



## Newsletter N° 7, 2017-18 (n° 1 in English)

***D**ear members, friends and supporters of the Institut for integral Studies,*

welcome to our first English language newsletter. We have wanted to provide one for several years, but... now with the growing international community gathering in our monthly IFIS Online Colloquium, there seem to be no more excuses!

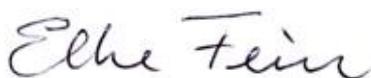
So we are happy to have you in our orbit as a reader and to provide you with an "update" on current developments and projects at IFIS – one of them actually being the Online Colloquium itself. Introduced in November 2016, it has since then been held regularly ten times now. We are pleased to see that the Colloquium has already reached an audience of more than 300 participants from all over the world.

While you might have come across IFIS via one of the Colloquium sessions, there is more to IFIS. One of our core activities over the last four years has been the ongoing EU project "[Leadership for Transition \(LiFT\)](http://leadership-for-transition.eu)", which has been running since September 2013 and is now entering the home stretch of its second funding period. LiFT's goal is to facilitate societal transitions towards more integrative, more effective and more sustainable ways of living in Europe and beyond. It does so by offering collaborative tools and experiences to diverse stakeholder groups who wish to address problems of common concern in an outcome-oriented way. If you haven't done so, please check out the project website at <http://leadership-for-transition.eu>.

In 2018, we expect not only the successful completion of the LiFT project, numerous interesting Colloquium evenings and a series of new activities that have emerged and developed from both. IFIS will also celebrate its tenth anniversary in September 2018!

To know more, please continue reading and check us out live or online. A wonderful 2018 to all!

Freiburg, January 3, 2018



Dr. Elke Fein  
Managing Director



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## 1. Reports: IFIS' projects and events 2016/17

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### Leadership for Transition (LiFT)

The current Strategic Partnership „[Leadership for Transition \(LiFT\)](#)“ (2015-18) is IFIS' third EU project and the second funding period of LiFT which came into being as a Grundtvig Learning Partnership in 2013. The project aims at testing out and gaining experience with the large group facilitation method “Collaboratory” to be used in varying contexts successfully. We have so far conducted nine Collaboratory workshops in very different settings in different European countries.

In the period reported on here, LiFT hosted four major public Collaboratory Workshops, besides an internal staff meeting:

- in Visby / Gotland (Sweden), as part of the annual Almedalen Week (summer 2016),
- in Trondheim (Norway, fall 2016),
- in the ecovillage Sieben Linden (Germany, Pentecoste 2017) and
- in Šibenik (Croatia, September 2017).

All of these workshops were designed as case studies in the context of our overarching project goal of expanding, deepening and systematically evaluating our experience with using the Collaboratory method. The results are currently being summarized and analyzed in several publications. The fact that all of our workshops differ substantially in their character, thematic focus, target group and context conditions is actually a conscious choice in view of harvesting the maximum amount of methodological learning. The following sections give an overview about the events listed above, as well as of the action research work we are doing for evaluating them.

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### LiFT staff meeting, 15.-17.4.2016 in Karlsruhe

At the heart of this team meeting was the preparation of our **action research strategy** for monitoring the upcoming workshops. The LiFT project has committed itself to publish three books on working with the Collaboratory:

- Foundations and Resources of integral Leadership (Textbook)
- The Collaboratory Methodology (a Methods Guide for practitioners)
- LiFT Case Study Book (Case Studies from the LiFT-Projekt and beyond)

In addition, LiFT is developing a course curriculum for a Facilitator Training which will be implemented for the first time during our upcoming Summer School in July 2018.

One of the core concerns at the staff meeting was to develop an observation and documentation strategy that would help to best capture the specifics of each event. We identified relevant dimensions of observation and observer roles (for example for capturing direct and indirect / subtle /



energetic interactions between facilitators and participants and the effects of certain interventions of facilitation on participants). We also tested a guide for documenting observations.

In this regard, the current LiFT project differs considerably from the previous one. While the Grundtvig partnership did not impose any constraints on us with regard to producing specific results or outputs, LiFT 2 is an action research project that will be measured by the quality of its so-called *Intellectual Outputs*. We have distinguished three levels of our observation and evaluation work:



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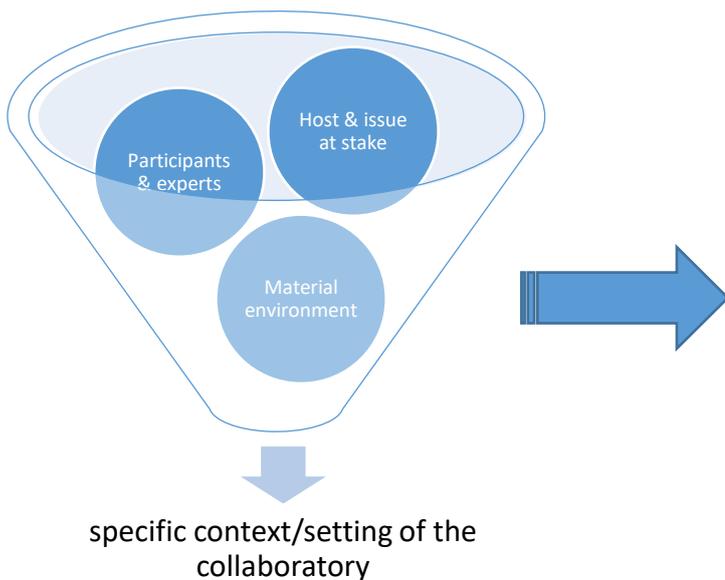
1. observing the individual workshops as case studies,
2. evaluating these observations in methodical respect in view of the question which workshop design and which type of facilitation likely are most successful in which context,
3. meta-level learnings about our own research and team process.

The main objective of LiFT action research is to investigate and better understand the interplay between two complex variables and to formulate methodological recommendations for users and practitioners of the Collaboratory on this basis. The two complex variables are

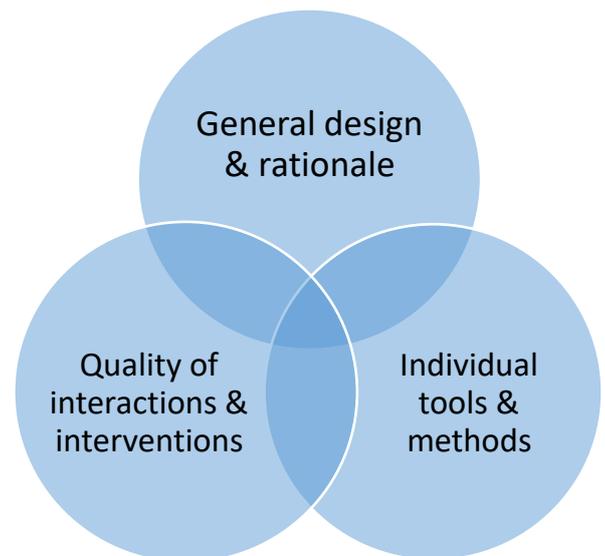
1. the context in which a collaborative workshop takes place, and
2. the workshop and facilitation design tailored to fit the former.

The following diagram summarizes the core of our action research strategy.

