



THE  AIROS PROJECT

2019

Impact Report

The Kairos Project

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www.thekairosproject.com

Welcome to the Impact Report from THE KAIROS PROJECT

2019

NGOs

26

Foundations

10

For Profit Organisations

3

Education

2

Government

1

Individuals

166

Projects

75

Languages

10

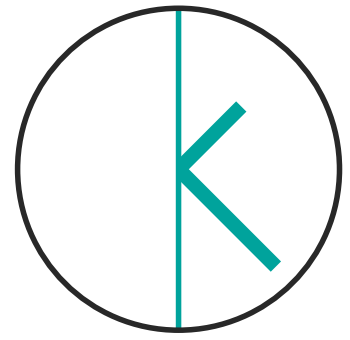
Countries

20+

Associates

25

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Message from THE KAIROS PROJECT

It feels strange to write a message in May 2020 for the front of our 2019 Impact Report knowing what we know now.

Pre-COVID and protests, our message would be fairly straight forward. We would be writing about a year full of exciting projects and significant achievements working with 166 leaders over 40 organisations and across diverse sectors - NGOs, Government, Foundations. We would be celebrating 2019 with unbridled enthusiasm.

Mid-COVID pandemic and protests, our message asks more of us. And with it, harder questions.

What does success mean for us now? How are we making a difference in the world? What is our direction in a changing environment?

Success for us now is as much about ourselves as it is about our work; it is clear that we need to model and be the change we want to see in the world. This makes our journey towards becoming a BCorp

organisation more important than ever. And finding our own authentic way with diversity, equity and inclusion. We need to ask the hard questions about our unconscious biases and how these show up in our practices, behaviours and work.

When it comes to making a difference, we have woken up to a new level of respect and understanding about the world we operate in. It is clear that all of our work sits within an deep historical context and within complex systems; to have impact we need to work with deeper listening at all levels from individual through to eco-systems and to sense into what is wanting to emerge; stay curious, keep listening and be open.

While much is changing in front of our eyes, our direction remains constant - to see humanity move towards a sustainable future. This is the mission and spirit behind every story, commitment and project in this report.

One thing that we hope comes through with all these facts, figures and other bits of information is our spirit; a very human spirit that is rolling up its sleeves and standing beside those, who we believe, are doing the most important work on earth.

Peter Baily - Director and Founder



Our Mission

To strengthen the human dimension of organisations striving for a sustainable planet

Our Values

All our interactions, behaviors and approach to work and life are imbued with the following values:

Conviction To stand for positive change and transformation

Belonging: To come from our bigger selves and practice inclusion

Celebration: To always remain in awe and wonder

Respect: To recognise others

Authentic: To speak honestly from our heart and soul

Our Vision

1. that any person, team or organisation striving for a better future for humanity and our planet has access to professional support, no matter what.
2. that this support is not held back by geography, language, technology, culture, gender or government
3. that people and teams striving for a better future are showing up in their most effective selves
4. that purpose-driven organisations are meeting their ambitions, meeting their funding commitments, fulfilling their promises
5. that through us, change agents in our world are fulfilling their longing to work with people of purpose, and missions with meaning.
6. that we are recognised as a model for service-driven organisations
7. that every sinew, every cell in our organic body is seeking to serve our stakeholders – associates, funders, clients, government, environment, human and women rights, social justice.
8. That no one, anywhere, ever, that wants to further the prospect of our future feels alone.

The Board of Directors



Peter Baily

As Founder and Director of The Kairos Project, Peter Baily is hell bent on supporting those who are striving for a sustainable world. As executive coach, he has worked extensively with CEOs and Senior Managers in Social Enterprises, NGOs and Charities including MSF, Friends of the Earth, 38 Degrees, Oak Foundation and Global Greengrants.

He was trained by the Newfield Network in 2008 and has been accredited ACC by the International Coaching Federation and NCC by the Newfield Network. He is also a coach for TED Fellows and entrepreneurs at the Unreasonable Institute. Two of his most loved projects were working on Robert Swan's Leadership programme in Antarctica and running a unique programme in the Alps for children on Sustainability



Paul Jackson

Paul is Co-Founder and Director of the Kairos Project, an executive coach, a farmer and partner in Leadership with Horses. He has worked as a consultant and coach since 1995. His passion is enabling and supporting transformation in people and organisations – driven by a sense of what is possible, sustainable, and our ability to honour each other and our shared environment.

Paul works with challenges that speak directly to the experience of being human, people facing challenges that question their innermost being, the soul of who they are.

His work through Leadership with Horses creates the space for powerful engagement and inspired commitment



Diego Cuadra

Diego is an ontological coach specialized in generating creative spaces for change. He has dedicated his professional life to human development seeing it as the process of increasing awareness and a way to authentic being.

He is currently living in Chile expanding the mission of "The Kairos Project" to Chilean and Latin American social organizations. He also works in transforming organizations and the development of soft skills as an independent coach and consultant partner of Plataforma Áurea.

Our Exec Co-Directors



Joanne Heeson

Joanne has been working as a coach and facilitator since 2007 and with the Kairos Project since 2011. Her purpose in life is to serve clients by facilitating opportunities for transformational change based on awareness and choice. Over the last three years she has become fascinated by the power of "somatic experiences"; working with clients to ensure that lasting change through "embodiment" plays a critical role in understanding how to resolve difficult challenges.

She has worked with a diverse group of clients, both corporate and the non-profit sectors as well as several CEO/founders of small organisations and clients working in the Arts. She is also fascinated by how our life journeys shape our experience of the world; it has been a privilege for her to work with many clients on their cross-cultural, as well as their professional and personal journeys.

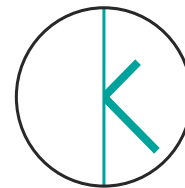


Alexandra Montgomery

Alexandra is an accredited leadership coach and facilitator dedicated to global learning, cultural agility and helping people build more world-conscious lives and organisations. Her own journey spans over 20 years of living, loving and working across countries, cultures and languages, interweaving diverse values and traditions.

Alexandra offers wholehearted insight and passion for the developmental journey, challenges and opportunities that emerge from today's interconnected world. Alexandra offers global leadership and team coaching & development and works in English, French, German and Spanish. She focuses on generating embodied learning experiences that integrate mind, heart, body and spirit, encouraging people to bring finally their whole authentic Selves into the workplace.

