



The McKergow Quarterly

News from Mark McKergow and the Centre for Solutions Focus at Work

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Leader as Host – join the new website and community



Our lead feature this time is Mark McKergow's latest project – exploring the metaphor of 'leader as host'.

Mark is now focusing on this topic for his next book. There's a new website at www.hostleadership.com

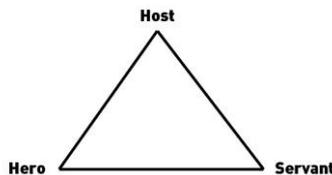
where you can find out more about the metaphor and its many different aspects, download the latest papers, join in with discussions and be part of the book. There's a **free online event** from 5-12 November about 'soft power and invitation' in leadership – come and join us.



Discover the power of host leadership

The idea of the leader as a host, as opposed to a hero or even a servant, is both strikingly new and very old indeed.

The idea of leader as hero has been withering for many decades now. Robert Greenleaf's counter-idea, leader as servant, has been influential in some circles and yet has not caught on as much as it might.



The leader as host model connects leadership to the everyday activity of hosting – receiving and entertaining guests. The host must act both heroically – stepping forward and taking responsibility, and as a servant – stepping back to allow activities and conversations to emerge. The dance along this spectrum is what makes host leadership different – contextual rather than absolute.

You can read an executive summary at <http://hostleadership.ning.com/page/about> and download Mark's latest working paper – giving a full outline of the thinking so far – at <http://hostleadership.ning.com/page/download-working-paper>.

Where's Mark?

Upcoming events around the world featuring Mark McKergow and members of the sfwork team

- **SF, soft power and invitation – online event**
5-12 November 2012, online at www.hostleadership.com. Come, join in and learn about the latest developments in power in organisations and leadership

- **SF personal effectiveness and negotiation**
Heerlijckyt, Belgium, 15-16 November 2012, Shakya Kumara presents his iFLOW and MAGIC models with Il Faro. Click for more.

- **Ultimate Author Bootcamp**
Hilton Hotel Park Lane, London, 7-9 December 2012
Mark is a keynote presenter at Raymond Aaron's Ultimate Author Bootcamp for aspiring writers – click here for details,

- **London Bateson Salon**
London, 5 February 2013
Nora Bateson and Mark will be leading another session: More news soon – click here to join the Facebook group

- **Online SF Business Professional**
Online: Starts 24 February 2013
Click here for full details and booking

- **Accelerated Learning for Trainers**
Missenden Abbey, 24-26 April 2013
Mark's fantastic material for trainers of all kinds is back for the only time in 2013. Limited to maximum 12 people - click here to reserve your place.

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Join the host leadership community

The new site features online discussion forums, specialist groups and sharing opportunities – come and sign up now at



Soft power and invitation in leadership: FREE online event

To celebrate the launch of the website we're having an online event from 5-12 November 2012. We're looking at the ideas of 'soft power' – coined by Harvard professor Joseph Nye – and the power of invitation.



To read the resources, hear what experts from around the world have to say and join in the discussion, come to the 'Soft power of invitation' group on the host leadership website.

Resources and videos are already there as a starting point – come and expand your know-how with Mark and the team.

The Quarterly Case – SF 'a significant competitive advantage' in software development

This year we've been working with Hi5, a young and ambitious software company based in Sweden. In-house SF courses with sfwork's Shakya Kumara, coaching and special email updates have been spreading the SF word and helping Hi5's management to tackle problems and issues in their fast moving industry.



Niklas Tiger, Hi5's managing director, was so impressed that all eight of the management team attended the SOLWorld conference in Oxford in September. He is clear that 'SF offers a significant competitive advantage' to Hi5.

[Click here to read Niklas's story on the SFWork blog.](#)

More on rutenso – the art of working with constant change

Mark has written his most detailed work yet on the idea of 'rutenso' – the art of working with constant change. Following a very successful masterclass for senior managers at the Tate gallery in London, Mark has revealed the **seven aspects of working with constant change**, and how these

are quite opposite to what's needed when things are stable.

