



..... SOL EUROPEAN NEWSLETTER JUNE 2009

Hello everybody!

Thank you for your contributions! Our newsletter is again full of interesting reading and Annika and I are happy to read news also from Basque country and Netherlands!

For the next newsletter which will come out September/October we challenge all of you to share one insight from which other SOL members can learn. Maybe it's a tool, methodology, practise, a small detail? We don't know, you can decide!

Sunny greetings!

Sanna and AnnikaB

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AUSTRIA

www.sol-austria.at

7th May 2009

The Learning Group "Organizational Culture and Learning" together with interested members of SoL Austria had a brunch with **Ed Schein** to discuss their current project and related issues. The main discussion focused on the question, how help and support can be given to organizations to reflect their corporate culture. After the brunch Ed Schein signed his new book "Helping".

9th October 2009

The SoL Austria Symposium: **Sustaining Ability – Stories from the Field** is now open for registration. Please see <http://www.sol-austria.at/10years> There you will find the details of the program, the online registration form and information of the location, arrival and hotels.

The keynote speaker of this symposium is **Göran Carstedt**, who will give us an inside view of how port authorities can be mobilized to work together for a better climate. During this day we will be listening to learning stories from organizations around the globe and there will be lots of possibilities to share experiences with local and international SoL members.



10th and 11th October 2009: There will be a European and Global SoL coordinators meeting at the University of Vienna. For further information please contact:

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BASQUE COUNTRY

– Cluster Conocimiento (Knowledge Cluster)

WOKA EUSKADI AGAINST THE CRISIS (May 18th) MORE THAN 125 ORGANIZATIONS JOIN FORCES ON MAY18th TO TRANSFORM EUSKADI

Woka Euskadi, a process of social mobilization, organized by Innobasque in the framework of The European Year of Creativity and Innovation.

On **May 18th** Innobasque, the Basque Innovation Agency - Berrikuntzaren Euskal Agentzia, sponsored **Woka Euskadi**, a big social World Café gathering for reflection and citizen participation aimed at generating proposals and concrete actions among the Basque social fabric.

Based on a World Café design, this organizational learning initiative has already attracted more than 125 committed organizations from all over the Basque Country. Each organization will sponsor a meeting at their own facilities supported by its own staff, clients, suppliers, etc., gathering more than 5,000 people to take part in the process. After approximately two hours of discussion, each organization will select a maximum of five specific proposals to send to Innobasque.

The May 18th event was the capstone of a **network-based process of reflection** which Innobasque has been working on for the past two months. During that time specific working groups were debating on what our personal and collective contributions should be as we move toward the Basque Country's so-called Second Major Economic and Social Transformation in the context of today's crisis.

The proposals put forward so far will be added to the ones that come out of Woka Euskadi. Together they will be presented publically at the Innobasque Assembly held **in Bilbao on June 18th**.

The process of reflection and its translation into concrete initiatives is a clear example of Innobasque's Innovative contribution to linking the public and private spheres. Players from both arenas will share their thoughts, concerns and expectations, and together create a shared vision, the building block for future initiatives.

Thinking and working together: 125 simultaneous gatherings

Woka Euskadi is an application of the World Café methodology, which provides a simple way to involve hundreds of people in the discussion. According to José María Villate, Managing Director of Innobasque, this initiative "provides society and public opinion with a graphic representation of the alliance between entities of all types, companies, institutions, science and technology stakeholders and individuals who represent the project of transformation we have initiated".

"We think that the message of a **society "thinking and working together"** to change our society and overcome the current crisis has a lot of weight, even beyond our borders," insisted Villate.

The Managing Director of Innobasque underlined the excellent response the initiative has received and thanked the more than 120 organizations that have already confirmed their participation in Woka Euskadi for their collaboration. "Through this initiative we are creating an open collaborative channel for social participation which will enable us as a society to enhance our contribution to the future of Euskadi."

In addition to the meetings set up by each organization at their respective locations, Innobasque is joining forces with the three Provincial Councils to organize the central gatherings in Bilbao (Mercado del Ensanche, 11.30), Donostia-San Sebastian (Soportales de la Plaza de Gipuzkoa, 11.30) and Vitoria-Gasteiz (Centro la Blanca, 16.00).