2019 Our Year



Jan

Made a decision to broaden our client base to include all organisations that are striving for a sustainable planet to reflect the diverse set of professional skills among our associates. Status: 9 Projects, 3 New Clients

Jul

Embarked on leadership coaching with senior management team at Teach For All. Made decision to register for VAT, moving towards BCorp accreditation, Tomas was exploring the subject of "Regeneration" which he shared with his article. 5 new clients

Feb

Ran our Connect event where we make all our associates available for conversations with organisations worldwide – this is part of our mission to make professional development accessible to NGOs worldwide. We connected with 35 organisations from 15 different countries. Status: 4 new Projects

Aug

Many of our associates and clients slow down during this month and commit to being with family and taking time off for hobbies and adventures, updated our website. 2 new clients.

Mar

Building our learning community with various initiatives including our Learning Post bulletins. These offered our Learning community information on Managing Effectively, Stress Management and Leadership Challenges.

Sep

we were working with Global Witness in London and Discovery Channel in Berlin; also delivering workshop for Global Justice Centre in New York as part of their leadership team; one of our Associates, Pareshe Kanani ran a constellations

Apr

Ran our first Re-inventing Organisation workshop at Twyford Abbey, London. We delivered workshops in Bishkek (Kyrgyzstan) and Lisbon, (Portugal) for Aga Khan Foundation.

Oct

Kairos Associates in Europe gathered in Barcelona for a three day retreat; turnover to date £116,00; October produced 12 projects worth £32,000; 224 coaching sessions in the last 4 months; delivered Global Connect in 6 languages.

May

Already completed 36 projects; Kairos Chile launches Ingenieria Sin Fronteras with a planning day; new work with Sprint Impact, MHAAction, Shelter, Asara (Frontline Aids); commitment to building a development fund bearing fruit accounting of 5% revenue.

Nov

Ran two RiO workshops in London and Brussels; began research project for GAGGA, a consortium of foundations, to map out professional development resources across the African continent.

Jun

Ran second RiO workshop in London; new conversations with Samdhana Institute in Indonesia and YFMN in Namibia; preparing a Global Connect initiatives for October; initiated a partnership with Hawkwood Centre in Stroud, Gloucestershire. 3 new clients.

Dec

We wrapped up projects with Global Greengrants, Centre for Civilians in Conflict and Frontline Aids. And opened up conversation with ACM Agile in Istanbul (partnership on workshops), with Spring Impact (leadership coaching) and Music Support (for strategic review). In December, we celebrate.

THE  AIROS PROJECT

REINVENTING ORGANISATIONS
Experiential Workshop

EARLY BIRD TICKETS

Integrating the knowledge in Laloux's book, body & movement techniques, live music, self-observation & co-learning

Single Ticket
£150 (normally £245)

Double Ticket
£250 (normally £400)

www.thekairosproject.com

THURSDAY
13 JUNE
9:00 - 17:00
TWYFORD ABBEY
LONDON

OFFER AVAILABLE UNTIL MAY 10.



'A FUN SUPPORTIVE SPACE TO EXPLORE WHAT IT FEELS LIKE TO REALLY **EMBODY THE DIFFERENT ORGANISATION TYPES** AND TO CONSIDER HOW TO BRING THEM TO OUR OWN LIFE IN A PRACTICAL WAY'

- April Workshop Participant

Our Mission: Accessibility



Our mission is to make professional development accessible to organisations that are striving for a sustainable world in order to unleash unimaginable human potential within their organisations.

By accessible, we mean to make our work financially affordable, geographically possible and easily understandable.

Financially Affordable

Our core costs for delivery on 75 projects in 2019 was under £50,000; we have no salaries. All is paid from projects.

To date, we have never turned away any social enterprise that is in need of professional support. We adjust our rates depending on country, organisation, budget and project

Our Associates deliver coaching for 40% of the charged fee i.e. if we charge £100 per session, our associates deliver for £40

Our normal rate is based on £200 per session. And £1,600 per day. Any shortfall in these fees is met by our fundraising or by lowering our delivery costs

Every year, we are a commitment to our mission through our Connect Worldwide event. For one week, we make all our associates available for social enterprises anywhere in the world. So far we have reached 500 organisations with pro bono services

Geographically Possible

We are a network of Associates; located around the world delivering work in 11 languages.

Most of our work is delivered on digital platforms; all projects are run through our online management system, Chronos. And we connect with our clients on the best possible digital platform for that country – Zoom, Skype, blue jeans, or multiple bridging lines.

Our clients connect from the field through internet cafes, mobile phones, homes, offices, hotels

We are currently researching and building a professional presence in Africa to deliver work locally.

Our geographical scope includes Ghana, Cameroon, DRC, Sierra Leone, Kyrgystan, Syria, Tajikistan, Beijing, Indonesia and most Central and South American countries

Easily Understandable

35 organisations attended our Re-inventing Organisation workshops in 2019

Comprehensive learning support material distributed across 75 projects in 2019

86 organisation participated in our Connect Worldwide event

166 contracting calls for alignment and shared understanding on coaching and its benefits