[Click here for Mark's rutenso post on the Synthesis website.](#)

Accelerated Learning for Trainers is back – 24-26 April 2013

Mark's internationally renowned work on applying accelerated learning and SF to training of all kinds makes a welcome return. After enquiries from around Europe, we're delighted to announce that this three-day programme will run again on 24-26 April 2013.

The programme takes you through Mark's 'nine keys to accelerated learning', how to design and structure learning events, and how to respond and engage even with 'difficult' participants. You even get to redesign a course, lesson or module during the programme!



The programme will take place at [Missenden Abbey Management Centre](#) outside London. Places are limited to just 12. The course is still some way off, so you can reserve a place with a deposit. More details and booking at <http://accel-learn.eventbrite.co.uk>.

There are also discounts for SFCT members.

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Transform your SF skills with Mark: next online course starts 24 February 2013

Our next SF Professional course with University of Wisconsin Milwaukee is starting on 24 February 2013. The course is 16 weeks packed with interaction, reading, exercises, coaching practice, project work, tools, ideas and everything you could wish to know about SF work in organisational settings.

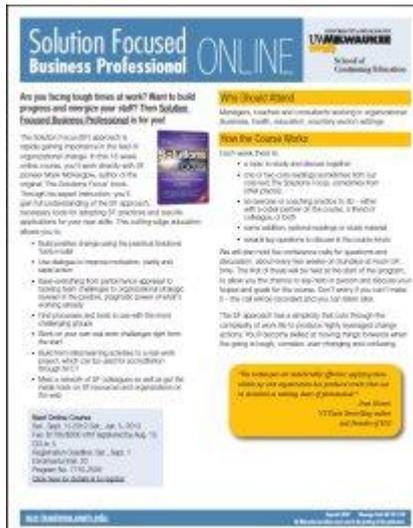
The course has many advantages for people seeking a top-class training in SF for organisational settings like coaching, team development, OD and change management:

- Builds from the basic SF tools into more advanced applications
- Work on Skype to coach international partners
- Real-life exercises mean you're working on your own challenges right from the start
- Your final project can count towards professional recognition with SFCT
- Mark works with you throughout the process – commenting, encouraging, expanding on the learning
- Gather a great circle of international friends and colleagues
- Become an SF leader for your own organisation!

"The impact with clients who I have in the past experienced"

some sense of "stuckness" has been amazing. I have seen a rise in energy and commitment by the client to take action."

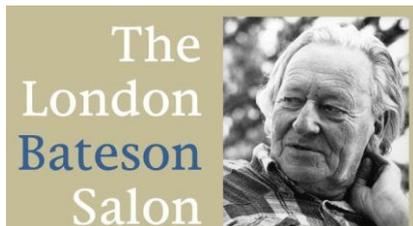
UWM have produced a great new two-page flyer – click on the image below to download and share the PDF.



You don't need to have SF experience to enjoy and benefit from this course, which can also lead to full membership of SFCT (www.asfct.org). Places are limited and are already going – sign up before 2 January 2013 for the early bird discount and save \$300.

[Click here for more details on the sfwork website.](#)

London Bateson Salon – Tate event and future plans



The London Bateson Salon had its second meeting in early October. Around 15 people drawn from a variety of backgrounds joined

Mark and Nora Bateson for a session focusing on Art as an Integrated Way of Knowing. We alternated discussion sessions with time exploring the Tate Modern collection, both guided by Nora and on our own.

Works as varied as Pino Pascali's 'Trap' and Picasso's 'Nude, Green Leaves and Bust' allowed us all to share experiences of engaging in different ways with some of the best modern art in the world. We owe a great debt to Colin Coombs from Tate who hosted the day.

Our next meeting is scheduled for Tuesday 5 February 2013. It will be somewhere in London – the exact venue and topic will be revealed nearer the time. In the meantime, please add the date to your diary and join either the [Facebook group](#) or the [LinkedIn group](#) for updates as they happen.

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