

Swiss IDG Hub

IDG Learning Lab

Unlocking Inner Potential

A space to discover, experiment, and embody new lenses and “muscles” to drive the changes we need to see in the world, individually and collectively, starting from an inner place.

A journey of individual & collective transformation in 6 parts over 4 months. Insights, experiences, sharing, and practices rooted in the IDG framework.

The program

The IDG framework was created to boost progress toward a sustainable global society by helping policymakers, corporate leaders, organizations, and citizens cultivate the inner competencies needed for change. It fosters the integration of new perspectives and ways of working and encourages holistic leadership and collaboration.

Building on this framework, our interactive, experiential, and action-oriented IDG Learning Lab is designed for individual and collective learning and development towards greater inner and outer sustainability. This includes a prototyping process around existing or new SDG-related projects of the participants where the learnings are applied.

As part of the program, participants are invited to establish an individual 'inner' practice routine with the exercises provided.

The core tools you will learn during the program:

We intricately intertwined an array of tools and practices to nurture the very essence of our journey, encompassing (but not limited to):

- **Strength-Based Mindfulness:** One of the cornerstones of our collaborative space was the practice of strength-based mindfulness (Seligman & Csikszentmihalyi, 2000). We embraced the idea of focusing on our individual and collective strengths rather than fixating on shortcomings. This practice fostered a positive mindset and empowered us to leverage our inherent qualities for growth.
- **Improv Theatre:** Incorporating elements of improv theatre into our interactions allowed us to enhance our ability to think on our feet, adapt to unexpected situations, and co-create with others. This practice promoted trust, spontaneity, creativity, and effective collaboration. (Johnstone, 1981)
- **Immunity to Change:** The immunity to change framework, developed by Kegan and Lahey (2009), guided us in identifying our internal barriers to growth and change. Through guided self-reflection, we recognized and addressed the limiting beliefs that hindered our progress, paving the way for personal and collective transformation.
- **Leadership Circle Profile:** The Leadership Circle Profile is a 360-degree leadership assessment tool that offers insights into our leadership competencies and behaviours. Moreover, it facilitates deep reflection on our reactive versus creative tendencies and helps us connect with our inner development work. This enables us to shift our perspective, allowing our leadership to be more effective and conscious.
- **Movement & Body Awareness:** Engaging in intentional grounding practices and movement exercises drawn from the field of somatic psychology (Hanna, 1988). These practices helped

Swiss IDG Hub: IDG Learning Lab Outline

us connect with our bodies, release tension, and access a state of mindful awareness. This practice was instrumental in grounding our discussions and actions.

- **Systems Thinking:** Our embrace of systems thinking was influenced by the works of Senge (1990) and Meadows (2008). It allowed us to understand the interconnectedness of our actions within the larger context. By recognizing the ripple effects of our decisions, we became more conscious of our impact on the collective and the environment.
- **Nonviolent Communication (NVC):** The program also includes the principles and practices of Nonviolent Communication, a communication process developed by Marshall Rosenberg. NVC emphasizes compassionate and effective communication, enabling participants to express themselves honestly, listen empathetically, and resolve conflicts in a non-confrontational manner. This skillset enhances understanding and connection among participants, making it an essential tool for fostering positive relationships and resolving interpersonal conflicts.
- **Theory U:** Drawing inspiration from Theory U (Scharmer, 2007), we practiced deep listening, empathetic understanding, and generative dialogue. This process enabled us to suspend assumptions, engage with openness, and co-create solutions that aligned with our shared intentions.
- **Teaming:** (Edmondson, 2012) Exploring the importance of psychological safety within teams, capitalizing on our emotional memories, allowing us to embody the qualities that make a great team helping all team members feel comfortable taking risks and sharing their ideas without fear of negative consequences.
- **Cynefin Framework:** Our “action” workshops were guided by the Cynefin framework (Snowden & Boone, 2007), which helped us to better identify and categorize the system domain where we operate, enabling us to apply appropriate approaches to problem-solving and decision-making.

Impact of the program

- Participants will be able to better: Build and sustain self-awareness through integrated mindfulness & strengths practice
- Cultivate understanding through deep listening and conscious speaking practices
- Gain new perspectives for their challenges by deep connection and sharing with the other change-makers in the program
- Innovate from a place of deeper connection with themselves, stakeholders & life
- Collaborate in co-creative and impactful ways through systemic thinking and teaming
- Drive change more consciously and sustainably, applying and sharing IDG tools and Learning Lab insights

Key characteristics of the program

- 5 +1 facilitated interactive sessions + 6 self-organized pod sessions + individual practice to explore the IDG framework and its value for work, leadership, and collaboration
- Theory, practices, and peer support to gain insights, discover perspectives, and embody behaviors for greater impact
- Application of the learnings to your field of work through SDG-related prototyping
- Experiential & action-based learning

High level program structure

	Facilitated (90min each session)	Self-organized working groups (~60min p/session)
Week 1 & 2	Session #1: Intro & Being	Get to know each other
Week 3 & 4	Session #2: Thinking	Prototype first idea
Week 5 & 6	Session #3: Relating	Prototype design
Week 7 & 8	Session #4: Collaborating	Prototype execution
Week 9 & 10	Session #5: Acting & closure	Prototype validation
Weeks 11-14 (Integration time)		Learn & refine prototype
Week 15 & 16	Session #6: Check-point	Reflection & closure
Week 1 to 16 (self-practices)	Individual "Foundational Practice" integrated in daily routine	

Voices of participants in previous IDG Learning Lab workshops

"These sessions made me realize my feelings and desires through their questions to construct my inner compass. At the end, I was more aware of myself and felt more connected with others who think similarly to me. I appreciate Mauricio and Lutz for this great experience."

(participant in an IDG Learning Lab for interns within an internship program of InTent & Hoffman La Roche)

"I believe the IDGs are important for entrepreneurs. Inner development means you grow a good relationship with yourself to know where to find help and support, and that you develop the abilities to be resilient, bounce back, adapt in agile ways to challenging situations, and find the way out."

(participant in an IDG Learning Lab workshop for start-ups from four different countries)

TESTIMONY 1: https://youtu.be/YnUzIta_W6s

TESTIMONY 2: <https://youtu.be/Y76azgXsDa4>