WOKA Online

Woka has launched a blog at <http://wokaeuskadi.wordpress.com/> where important information and resources are posted regularly.

In addition to the face-to-face Wokas, on May 17th – in celebration of Internet Day – the blog will launch a 'Virtual Woka' in collaboration with the Association of Basque Telecommunications Engineers, one of the participating entities. The Virtual Woka will be operational until the 18th. The blog will create a multi-platform participation environment with social networking sites such as LinkedIn, Facebook and Twitter. Information on the event is already available on these sites and people can sign up now to take part.

A mobilized society

Conceived as an important social mobilization project, Woka Euskadi already boasts a healthy network of stakeholders from diverse areas. The appeal was made by Innobasque partner organizations, and as of today the following organizations have confirmed their participation:

Ab Biotechnology Laboratories, Adegí - Gipuzkoa Business Association, Amt – Spanish Machine Tool Manufacturers Association /Herramex, Aquarium Donostia- San Sebastián, Itsas Jauregia, Arantzazu Gaur Fundazioa, Asenta Consulting, S.L., Bilbao Old Town Shopkeeper's Association, Association of Women Entrepreneurs & Executives of Biskaia (AED), Association installers and maintenance companies of Guipuzkoa – Instagi, Association of young entrepreneurs of Alava, Association for the Progress of Management (Apd), Association for the Promotion of Urban Commerce of Vitoria-Gasteiz, Association for the Revitalization of Metropolitan Bilbao, Azkoitia City Council – Azkoitiako Udala, Bilbao City Council – Bilboko Udala, Vitoria-Gasteiz City Council, Azaro Fundazioa + Lea Artibaiko Garapen Agentzia, Banco Guipuzcoano, BBK, BBVA, Begoñazpi Ikastola, Bic Cedemi, S.A, Bic Gipuzkoa Berrilan, Bilbao Turismo, S.A., Bilbao Chamber of Commerce, Chamber of Commerce of Gipuzkoa, Cenforpre, S.L. (Donostia), Cenforpre, S.L. (Eibar), Centro Informático de Gestión Meatze, S.L., Cic Margune, Cic Nanogune, Cic Tourgune + Basquetour, Telecommunications Cluster – Gaia, Colegio de Arquitectos Vasco Navarro (Architects Association, Bizkaia), Colegio de Arquitectos Vasco Navarro (Architects Association, Gipuzkoa), Association of Civil Engineers of the Basque Country, Association of Telecommunications Engineers of the Basque Country, Colegio Sagrado Corazón - Carmelitas Ikastetxea, Basque School of Economics (Bilbao), Basque School of Economics (Donostia), Consulting and Training, Formabask, S.L., Debegesa, Deloitte, Diario de Noticias de Gipuzkoa, Diario Vasco, Diocesanas, Provincial Council of Alava, Provincial Council of Bizkaia, Provincial Council of Gipuzkoa, División Mcc Centro Corporativo + Eroski, Egailan, S.A., Enkartur (Encartaciones Tourism Association), Escuela Europea de Coaching, S.L, Eudel – Association of Basque Municipalities, Euskal Irrati Telebista, Euskalit - Basque Quality, Euskaltel, S.A., Expressive Media Projects, S.L, Basque Federation for the Mentally Handicapped (Fevas), Fondo Formacion Euskadi, S.L.L., Frutas Dioni, S.L, Fundación Doctor Carlos Elosegui de Policlínica Gipuzkoa, Fundación Ede, Fundación Ficoba, Fundación Ingurugiro Etxea, Fundación Kutxa, Fundación Lantegi Batuak, Fundación Leia-Centro de Desarrollo Tecnológico, Foundation for Machine Tool Technical Training in, Fym-Cementos Rezola, Gaindegia, Gestión 2-17 - Delegación Medios Comunicación Zona Norte, S.L., Grupo Cei, Grupo Sca Bilbao Tecnocon, S.L, Grupo Xabide, S. Coop., Hera Consulting, Basurto

