

HUBERT MCD  
THROW BALL **KATJA**  
LEARNING **DAVID**  
MATTHIAS  
FAMILY OWNED

11) MOLA KARICINA  
EMILIS  
CAPE TOWN  
EXCLUSIVE  
FELLOWSHIP  
ALLESHP  
CURRICULUM  
ADRES  
NUMBER  
THEORY U

12) OUTER STRUCTURE

COMMUNITAS

CHANGING IDENTITY  
GREETING COST  
CONVERSATIONS  
GO TO TRANSFORMATIONS  
WHOLE GROUP TO  
PASSAGES  
CAPABILITY'S  
TO SUPPORT

REMEMBER

ZOOM



15) NEXT EURO CALL  
NOT 1 YEAR  
**MONTHLY**

**MATTHIAS  
HEINO**

**PRESCOW**

13) WHAT SHOULD  
WE RECEIVE  
AS A GROUP?

SENSE IN  
FIELD OF AWARENESS  
WHICH MOVEMENT?

I'M STILL

NOTHING = SOMETHING

14) BEING TOGETHER

RUN IN FRONT  
MANAGE

ALL VULNERABLE  
EXPERIENCING  
THE SAME LEVEL



Our thoughts are with  
Holger & Markus. They had  
to leave earlier. Thx for joining  
and sharing your situation +  
ideas. Take care - we connect!

Closing of the day

next fathering in  
May 2020 ☺

→ facilitators : { 1. Heiko  
2. Mathias

- How to keep it inclusive
- NAMED ACTIONS
- CULTIVATING TO SPACE
- NOT A RABBIT

"IF I KNOW YOU I KNOW I'M MISSING SOMETHING"

- REST OF GLEM MEMBERS
- FOSTER THE COLLABORATION?
- SHOW DRAWINGS / PICTURES
- LEARN WITH YOURNEY




Let's get concrete & have some impact...

## CLOSING

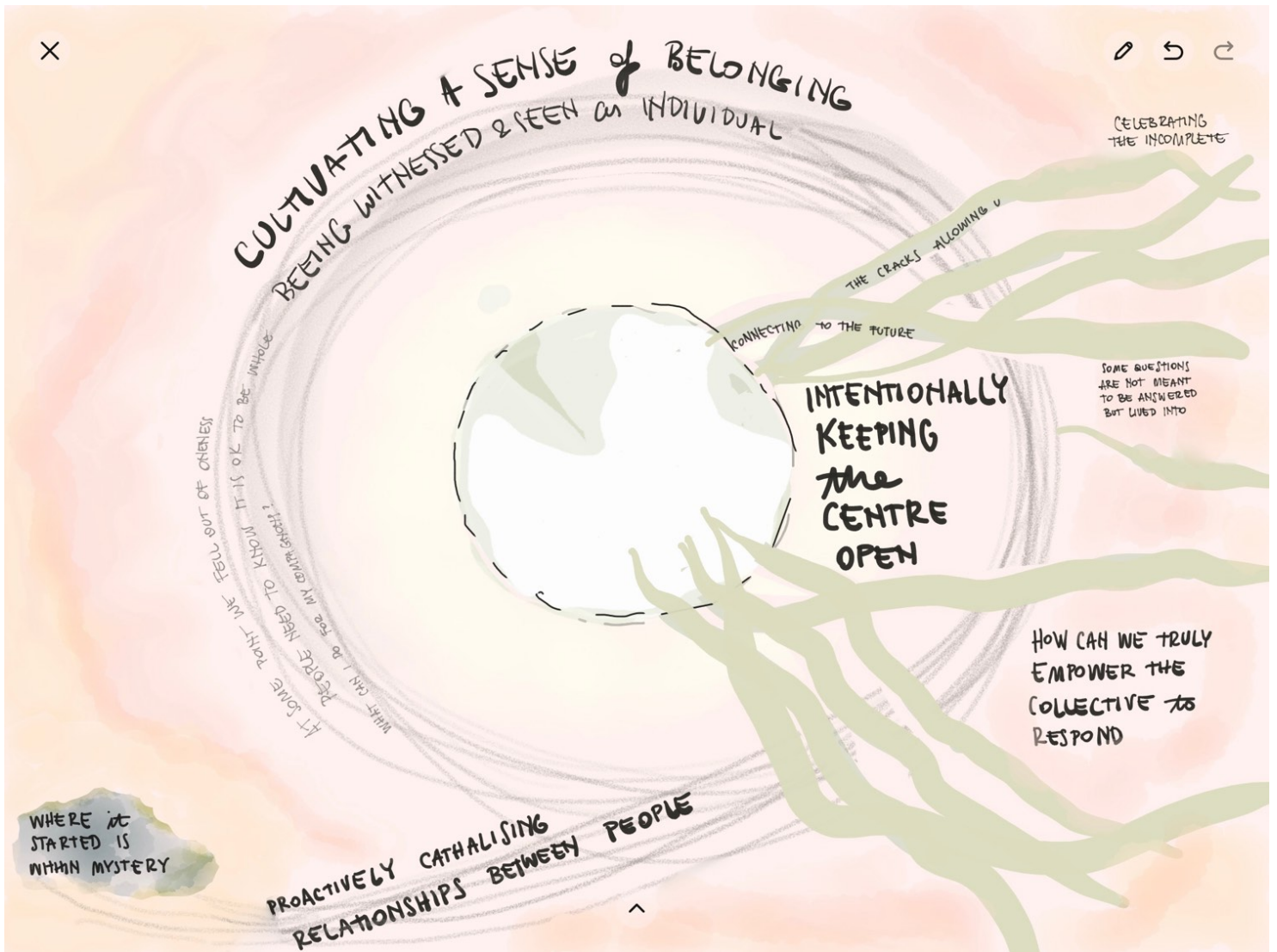
- QUESTIONS ARE NOT MEANT TO BE ANSWERED
- CELEBRATE "UNFINISHED" COMMING WEEKS
- DOING SOMETHING NOT HAPPENED BEFORE
- LOOKING FORWARD WHAT NEXT



Thank you all for a  
very special & heartwarming  
gathering 

Your design team  
for April 2020  
Hubert, Sylwia, Karolina, Katja

# Additional thoughts & meeting notes to get inspired



Thank you havalina!