

# YOU ARE INVITED TO THE FIRST INTERNATIONAL HOST LEADERSHIP GATHERING

A three-day festival of learning and leading  
14-16 September 2016 | London, UK

- ▼ Wednesday 14 September: Pre-gathering introduction day
- ▼ Thursday 15 September: Host Leadership Gathering 2016
- ▼ Friday 16 September: Follow-on Open Space day



**EXPLORE LEADING AS A HOST:** Ideas and practices for engaging and effective post-heroic leadership

**ALL ARE WELCOME TO JOIN US:** Leaders, coaches, facilitators, consultants, community builders...

**BRING YOUR IDEAS AND CHALLENGES:** Share, learn & make progress at our Open Space day

## Host Leadership Gathering 2016

### WEDNESDAY 14 SEPTEMBER 2016

#### Pre-gathering introduction day Meet Host Leadership

with Mark McKergow and Helen Bailey  
(authors of *Host*). Full details at  
[hostleadership.com/workshop/](http://hostleadership.com/workshop/)

### THURSDAY 15 SEPTEMBER 2016

#### Host Leadership Gathering 2016

Featuring international speakers,  
activities, networking, discussions  
about using Host Leadership and other  
'post-heroic' leadership models in areas  
including business, healthcare, public  
service, software development and online  
contexts.

### FRIDAY 16 SEPTEMBER 2016

#### Follow-on Open Space day

To engage with an even wider range  
of inputs and topics – come and bring  
your passions, ideas, experiences and  
challenges and convene free-flowing  
conversations. This day reflects our  
desire to host you and your passions as  
well as sharing ours.

**BOOKING INFORMATION AT**  
[hostleadership.com/gathering](http://hostleadership.com/gathering)

### Keynote speakers



#### The challenge for leaders and leadership today

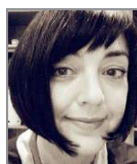
*Prof Elena Antonacopoulou*  
University of Liverpool  
Management School



#### Lessons from hosting and hospitality

*Harry Murray MBE*  
Chairman, Lucknam Park  
Hotel & Spa

### Plenary sessions



#### Progressing nurse leadership through Host engagement

*Annessa Rehair*  
Northumbria University



#### Host Leaders as good citizens in software development organisations

*Pierluigi Pugliese*  
Connexxo (Germany)



#### Mind the gap! The dynamics of stepping back as well as stepping forward in a busy organisation

*Helen Bailey*  
Host Leadership

### Workshops



#### The Host Leader: Open hearted, even handed, clear thinking

*Stephen Josephs*  
Dragon At Work (USA)



#### From Stewarding to Host Leading: Engaging in an online community of practice

*Leah Davcheva*  
Aha Moments (Bulgaria)



#### Influencing as a Host Leader

*Mike Brent*  
Ashridge Business School



#### How Hosting embraces complexity and uncertainty

*Dr Mark McKergow*  
Host Leadership

**Plus panel discussions, networking time  
and surprise guests.**

[hostleadership.com/gathering](http://hostleadership.com/gathering)

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## Host Leadership Gathering 2016

Our first international Host Leadership Gathering is coming to London from 14-16 September 2016. This international festival of learning and leading brings together people interested in 'leading as a host' – in organisations, as facilitators, as stewards, as community builders...

Since the publication of **Host** in late 2014, worldwide interest has been growing in the paradigm of leading as a host, with Mark and Helen leading trainings and giving keynotes in the UK and internationally. Now we invite anyone and everyone interested in Host Leadership and other related 'post-heroic' leadership ideas, to gather in London and take part in the next steps in developing and using these ideas.

### Wednesday 14 September 2016

Pre-gathering introduction day: Meet Host Leadership with Host authors **Mark McKergow** and **Helen Bailey**.