Hospital, Cruces Hospital - Guruzetako Ospitalea, Psychiatric and Mental Health Outpatient Hospital of Alava, Human Management Systems (Bilbao), Human Management Systems (Donostia), Human Management Systems (Gasteiz), Iberdrola, S.A, Ideilan Design, S.L., IDOM Engineering and Consulting, IEFPS Usurbil, IK4 Research Alliance, Ingurualde, Innomarket, Ipar Kutxa, S. Coop. de Crédito, Irungo La Salle, Itsasmendikoi, Jesús M^a de Leizaola Kultur Elkarte, Kutxa (Arrasate), Kutxa (Donostia), La Salle Berrozpe Ikastetxea, Lan Ekintza, Maier Technology Centre, S. Coop., Makeateam-Grupo Inmark, Maristak Ikastetxea, MBN Comunicación, O+Berri – Basque Public Health, Oarsoaldea, Obeto Banpro, S.L., Obispado de Bilbao, Ope Consultores, Orkestra- Basque Institute of Competitiveness - Fundación Deusto,, Panda Security, Polo de Innovación Garaia, S. Coop., Pool Cme, S.L., Precicast Bilbao, Psicobegia, S.L, Sammic, Sociedad Española de Radiodifusión, S.A (Cadena Ser), Soluketa, S.L, Sprilur+ Spri + Ihobe + EVE + Basquetour + Capital Riesgo + Ikerbasque + Osatek, STI - - Business Services and Information Technology, Tea-Cegos, S.A, Tecnalía (Araba), Tecnalía (Bizkaia), Tecnalía (Gipuzkoa), Temps Multiwork, S. A. E.T.T., Tknika, TTI Tecnología para la Transformación Interior S.L., University of Deusto, Visesa

Useful information

Number of meetings: 125

Estimated participation: over 5,000 people

Central Cafés promoted by:

- Provincial Council of Bizkaia: Mercado del Ensanche, 11.30
- Provincial Council of Gipuzkoa – Gipuzkoa Berritzen: Plaza de Gipuzkoa, 11.30
- Provincial Council of Alava: Centro La Blanca, 16.00

Representatives from Innobasque, headed by its president, Pedro Luis Uriarte, took part in all three of the central cafés, accompanied by the president of the provincial council and the participants, approximately 100 people at each meeting.

For more information: <http://wokaeuskadi.wordpress.com/>

For comments, registration and online discussion, visit

FACEBOOK: <http://www.facebook.com/event.php?eid=74755884013>

LINKEDIN: http://www.linkedin.com/groups?gid=1540877&trk=hb_side_g

TWITTER: <http://twitter.com/wokaeuskadi>



CROATIA

1st SoL SEE Forum

The Forum took place in Zagreb on 25th May, 2009. The theme of the Forum was **CRISIS – Threats & Opportunities**. Keynote speaker was **Peter Senge**.

The purpose of the Forum was to inspire participants, leaders from the SEE countries to lead initiatives for substantial social changes to create desired future. Representatives of the SoL fractals from Austria, Finland, Greece, Hungary and Turkey were among the participants, as well as representatives of potential fractals from Bosnia & Herzegovina, Bulgaria, Romania, Serbia and Slovenia. As SoL Croatia was established in 1999, this was a wonderful opportunity for celebration of our 10th anniversary with Peter Senge in Zagreb and more than 550 participants in the Forum.

At the beginning Peter gave short lecture about sustainability crises and its impact on the countries in the region and the entire world. He also talked about its root causes, i.e. traditional way of thinking.

In accordance with its purpose, the Forum was designed as a series of small workshops:

- productive conversation
- system thinking
- creating shared vision of future.