### Context:



### Facilitation:



On the one hand, it is therefore necessary to determine the context factors that are essential for a successful Collaboratory. Unless they're there anyway, the question is how to create adequate conditions or how the team can still work well in suboptimal conditions. On the other hand, LiFT experiments with several variations for designing facilitation in the various phases of the Collaboratory.

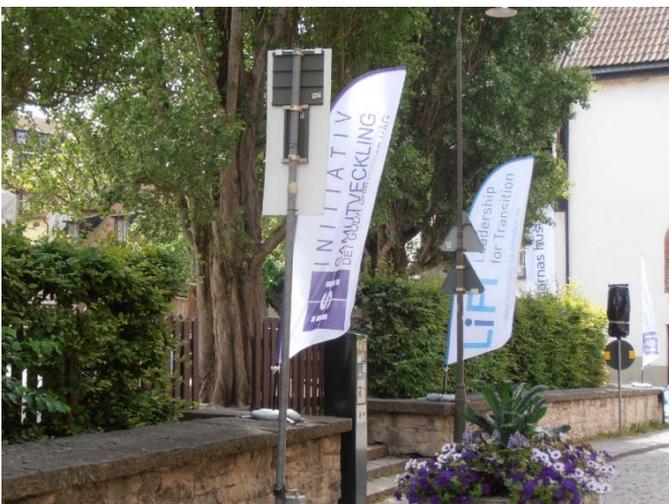
For this reason, each of the above-mentioned workshops has been prepared and designed with regard to the described goals. Also, each was accompanied and evaluated by a tailor-made action research strategy. In this context, team members and participants invited by LiFT were given the task of monitoring and documenting various facets, aspects and dimensions of the event. On the basis of the observation protocols thus obtained, our case studies are currently being prepared, which will eventually be published in the LiFT Case Book.

The following paragraphs give an overview of some of the specifics of each workshop and the associated challenges and learning processes.

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## LiFT Workshop Almedalen, July 6, 2016

Our workshop in Visby, Sweden, on the island of Gotland in the summer of 2016 was part of the so-called Almedalen Week, a major nationwide event which had been kicked off in 1968 by then-Swedish Prime Minister Olof Palme and took place annually since then. Our Swedish LiFT partner, the *Initiative Samutveckling* (iS!), has been present on this political discussion forum for several years, successfully promoting a different, more dialogical and collaborative style of conversation in view of addressing issues of national, European and global importance. However, up to this LiFT workshop, iS! had previously done so only within the usual format of 1.5h slots which is common for all events in Almedalen. It has taken iS! some negotiating skills to block four consecutive 1.5-h sequences for our LiFT workshop.



After all, this allowed us to conduct a highly condensed Collaboratory, even though some of the context conditions were not optimal, beginning with the uneven schoolyard floor, the considerable noise level from the environment which was beyond our control, to the come-and-go mode of participants on a large festival. However, the most difficult part in retrospect was the challenge to collaborate with two different local partners who had split the roles of the "local host" and the "topic giver", which – in an ideal Collaboratory – would be held by the same person or organization.

But in this case, the local host (iS!) had no significant connection to the topic, while the thematic host was hardly familiar with the methodology. This made communication and fine-tuning the thematic focus of the workshop more difficult and caused many a need for improvisation during the course of the process during the actual event. In addition, the topic itself and the guiding question ("**How could the Swedish sustainability goals be reached faster?**") proved to be too "big" and too general for a heterogeneous group to address in a short period of time in an outcome-oriented way – even though it appeared to be attractive to the public in Visby.



On the day of our Collaboratory, July 6, there were 450 events about sustainability in Almedalen, which, according to official statistics, were attended by 1,700 people. So having 70 of these participate in our workshop, of which about 50 participated almost continuously in the entire process – was a good result.

Fortunately, our main facilitator, project coordinator Jonathan Reams, was flexible enough to handle the numerous surprises we had to deal with in an elegant and agile way, so that they appeared to be part of the process to most participants. All the more interesting was our debriefing reflection. Among the most important lessons from this workshop was in fact a list of circumstances in which a Collaboratory is not the best choice of method.



*Relaxing during a break in Almedalen*

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## LiFT Workshop Trondheim, 30.9.-1.10.2016

In view of preparation, contextual conditions and focus, this workshop was in some ways the opposite of that in Almedalen. An active, intense and continuous conversation between our Norwegian LiFT partner and the local thematic host of the event, the NGO [U:turn](#), began more than six months before the event. U:turn is in fact a product of an earlier LiFT event held in 2014. It is a not-for-profit organization with a mission to create learning arenas and enterprises at the intersection of technology, personal development and compassion. Therefore, the topic of the workshop was „**Adaptive Learning and Job Creation in the Digital Age**“.

The venue was ideal: We convened in the spacious and representative Archbishop's Palace in the heart of Trondheim, allowing all methodical constellations (from



fishbowl plenum to small breakout groups to open space and sequences of moving around) to be carried out in the same room without any space problems.

The sacral, yet light atmosphere had a positive effect on the energetic quality of the dialogue.



A special feature of this two-day workshop was the quality of preparation, the thought-through design and the extremely smooth cooperation within the facilitation team, which, for the first time, was acting in two tandems here:

Elke Fein and Bettina Geiken (IFIS) designed and facilitated the first day (including the opening, Downloading, Dialogue and Visioning phases); Christiane Seuchs-Schoeller and Björn Rabethge from LiFT Vienna took care of the second day (Harvesting, Crystallizing, Condensing, Prototyping, using an extensive Open Space format).



This distribution of roles, in which one part of the team is actively facilitating and the other one is supporting, has since then proved to be very successful – especially in workshops lasting several days.

At the end of the day, this was certainly one of the most successful LiFT Collaboratories.



A pity only that we had just about 40 participants.

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## LiFT Workshop Sieben Linden (Germany), June 1-6, 2017

Our LiFT Collaboratory in Germany was initiated by IFIS' board member Iris Kunze, who has been living and working in the Ecovillage of Sieben Linden since the summer of 2016, and played a key role in preparing the event. One goal of this workshop was to support the community network in Germany in their process of clarifying perspectives, goals and visions around the challenge of "growing up in community". The Pentecoste gathering held at the 20th anniversary of the eco-village, to which members of many other communities were invited, offered a suitable setting for such an endeavor – this was at least our hope and assumption.

In practice, however, we were again confronted with numerous expectable and unexpected challenges.

Thanks to Iris' dedication, this Collaboratory had one of the longest and most intense stages of preparation, including several conversations between

members of the LiFT team and the local hosts. Nevertheless, it has not always been easy to reconcile all of the diverging expectations and approaches of both sides.

Among the difficulties we faced (well known from previous events) was the fact that the Collaboratory was going to be part of a larger event that at least partially set the agenda. Although the topic was explicitly concerned with the inter-generational question of creating a better, mutually supportive coexistence of different generations in communities, integrating in particular the younger children that were present, posed new challenges to organization and workshop design.

Another delicate issue was the daily encounter of what many experienced as a tension between two cultures: the *community culture* shared by the participants coming from intentional communities and ecovillages, including a set of communication and interaction habits which had been developed and practiced over many years on the one hand, and the more focused, result-oriented approach which is at the basis of the LiFT Collaboratory methodology on the other hand.



Links und oben:  
Mitglieder und Gäste des LiFT-Teams im  
Amphitheater von Sieben Linden

After all, the well developed communication culture on both sides made it possible to express this latent tension again and again and to constructively "navigate" it most of the time.

