

# The Co-Creation of the Bruce Irvine Celebration Event To Be held Autumn 2015 Location in London

(details to be notified)

It is clear to us that there is a large amount of interest from around the globe to connect remotely with this event and that we are being asked to hold it at a later date. We discern the call for an event which is co-created: hence the need for postponement.

We can see that the event which is being anticipated is something which is experiential and focussed on the systemic and development work initiated by Bruce. We propose this purpose for it:

*"By generating a spirit of enquiry, to create together practical initiatives where we are that carry forward the passionate aspirations and thinking of Bruce Irvine, especially in relation to developing young organisational leaders in our emerging world."*

We have therefore decided to postpone the June event until later in the year. This will enable preparatory work to be carried out by anyone who wishes to participate. This can be done in two phases:

*Phase 1: What is your NOW? Gathering, sensing and communicating the global call from the context for young leadership.*

In order to progress the co-creation of this event we are inviting you to share what you see to be the issues facing emerging leaders and the skills which are required to address these issues. To do this we suggest that, by gathering a group involving young emerging leaders where you are, reflecting your organisation and/or sector, you initiate the following work:

- How are future leaders being called to act and how does this impact on the particular leadership skills they will need in providing leadership?
- How can those needs be addressed?
- Preparing from your findings a short paper for circulation (about 500 words) before the event to all those who can take part in it in person or virtually.

We ask you to be provocative and radical, and to take time to think through what is currently not being provided. To support that, we append a brief outline of Bruce's contribution to radical thinking with a summary of "The Three Pillars and Six Principles".

*Phase 2: What can come NEXT in the Bruce Irvine Celebration Event?*

The Organising Group will use the materials we receive to design the celebration event later in the year. We will share our preliminary thinking with you before we finalise anything.

In the meantime the Grubb Council have asked that donations for the "Bruce Irvine Fund" be sent in support of the Grubb School of Organisational Analysis to:

Crossfields Institute HSBC:	40-43-21
Account:	5146 7484
Details:	Bruce Irvine Memorial fund
Swift:	MIDLGB22
IBAN:	GB70MIDL40432151467484

Please send an accompanying email to: lee.hawkins@crossfieldsinstitute.com – stating that a remittance to the memorial fund has been made, currency, amount and payee (if anonymity is not required).

These donations will be placed in a restricted fund dedicated to the development of young organisational leadership in our emerging world.

We also invite you to share the flyer with those who may be interested in joining the European cohort of the Masters programme starting in September 2015. The Masters programme was a major part of Bruce's vision of making a difference in the world.

→ The flyer is available here:

Martin Henwood

Member of the Council of the Grubb Institute and member of the group organising this event

Reverend Martin Henwood DL

Vicar of Holy Trinity, Dartford Parish Church

Member of the Council of the Grubb Institute

11 May 2015

### **Working with the Emergent**

Bruce Irvine built on the work of the Grubb Institute and set out the three Pillars and six Principles to describe his approach.

#### **The Three Pillars**

- Challenge everything
- Reveal Resources
- Unleash Potential

*Challenge everything* As conditional beings, we humans base our behaviour and thinking upon assumptions, things we take for granted. We can then base our rationalisations on those assumptions. This first Pillar of the brand invites us to search out those assumptions and put them to the test. This is what lies at the heart of true scientific method. Richard P Feynman, one of the great physicists of the 20<sup>th</sup> century put it nicely: '*Science is the belief in the ignorance of the experts*'.<sup>1</sup>

*Reveal Resources* A starting point in the work of the Grubb-is that untested assumptions effectively conceal resources that are available for the work in hand. The blinkers, that blind us to those resources, are assumptions about where boundaries are located, who controls them and for what purpose. Often our assumptions interpret things as threats or burdens which, if thought about differently, might be resources. A major example in the Grubb's work through Ubuntu4Schools is the assumption about schools, that pupils are potential *products* of the system on which its public reputation depends, rather than *co-creators* of all the processes of that system, of which they become the principal beneficiaries.

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<sup>1</sup> Quoted in The Hindustan Times, 14 January 2005. This refers to an address the Richard Feynman gave in an address "What is Science?", presented at the fifteenth annual meeting of the National Science Teachers Association, in New York City (1966), published in *The Physics Teacher*, volume 7, issue 6 (1969), p. 313-320

*Unleash Potential* Once existing but untapped resources are revealed, new energy becomes available to bring about more effective working at every level. The Grubb School Masters pilot programme running in Australia, demonstrates through the programme's virtual learning environment (VLE) stunning levels of engagement and mutual support, challenge and action.

These three Pillars are built on a recognition that the pace of human capacity to learn is speeding up and, along with our expanding consciousness, we are called on to use new tools for thinking and working. The Principles open that up to us.

### **The Six Principles**

*Principle 1: The Principle of Working with Experience* In reality we work with experience all the time. We may not be aware of how we do it, but our behaviour is always intentional both consciously and unconsciously in relation to the sense we make of our experience.

*Principle 2: We create the experience we need in order to develop and learn* Every experience we have is our co-creation and we create it as part of our evolution as human beings. We have the experience which we need both consciously and unconsciously which holds us at our developmental edge until we have the new insight or understanding that enables us to move on. Each experience is an opportunity to exercise freedom and choice, an opportunity to learn.

*Principle 3: The Principle of Connectedness* We are connected with everything that is. We therefore need to learn to see what is happening in the NOW. In reality this is the only thing that is. So the question we need to ask at any one time is 'What takes me away from the NOW?' and 'What do I avoid connection with NOW?'

*Principle 4: The Principle of Abundance* The context is full of resources, always present and always available. Our struggle to see them is tied to our fear of scarcity. The fear of scarcity – including scarcity of time as well as money or food - results in the feeling that we are victims and leads to a mind-set of 'tunnel vision' which limits our awareness of what is available, leading to poor decision-making which reinforces rather than relieves us.<sup>2</sup> The Cartesian split of *either/or* in the Grubb's work is replaced by *both/and* which in turn leads to *both/and/and also*. It challenges the Freudian human development theory based on learning to divide the world into 'me' and 'not-me', replacing it with 'me' and 'more-of-me-but-different'<sup>3</sup>. Thus, perceived threats can be transformed into resources.

*Principle 5: The Principle of Co-Creation and Self-Authorisation* Because we are always connected, all that is, is co-created by the authors of our different realities. Like the shape of a balloon, the internal and external forces and factors at work around us balance each other out to produce the 'shape' we co-create through the choices made by all those involved. Consciously owning our co-creations is the first step to self-authorisation, personal responsibility and systemic accountability.

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<sup>2</sup> A relevant book was published in August. Mullainathan S and Shafir E (2013) - *Scarcity: why having too little means so much* – London, Allan Lane.

<sup>3</sup> See the argument of ecopsychology in Roszak T et al (1995) – *Ecopsychology: restoring the earth: healing the mind* – San Francisco, Sierra Club

*Principle 6: The Principle of Working to Purpose - Responding to what is being Called Forth* A central concept in the work of the Grubb is that of Purpose – that which is called forth from the context, but even more important through being attentive to one’s connectedness with Source. This also involves drawing on images, music and movement which surface spirit. At the heart of intentionality in the Grubb School thinking is the awareness that one is a sense of ‘vocation’ – the call to contribute to the healing, repair, transformation and wellbeing of society through the mobilisation of values, beliefs, spirituality and religion as resources through leadership and organisations.