Our Impact and Reach

Key Figures



22

KAIROS
ASSOCIATES

ACROSS

10

COUNTRIES

100%

RETENTION RATE
WITH FOUNDATION CLIENTS

73%

OF CLIENTS
REFERRED OTHER CLIENTS

250

HOURS OF PRO-BONO COACHING

CONNECT



10

organisations
recommended us
via Video
Endorsement

1

Associate invited onto client
BOARD OF DIRECTORS



6

YEARS

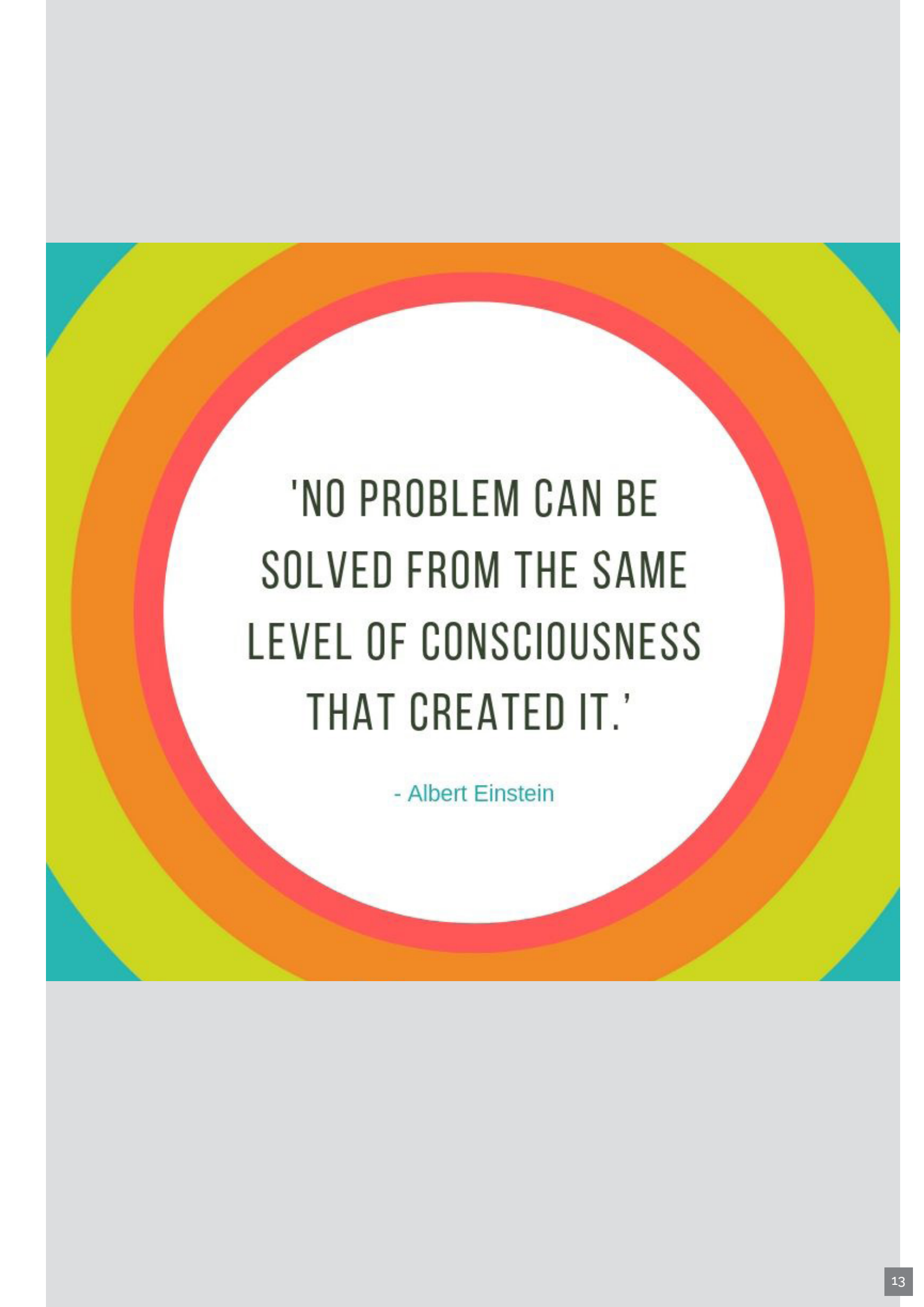
WITH ONE CLIENT

83%

OF OUR CLIENTS RATE OUR WORK

8 or HIGHER

OUT OF 10

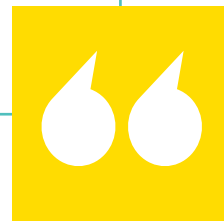


'NO PROBLEM CAN BE
SOLVED FROM THE SAME
LEVEL OF CONSCIOUSNESS
THAT CREATED IT.'