So this Collaboratory was characterized, first, by unusually intense and extensive team processes (LiFT and local organizational team). Second, as a result of this, we have made a large number of adjustments of individual elements of the facilitation to changing collective needs and sensitivities in the process itself, as compared to the originally conceived workshop design.

Nonetheless, the Pentecost Collaboratory ultimately was a clear success, both because of the generally constructive learning processes among all participants, as well as because of the impressive list of ideas, activities and projects that emerged during the workshop, including the following:



- Next-GEN- Academy/ Orientation Years for young people (18-25), cross-linking communities and their youth with free schools, redefining communities as learning locations
- Continuing the intergenerational camps of the community network by GEN Germany
- Developing, testing and implementing transitional rituals for young people across communities
- Creating a parents' school as a year-round training across communities
- Children's table GASTWERKE
- Offering spaces of exchange for older children in Sieben Linden

- Process support for children and parents in the community of Jahnishausen

Finally, for the LiFT team, a very positive learning from the Sieben Linden experience was the quality, importance and the many facets of celebration and play as meaningful and necessary components of co-creative processes. – Qualities that we tend to lose out of sight too often in our everyday business.



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## LiFT Workshop Šibenik (Croatia), September 21-24, 2017



The last experimental LiFT workshop in the current EU project took place in September 2017 in the Croatian seaside town of Šibenik. The local host was the Šibenik Hub for Ecology (SHE), a member organization of our transnational LiFT partner Alliance for the Future (A4F). The topic was "**Education for Sustainable Communities**". The event was mainly prepared by IFIS' board member Markus Molz. Most of the participants came to Šibenik at his invitation. Among them were many change agents, adult educators, academics and people interested in transformative education from Markus' extensive network.

The event brought together more than 40 participants from 15 different countries for exploring ways to support, facilitate and sustain networking and co-operation between the many existing smaller initiatives and projects across borders. Many of the participants' activities are project funded. After completion of the financing, however, they often face difficulties to continue to offer the education programs they have developed. At this point, the LiFT workshop aspired to enable and create synergies.



While there was a clear common challenge, namely to improve the networking between the many already existing initiatives, projects and platforms in the field of transformative learning, the range of participants was maybe less diverse than it might "classically" be desirable at a Collaboratory. Yet, while it was mainly a gathering of educators around a common cause, there was a certain heterogeneity of backgrounds, experiences and approaches among them.

Besides this setting, a few other contextual factors were specific at this workshop. The Collaboratory lasted almost 4 days, which, on the one hand, is a nice amount of time. Yet, on the other hand, it also involves the challenge of keeping up the necessary momentum and group dynamics. For SHE, the local host, it was the first international event in their recently opened seminar room, so that the staff of SHE's restaurant had to deal with the associated coordination challenges for the first time. The venue was somehow sub-optimal in relation to the number of participants, which

called for several spontaneous changes and created the necessity for repeated reacting and adapting the workshop design to changing conditions (including the weather).

Luckily, the group was flexible and cooperative enough to constructively accommodate such challenges, so that despite many difficult circumstances, the workshop nevertheless achieved its goal of leveraging synergies between the participating initiatives.



In result, for instance, several working groups have been set up in Šibenik, including on joint curriculum development, linking sites, and developing a European portal for transformative education. The latter has also been subject of the 9<sup>th</sup> IFIS Online Colloquium held in November 2017 (see report below), thereby strengthening the working group which now decided to prepare a proposal for an Erasmus+ Strategic Partnership in 2018 for further developing the portal.

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## NEW format: IFIS Online Colloquium

In addition to the LiFT project, the last one and a half years at IFIS have been shaped by our Online Colloquium, which we launched in November 2016 and have held regularly once a month since then (excluding a summer break from July to September).

The aim of the Online Colloquium is, on the one hand, to offer a forum for dialogue and discussion to the integral academic community in which current projects and research work can be presented, and where current social challenges can be looked at beyond conventional lines of thinking. On the other hand, the colloquium also strengthens and enriches the dialog and connection between IFIS' members and friends and helps to make IFIS known to a wider community.

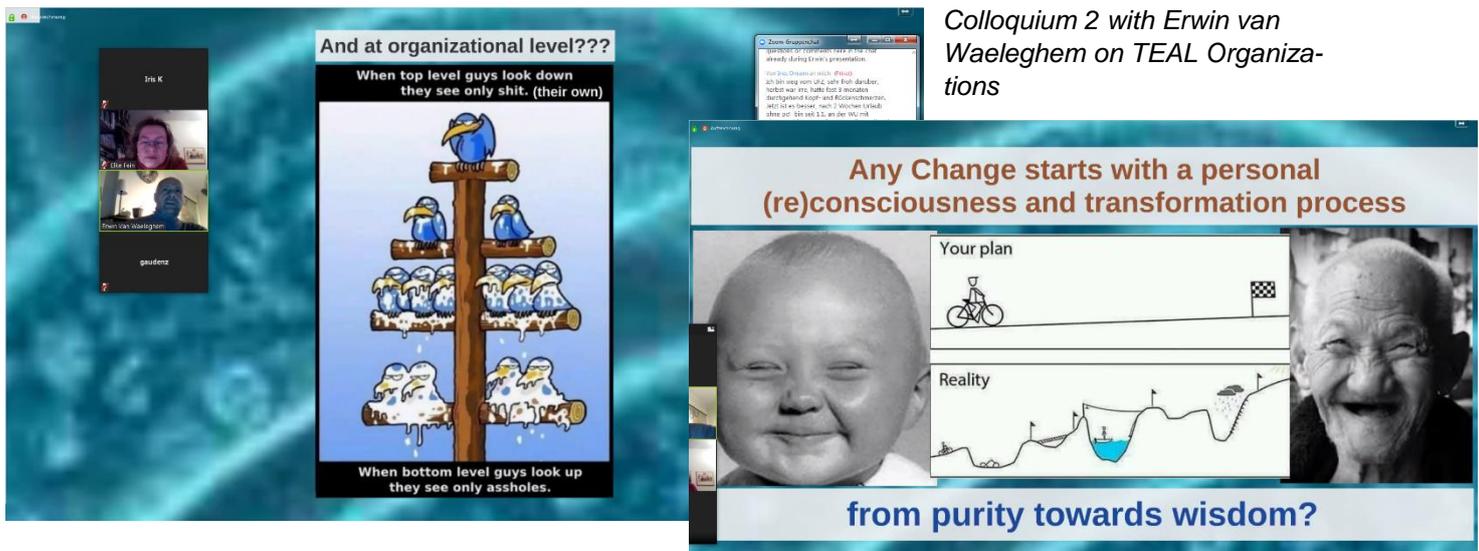
So far, we have hosted ten colloquia. After an initial test run at the end of 2016, which we thoroughly reflected internally, an interactive format has now developed that is slightly modified each time according to the needs of the topic and presenter. Overall, our online colloquium has attracted over 300 registered participants, several of whom show up quite regularly, as well as a certain, developable amount of donations. Among the presenters, we had both IFIS members and members of the scientific advisory board of IFIS, as well as external colleagues, mostly scientists, but sometimes also practitioners from the integral field.