### Thursday 15 September 2016

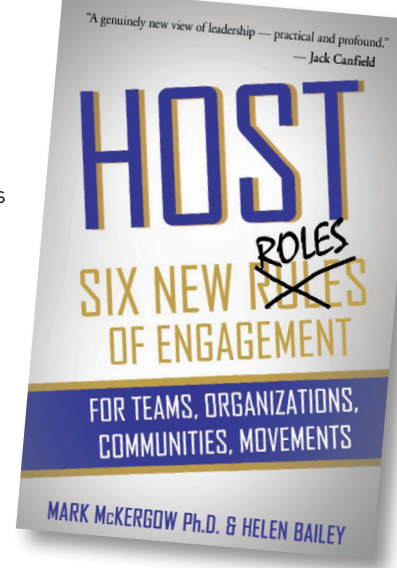
- ▼ **9.00:** **Meet**, network, coffee.
- ▼ **9.30:** **Opening session**, welcome, greeting and connecting, preparing for the day.
- ▼ **10.00:** **Host Leadership:** Why, what, how with Host authors **Dr Mark McKergow** and **Helen Bailey**.
- ▼ **10.30:** **Lessons from Hosting and hospitality:** **Harry Murray MBE** (Lucknam Park Hotel, Chair of Directors, Master Innholders and 'doyenne of the UK hospitality industry) in conversation about his experience and learning over decades leading and hosting.
- ▼ **11.00:** **Coffee.**
- ▼ **11.30:** **Keynote:** "The challenge for leaders and leadership today" **Prof Elena Antonacopoulou** discusses emerging trends and challenges in leadership.
- ▼ **12.00:** **Why Host Leadership now?** (see below)  
Plenary sessions about the benefits and attractions of Host Leadership from different angles.
- ▼ **13.00:** **Lunch** with table conversations hosted by the Host Leadership team.
- ▼ **14.00:** **Parallel workshops** (see below).
- ▼ **15.15:** **Tea.**
- ▼ **15.40:** **Applications of Host Leadership:** Short presentations and panel discussion about practical experience of using Host Leadership ideas:
  - **Angela Gascoigne**, Chief Executive, SHAL Housing
  - **Géry Derbier** and **Laurent Sarrazin**, Rupture21, France. agile organisation developers
  - **Leah Davcheva**, AHA moments Centre for working interactionally and making progress, Bulgaria
  - and more to be added.
- ▼ **16.45:** **Closing**, reflecting, looking forward to the Open Space day tomorrow.
- ▼ **17.00:** **Informal continuation** in neighbouring pub The Coronet (which used to be a cinema!).

### Friday 16 September 2016

#### Follow-on Open Space day

Bring your passions, ideas, experiences and challenges and join with the Host Leadership team and other participants in creating new developments and connections.

TICKETS	Early bird price (until 14 August)	Regular price
Gathering main day only (Thursday 15 September 2016)	£145 + VAT	£195 + VAT
Gathering both days including Open Space day (Thursday/Friday 15/16 September 2016)	£235 + VAT	£320 + VAT
Pre-gathering workshop: Meet Host Leadership (Wednesday 14 September)	£99 + VAT	£125 + VAT
Gathering both days plus pre-gathering workshop: Total participation! (14-16 September 2016)	£320 + VAT	£425 + VAT



## Plenary sessions

### The challenge for leaders and leadership today



*Elena P. Antonacopoulou is Professor of Organisational Behaviour at the University of Liverpool Management School, where she leads GNOSIS – a research initiative advancing impactful collaborative research in management and organisation studies. Her principal research expertise lies in the areas of organisational change, learning and knowledge management with a focus for leadership implications.*

### Lessons from hosting and hospitality: Harry Murray MBE in conversation with Mark McKergow

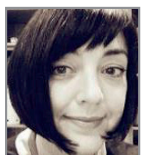
Harry Murray has been described as 'the doyenne of British hospitality'. With a lifetime of experience in the hotel business, Harry has many valuable insights – about what makes a great host, how hosting and leadership come together, and many practical insights about how small things can make a big difference. He contributed to the *Host* book and continues to support and build the importance of hosting and leadership.



*Harry Murray MBE is Chairman of Lucknam Park Hotel & Spa near Bath. He is a member and past Chairman of Master Innholders, and was awarded an MBE in 2005 for services to the hospitality industry. Other accolades include a 'Catey Lifetime Achievement Award' in 2008 – chosen by his peers for his outstanding contribution to the hospitality industry – and 'Hotelier of the Year' in 1986. He was awarded the AA Life Time Achievement Award, 2013-14.*

### Progressing nurse leadership through Host engagement with Annessa Rebar

Welcome to an introduction to the idea of using Host Leadership as a candidate to progress nurse leadership in health care and in particular within teams. Given that there is a call for leadership at every level and a focus on nurturing collaborative genuine co productive relationships, Host enables nurses of all grades to engage in leadership in an accessible and meaningful way.



*Annessa Rebar MSc BSc (Hons) RMN, Cert Ed has 20 years' experience in mental health nursing across various clinical settings working laterally as a Matron for acute services in the NHS. Annessa is a qualified ILM Executive and Leadership coach and provides coaching to staff across a variety of organisations including university, NHS and private health care providers. Annessa currently occupies a role as Senior Lecturer at Northumbria University and is a Board Trustee for the national*

*charity POPYRUS (prevention of young suicide) she leads nationally on this subject for the Royal College of Nursing and is undertaking Doctoral research in this area.*

### Host Leaders as good citizens in software development organisations with Pierluigi Pugliese (Germany)

Over the last years the software development world has experienced a revolution by realising how human factors are an important factor for successful projects. Part of this revolution is based on a close co-operation among the various figures involved in crafting products: in this scenario Host Leadership is a great metaphor for promoting and supporting co-operation.