- Albert Einstein

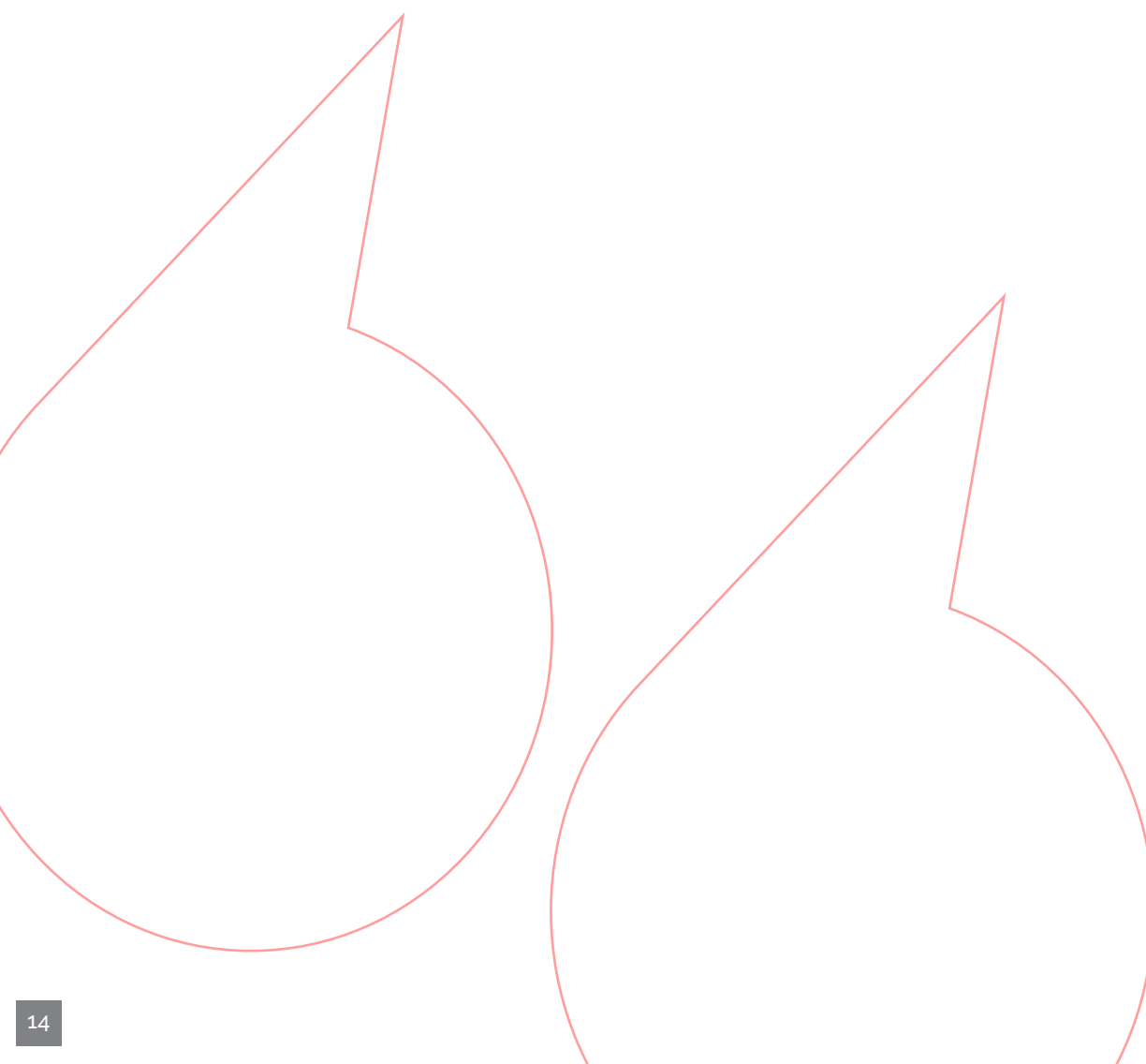
Our Impact and Reach

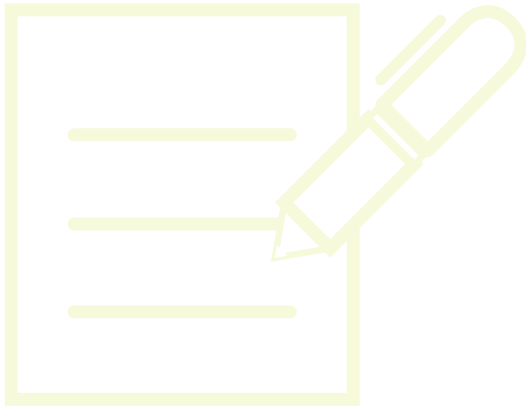
Key Stories



In August and September 2019, we interviewed 9 of our clients to hear their stories of impact.

They defined the area of focus, challenge and how the coaching had made an impact on their performance.





AREA OF FOCUS:

**DEVELOPMENT IN
ORGANISATION'S POLICIES**

CHALLENGE:

Changes in the external environment demanding internal cultural change with regards safeguarding, recognising support needed for employees resisting the change

**CHANGE STORY
SUCCESS:**

Successful roll out of a new travel security process, bringing 24 staff on board with the change and meeting the demands of a significantly changed, politically and environmentally, travel environment



AREA OF FOCUS:

**CHANGE IN ORGANISATION'S
SCOPE & STRUCTURE**

CHALLENGE:

Organisation undergoing a significant structural and scope change involving 25% reduction in staff (redundancies, transfers and resignations) and a significant amount of uncertainty

CHANGE STORY SUCCESS:

Coping with the uncertainty; maintaining good team leadership in challenging circumstances; able to see away forward beyond the changes and able to contribute effectively to strategic discussions despite the feelings ignited by the uncertainties. Participant has been practising a significant adjustment in physical stance and body language learned through the coaching. Self-questioning and focus on self-awareness. Mindful of how they have handled situations and self-reflection.

Our Impact and Reach

Key Stories

AREA OF FOCUS:

**EMPLOYEE PERFORMANCE
MANAGEMENT**

CHALLENGE:

Supervisee performance below expectations

CHANGE STORY SUCCESS:

Strengthened team communication and positive impact on retention. Participant adopted strategies developed through coaching e.g. distancing own emotions, not taking conflict handling discussions personally. This enabled very considered and impactful communication with the team member. Participant also pioneered the introduction of the organisation's annual performance evaluation process.

AREA OF FOCUS:

**INDIVIDUAL CAPACITY
STRENGTHENING WITH
ORGANISATIONAL IMPACT**

CHALLENGE:

ED was experiencing conflicting demands, a high volume of work and time pressure

CHANGE STORY SUCCESS:

Since the coaching, the participant is adopting planning strategies, e.g. breaking down tasks to enable designing interim milestones as well as practising mindful and considered preparation for management meetings. Secured new grant. Funding applications and donor reporting delivered in a shorter timeframe. Budget delivered 6 months earlier, thus more effective long-term campaigns planning. Decisions and outputs from management meetings significantly improved.



AREA OF FOCUS:

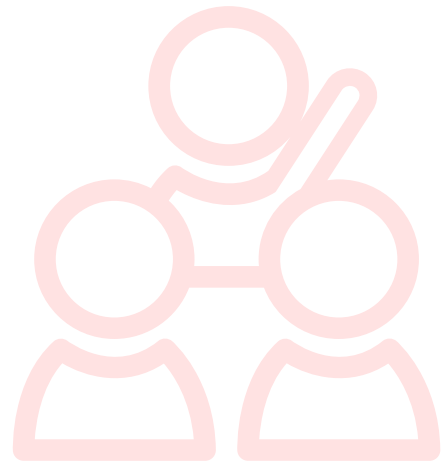
CAPACITY PRESSURES

CHALLENGE:

Facing stressful situations, adversity and high volume of work

CHANGE STORY SUCCESS:

Since the coaching the participant is practising meditation and taking walks during break times. Strengthened ability to identify delegation opportunities. Reduced energy spent on procrastinating decisions that have been made and more energy channelled towards implementing the decision. One colleague let go.



AREA OF FOCUS:

STRENGTHENING TEAM COMMUNICATION AND CAPACITY

CHALLENGE:

New to local culture, leader struggled with weekly team meetings of 7, in person. Cultural challenge to encourage participants to interact during the meetings and offer responses to peers' and leader's comments

CHANGE STORY SUCCESS:

Participant practised the learning from the coaching with regards to the potential for increased efficiency if the leader first works to understand the team and less about the team understanding the leader. Participant observing the team's contributions in the meeting, communicating expectations of how the team meetings should function and their purpose and regular 1:1 communications with each team member. Observable positive change in the level of information exchanged during the meetings and increased team cohesion. Positive impact on commitment levels and the organisation has no issues around absenteeism.

Our Impact and Reach

Key Clients



**Global
Justice Center**

Human Rights Through Rule of Law

In October 2019, we were put in touch with the Global Justice Center, a small legal NGO based in New York; they were seeking to increase organizational efficiency and impact by building staff members' confidence, sense of ownership, role clarity, and communications practices and behaviours.

To meet this need, we developed a multi-layered program of one-to-one coaching, learning pairs, group feedback session and in-person workshops. We measured the impact of the program with a staff survey at the beginning and end. The results were extremely positive.

Our learnings: In-person interventions within a virtual program are very powerful and have a massive impact on the virtual components of the program; having participants share their one-to-one insights and fresh thinking in pairs is an effective way to build cross departmental relationships.



Teach For All

After attending our Re-inventing Organisation Workshop in October 2018, Marwa Farouq, Head of People at Teach for All, approached us to work with her senior leadership team, spread around the world. The questions that we co-designed our program around were – how can we help the SMT navigate challenging dynamics in alignment with our core values of interdependence, diversity and inclusion? How can we gain more awareness of our unconscious biases? And how might this enable us to tap into our own strength and agency to make a difference?