The table below shows both the bandwidth of topics and the "outreach" of the colloquium. About half of the presenters came from inside IFIS, the other half from outside. The participant numbers show that 26% were IFIS members, the remaining 74% externals – a good balance in our opinion.

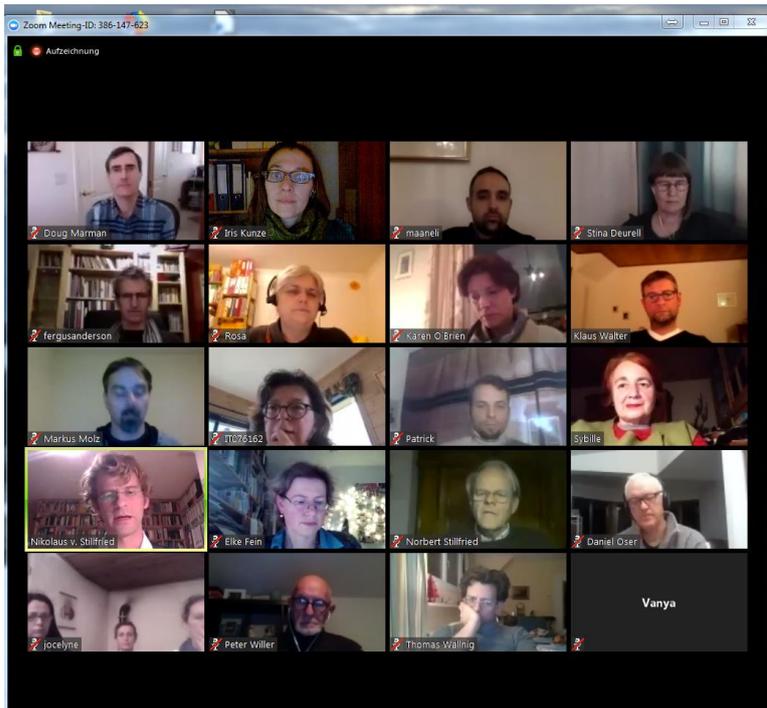
Colloquium	Date	Presenter (black =external, turquoise=IFIS)	Topic/short title	N° of registered participants	From IFIS
1	11-2016	Dr. Karim Fathi	Resilience	22	6
2	1-2017	Erwin van Waeleghem	TEAL organizations	32	8
3	2-2017	<b>Prof. Harald Walach</b>	Generalized Quantum Theory	16	7
4	3-2017	<b>Prof. Jonathan Reams</b>	Leadership Development	19	7
5	4-2017	Dr. Thomas Jordan	Perspective Awareness	26	9
6	5-2017	<b>Dr. Markus Molz/</b> Dr. Gaudenz Assenza	University for the Future	45	9
7	6-2017	<b>Dr. Mark Edwards</b>	(Mis-) Understanding Trumpism	52	7
8	10-2017	Prof. Hilary Bradbury*	Next Stage Social Science	22	7
9	11-2017	<b>Dr. Markus Molz/</b> Clau- dine Villemot-Kienzle/ Boris Goldammer	European Portal for Transformative Education	39	11
10	12-2017	<b>Dr. Nikolaus von Stillfried</b>	Quantum Theory and Consciousness	34	10
		<b>Gesamt</b>		<b>307</b>	<b>81</b>

\* Hilary Bradbury joined IFIS after „her“ Colloquium ☺

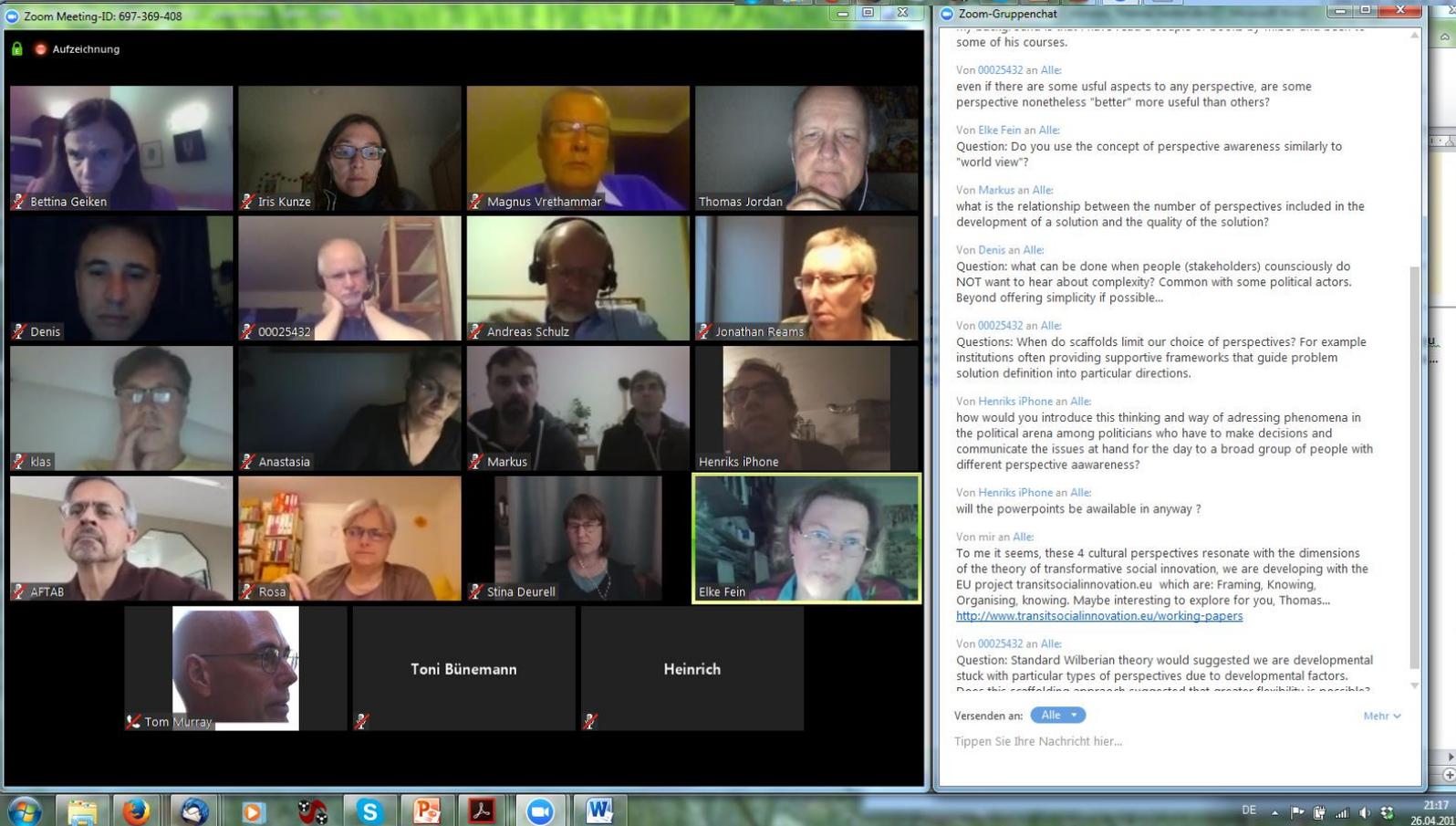
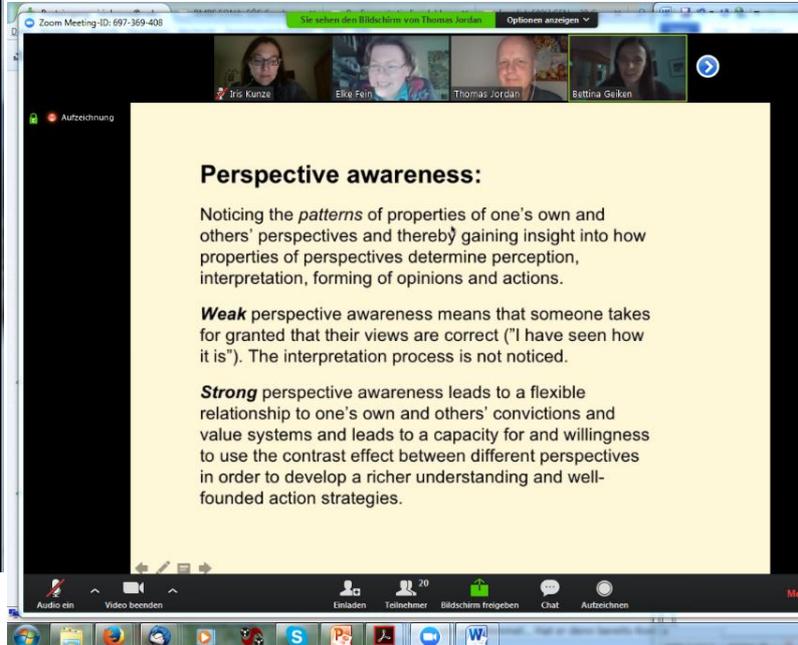
Below are a few screenshots:



