

# Solving Tough Problems in Practice



With Adam Kahane and Zaid Hassan

Monday 3rd, Tuesday 4th & Wednesday 5th December 2007

London, UK

## Reos Partners invite you to...Solving Tough Problems In Practice

Today's most pressing challenges are characterised by enormous complexity. Relying on past experience to figure out what to do is no longer sufficient.

We need to find new ways to uncover powerful innovations with the potential to bring forth a better, more resilient future.

We have to shift how we think and act—from mechanistic to systemic, from closed to open, from downloading and debating to reflective and generative dialogue, from an heroic leadership model to one of shared and collective leadership. Most importantly, we have to be willing to change ourselves before we can change the system.

In this course we will explore a cutting-edge methodology called the "Change Lab". This is a practical application of the U-Process that brings together multi-sector groups to innovate on complex social challenges collaboratively.

This course offers an opportunity to learn the Change Lab approach through a hands-on, experiential application to a global "problematic situation" that is being manifested locally in Europe – the issue of immigration and integration. Using a combination of dialogue interviews in the module team, learning journeys into London, workshop exercises, classroom lectures, and artistic/physical expression, we will practice the Change Lab's three core movements, co-sensing, co-presencing, and co-creating. We will build our capacities to address, successfully and peacefully, our own most complex social challenges.

The Change Lab as an approach has been applied to challenges as diverse as the sustainability of global food systems and malnutrition in India to cultivating national & community based responses to the challenge of orphans and vulnerable children in South Africa.

“The success of an intervention depends on the interior conditions of the intervener.” – Bill O’Brien

## Who is this course for?

- ➡ Senior managers in business, government or civil society who want a fresh way to address the challenges facing them.
- ➡ Leaders at all levels in organisations who want to enhance their capacity to listen and observe, connect more deeply with others and themselves, and innovate in fresh ways.
- ➡ Facilitators and change agents who want to learn to facilitate more complex challenges with large, diverse groups.
- ➡ Anyone involved in innovation, policy or engagement of stakeholders in complex environments.

## Course Details

The course will be run in central London and will be non-residential.

Costs

£1400.00 Full Tuition

£1000.00 Discounted Rate for Public Sector participants.

*A limited number of bursaries are also available.*

Participants will receive a copy of Adam's book *Solving Tough Problems: An Open Way of Talking, Listening, and Creating New Realities* by Adam Kahane (2004).

Nelson Mandela said: “This breakthrough book addresses the central challenge of our time: finding a way to work together and solve the problems we have created.”

Please email Mia Eisenstadt ([eisenstadt@reospartners.com](mailto:eisenstadt@reospartners.com)) to book a place.

## About Us

Reos Partners is an international partnership of organisations dedicated to supporting and building capacity for innovation in complex social systems.

### Adam Kahane

Adam is a founding partner of Generon Consulting, the Global Leadership Initiative and Reos Partners. He is a leading designer and facilitator of processes through which business, government and civil society leaders can solve their toughest most complex problems. He is co-creator of the U-process. He has worked on solving tough problems in more than 50 countries, with executives and politicians, generals and guerrillas, civil servants and trade unionists, community activists and United Nations officials, clergy and artists.

During the early 1990s Adam was head of social, political, economic and technological scenarios for Royal Dutch shell in London. Previously he held strategy and research positions with Pacific Gas and Electric Company and the Organisation for Economic Cooperation and Development (Paris), the international institution for applied systems analysis (Vienna) the institution for energy economics (Tokyo) and the Universities of Toronto, British Columbia, California and the Western Cape.

### Zaid Hassan

Zaid is a partner at Reos Partners, a global group focusing on supporting and building capacities for innovation in complex social situations. He co-founded Reos Europe and is a visiting partner at Generon-Reos.

He is passionate about bridging divides and cultural re-generation. He is currently working on multi-stake holder projects in the UK, Southern Africa, South Asian and North America.

Before helping found Reos Partners, Zaid spent four years at Generon Consulting, where he worked on long-term projects that bring together multi-sector partnerships to innovate within complex and difficult social situations. He has worked on projects involving sustainable food supply chains in North America and Europe, aboriginal relations in Canada. Last year he spent extensive time in India working on the Bhavishya Alliance, a Change Lab aimed at reducing child malnutrition in India. Currently he is working on projects involving the Dutch government, the conflict in Cyprus and on stakeholder and sustainability issues with a major corporation.

Zaid is currently writing a book on active responses to the destructions of cultures. His most recent work includes an article on the U-Process for The Systems Thinker, and various contributions to the bestselling book Worldchanging: A Citizens Guide. He is a contributing author to the site Worldchanging ([www.worldchanging.com](http://www.worldchanging.com)), where a number of his articles can be found. He has written on social change, democracy, politics, education, the global food system, and many other topics.