With time zones stretching from USA to New Zealand, our program was all virtual; the framework was similar to Global Justice Centre. One-to-one coaching, buddy

learning, and online facilitated group conversations. Our visibility on impact and progress came through participant feedback and comprehensive end of program review.

Our Learnings: group facilitated workshops online do not always work, that it is extremely important to gauge the value and relevancy of these sessions; stay light and agile at all times about what needs to emerge from a program and each individual, keep an eye on how this might impact the goals of the program; quick feedback loops are good practice when handling a diverse group of participants; expect learning to range from the Practical to Transformative, participants can have very different experiences.

Our Impact and Reach

Key Clients



We have the privilege to be a preferred partner of Frontline Aids for their executive coaching services; in 2018, we worked with their senior management team, each individual needing to navigate the complex organizational re-structuring. Two of these coaching engagement extended beyond the 4-month coaching program.

Through 2019, we have been working with a steady stream of Frontline Aids executives. While our engagement is across different

departments and geography, our aim is always the same - to enable these individuals to show up as their best possible selves in a myriad of fast-changing situations; to recognize poor-serving patterns and behaviours and bring a new level of awareness, leading new choices and actions.

Our Learning: working at the individual level is an important part of our Theory of Change; shifts in individual leadership are ripples in water, these extends far and wide, modelling new ways of being to others and creating the fabric of cultures.



AGA KHAN DEVELOPMENT NETWORK

AKDN is an extraordinary network of agencies and partners across multiple sectors and we are thrilled to be able to support them worldwide in creating a better future for humanity.

In 2019, we were coaching senior executives in three separate AKDN agencies - Aga Khan Foundation in Syria, Tajikistan and Kyrgistan; Aga Khan Health Services in Pakistan and Aga Khan Quality of Life Monitoring in Geneva. We also ran two workshops on leadership for two of their Community of Practices

(HR and People & Partnerships), delivered in Bishkek and in Portugal.

Our Learnings: think systemically when working with global networks; one organisational culture across diverse countries is a challenge, it is an ongoing process of calibration and re-calibration; interventions across cultures need to sense into the local context recognising historical and cultural sensitivities, one size does not fits all. Virtual coaching across cultural borders works.

Our Partnership



We partnered with Oak Foundation in 2019 to build the capacity of 12 organisations across a range of different sectors – education, human rights, environmental justice and Illegal Wildlife. The challenges were numerous, often addressed in isolation and in demanding environments.





Some comments about the coaching:

**GREAT PLAINS CONSERVATION
FOUNDATION & RHINO WITHOUT BORDERS:**

"Life changing experience. It was great to talk about deep seated issues with an objective person who has experience in unlocking solutions and dealing with insecurities overall"

**CHILDREN'S RIGHTS & VIOLENCE
PREVENTION FUND**

'One of the main issues I had to com" to terms with was trust as an important aspect of improving cross-cultural leadership. During the coaching, we explored how trust related in building relationship and improving leadership".

**NATIONAL CENTRE FOR LEARNING
DISABILITIES**

"I wasn't sure what to expect from executive coaching and I got so much more from it than I could have imagined. It helped me see how I was approaching situations and deconstruct my responses a bit, plan to move forward differently and more confidently. Overall I feel more powerful in my role that is over-whelming by definition.

HURIDOCs

"The coaching has led me to ask questions, to experience my environment and me differently and to gain peace, clarity and space. Unusual and challenging, but in a way based on trust and knowledge. A win for my development, thanks."

GLOBAL JUSTICE CENTRE

"The workshop was an exceedingly useful process to uncover and investigate then often overlook challenges that our team faces. It was engaging, efficient fun, inquisitive".

Services we Provide



LEADERSHIP DEVELOPMENT

More and more organisations see themselves as a network of relationships, as part of a larger "ecosystem". In VUCA (volatile, uncertain, complex, ambiguous) environments, "command and control" gives way to more agile, inclusive, transparent and humane ways of working together.

This calls for a cultural transformation that creates leadership at all levels of your organisation: in individuals, teams, across departments and the organisational ecosystem. We will work closely with you to address your needs at the level(s) you intend to develop. Our holistic person-centered approach is particularly suited for environments that are faced with cultural change, diversity and transition where learning to become more agile is paramount.

Our multi-phased programmes are designed to build capacity, share experience among your participants and allow for direct, immediate application in the workplace. Programmes can be delivered in-person and/or virtually and are fully adaptable to your needs. For optimal and lasting impact, on-the-job peer-learning and coaching supports the learning journey.

EXECUTIVE AND TEAM COACHING

Today's world needs people who are not only comfortable with VUCA (volatile, uncertain, complex and ambiguous) environments, but who also help others navigate these new realities. Many outstanding performers, be it executives, leaders or athletes, use coaching to build their capacity to perceive and co-create the emerging future.

In coaching, meaningful conversation, non-judgemental feedback, powerful exploration and whole-self learning can take place in an atmosphere of confidence and trust. Once leaders and teams begin to observe how they are in challenging situations, they start exploring and embodying new ways of being and acting.

You have access to our global community of multilingual and accredited coaches, and coaching can be delivered virtually or in-person. Our way of working is based on the ontological learning model OAR (Observer-Actions-Results), which builds continual perspective-shifting and behavioural agility.

TEAM ALIGNMENT AND INTEGRATION

Overwhelm, lack of focus and fraught relationships characterise many workplaces. Our habitual practices seem no longer sustainable. Many organisations, movements and communities are looking for more conscious, sustainable ways to work together.

Impactful collaboration requires clear purpose, direction, alignment and committed action. What's needed is transformation on all levels: understanding new principles (head), being emotionally agile (heart) and forming new habits (embodiment).

We offer 7 module options designed to build capacity, share experience among your team and transfer learning back into the workplace. They can be delivered in-person and/or virtually and are fully adaptable to your needs.

GROUP FACILITATION

Facilitation guides your group through a process to achieve desired outcomes – for example in strategy retreats, staff gatherings or conferences. We recognise that the investment of resource and time in getting your group together warrants thorough preparation – we will work with you to clarify your desired outcomes, interview participants if required and prepare a structured process. After the event we will document your decision-making and output in a facilitation report.

