Day-to-day programme RSS03.11 International Grail: Communities-with-a-heart

Define (Day 1)
In the first stage of Define you focus on where your inspiration is found, how it is fed and where it is originating from. Combining ideals with your own life and history makes the connection so much stronger:

- What are the distortions you look at in society and how do they connect with you?
- What is the place of Ideals in your life and work?
- What sources of inspiration do you have and what is blocking them?

Discover (Day 2)
The stage of Discover starts with the first short workshop:

- how to have conversations that connect and inspire?
- How do you engage your context into your inspiration?
- Where does it fit and shine?
- How to strengthen these without ignoring the dilemma’s and blocks on the way?

We will visit inspirational organizations in the Nijmegen area to find out why people work as they work, talk as they talk and get results as they see it.

Reflecting on the first two stages the group will engage in questions as

- What gives life to you?
- What is your way of dealing from disruption?
- Where and how do you cross the threshold between discovery and dreams?

Dream (Day 3)
The stage of Dream focusses on meaningfulness. What kind of changes in yourself, your organization and society would be urgent and how are they connected? A game form will be developed to make this a very practical and open experience. Followed by a practical workshop on Appreciative Inquiry in organizational change: change by strengthening what works and fits the dreams. Harmonious positive change instead of restructuring cuts.

That afternoon we will deepen the focus and the meaning of the Grail movement: their roots, dreams, ambitions and actions.

Design (Day 4)
The stage of Design gives way to more strategical and management sciences. In a short workshop Value management in profit- and non profit sectors is introduced. The Public Value Concept is a worldwide effective network theory on Creating Public Value (Moore 1995), in the last ten years becoming more and more used in The Netherlands and many other countries where a large upcoming NGO-sector is developing.
The key of this concept is the value-oriented network building, bridging many sectors. To envisage this in practice we will visit a highly successful and professional organization on Social Housing in Nijmegen, where refugees, victims of violence, elderly, handicapped and many more are finding a good place to live, in an ‘inclusive neighbourhood’.

In this stage we also bridge the personal and ambitious orientation to a more strategical and managerial implementation of inspiration in organizations.

**Deliver (Day 5)**
The stage of Deliver will give more concrete tools for further implementation, by going into managerial concepts of levers of control. Inspiring the organization on a well thought through path, means that acceptable and visible boundaries and values can be used.

Change, however, is never easy. Organizational change theories will be used to complement the stage of Deliver, also putting social change, organizational change and personal change in balance with each other. A debate form will help us out in bringing the stepping stones of the circle together.

In the closing session the course is back to you:

- how do you balance change, inspiration and strategy?
- What distortion was leading you and how did you manage?
- What distortion will be the result of your change and how do you engage the organization into a better social impact?