Colloquium 10 with  
Dr. Nikolaus von Stillfried on  
Quantum Theory and Consciousness



Below (right and bottom):  
Colloquium 5 with Dr. Thomas Jordan  
on Scaffolding Perspective Awareness



We are extremely pleased that all the dates of our Online Colloquium for 2018 are already available. This indicates that the format is also becoming increasingly popular with speakers. Here is a **preview of the upcoming sessions**:

Colloquium	Date	Presenter (external/IFIS)	Topic
11	17.1.2018	<a href="#">Dr. Iris Kunze</a>	<a href="#">Inner change, social innovation and transformative communities</a>
12	21.2.2018	Dr. Tom Murray	<a href="#">StageLens: using artificial intelligence to score sentence completion tests of ego development</a>
13	12.3.2018	Tomas Björkman	Working towards a more conscious society through personal development
14	19.4.2018	Prof. Barbara von Maibom	Healing the masculine principle
15	16.5.2018	<a href="#">Dr. Elke Fein/</a> <a href="#">Denis Knubel</a>	Transforming Systems, Societies and Political Cultures. Invitation to co-create the Center for Integral Politics within IFIS
16	20.6.2018	Claudine Villemot-Kienzle/ Ingrid Schäfer	Education for Global Competence
<i>Sommerpause</i>			
17	17.10.2018	Zachary Schlosser	The School for the Future. Holistic training for enlightened social innovation
18	14.11.2018	Anne Caspari/Johann Entz von Zerssen/David Snowden	Sensemaking - Managing the Presence
19	12.12.2018	Anastasia Nekrasova & Kollegen	Transformative systems change. Integral consulting work in the Ukraine and Russia

Further information on each individual event, as well as an updated overview of all (current and future) colloquium dates can be found on our website at <http://www.ifis-freiburg.de/node/50>. There is also a **blog post** published by the respective speakers of the colloquium, in which they summarize his or her main insights and impressions. See for example the blog post by Prof. Harald Walach [here](#).

Those of you who have attended our colloquium several times as external guests are kindly requested to help us with a donation (via [Betterplace](#) or directly to our [account](#)) or through becoming an associate or sponsoring member. This helps us to continue offering this forum free of charge.

The IFIS Online Colloquium has yielded various synergies, as shown not least by the example of the European portal for transformative education described above (see Šibenik report). Furthermore, it generated the idea,

- to establish a regular dialog format at IFIS, focusing on the connection between **quantum theory and society** (Nikolaus von Stillfried)
- to offer an additional format called **IFIS Seminars** for in-depth work on specific topics, and
- to provide a regular **Peer Coaching Circle** for integrally and academically informed women who want to support each other on their way to finding and implementing their own life purpose.

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## 2. Other activities and news from our members

The method and format of the Collaboratory has inspired and engaged several of us also beyond IFIS and the LiFT project. For example, in the summer of 2016, Elke Fein organized and facilitated a Collaboratory at the Holon Summer Conference in Switzerland, Markus Molz facilitated one in the spring of 2017 as part of the German-Indian Dialogue on Green Urban Practice in Chennai (India), and Bettina Geiken together with Elke Fein conducted another one for an EU working group in Tartu (Estonia) in the autumn of 2017. Last not least, Iris Kunze and Bettina Geiken have experimented with elements of the Collaboratory at two scientific conferences and brought back important experiences. These are also being included in the publications of the LiFT project.

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### Collaboratory auf der Holon Sommertagung 2016

The aim of the Holon summer conference (hosted by the Holon network from July 24-31, 2016 in the community of Senrüti/Degersheim, Switzerland) was to identify "**acupuncture points of change**", which appear as especially rewarding keys to bring about sustainable transformations in society, economy and politics. The organizers invited Elke Fein to demonstrate the collaboratory method focusing on the conference topic for which two of the six days were blocked.



Once again, a very interested bunch of participants co-occurred in a not quite optimal setting. For the participants (members and friends of the HOLON network) were a comparatively homogeneous (and manageable) group, and the topic was comparatively comprehensive. Nevertheless, it was possible to dive deep into the "U" and to generate some powerful ideas for further activities. You can find the Facebook-entry of the event [here](#).

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### Collaboratory Chennai (India), March 2017

This two-day Collaboratory, facilitated by Markus Molz and Ulrike Zershan, took place in March 2017 as part of a continuing research collaboration between the Wuppertal Institute and the German-Indian Center for Sustainability with the support of the Heinrich Böll Foundation, the Federal

Ministry of Education, the DAAD, RWTH Aachen and the Consulate General of the Federal Republic of Germany in Chennai. Its aim was to encourage sustainability researchers and representatives of local civil society sustainability initiatives from two countries, Germany and India, to explore shared interests and projects.



While the event as a whole was a success, it also proved to be a source of rich learning in methodological terms. Thus, the facilitators took away the insight that their mandate should be clarified very explicitly in advance with *all* clients, in particular if the international client, sponsor and local host are not identical, as in this case. Furthermore, the difficulty of getting a heterogeneous stakeholder combination covering all aspects of the problem in a balanced way into the workshop became visible once again. This was the case, especially as the release of funds took place at very short notice, which made it a very special challenge to be part of it to bring Germans from Germany to India.



As in previous events, stakeholder groups such as educational experts, junior researchers and politicians on the one hand, and established scientists, entrepreneurs and civil society representatives on the other hand showed a differing degree of willingness or opportunity to participate in a multi-day process.