*Pierluigi Pugliese started hacking code so long ago that he cannot remember exactly when anymore. He worked many years in the mobile telecommunication business, both as programmer and as a team leader, providing*

*software for several mobile phones of known brands. Currently he works as a consultant for software organisations and coach for individuals and teams, focusing on software development and software processes, helping them implementing sound and agile solutions. Pierluigi is based in Munich and operates through his company Connexxo.*

### Mind the gap! The dynamics of stepping back as well as stepping forward in a busy organisation with Helen Bailey

Host Leaders know when to step forward – and when to step back. In this session Helen Bailey will explore the dynamic nature of Host Leadership, how it includes both action and reflection and links to both masculine and feminine 'traits'. The practice of stepping back and reflecting seems often to be undervalued – connecting with some of the 'feminine' aspects of Host Leadership can help us to bring the value and skills of reflective practice, listening, creating space.



*Helen Bailey is co-author of Host: Six new roles of engagement for teams, organisations, communities and movements. She is a seasoned coaching and change expert and previously held a successful senior management position with The Royal Bank of Scotland Group. In 2004, she started PINNA Ltd where she is Head of Coaching and in 2010, completed her Masters degree in Developing Professional Practice where her research interest was collaboration.*

## Workshops

### The Host Leader: Open hearted, even handed, clear thinking with Stephen Josephs (USA)

There is a saying: The one who says it can't be done shouldn't interfere with the one who is doing it. Often these two characters, the doubter and the doer, exist in the same person. We experience this as ambivalence. By moving past ambivalence and whole heartedly embracing the role of Host, we focus and perform beautifully. In this hour we will learn practical techniques for reclaiming the energy bound up in self-doubt, and its twin, overconfidence. What remains is clear eyed, open hearted hosting – spontaneously generous and practical.



**Stephen Josephs, Ed.D.**, is co-author of **Leadership Agility**, and author of **Dragons At Work**. In his 37 years in executive development he has coached leaders in scores of companies. For over fifty years has had a daily practice of mind-body disciplines (meditation, martial arts, qigong, tai chi). Stephen applies these arts along with his knowledge of business to help leaders bring out people's best work in new ways – ways that represent the leader's next step in his or her personal evolution. Stephen is also a gifted musician and often uses music along with liberal doses of humor to enhance learning in his workshops. He lives in New Orleans with his wife, son, daughter-in-law and three grandchildren.

### From Stewarding to Host Leading: Engaging in an online community of practice with Leah Davcheva (Bulgaria)

The Pestalozzi Programme (Council of Europe) supports a community of practice of education professionals and offers a moderated online space for professional development across Europe. The platform now has 1,700 members from across Europe, sharing their expertise, vision and practices. The people who hold it together and take care of its moderation are a team of ten "stewards".

In this workshop I discuss my two-year experience as one of the stewards on the platform with reference to the tools and ideas of Host Leading. I begin the session by setting the context and then present the ways in which the Host Leadership metaphor has made a difference to the way I view my practices as a steward, how it has affected my linguistic expression and has driven me to modify the ways I perform online. I then invite the participants to look at some of the possibilities the metaphor opens for understanding online hosting, share their thoughts and make sense of some hot issues together.



**Leah Davcheva, PhD**, is the founder and director of *AHA moments – Centre for Interculturality, Solutions Focus, and Host Leadership*. She is an international trainer, coach, researcher, and co-author of books, articles, and online learning materials.

### Influencing as a Host Leader with Mike Brent

This session will focus on the concept of influencing as a key part of the Host's role. Mike will examine what influencing means, how it differs from persuasion and convincing, why it is an important leadership skill, how it links to Host Leadership. He will also look at four key approaches to influencing as well as looking at some key tools and techniques.



**Mike Brent** is a member of Faculty, Professor of Leadership Practice, Client and Programme Director at Ashridge Business School. He specialises in leadership, team-building, influencing, coaching, cross cultural management, leading change and personal development. Mike has a particular interest in working with management teams and has worked with many companies and organisations all over the world. His particular interest in influencing, leadership and manager-employee relations (including manager as coach) have led him to write numerous articles and has co-authored four books with Fiona Dent for FT Publishing on leadership, influencing, coaching and teams.

### How Hosting embraces complexity and uncertainty with Dr Mark McKergow

One of the key elements of good hosting and Host Leadership is responsiveness. However much we plan, the unexpected will happen. The question then is – how do we react as leaders? We can see how complexity and uncertainty works through different lenses including complexity and jazz. Mark McKergow will be showing how responsiveness is deeply woven into Host Leadership, and how this element comes through in the different roles of Host Leaders. We will be working with real-life examples and challenges so please bring your questions and ideas.



**Mark McKergow PhD MBA** is a consultant and author bringing new ideas into the world of organisations. He is director of *SFWork, the Centre for Solutions Focus at Work*, based in London. He is the co-author of the best-selling *The Solutions Focus* book which has sold some 30,000 copies and is in 11 languages. His latest book (with Helen Bailey) is *Host: Six new roles of engagement for teams, organisations, communities and movements (Solutions Books, London, 2014)*. He is a visiting research fellow at the University of Hertfordshire and edits the *SFCT* journal *InterAction*.