MENTORING AND PEER

Mentoring, along with coaching, helps create a feedback culture that underpins continuous learning in the organisation. The mentor, a more experienced or knowledgeable person, helps to accelerate the learning and professional development of another (the mentee), through the transmission of experience, knowledge, advice or even by introducing them to useful contacts. Likewise, Peer Learning is an effective method to reveal and share tacit knowledge across your organisation, in this case, among equivalent functional roles

Business Strategy



01

To increase the reach of our work through self organised hubs worldwide

02

To broaden our product offering from leadership coaching and facilitation to organisational development

03

To increase our bursary in order to meet the demand for our subsidized coaching services

04

To increase remuneration for Associates in accordance to contribution

05

To continue to invest in our Online Delivery Platform, Chronos – to scale in other regions

06

To create a powerful shared learning community among our organisations and leaders

Our Clients



Financial Report

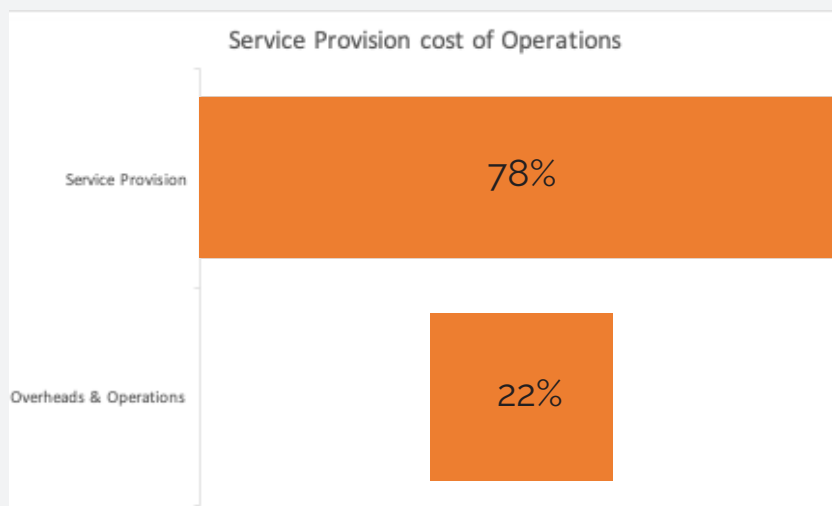


Service Focus



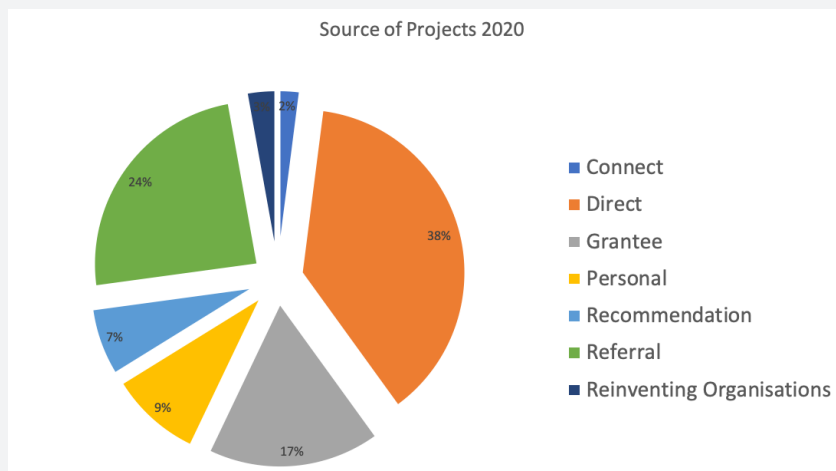
Part of our planning is to provide greater scope of service and to spread it more widely within the organisations we work for. So it is a pleasure to see as a percentage our coaching service coming down and our facilitation service coming up year by year. Also pleased to see that on-line work made a re-appearance in 2019 and of course we might expect this to feature more fully in the context of a world coming to terms with new ways of working.

Service Provision and Costs of operation



Our operational costs make possible the provision of our services. At 22% they are higher than we would like. The good news is that we can scale our service levels substantially with only a small increase in our operational and overhead costs. This is not a new challenge and we will strive to improve this balance in the next two years.

Source of Projects

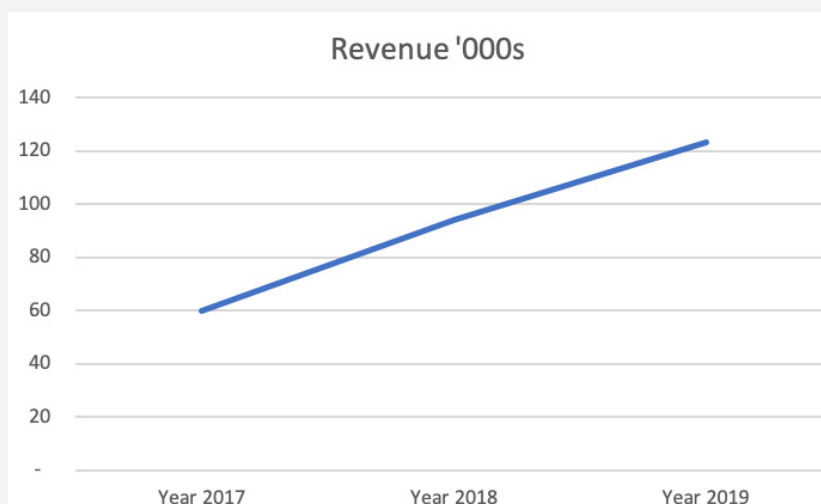


24% of our turnover comes from Referrals with a further 16% from Recommendations and Personal Introductions.

Add to that the 38% from Direct contact makes a total of 78% of our revenue is coming without active promotion.

As always we are extremely grateful for the work our funders do and then bringing our services in to support their activity - at 17% this a really vital part of The Kairos Project economy. We write this with huge gratitude for the work we are able to do with people having greater and greater impact in the world.

Revenue



Our revenue continued to grow in 2019 at a very similar rate to the last two years. Our challenge in 2020 will be to maintain this in the context of covid-19.

The Kairos Project Chile



CLIENT:

IADB Group, August 12, 2019
"How do we reinvent our organizations?" Workshop on Innovation, Sustainability and Transparency

SUMMARY:

In August, the Inter-American Development Bank Group convened a meeting with more than 60 leaders linked to Civil Society Organizations where The Kairos Project was in charge of facilitating this meeting

OBJECTIVES:

To share an experience of connection and reflection that would allow the attendees to take away specific tools associated with the concepts of innovation, transparency and sustainability

METHODOLOGY:

A journey through the U theory and Dreaming together the Future we wish for.

The workshop took place during one morning, during which we lived different experiences designed from the perspective of the Theory U.