Comments by participants (quotation of remarks written by participants):

- Thank you all from the depth of my heart
- Creative tension and visioning are excellent tools
- We need more such inspirational events and lecturers
- I was fascinated by Mr. Senge
- Very good, inspirational
- Really I learned new things,...
- Do it again!
- I am full of hope and I am not alone.
- Wish to thank Mr. Senge for this excellent lecture.
- See you next year on the 2nd SoL SEE Forum!
- I am very satisfied with whole event. Mr. Senge is an extraordinary expert, he is great performer and his presentation is really amazing experience. This Forum will absolutely have great influence on my personal and professional development.
- I like the choice of topics under the main theme, I think that mankind needs something like this.
- I am amazed and feel touched by seeing the work you have done

Second day we continued conversation with Peter in a smaller group of SoL members from Europe and Croatia. After inspiring and energizing conversation with Peter, the good spirit continued at the short, but very constructive meeting of the SoL representatives.

Mrs. Evrim Calkavur, from SoL Turkey presented the work they are doing in Turkey. Ruzsa Agota from SoL Hungary asked everybody to take part in the OD WORLD SUMMIT 2010. The theme of this summit will be CO-CREATING A NEW WORLD OF ORGANIZATION AND COMMUNITIES. During the summit the SoL Master Class will be organized, which will be opportunity for SoL fractals from the region to participate, exchange experiences and learn from each other. Vilma Väisänen from SoL Finland invited us all to participate in the TEAM MASTERY ARENA 2009, which will take place from 17-18 September 2009.

In accordance with the purpose of the Forum we invite participants to join us in follow up activities. At present we are in the process of creation of several communities of practices based on following subjects: energy, food & water, materials & toxins, sustainability at local level, sustainable consumption, managing in downturn.

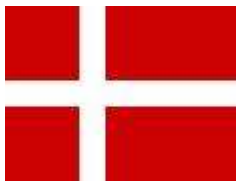
As a part of preparation for the Forum in cooperation with Andrew Jones from Sustainability Institute on 29th April we organized Climate Change Negotiation Simulation. The aim of the Simulation was „a wake up call“ about challenges of climate changes. The participant's responses confirm our expectations:

- It was really something that makes you think, arising awareness about things that you hear, but you don't know actual figures. I knew it was important, but I wasn't aware it was so pressing.
- I was deeply impressed by the presentation. In order to change certain things we should change ourselves, our way of thinking, and achieve a tremendous technological leap in a short time.
- It was very interesting. Before I thought that the 5% decrease in CO2 emissions imposed to us in Croatia is huge, now I became aware that even the decrease of 20% might not be sufficient...It is really a gloomy picture if we continue with pollution..
- It is clear that we cannot wait any more. The lecture we have heard and the models we have seen indicate this clearly. People and corporations know that time for change has come. The

question is how to create a critical mass...The problem lies in greed for profit and unwillingness to undertake proper changes...in a fear that profit could drop a little...

- Extraordinary. I think that more people should go through this simulation, to become aware of the situation we are really facing and to put in different parameters and then see with what speed the CO2 emissions grow - probably in this way we could find a solution - how to reconcile generation of income and preservation of the planet Earth and life on it. It seems that current droughts, floods, hurricanes are not sufficient to make people aware that something must be done.

In the meantime, visit our website: www.solcroatia.hr



DENMARK



FINLAND

www.solfinland.org



Welcome to Team Mastery Arena - New Trails for Leadership, in cooperation with SoL Finland!

Jyväskylä, Finland, 17-18 September 2009

The approach in leadership seminars has a long time been the world economy and WHAT should be done. Team Mastery Arena focuses on solutions. We want to activate You to think HOW we all can affect our own organization - and above all, to act. This year, the annual Finnish SoL Conference is now merged with Team Mastery Arena.

The goal of this international, bi-lingual gathering is to build a breath-taking process of ignition



and birthing, and where new trails for leadership will be born. The participants are leaders, team entrepreneurs, coaches, people from SoL network and other radical thinkers and trail blazers in leadership from Finland and all around Europe. We are building a learning network, a tribe.

We'll gather together in Jyväskylä, Finland, in the inspiring environment of Juurikkasaari. Participants will play the leading role in the gathering. The purpose is to crystallize a common vision of leadership. We will be challenged by carefully chosen, international top speakers and facilitators, eg. in Talk Shows. One of the international speakers in the World Café work is Roosevelt Finlayson from Bahamas. He will bring new ideas for igniting creativity, passion and productivity in leadership. The premier of the learning show by Team Academy Teampreneurs, 'Our iceberg is melting' awakens us to think about change through the survival story of penguins.

