

# *Welcome*

**“We see the world not as it is, but as we are.”  
Anaïs Nin**

**We will start in a few minutes. As you slowly arrive:**

- Find a comfortable space and close your distractions
- Make sure you have your notebook handy
- Sit with this perspective and see what comes up for you 😊

# *Intentions For This Space*

**Connection:** Meet other wellbeing champions in our network with whom we can model, teach and advance wellbeing.

**Peer Learning:** Better understand how wellbeing impacts our work. Learn from each other's experiences. Develop together wellbeing approaches/recommendations for our teams, organization, and ecosystem.

**Alignment:** Develop a common understanding and vision for the work on wellbeing in our teams, organization and network.

**Making:** Become Ashoka's Wellbeing Community of Practice and Strategy.

# Wellbeing Changemakers Hub Sessions

- **Session 1 - Systems View:** How does Wellbeing connect with EACH and Systems Change? (December 14)
- **Session 2 - Individuals:** Inner Wellbeing & Social Change (January 18)
- **Session 3 - Organization & Teams:** Team and organizational Wellbeing (February 22)
- **Session 4 - Wellbeing Ecosystem:** Equitable Wellbeing: Building an Ecosystem of Support (March 22)



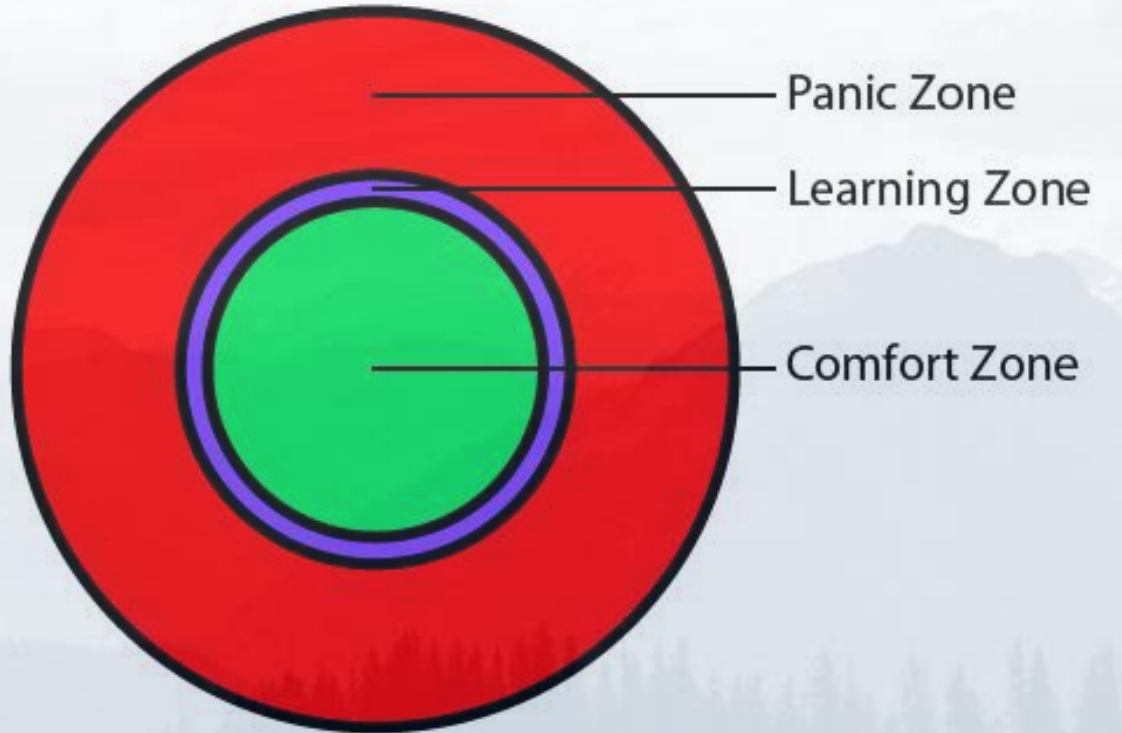
# *Today's Flow*

- 30min: Welcome, connect & framing the space
- 20min: Adam's Story
- 60min: Individual and Group reflection, discussion & exchange
- 05min: Closing

# *You Decide What Feels Appropriate at the Right Time*

Where the  
magic happens

← Your  
Comfort  
Zone



# *Engagement Principles & Group Agreements*

to co-create a safe, caring and courageous learning for action space

Presence

Openness &  
Curiosity

Confidentiality

Vulnerability

Speak from 'I'

Intent & Impact

Respect

Trust

Honesty

Humor &  
Playfulness

Acceptance

Dialogue



# *This Session Outcomes*

- We are clear about our **group's intention and process** for these conversations, and we continue listening to what our **group needs to work well and be well** together.
- We name **opportunities, ways and practices to cultivate wellbeing** as individuals and in leading our teams for wellbeing.
- We identify **challenges and systemic barriers** that we face when cultivating our individual and community wellbeing.

