



# Leading with Grace & Resilience™

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A Transformational 4-day Leadership Programme for Women

April 30th - May 4th 2018 at 42 Acres in Somerset

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*Led by Dr. Scilla Elworthy & Karen Downes*

Leading with Grace & Resilience is a programme for women business leaders, change makers, senior executives and social entrepreneurs, who are committed to bringing about a new paradigm of leadership.

This will involve leaving behind out-moded business models and integrating the qualities of what we call the 'deep feminine' with the 'deep masculine' to create more humane corporate cultures and businesses that have a positive impact in the world. This whole person integral approach will support your flourishing in all areas of your life.

# The Qualities of Grace & Resilience

Grace holds the beauty and strength of the deep feminine, that of devotion, intuition, inclusivity, listening and compassion enabling us to connect to what's most important at the personal, organisational and societal levels and lead from that place.

Resilience holds the strength and potency of the masculine and requires us to consciously develop positive character strengths and virtues, to ensure we bring the best of ourselves to any situation even in the face of crisis, adversity and setback.

These two primary elements of Grace & Resilience coexist as a condition for dynamic, creative and constructive leadership.

In this safe and beautiful environment you will delve deeply into your own personal life and leadership questions that continue to disturb you and refuse to go away. The most common we hear from our clients:

- What is my true purpose and am I really living up to my full potential?
- How do I balance my commitment to make a difference in the world with the responsibility I have for my family?
- How can I deal with the anger, fear and heartache I feel when I see what is happening in the world?
- What must I overcome to have the courageous conversations I need to have with my peers and corporate leaders?
- How can I take my rightful place at the table, to influence and engage others?
- I know a better world is possible – What can I do to help create that?



“If this is something you’re even half considering - do yourself a favour and say YES! This program was beyond my expectations and I have walked away feeling more awake, alive, connected to myself and empowered than ever before”

Project manager, Australia

# The 5 Pillars

The 5 pillars of Leading with Grace and Resilience that we will be working on:

## 01

### Acquiring the Power of Self-Awareness

- Enabling you to observe your way of 'being' and 'acting' and the impact on others
- Revealing and transforming outdated beliefs and counter-productive behaviours you have adopted
- Dealing effectively with your self-limiting beliefs, inner critic and saboteur
- Developing inner resources from which to draw a steady stream of self-esteem and a sense of your own value

## 02

### The Shift from Surviving to Flourishing

- Healing the past to move powerfully into the future
- Developing your capacities to sustain you on the journey – physical, emotional, mental, spiritual and life-purpose
- Enhancing your ability to self-regulate stress and build emotional resilience
- Developing your capacity to rise stronger from setbacks and challenges
- Designing daily rituals that bring balance and grace to your personal and public life

## 03

### Building Core Presence

- Developing courage and skill to reveal, face and transform conflict and restore harmony
- Building the capacity to embody equanimity in stressful situations so you retain your strength and values
- Extending your sensory acuity to notice what is emerging in any situation and respond to what is needed with maximum effect
- Tapping into the potential and power of Grace

## 04

### Creating a Culture of Trust

- Developing new ways to communicate that honour difference and the value of others' worth and contribution
- Understanding the difference between 'Force' and 'Power' and how to embody and work with these two dynamics
- Expanding your capability to build authenticity and transparency into your organisational culture
- Experiencing the power of authentic listening to build safe and trusted relationship

## 05

### Shaping the Future

- Envisaging a vibrant and inspiring future for your life
- Acquiring courage, clarity and precision to address the critical issues that currently prevent breakthroughs in your enterprise or organisation
- Developing the ability to translate your vision into reality
- Designing innovative and practical actions that build towards the future you envision

“This program is a personal journey for all women. It is a gift to self. It struck me that women of all ages deserve this time to connect, to reflect, to challenge and to discover the strength inside – the grace and the resilience that lies within”