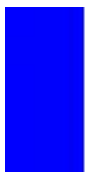
Learn more at www.teammasteryarena.com !

Join the Tribe!

Organizers: Team Academy and Partus Learning Network in cooperation with SoL Finland

More information,

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FRANCE
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GERMANY





GREECE



HUNGARY

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We are in an active process to get a few great projects done in the near future.

I. We are about to hand in together with the Pazmany Peter University a course accreditation in cooperation with SoL Hungary: **SoL facilitators and coach development starting in 2010**

Coach and facilitator development learning program based on SoL disciplines and practices as well as ecological and spiritual background. We want an open version of it called: SoL facilitators and coach development, starting from 2010 January after a few introductory modules, such as

- Systems thinking in Coaching and facilitation run by Christoph Mandl, on the 10-11th SEPTEMBER, Budapest
- Dialogue and the Art of Developing Organisational Intelligence, late October
- Sustainability and Paradigme Shift, late November
- Self awareness and mindfulness based on Jon Kabat-Zin's approach, late September

Participants and contributors are welcome!

II. Work forums

- TWC Gathering for TWC practitioners, 1 day event in September
- SoL Hungary annual gathering in late November

III. Joint projects

ODWorld Summit 2010 on the 22-26th of August. Pre-conference 21-22nd August. Please, let us know if you are interested in participating and/or contributing in some way.

- SoL MASTER-pieces Classes: Learning for Sustainabilty (best practices from Education, NGO and cross sectoral areas)
- TWCAfe and the Non conventional Organisations???

IV. New SoL partners

Open Society Institute in Hungary

Tempus Foundation, national agency for EU Education Directorate (under formation)





ISRAEL

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Nir Ben Aharon, an expert in Environmental innovation in industries and a researcher at the Jerusalem institute for Israel studies, has presented the Israeli SOL sustainability group located at EPA's Future center, his 10 years doctorate study on 400 projects of Environmental innovation that took place in various factories in Israel. These projects were designed to reduce pollution and to cut down treatment and rehabilitation costs.

In his study, Nir found out that despite the ministry of environmental protection's encouragements to promote industrial innovations, it implements very little economical and legal tools then it is capable of.

Nir suggested that the ministry should promote interdisciplinary corporation, promote various incentive programs in the industry and update environmental legislation.

As mentioned above, Ben aharon has examined hundreds of projects that took place in the Israeli industry such as: Teva, Intel, Neshet, IAI and IEC. The results indicated that there are several key factors that can encourage environmental innovation:

- 1) International firms who are committed to the environment.
- 2) A need for an efficient business management.
- 3) A change in geographical location.
- 4) Changes in legislation.
- 5) Changes in customer demands.

Nir is due to publish an extensive book based on his research and to present its results to various governmental and industrial key persons, hopefully it will promote a significant change in this field.



NETHERLANDS

www.solonline.nl

Can Dutch SoL be a Free Harbour for Sustainable Collaboration?

a contribution of Pieter Schrijnen and Charles van der Haegen

About one year after its installation, Sol Netherland's new board convened on June 5th and 6th in Verviers (Belgium) for its second off-site meeting.

This is a clumsy attempt to formulate the outcomes of the meeting. This text represents the conclusions shared by some, but still disputed by others. We feel that it contributes to our learning to share these words. We want it to reflect our deep commitment towards our team and towards the work each of us is involved in.

Mind You, we are still working on this text.

We struggle with words, even concepts, but we would really like to struggle more with our and everybody's practices. So anyone who can support us, with the words or with the practices, please step in and suggest, react, contradict, precisely as we will ask that to our members, in preparation for and at a meeting we are to organise in November meeting.

The process

The board of the Dutch SoL convened. Three young persons were invited to the meeting to help keep the ideas, needs and concerns of the younger generation in perspective. Their eager presence and committed contributions evoked a spirit of joy and aspirations.

Guus Geisen was present as well. He reported his experience from attending the Group of 25 meeting in Paris, where he had been invited for his innovative work in the Dutch school system towards teaching and learning about sustainability.