Nevertheless, the final report ends on a positive note, and a long-term continuation of the exchange that was initiated in Chennai is envisaged:

*The feedback from participants clearly indicates that through this event, many new connections between the German and Indian sides have been made, and because of the co-creative format, both academics and non-academics had equal opportunities for active participation. This was crucial in meeting the goal of cross-sectoral dialogue. The event has not been a mere "talking shop" but has enabled participants to explore implementable ideas between the two countries that can be taken forward via immediate next steps, and this concrete framing was appreciated by participants.*

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## Science Collaboratory Rotterdam

In the summer of 2017, Iris Kunze and Bettina Geiken used elements of the Collaboratory at two scientific conferences which were part of the TRANSIT project, among them the final conference of the project. Thereby they were able to enrich the usual mode of debates through dialogical qualities and creating more depth. A short report of experiences can be found [here](#).

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## Collaboratory Tartu, November 2017

**Collaborative Workshop**  
**How can knowledge and experience from across borders  
and sectors contribute to a better integration of NEETs  
into society and the labor market?**

Tartu, 08.11.2017

Last not least Elke Fein and Bettina Geiken designed and conducted another Collaboratory independently of the LiFT project, in cooperation with the EU Baltic Sea Macro Regional Strategy, more specifically for the latter's [Flagship „School-to-work“ and their Knowledge Platform on „Integrating NEETs“](#).

The now four EU macro-regions were founded starting in 2008 with the aim of decentralizing transnational cooperation around regionally important problems within the EU and thus, for turning it more pragmatic. In the case of the Baltic Sea Strategy, this has been working pretty well for almost ten years now. However, according to Anders Bergström, co-initiator, co-ordinator and supporter of this cooperation format, macro-regions could benefit greatly from collaborative practices as implemented in the LiFT project. Therefore, he invited us to explore possibilities for a deeper cooperation in a "real live" situation, namely at a regular working meeting of the *NEETs* platform.

Thus, Bettina and Elke spent several days in Tartu at the beginning of November at the invitation of the EU Baltic Sea Strategy, first, in order to get to know the working group and its thematic background. Second, we conducted a one-day Collaboratory on the above-mentioned topic, held in the local congress center, in which around 35 people from all eight member states of the Baltic Sea Strategy took part. Among them were youth workers, teachers, government officials, education experts, employer representatives and – after some insistence on our part – even affected young people themselves.



In contrast to the LiFT Collaboratories which were explicitly concerned with methodical experimentation in different contexts in order to make “good mistakes” and gain experience, this one offered an almost perfect setting: a transnational working context involving various stakeholder groups wanting to solve a common problem together. Therefore, our workshop design was relatively close to the ideal type suggested by the U-process – which does not mean we did not have to improvise, spontaneously modify and experiment in Tartu at all ...

*Town Hall of Tartu*

Right: Conference Hall

In hindsight, we were particularly pleased to have succeeded – through the process – to invite the participants to a meta-level where they were able to see the system which they themselves are part of with some more distance. This helped them to take a more critical look at some of the dysfunctional dynamics at work in the system and to spot potential “acupuncture points” for change beyond the usual candidates.

Overall, the process was praised by all involved parties as enriching and inspiring (*sources: exit poll and feedback forms*), and our immediate clients expressed interest in deepening the collaboration.



Left:  
Elke and Bettina  
with Estonian  
colleagues



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## Other projects and publications of IFIS members

The following activities and publications have been reported to us by our members during the period covered in this newsletter.

### Dr. Iris Kunze (IFIS, BOKU/Wien):

- Haxeltine, A., Avelino, F., Wittmayer, J., Kunze I., Longhurst, N., Dumitru, A., and O’Riordan, T. (2017b): How to unlock the potential of social innovation to contribute to sustainability goals? – A framing of the role of social innovation in sustainability transformations in Julia Backhaus, Audley Genus, Sylvia Lorek, Edina Vadovics, Julia Wittmayer. Social Innovation and Sustainable Consumption: Research and Action for Societal Transformation. Routledge.
- Ruijsink, S., Zuijderwijk, L, Kunze, I., Wittmayer, J., Cipolla, C., Elle, M., Rach, S. and Avelino, F. (2017) [The emergence of social innovation : a translocal perspective \(TRANSIT working paper ; 15\)](#), TRANSIT: EU SSH.2013.3.2-1 Grant agreement no: 613169.
- Kunze, Iris (2017-09-25): Learning for Change (#): Organisational Forms in transition. Co-creative explorations based on learnings from TRANSIT and social innovation initiatives. TRANSIT conference blog:



<https://www.l4csi.org/single-post/2017/09/25/Learning-for-Change-Organisational-Forms-in-transition-Co-creative-explorations-based-on-learnings-from-TRANSIT-and-social-innovation-initiatives>

**Iris** was part of a team of over 30 researchers from 12 countries and institutions in the four-year **TRANSIT project**. Its research results are available in an electronic database containing over 100 socially innovative initiatives and a mid-range theory of transformative social innovation.

The database can be found here: <http://www.transitsocialinnovation.eu/downloads>. It includes research reports, working papers, blog articles and the theory of social innovation. See also: <http://www.transitsocialinnovation.eu/>. In this context, note:

1. You can sign the Manifesto for Transformative Social Innovation developed by our researchers and representatives of 20 global networks of social innovation: <https://tsimanifesto.org/> (see also the section "[Miscellaneous](#)" in this newsletter)
2. The online database of critical watersheds and insights from more than 100 initiatives around the world includes more than 450 detailed reports on key events in the development processes of SI initiatives, such as the Global Ecovillage Network, Ashoka, Participatory Budgeting or Credit Cooperatives. Researchers can use the data to generate new insights about (transformative) social innovations. Entrepreneurs, activists, and policymakers can gain insights and learn about how (other) social innovation initiatives have reached critical turning points in their development. <http://www.transitsocialinnovation.eu/sii>
3. The theory of the middle range of transformative social innovation developed in the project: Haxeltine, A., Pel, B., Dumitru, A., Avelino, F., Kemp, R., F., Bauler, T., Kunze, I., Dorland, J., Wittmayer, J., and Jørgensen, M. S. (2017) [Towards a TSI theory : a relational framework and 12 propositions, \(TRANSIT working paper ; 16, December 2017\)](#), TRANSIT: EU SSH.2013.3.2-1 Grant agreement no: 613169. [http://www.transitsocialinnovation.eu/content/original/Book%20covers/Local%20PDFs/-286a%20TRANSIT\\_WorkingPaper\\_TowardsTSItheory%20AH161217.pdf](http://www.transitsocialinnovation.eu/content/original/Book%20covers/Local%20PDFs/-286a%20TRANSIT_WorkingPaper_TowardsTSItheory%20AH161217.pdf)

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### **Dr. Elke Fein** (IFIS, Uni Freiburg)

Elke Fein completed the publication based on the ESRAD conference at the end of 2016. The Special Issue of the [Behavioral Development Bulletin](#) on "[Adult Development meets Social Sciences](#)", edited together with Prof. Michael Commons, was published in December 2016. It contains the following contributions by her:



- \* (with Michael Commons) [Adult Development intersects Social and Behavioral Sciences. Editorial](#), [Behavioral Development Bulletin](#), Special Issue **2016**, 122-125
- \* (with Thomas Jordan) [Adult Development meets Social Sciences – reviewing the state of the art](#), in: [Behavioral Development Bulletin](#), Special Issue **2016**, 136-153
- \* (with Anastasija Wagner) [Vladimir Putin as a political leader – challenges to a developmentally informed analysis of political culture](#), in: Behavioral Development Bulletin, [Behavioral Development Bulletin](#), Special Issue **2016**, 204-222
- \* (with Anastasija Wagner) [Vladimir Putin's Political Leadership in Action. Two developmentally informed case studies on domestic and foreign politics](#), [Behavioral Development Bulletin](#), **2016**
- \* "[Culture, cognition and the workings of institutions – an adult developmental perspective on corruption in Russian history](#)", in: Behavioral Development Bulletin, [Behavioral Development Bulletin](#), **2016**

The complete Issue including online publications is available at: [http://dareassociation.org/bdev/bdb\\_archive.php](http://dareassociation.org/bdev/bdb_archive.php).