Lisa Barnwell  
Entrepreneur, London

## The Background to the Programme

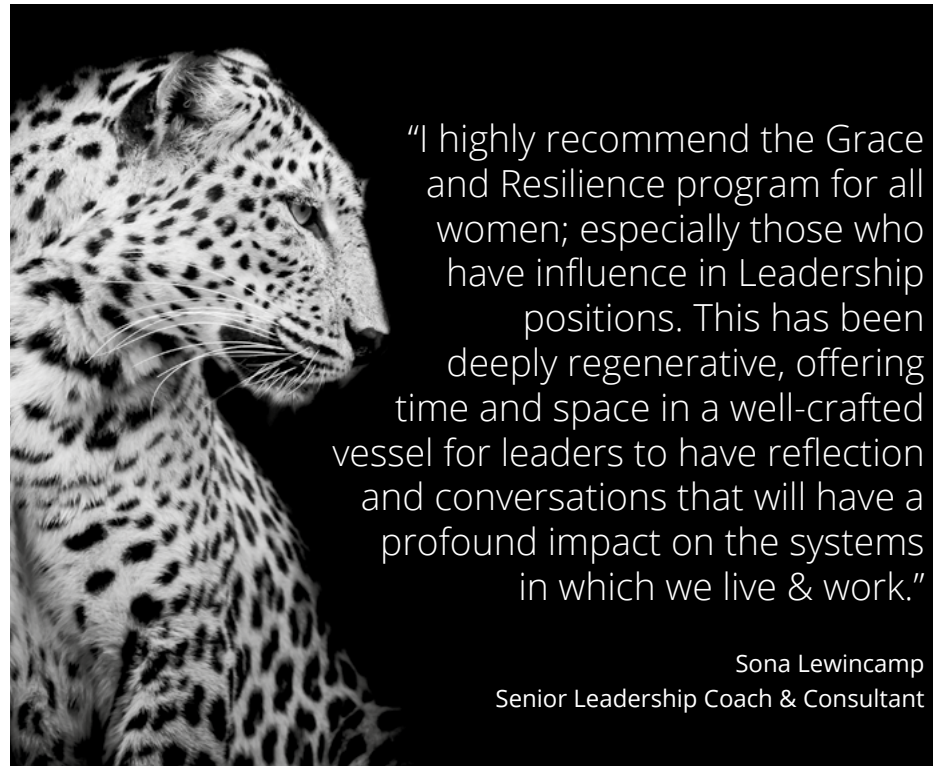
The facilitators of this course draw on decades of experience working with extraordinary leaders like Nelson Mandela, Mary Robinson and senior executives in global corporations who deal with day-to-day complexities and challenges. They have observed and defined what makes these leaders so respected and effective, what gives them presence and how they engage others to fulfill their mission.

Whether starting a movement or pioneering a new frontier, exemplary leaders have a vision and a commitment to something greater than themselves; they think large, and they think long-term.

They also work on the radical mastery of their inner capacities; observing and controlling the ego, developing wisdom and compassion. This inner power becomes the source of their resilience and impact.

The programme is designed on the basis of time honoured truths and current research, combined with principles and practices to develop your personal mastery and to build on your skills, experience and success.

It will be both highly interactive and experiential such that the reflections, insights and new perspectives gained are actionable and can be applied immediately to have the greatest impact on your leadership.



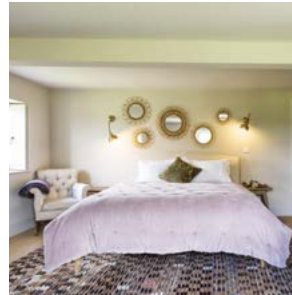
“I highly recommend the Grace and Resilience program for all women; especially those who have influence in Leadership positions. This has been deeply regenerative, offering time and space in a well-crafted vessel for leaders to have reflection and conversations that will have a profound impact on the systems in which we live & work.”

Sona Lewincamp  
Senior Leadership Coach & Consultant



# Our Time Together

Over these 4 days and 4 nights you will have the opportunity to restore your sense of hope and possibility, transform out-dated patterns of behaviour, develop the fierce courage and presence needed to lead others and shape the future, express your full authentic self in your role as a leader and to leave with clarity of purpose and an action plan that will keep you on track.



# Where we will be

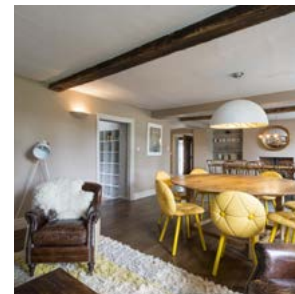
Set amongst 42 acres of stunning private rural land the elegant and nurturing accommodation will support us in this deep work.

42 Acres is committed to providing locally sourced organic foods and ingredients that sustain the health and vitality of our bodies and the community.