Very fast into the first hour of our journey it was decided to abandon every process of facilitation in order to let the group fully free to self-organise and to allow the emergence of whatever had to emerge. This was an essential step in eventually deciding the organisation of a general meeting of Sol Netherlands members in November 2009 to exchange on, ameliorate and engage behind the proposed vision for Sol Netherland's future as follows (*this is a possible wording*):

Mission: Learn together to collaborate sustainably on projects so as to bring forth the highest potential in people, teams and organisations and contributing to a sustainable world

Vision: Open up and collaborate with all good intentioned people, with a special emphasis on youth, on the road to achieving our mission

Strategy: Become a "Free Harbour" where everyone is welcome to safely learn and work together on projects that fit our mission

Our core quality lies in developing and sharing learning processes for persons, teams, organisations, communities and networks. We are participants in that, not bystanders.

What we add is the "Free Harbour" for people to work together to develop their capacity to bring forth their highest potential in the World, to expand their leadership, to increase their insight in learning processes of people, organisations and communities.

Initiating and supporting projects with an impact on a Sustainable World is part of our process. By bringing this forth SOL will achieve recognition in the Low Countries.

We went further: we decided to offer our "Free Harbour" to four concrete projects and to actively support the leadership in those projects:

Youth Participation

For info (Elselien Smit – [elseliensmit \(at\) brace-bv.nl](mailto:elseliensmit@brace-bv.nl))

Sustainable Learning

For info (Guus Geisen - [g.geisen \(at\) duurzaamleren.org](mailto:g.geisen@duurzaamleren.org))

The Rotterdam Climate Initiative

For info (Pieter Schrijnen - [P.M.Schrijnen \(at\) TUDelft.NL](mailto:P.M.Schrijnen@TUDelft.NL))

Harbouring What The World Needs

For info (Charles van der Haegen – [charles \(at\) comind-europe.eu](mailto:charles@comind-europe.eu))

So, we now invite you to step in and suggest, react, contradict, and share our commitment to our learning.

Charles van der Haegen & Pieter Schrijnen

June 11, 2009





SPAIN

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SoL Spain's community is thriving and growing ... creating experiences where we engage in dialogue and learning and welcoming new people who want to join and put the insights into our daily actions.

After a successful launch of the official membership in March this year, SoL Spain has transformed the interest group into committed members as large organizations, smaller companies, consultants and individual members and we look forward to generate more value for all through a closer connection with global SoL's benefits and being part of a global community with more than 4000 people.

SoL Spain's main focus locally is to bring the value of the diverse community to life through our regular 3 hour face-to-face meetings, dialogue sessions where we can learn about innovative topics, experiment through deep dialogue and energize our spirit for action.

Great learnings came from our last two sessions in Madrid and Bilbao which united up to 20 people from diverse backgrounds and ages:

1. "Learning in teams - Innovating educational methods based on Team Academy principles" lead by five visiting students from Team Academy Finland, Team Academy Euskadi, Mondragon Team Factory
2. "Theory U - Addressing the blind spots in our society" facilitated by Javier Ruiz from Tecnalía

You can find out more on our website www.solspain.org or contacting anita_seidler@solspain.org



SOL SWEDEN

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As already reported, our first quarterly meeting was held in Stockholm on March 3rd on the theme of **Leadership and Learning in Connection with Complex Business Challenges**. It was led by Gunnar Westling from the Centre for Advanced Studies in Leadership.

On May 12th, we had our second meeting, which was guided by Uric Rudebeck of UrVision and Joachim Timlon from Kalmar University. For a change we met in a real cafe in Stockholm with good food to fuel our thinking around the theme of **Organizations that will endure and be profitable over the next 100 years**. The aim was to explore what can be learned from the present and to look into the far future and explore questions around the survivability of organisational learning disciplines and global sustainability. In the future, sustainable organizations will need to be able to handle issues of a very different nature than they deal with now. What are those issues? What knowledge must we gain to succeed in handling them?



UNITED KINGDOM

www.sol-uk.org



SOL-UK (London)
Society for
Organisational Learning