In addition to her work for IFIS and in the action research of the LiFT project (where she is the co-author of all four Intellectual Outputs), Elke completed the [LAP 1 course at Lectica](#) in 2016. She was appointed "**Certified Associate Lectual Coach LDMA**" in 2017, by which she is authorized to conduct debriefs of Lectica's Leadership Decision-Making Assessment.

She has also been working as an [Ivalyu coach](#) for more than 1.5 years now (see newsletter no. 6), has completed an internal training there and now also offers coaching for external clients via the Ivalyu platform:

<https://www.ivalyu.com/de/coachingboerse/profile/elke-fein-dr>.

Together with Denis Knubel (IFIS, Bern), Elke is currently preparing to establish a **Center for Integral Politics (CIP)** within IFIS (see below). The idea behind this is to create a platform bringing together tools and knowledge from the fields of integral political and social analysis, leadership coaching and collaborative decision-making.

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**Dr. Markus Molz** (*IFIS, Alliance for the Future, ECOLISE*)

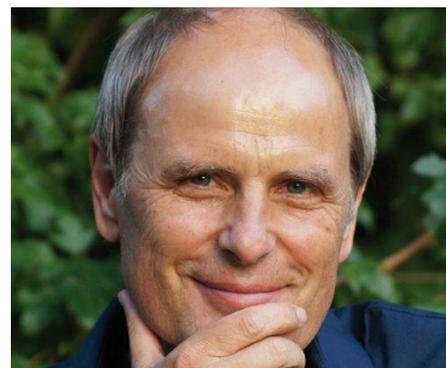
Markus has been working as a Knowledge & Learning Coordinator for the European Meta-Network of Local Sustainability Initiatives ECOLISE ([www.ecolise.eu](http://www.ecolise.eu)). One of the strategic objectives of ECOLISE is to establish a platform for collaboration between academics and local CSR initiatives, where both parties can meet at eye level and develop projects of mutual interest together.

His network Alliance for the Future (A4F) is one of seven LiFT partners, and he has an active role in developing the course curriculum for LiFT's Summer School.

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**Prof. em. Claus Eurich**, member of our Advisory Board and formerly [Chair](#) of Communications and Journalism at the Technical University of Dortmund, has transitioned to active retirement in October 2017.

Since then he has all the time to devote himself to his work at the [Benediktushof](#) in Holzkirchen. He lectures and gives [seminars](#) on topics related to leadership, mindfulness and personality development there and elsewhere. On his website <http://www.interbeing.de/> he also writes a regular, thoughtful and inspiring blog (in German): <http://www.interbeing.de/blog-aktuelles/>.



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## New IFIS members present themselves

Since the end of 2016, **Dr. Bettina Geiken** is an associate member of IFIS. She has a doctorate in biochemistry and lives in Brussels with her husband Colin and her son Max. After studying biochemistry at the FU Berlin, she completed her doctoral thesis in photosynthesis at the TU Berlin. She completed the formal part of her academic career with an EU Post-Doc scholarship in Italy. Bettina writes about herself:

„The drive not to study only very small details in vitro led me to change career which would allow to make a difference more on a societal level. 20 years of EU project management and consulting in international cooperation on sustainability followed. In the last years transformative education came into the foreground. In parallel I developed a range of inner skills through consciousness and experiential self-leadership trainings and deliveries over 15 years before meeting the integral meta-frameworks and evolutionary systems, worldview and methods.

My vision is a humanity capable of creating an individually and socially meaningful life on a healthy planet. I want to contribute to harnessing the enormous unused creative potential of people and their organizations to create solutions that serve the common good. My inner motivation and purpose come to life when I can "be" in order to provide spaces and tools for new life-affirming creations in the realm of consciousness and in the world that support human and system co-evolution."



Bettina came to IFIS via the LiFT project and is also involved in the [Center for Human Emergence \(CHE\)](#), where she and her two colleagues conducted a tele-summit on "[Designers of the emerging future](#)" last September. The recordings are accessible through the CHE website. Since training with [SelfLeaders](#) (Stockholm), she has been working with their tools for value-based leadership. We hope that she will soon offer a seminar about this at IFIS.

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**Prof. Dr. Hilary Bradbury** (Portland/Oregon, USA) joined IFIS right after the end of the Online Colloquium session where she presented her work ([No° 8, 18.10.2017](#)). She is a scholar-practitioner focused on the human and organizational dimensions of creating healthy communities. A professor of organization studies since 1998 (Case Western, USC and OHSU), today she is editor-in-chief of the international peer reviewed Action Research Journal (Sage Publications). Her latest books include *Eros/Power: Love in the Spirit of Inquiry* (Integral Publishers, 2016, with Bill Torbert) and *Cooking with Action Research* (2017, with AR+ Associates). Hilary is 2018 Jubilee Professor at Chalmers Institute of Technology, Sweden and may be reached at [hilary@hilarybradbury.net](mailto:hilary@hilarybradbury.net)



Hilary joined IFIS to help connect the integral and action research global communities. Hilary is the guiding convener and managing director of AR+, the global virtual community for participatory action researchers "accomplishing more good together." AR+ convenes practice/inquiry 'co-labs' in education, healthcare, development, relational action inquiry, leadership and organizing. There is much of interest here for IFIS members given our shared interests in integrative approaches and transdisciplinarity: <https://actionresearchplus.com/ar-co-lab-workshops/>.

As a Holiday gift, Hilary invites all IFIS members to get a copy of the just published Cookbook which shares action research stories and resources from around the world. It is offered by donation, so

you may feel free to get a copy even if you are a bit broke after the Holidays! <https://actionresearch-plus.com/action-research-book/> ☺

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**Marius Lervåg Aasprong** (Trondheim/NO) (born 1982) joined IFIS in the summer 2017, also as an associated member. He is a sociologist with a strong focus on organizational theory and development. He is the manager of the Fosen department of Sociological Polyclinique, which formally opens in Feb/March 2018. At the same time his consulting company GJÆR Organisasjonsheving (roughly translated as “YEAST Organizational riser/fermenter”) will start.

Marius is also working on a Ph.D. in working-life research at the Norwegian University of Science and Technology. In his doctoral work he investigates how multinational corporations influences the Norwegian working-life model. His masters-thesis in sociology used an integrally based methodology to uncover how the discourse of Corporate Social Responsibility deals with questions relating to power (macht).



Marius has been a part of LiFT and LiFT 2, and has also collaborated with Jonathan Reams and Center for Transformative Leadership for many years. He is very interested in the theoretical development of integral and transformative thinking, as well as its political and practical application.

