



When Cultures Meet – What's Possible?

Building Bridges not Walls



Wednesday 12 July 2017, Brighton, UK

🌀 **How do you harness the potential of diversity in organisations to create robust, inclusive cultures?**

🌀 **How do you move beyond divisive 'us' and 'them' polarisations?**

🌀 **Do you have the skills and insight required to nudge, evolve and connect divergent cultures?**

🌀 **What conditions are required to enable a productive meeting of cultures in your organisation?**

The meeting of difference and diverse cultures too often results in destructive conflicts, walls not bridges, the suppression of one culture by another, wasted energies and lost possibilities.

Organisations that value difference and can integrate those differences into a larger whole are a relatively rare phenomenon.

The capacity to create conditions that enable a productive meeting of cultures is now business-critical.

Who is this workshop for?

This workshop is relevant if you are working to achieve any of the following outcomes:

- 🌀 High performing teams made up of diverse members with varied background and perspectives.
- 🌀 Effective partnering between functions and with the business.
- 🌀 Successful mergers and acquisitions.
- 🌀 Work environments that enable Generation Y and Z to contribute and flourish.
- 🌀 Inclusive work cultures where everyone has an equal chance to succeed.



What can you expect?

- ☉ The workshop is a blend of dynamic experiential exercises, thought-provoking strategic frameworks, and concrete application activities.
- ☉ The morning exercises get under the skin of how cultures form and the power dynamics that typically occur when two or more cultures meet. An organisation with its 'normal' ways of working faces the challenge of incorporating people with their 'normal' ways of working. The debriefing process for this exercise gives insights about how to productively manage the meeting of cultures and the negative impact and costs of overlooking this area.
- ☉ Subsequent sessions focus on the options for moving forward to develop robust inclusive organisations, whatever your context.

Benefits of attending?

By the end of the workshop you will:

- ☉ Experience how difference is valued or marginalised and the consequences, and how to respond when an "us and them" dynamic is at play.
- ☉ Understand how power, rank and group identity impact patterns of inclusion and exclusion, contribution and performance in groups and teams.
- ☉ Be aware of the risks to organisational effectiveness of not intervening when cultures meet.
- ☉ Be familiar with a framework for drawing on the strengths of different cultures and releasing the potential for innovation.
- ☉ Develop more confidence in your ability to facilitate change when managing or facilitating a meeting of cultures.

Bookings and information

Venue: Friends Meeting House,
Ship Street, Brighton BN1 1AF, UK

Cost: £450 plus VAT (private sector)
£250 plus VAT (public and charity sector)

Timing: Wednesday 12 July, 10am-5.30pm

[Click here to book through Eventbrite.](#)

If you have any questions, please contact
angela@futureconsiderations.com

Workshop Leaders

John Watters is Managing Director of Living Leadership and an Associate of Future Considerations. John is the leading authority on Barry Oshry's systems leadership work in Europe and has worked in partnership with Barry Oshry for 15 years. John specialises in working with complex, conflicted or challenging situations where a shift is needed in leadership and culture. John's client work spans global organisations such as PwC, NATO and Shell, public sector organisations from the NHS to Further Education Colleges to Central Government, and not-for-profit organisations ranging from global charities, Church of England to small community enterprises.

Jules Fell is an Associate of Future Considerations. Jules developed a passion for partnership and collaborative working through 15 years of delivering experiential leadership programmes with participants from all sectors and backgrounds with Common Purpose. Having held senior leadership positions in the private and voluntary sectors, Jules has first hand experience of bringing different cultures together (as well as being sister to 2 brothers and mother of 2 sons!). Jules is accredited in all of Barry Oshry's frameworks and has wide experience of applying this work with clients in different sectors in UK and internationally.