



2019 Strategic Workshop for Directors

Dealing with Complex Changing Environments: The solution is in Your People

10-11 October 2019

Theotokos, Theotokou 2, Ilion Attikis, 131 22, Athens region Greece

Introduction

The EPR Workshop for Directors is an annual event that brings in an outside expert to provide an interactive training session for directors and key staff, with the opportunity to apply theories to their own contexts. It is also an opportunity for CEOs and Directors to network and share experiences.

Organisations in the social sector must be able to thrive in a complex challenging environment in a world that is changing continuously. According to expert Bert Smeets the 21st century answer to this challenge is promoting change through Small Solid Steps instead of executing large expensive top-down change programs. This is the concept that this workshop will orient around. The topics and methodologies explored in the workshop will be relevant for participants whether they anticipate implementing wide-scale change in their organisation or not.

The event will take place for the whole day on October 10 and part of the morning on October 11. A General Assembly will be held on the 11th, and there will be a social dinner on the evening of the 10th October. The EPR board will meet on the afternoon of the 9th October.

Practical information can be found at the end of this document.

Draft programme overview

10th October

08.45 Transfer from hotel to Theotokos

09.30 Welcome and introductions

Everything interacts with everything

- Participants experience how to deal with complex changing environments using small solid steps
- Starting point: impact on the individual
- Exercise: the logics behind behaviour

11:00 Coffee break

11:15 Teams: from discussion to dialogue

- Participants experience that patterns of communication are the most important predictors of a team's success
- Introduction of a high-performance behavioural model
- Short exercises are used to show various aspects of the model

13:00 Lunch

14:00 Organisations: Adaptive change through experimenting

- In this session, the method of Adaptive change is introduced, to explain how small steps can lead to large changes at organisational level
- Brief explanation of the theory behind adaptive change
- Participants engage in an exercise showing the impact of adaptive change
- The results are translated into practice in a plenary session

16:00 Coffee break

16:15 Individual: Adaptive Leadership

- Participants experiment with the leadership styles that are needed to facilitate adaptive change in their organization
- Short exercises are used to show how adaptive leadership styles can be used

18.00 End of workshop and transfer to hotel

20.00 Social Dinner

11th October

08.45 Transfer from hotel to Theotokos

09.30 Reflection on the previous day's workshop; conclusions and next steps

11.00 General Assembly

13.00 End

The trainer

Bert Smeets, founder of Chaos2Work, is a catalyst of teams and team dynamics. He makes organisations vastly more effective by linking company goals, personal drives, organizational culture and company structure. He strongly believes that businesses that flourish manage to harness and nurture the drive, energy and potential that is naturally present in their organization, teams and individuals.

His approach is based on chaos theory, fused with analytical psychology and adaptive change management into a unique and highly effective methodology. Since 2010 he has worked with more than 60 organisations in 8 European countries.

For more information, please visit www.chaos2work.com



Practical information; Venue, Accommodation, Transport

The meeting will be hosted by EPR member Theotokos, who are based in a suburb of Athens. The hotel is located in a different neighbourhood, and a coach transfer to take participants from the hotel to Theotokos and back has been arranged.

The fee is 55€ per person. Organisations that would find it difficult to participate for financial reasons can apply to have one or two nights in the hotel covered. This can be indicated in the registration form.

Athens



“Athens is the historical [capital](#) of Europe, with a long [history](#), dating from the first settlement in the Neolithic age. Over the years, a multitude of conquerors occupied Athens, and erected unique, splendid monuments - a rare historical palimpsest. A large part of the town’s [historic centre](#) has been converted into a 3-kilometre pedestrian



zone (the largest in Europe), leading to the major [archaeological sites](#), reconstructing – to a large degree – the ancient landscape”

http://www.visitgreece.gr/en/main_cities/athens With equal measures of grunge and grace, Athens is a heady mix of ancient history and contemporary cool... The Greek capital is brimming with grand sights, celebrated cuisine and legendary nightlife”. <https://www.lonelyplanet.com/greece/athens>

Hotel and Transport

EPR worked with Theotokos and a travel agency to find a suitable hotel and has booked 25 rooms at the [Golden Age of Athens Hotel](#) from the 9-11 October. This hotel is located in a safe neighbourhood and close to a metro and bus stop that have a direct airport connection. The “[Urban chic rooms](#)” at this highly rated 4* hotel are 108€/night for single use, 115€ double use, breakfast included, which for that period is a good price. To book a room please indicate this in the registration form and EPR will invoice the cost of the room and the participation fee at the same time. A 3€ accommodation tax is payable per night at the hotel.

The hotel is a 20-minute walk from the Panathenaic Stadium, the only stadium in the world built entirely of marble, which hosted the first modern Olympic Games in 1869, as well as from various museums. The city centre can be easily reached from the hotel by bus or metro.

The social dinner will be organised in a restaurant close to the hotel. The board will also meet in the hotel.

A taxi from the airport to the city centre (inner ring, hotel included) costs a flat rate of €35 from 5:00 a.m. to midnight, and €50 from midnight to 5:00 a.m. The metro costs 10€ single and leaves around every half an hour from 06.30 until 23.30, taking around 35 minutes, and the metro is a 5-10 minute walk from the airport. The timetable can be found here: <http://www.stasy.gr/index.php?id=70&L=1>. The express bus X95 costs 6€, leaving around every 20 minutes. The bus would take around 40 minutes or less at night and the stop is right outside the airport. For both, the stop is MEGARO MOUSSIKIS. For more information: http://www.visitgreece.gr/en/travelling_in_greece/from_the_airport_to_athens

Registration

Registration can be done [via this link](#) and the **closing date for room bookings is the 9th September**. After that date registration for the workshop is still possible until the **5th October**, but please contact Laura Jones to check room availability. For any questions, please contact Laura Jones ljones@epr.eu



This event receives financial support from the European Union, from the EU Programme for Employment and Social Innovation (EaSI). For further information please consult: <http://ec.europa.eu/social/easi>