Furthermore, **Brigitte Wiechert** (Freiburg) joined as a new associate member in 2016/17. She will present herself in the next newsletter.

**Dr. Alec Schaerer** (Bassecourt / CH) who has been a full member since the beginnings of IFIS, will now join the Scientific Advisory Board of IFIS as of 1.1.2018.

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### **3. Events and activities in 2018**

#### **Online Colloquium schedule**

An overview of our colloquium sessions and dates in 2018 can be found on [page 14](#) of this newsletter as well as on our website.

We are pleased to be able to contribute further to our interdisciplinary, cross-sector and cross-field dialogue between integrally interested theoreticians and practitioners – and we look forward to you and your active participation in this.

We also look forward to receive suggestions regarding relevant topics or interesting presenters for the online colloquium from your side.

So far, the colloquia are held in English in order to be able to address a sufficiently broad international auditorium. However, an event in German would also be possible on request.

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## General Assembly 2017/18

IFIS' next General Assembly (No. 11) will take place on 26.1.2018 in Freiburg. The agenda includes the (re) election of the board. The invitation to this assembly already went out to all members and to the members of the Scientific Advisory Board.

If you consider joining IFIS as a member, do send us your [membership request form](#) before the general assembly, so you can be part of it!



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## LiFT staff meeting Vienna, April 2018

The next (internal) staff meeting of the LiFT project takes place shortly after Easter (5.-8.4.2018) in Vienna. The main focus will be on finalizing the Intellectual Outputs created in the context of LiFT and on preparing the Summer School and Facilitator Training happening in July. There will also be meetings with local co-organizers as well as with some of the stakeholders of the "Social Entrepreneurship" training Collaboratory that is planned for July.



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## LiFT Summer School und Facilitator Training (2.-8.7.2018)



The final activity of our ongoing EU project, Leadership for Transition, will be a week-long summer school in July, where we will offer a facilitator training on the Collaboratory method. As part of this, a two-day training Collaboratory on "Social Entrepreneurship" will take place, which shall be prepared and carried out mostly by the trainees themselves. For this we will start working with the latter already in advance of the training.

While participation in the training Collaboratory is open to everyone, we would like our trainees to bring some previous experience in facilitation and/or process design. Ideally, they should already have participated in at least one Collaboratory (in the context of LiFT or elsewhere).

If you are interested you are invited to contact us by **April 1, 2018** at [info@leadership-for-transition.eu](mailto:info@leadership-for-transition.eu). Further information on the registration process will be published shortly on the [LiFT Website](#).

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## IFIS' 10th Anniversary 2018

On **September 21, 2008**, IFIS has been founded as a not-for-profit association in the context of a workshop convened by Elke Fein and Peter Winkels in Freiburg's Hegar-Haus, asking "What is integral science?" Four weeks later, on November 25, 2008, the Institute for Integral Studies was registered by the District Court of Freiburg in their register of associations. Among the twelve founding members were the current board members Elke Fein, Iris Kunze and Markus Molz.



Here are a few pictures taken at the founding workshop – a time when IFIS primarily held pre-virtual meetings, including physical exercise ... ☺



*Signing the founding protocol*



*Yoga on the roof*



*Toasting IFIS*

The general meeting on January 26, 2018 will discuss how IFIS would like to celebrate this event. Further details will be announced on our website and on the IFIS Facebook page asap. One suggestion is to use this anniversary for a new "birthday" and the institute's next developmental step, namely founding the Center for Integral Politics in the IFIS (see below).



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## Co-Creating a Center for Integral Politics (CIP) at IFIS

For some time now, IFIS members have expressed their desire to integrate and coordinate existing perspectives and activities aiming at transforming politics and society on an integral basis.

The core idea and mission of the Center for Integral Politics (CIP) *in spe* at IFIS should be to promote and support the development of integral political cultures, as well as appropriate institutional forms, processes and practices. It shall connect and integrate theoretical and practical approaches, serve as a platform for exchange of those interested in integral (TEAL) politics, promote and disseminate research results and best practices, as well as provide advice and interventions. Further details will be discussed by the next general meeting and made public asap.

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## **4. Miscellaneous**

### **Manifesto for Transformative Social Innovation**

May we recall the invitation to sign the Manifesto Transformative Social Innovation which has already been mentioned in the section on Iris Kunze's activities, since she was part of the TRANSIT project, in the context of which the Manifesto was developed. The initiators are looking forward to further signatures. IFIS will most likely sign the manifesto at the upcoming General Assembly. further information: <https://tsimanifesto.org/>

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### **Book Review: Gerald Hüther**

**Gerald Hüther: Raus aus der Demenz-Falle! München: Arkana, 2017**

*By Iris Kunze*

Because of a dementia case in my family I had bought the book. As I read in, I realize that Hüther describes much more fully what can activate the brain's self-healing powers (if approached timely) – this is also the subtitle of the book. For me, Hüther is an example of a classical scientist who, by means of his healthy, holistic (integral?) mind, knows how to integrate partial problems – in this case dementia – into a more holistic bigger picture. He accepts and interprets research that goes beyond the classic, materialistic world view: In the [nun study of the American epidemiologist David Snowdon](#), which Hüther presents in the book, a number of American catholic nuns, had been autopsied by the researchers after their death. Interestingly, they were found to have the same degree of damage (plaque) in their brains like dementia sufferers, even though they were fully clear, conscious and active until their death, i.e. without the typical symptoms of dementia.

The author concludes that they were mentally able to control the synapses so that the still functioning parts of the brain could be used. For the brain can be shaped by our mind. Salutogenesis depends on three potentials for development: comprehensibility, feasibility, and meaningfulness, which every individual either has, can create or may not succeed in creating in their own world. Ultimately, his argumentation turns into a committed plea to shape education and social living according to the basic needs of happiness, freedom and trust. With a generally hopeful undertone, he also refers to data suggesting a decline in dementia in our countries – the traumatized war generation was most prone to dementia. In a popular scientific, easy-to-understand but accurate style, the book is nice and easy to read.



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## Call for donations and invitation to participate

Finally, we invite you to support IFIS with a [donation](#) or a [sponsorship](#). This helps us to implement current and new projects and to continue building up the institute.

Our bank details can be found on our website under "[Formalities](#)". IFIS is a not-for-profit association and has been awarded charitable status from the beginning. Therefore, donations are fully tax deductible. We will send you a donation receipt on request.

Equally welcome are new members who want to advance the goals of IFIS. If you are a researcher yourself and/or engaged in a more integral way of doing science, if you work towards more encompassing and more sustainable solutions on a large or small scale as a practitioner, or if you would simply like to support the work of the institute privately, you can do so either as a **full member**, **associate member or sponsoring member of the IFIS**. Of course, the decision about the degree of commitment is up to you.

For more information on the different types of involvement, please visit our website in the section "[Membership](#)". We'd love to hear from you.

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## New Year's wishes

„ All growth toward perfection is but a returning to original existence.”

*(Wilhelm Freiherr von Humboldt)*

“If you train yourself to listen to your intuition and to follow its bidding, you will greatly increase your percentage of success in life.”

*(Harold Sherman, Pionier der Telepathie-Forschung)*

We wish all readers a happy, healthy and inspiring New Year 2018!



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