This methodological proposal, developed by Otto Scharmer from MIT and The Presencing Institute, proposes a light structure oriented to the care and promotion of individual and collective phenomena emerging from consciousness and presence, through:

- Open the Mind, releasing the voice of judgement, exploring from Curiosity.
- Open the Heart, releasing the voice of cynicism, and letting us feel from the emotion of Compassion.
- Open the Will, an invitation to overcome the voice of Fear, giving way to courage.

Then, we dreamt of our future together.

IMPACT:

A learning and connection experience was created among the participants, combining the exhibition of the mentioned topics, with playful activities and spaces for reflection, which allowed the attendees to take a set of actions to explore.

The attendees valued the space for the entertaining and reflective nature of the experience, as well as the value of the tools they took with them





Agéndate!
Compartel!



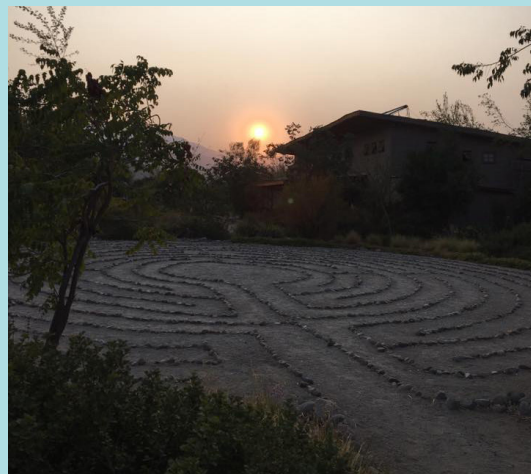
NAVEGANDO JUNT@S EN TIEMPOS INCIERTOS

ENCUENTRO DE VERANO KAIROS

Formación experiencial en herramientas de colaboración efectiva para contextos de alta complejidad.

- Sociocracia
- Transformación de conflictos
- Comunicación regenerativa
- Reinventar las organizaciones

15 al 19 de enero 2020
Punto Zero, V Región
contacto@thekairosproject.com



PROJECT:

Navegando junt@s en tiempos inciertos, design and execution by The Kairos Project Chile

OBJECTIVES:

- Share methodologies
- Learn in community
- Build support networks

SUMMARY:

In January 2020 we held a five-day meeting where we shared tools of sociocracy, the transformation of conflicts, reinventing organizations and regenerative communication. All this mixed with transforming experiences that combine, music, meditation, play and reflections.

The meeting was held at Punto Zero, a wonderful place one hour from Santiago.

METHODOLOGY:

Full day sessions, starting at 8 am with Yoga, meditations or sound sessions, during the day theoretical exhibitions of the different methodologies alternate with practical experiences, music and movement, in the evenings there are talks, improvisations of music and dance

IMPACT:

- Organizations took elements of these mythologies and applied them in their organizations.
- A network of contacts, professionals, collaboration and friendship was generated.

PURPOSE:

Generate transformative experiences.

The Kairos Project Chile



SUMMARY:

DKMS is a worldwide organization dedicated to the fight against blood cancer and other blood disorders.

Throughout 2019, The Kairos Project accompanied the DKMS Chile team in a cultural transformation pilot, unique within its global network

PURPOSE:

To accompany the process of change of the DKMS Chile team towards a form of collaboration that will maximize the team's potential, both individually and collectively, and increase the impact and sustainability of the organization and its purpose

OBJECTIVES:

- Observe current organizational structure, key processes and leadership styles to understand collaborative potential and design and test new structures and styles that are capable of self-actualization and constant learning
- Provide the team with tools called sociocratic patterns that serve for the proper functioning of the collective, ensuring equivalence, effectiveness and transparency
- Follow up on the commitments and circles (sub-teams) created, and the eventual transformation of these into prototypes and the monitoring of any blockages in the process

METHDOLOGY:

Theory U, Sociocracy, Meeting Facilitation, Individual Leadership Coaching, Competency Development Workshops (Recover your Time, Effective Meetings, etc)

IMPACT:

The DKMS Chile team successfully installed and operated this unique pilot within the world organization, effectively operating in a circular pattern, in a horizontal structure

DKMS 
JUNTOS CONTRA EL CÁNCER DE SANGRE

TRAINING OF TRAINERS
BOSSA NOVA

AGILE SOCIOCRACY OPEN SPACE BEYOND BUDGET



JOHN BUCK
EN CHILE

FORMACIÓN
RESIDENCIAL CON
CERTIFICACIÓN
INTERNACIONAL

PRECIOS
ESPECIALES
PARA GRUPOS,
FUNDACIONES,
EMPRESAS
SOCIALES Y
EMPRESAS B

La integración de cuatro revolucionarias metodologías para la gestión de las organizaciones en el volátil, incierto, complejo y ambiguo mundo que vivimos.

22 AL 26
OCTUBRE

ORGANIZA



THE AIROS PROJECT

PROJECT:

Training of Trainers: Sociocracy, Open Space, Agility and Beyond Budgeting (BOSSANova) with John Buck.

SUMMARY:

We had the gift to receive John Buck in Chile to work with us at Colunga. And since he was here, we created a space for him to launch a Community of Practice of the BOSSA Nova methodology.

This approach combines 4 tools and perspectives for effective organizational adaptation to uncertain contexts.

During 5 days we gathered at the marvelous Punto Zero, with the participants from different parts of Chile, Perú, and Colombia.

The day before we had the social outburst in October 2019 and a general feeling of unrest that still remains half into 2020.

OBJECTIVES:

We know how transformative new human technologies for collaboration can be. We have been using sociocracy for two years and we have some insights around its opportunities and challenges.

One way of supporting organizations is by creating the right contexts for them to learn the new methodologies to thrive in collaboration.

METHODOLOGY:

The workshop was designed to review and learn the four methodological approaches included in BOSSA Nova: Beyond Budgeting, Open Space, Sociocracy and Agility.

We co-design this experience with John Buck and Larry Checco. We were able to enhance the experience by some exercises of breathing, rhythms, and movement.

IMPACT:

- 20 participants. Entrepreneurs, consultants, team leaders, thinkers, doers. A french from Perú and a german from Chile, a colombian from Argentina.



Meet Our Associate Team



Ainhoa Campo
Associate

Ainhoa is an executive and life coach, facilitator, psychologist and entrepreneur whose deepest desire is to bring the potential of people to its highest performance. Ainhoa has worked with corporate and self-owned businesses. For her, it is the integral development of the individual as a human being that brings out exceptional managers, workers and leaders. As facilitator she holds seminars focused on creativity, stress management and also Mindfulness and Personal development.