[www.42acres.com](http://www.42acres.com)

Address:

42 Acres, Witham Friary, Frome, Somerset BA11 5HL



‘The best leadership programme I have ever done because it includes the self-leading. I am now realise it’s been missing in the work I’ve done before’

Constanze Baier  
Sales & Marketing, Berlin

# The Programme Stages

We know shifting beliefs, altering paradigms and adopting new behaviours requires an ongoing effort that is best supported by a structure to sustain the active practice. We have designed this programme in stages to give you the flexibility to participate in The Foundation programme as a stand-alone programme or continue on your development journey with coaching support and guidance, completing with the Consolidation stage.



“A supportive, nurturing environment to undertake deep work and help forge new paths to support any journey.”

Julia Lalla-Maharajih  
Head of an International  
NGO, London

## Stage 01

The Foundation:  
4-day residential programme  
April 30th - May 4th 2018

Full Registration £2,250+VAT  
(single room supplement £250)

This includes:

- A welcome evening supper and opening circle
- The 4-day programme in luxury accommodation in rural Somerset
- Sumptuous and nutritious meals provided by the 42 Acres' chefs
- Morning exercise and guided meditation
- Course materials and resources
- A Leading with Grace and Resilience™ course workbook
- Your personal journal
- (Massage – an optional extra available upon upon request)

## Stage 02

Consolidation:  
Building momentum

June - November 2018

£1,500+VAT

This includes:

6 x 1-hour coaching sessions over the course of 6 months to support you in embedding and sustaining your learnings

## Your Trusted Facilitators



### Karen Downes Founder The Flourish Initiative

In her 30-year career Karen has built successful companies and supported civil society organisations to transform entrenched cultural norms, advised business leaders and led development programmes around the world. As a single mother, Karen co-founded and built an \$8.5m alternative healthcare enterprise. A kitchen table top to global business success story, whose products and programmes touched the lives of thousands of women in five countries. She has authored 6 books selling over 1/2million copies. In 1999 she was a finalist in the Telstra Australian Business Woman of the Year Award.

As a social change agent Karen worked for years at grassroots level to end the subjugation and marginalisation of women in India and Bangladesh. In 2001 Karen moved to London and since worked as a consultant and led leadership development programmes in global corporations such as BHP Billiton, BP, Talisman and Unilever. She brings an unparalleled breadth of experience in bridging the diversity gap and confronting the issues we are dealing with in today's world to transform the current ways of working in organisations and enterprise. She is the founder of the FLOURISH initiative, and co-founder of FemmeQ a global social impact movement.

Karen is a serious road cyclist, a source of her resilience, inspiration and mastery in teaching others in how to breakthrough constraints and barriers to fulfil their potential.



### Scilla Elworthy PHD Founder of the Oxford Research Group

Scilla is a three times Nobel Peace Prize nominee for her work as Founder of the Oxford Research Group to develop effective dialogue between nuclear weapons policy-makers worldwide and their critics, work which included a series of meetings between Chinese, Russian and Western Nuclear scientists and military. She founded Peace Direct in 2002 to fund, promote and learn from local peace-builders in conflict areas.

Scilla was awarded the Niwano Peace Prize in 2003 and was advisor to Peter Gabriel, Archbishop Desmond Tutu and Sir Richard Branson in setting up the Elders.

Scilla co-founded [Rising Women Rising World](#) in 2013 and FemmeQ in 2016 to establish the qualities of feminine intelligence for women and men as essential to use in building a safer world.

Her [TED talk](#) on nonviolence has been viewed by 1.1m people. Her most recent books *Pioneering the Possible: Awakened leadership for a world that works* and *The Business Plan for Peace: Building a World Without War* have received critical acclaim from experts in the field. She advises the leadership of selected international corporations as well and students and young entrepreneurs.

Scilla is a mother, stepmother and grandmother and loves messing about in her garden near Oxford in the UK



Redefining Business Success

Grace & Resilience is part of the FLOURISH initiative.

When people are engaged and in touch with the things that matter most to them, when they are proud of what they do – they flourish.

When an enterprise cares about the wellbeing of their people, the communities in which they work and the planet – they prosper.

For programme registration or questions about the programme, please contact Karen Downes at [karen@theflourishinitiative.com](mailto:karen@theflourishinitiative.com)

Or, for your local contact, Mary Dwyer  
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[www.theflourishinitiative.com](http://www.theflourishinitiative.com)