Alexandra Montgomery
Associate

Alexandra works as a coach, group facilitator and yoga-mindfulness teacher. She speaks English, français, español & deutsch and brings 20 years' experience in international corporate management, human resources and start-up projects across different sectors. Her professional focus is on innovative and holistic collaboration and development - for more consciousness, empowerment and wholeness.



Alvaro Perez
Associate

Alvaro is a clinical and organizational psychologist, ontological coach, musician, producer and cultural manager. With a transpersonal and strategic integrative orientation, he has 9 years of experience in organizations in issues related to personal development and training in soft skills, translated into a holistic approach.



Asha Nair
Associate

Asha's philosophy in leadership development and coaching is influenced by her 17+ years of experience working with corporate professionals- including her own endeavor to find balance between personal fulfilment alongside economic and professional reward.

Asha believes the choice of creating a life full of contentment, purpose, adventure, fun, achievement and care –is a definite possibility for everyone. Her yearning to generate inspiring space for individuals & organisations to realise the 'unexplored possibility of their live's potential' is what brings Asha to The Kairos Project.



Carolina Valdenegro
Associate

Some time ago I connected with two great words, which have served as a guide and company. LOVE AND WISDOM, which over time have resulted in motivating change in people and their organizations. How? with self-awareness, learning from who we are, surpassing us and also loving ourselves integrally, with our lights and shadows, recognizing what is at stake and making conscious decisions.

I have been working on this path for more than 15 years, working as a consultant for organizational development and senior coach.



Ignacio Céspedes Fell
Associate

Ignacio is an executive coach, facilitator and consultant in organizations. After more than 15 years as an executive and consultant in operations and supply chain departments of large retail corporations with presence in Latin America, he has put all his experience and passion into accompanying organizations, and the people who give them life, on the permanent path of becoming a better version of themselves, more effective, free and authentic.



Jo Heeson
Associate

As a coach Jo is motivating, caring, supportive and facilitates transformational and sustainable change. Her experience includes career change, relationships, health and work-related challenges, personal and inter-personal effectiveness as well as strategy implementation.



Laura Werner
Associate

Laura is a Newfield trained coach and facilitator with 20 year experience working in the learning and development industry. She has a firm desire to be of use in the world and aligning with forces that create love, care and beauty in life. It matters to her to be part of The Kairos Project because it is one way to put her skillset to use in making the world a slightly better place.

For the last 10 years Laura has worked internationally and she works in English and Dutch. She is a good listener – to what is said and what's not said – and creates trust easily in her coaching relationships. She is often described as caring, passionate, reliable, energetic, professional and inspirational.



Ksenia Forafonova
Associate

As a coach and consultant Ksenia works with individuals to help create happier and more fulfilling lives, supporting people to find self expression and generate balance in all areas.

Ksenia is a sensitive and authentic coach. From the first session she creates a safe, caring and inspiring space where changes happen easily and results are maintained. Her approach to clients' experiences and emotions is warm and respectful. Ksenia works closely with each individual client to help them achieve their dreams, desires and objectives.



Manuel Prieto Mendez
Associate

Manuel is an ontological coach, multi-instrumentalist musician, yoga instructor and artistic project manager, currently specializing in Organizational Coaching at Escuela Fractal.

On a self-guided path, he integrates his skills and competencies and puts them at the service of the development of people and teams. In this way, he travels the world in search of experiences and learning, leading several artistic organizations linked to music.



Paresh Kanani
Associate

Paresh is an Executive/Leadership Coach, Investor, charity yoga teacher and family/organisational facilitator. He works with individuals, organisations/family offices to create personal and organisational change - to realise true potential, generate high performance and greater self-awareness/balance. Paresh brings a wide range of experiences - business/banking, cross cultural, Yoga/meditation, working with start-up orgs (not for and for profit) and use of a wide range of hoiistic tools/techniques.



Paula Lazo Rivera
Associate

Paula is a Faculty member at the Center for Creative Leadership (CCL) EMEA office. She is a certified leadership coach, trainer and leadership solutions designer. She has also held previous roles managing global client accounts. In her current role she supports leaders to increase their effectiveness in both 1:1 coaching sessions and program trainings . Paula also consults and partners with clients throughout CCL's client engagement process to create bespoke leadership development solutions. Paula has worked with numerous Fortune 500 enterprises helping them develop the leadership capabilities required to succeed in their business strategies and create more collaborative, innovative and sustainable organizations.



Rehab Abbas
Associate

Rehab is a cross-cultural trainer, and a transformational coach. Her coaching methodology revolves around three main domains:

- The Linguistic-Self (what is said and not said)
- The Emotional-Self (how our emotions steer our actions)
- The Somatic-Self (how we stand in the world)

Supporting her clients to acknowledge the limitation of the self and expand that self beyond its boundaries, beyond its own horizon of possibilities.

Some of her areas of expertise include leadership transitions, developing holistically as a leader and change leadership.



Robin van Raaij
Associate

Robin is an (executive) coach, facilitator and Zen-teacher. As a coach and teacher he offers support to people from all walks of life in an individual as well as team settings to explore and access the options .

Before he became a coach/teacher, he held senior management positions in small and large corporations developing and driving change programs.



Ruth Jolly
Associate

Ruth loves working as a coach and group facilitator. I'm convinced coaching offers a special combination of ingredients. It's where we can be heard, be acceptably challenged and be in relationship with another, freed from usual commentaries. Insights arrive that bring deep changes and results.

She has worked across the social development sector in East Africa, South East Asia and in the UK. I coach ways to learn how to 'come home to ourselves' thrive and make a bigger contribution.



Tomas Gueneau
Associate

Psychologist by degree (Universidad Alberto Hurtado) and then Master in Sociology (Université Paris Dauphine), Tomás has focused on promoting purpose and wellbeing in organizations.

For 10 years he has served and conducted organizational purpose processes; working in public policy and social innovation as tools for human dignity. He promoted the rise of the B Corporation movement in Latin America from Sistema B and participates as a board member in purpose-driven organizations.



Holly Lowe
Head of Communications

Holly is a freelance designer and project manager with a passion for humanitarian causes. Graduating from UNSW, College of Fine Art, Australia with a Bachelor of Design, Holly has spent the past 14 years designing for, and managing creative projects within Europe.

Most recently, Holly has combined her design and digital marketing experience, and fundraising abilities whilst working for humanitarian organisations including Oxfam Brixton, Requiem for Aleppo, Sport Allies and The Kairos Project.



Kairos Annual Gathering 2018



**THANK YOU!
FOR BEING A PART
OF OUR COMMUNITY**



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