# *Connection Exercise*

In pairs:

- Briefly introduce yourself
- Reflect on a key person in your life who has supported you in cultivating your wellbeing. What influence did they have on your journey?













Getty Images



LIBERATION SQUARE **LIVE**



**MUBARAK STEPS DOWN**











**icecairo** 

innovation collaboration entrepreneurship





YOUTH



CIVIL SOCIETY



STARTUPS



ACADEMIA



PRIVATE SECTOR



LOCAL AND  
INTERNATIONAL AID



TECHNICAL EXPERTS



GOVERNMENT



COMMUNITY 40,000+



## DIY KITCHEN GARDEN

workshop

April 23rd



## HOW TO BUILD YOUR STARTUP

program

February 14th-18th



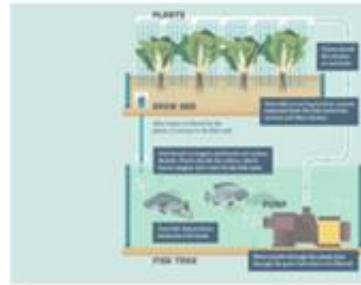
This training will be held in English. // Limited Seats



## LEED 101: GREEN BUILDING BASICS & LEED

TRAINING

February 27th



## ورشة اكوابونيك مع "كن نبات"

ورشه عملي

٦ و ٧ و ٨ سبتمبر



## جلسة تعريفية عن الزراعة المعمرة

مفتوحة

٢٦ فبراير

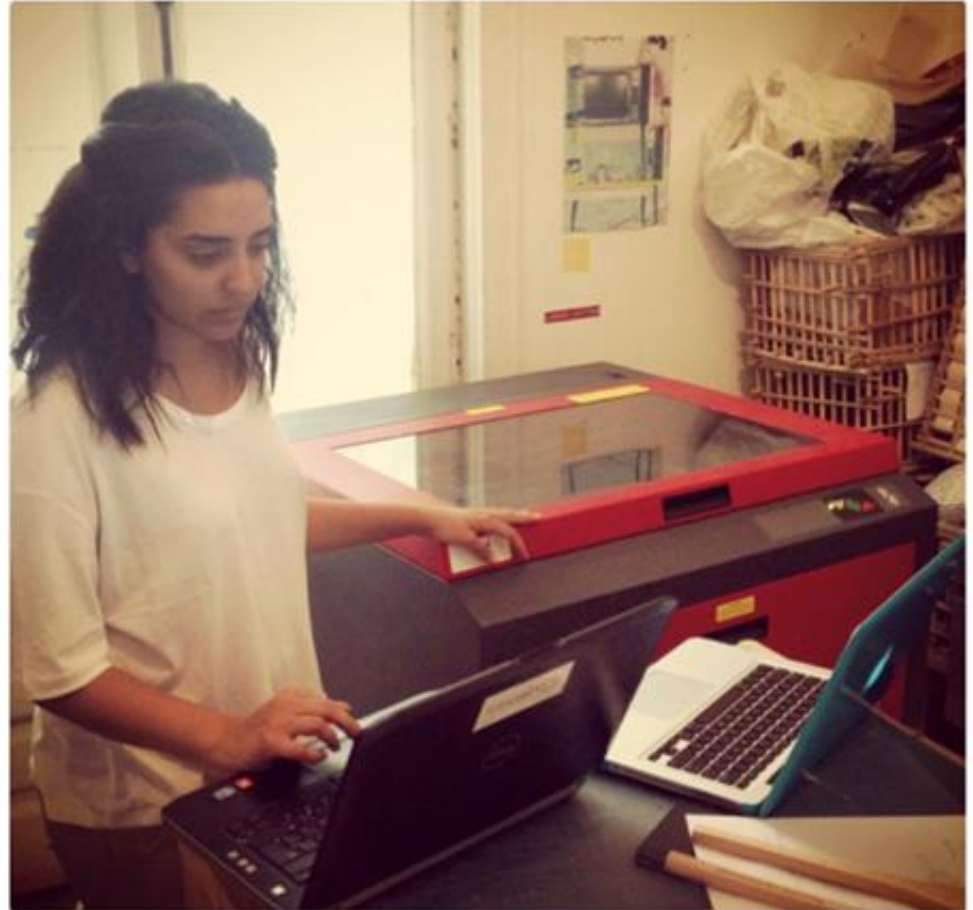


## INTRO TO SOLAR PV

workshop

March 12th









SUSTAINABILITY  
CHALLENGES

**SAFE SPACE TO SHIFT  
MINDSETS!**

Entrepreneurship

GREEN:  
BUSINESSES



BIOGAS DIGESTER



SOLAR WATER HEATER



SOLAR WATER PURIFIER



up  
fuse  
YOUR CONSCIOUS EXPRESSION





40,000+

ACTION-ORIENTATED INNOVATORS,  
COLLABORATORS AND ENTREPRENEURS



4,500+

YOUTH TRAINED



285

WORKSHOP, TRAININGS AND EVENTS



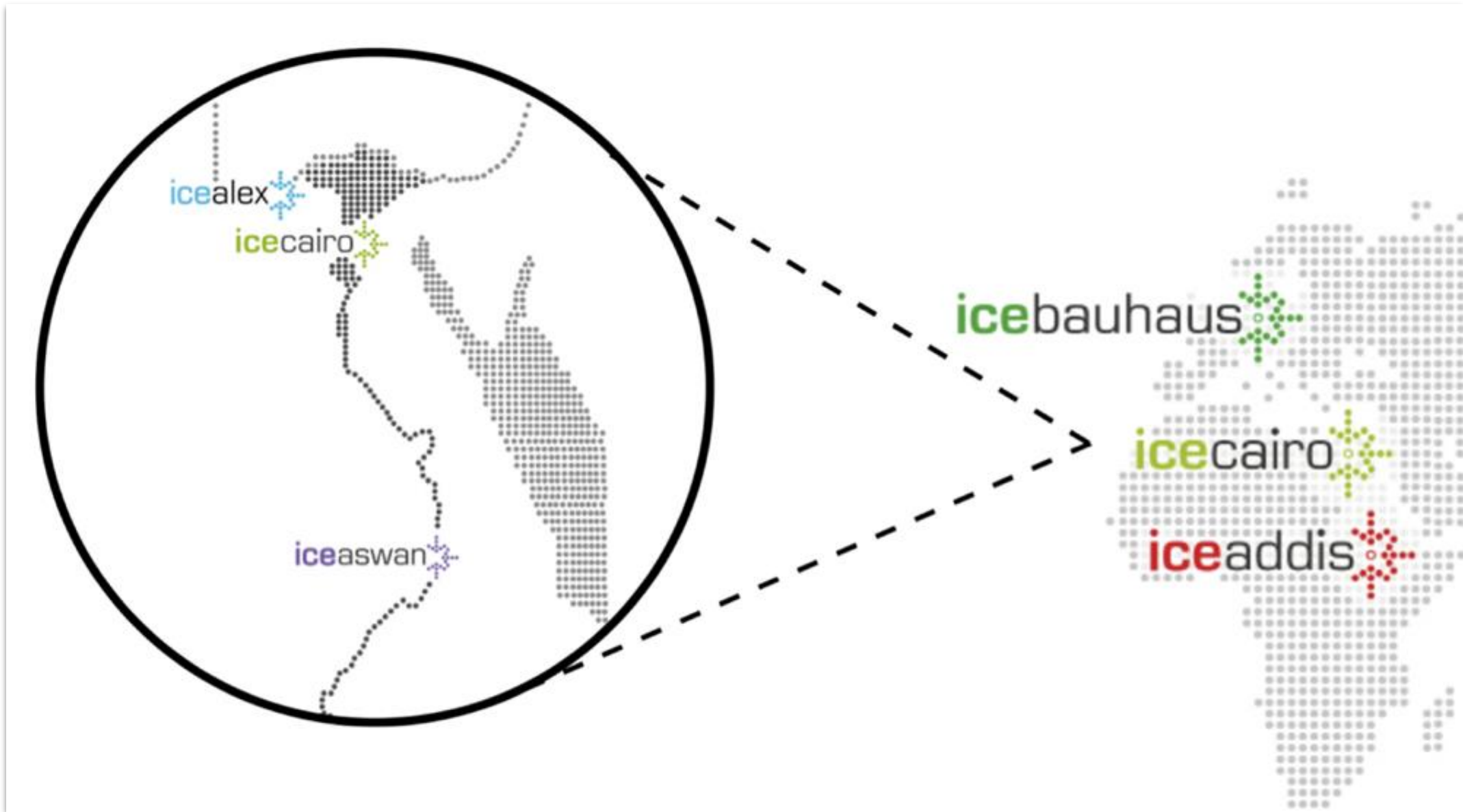
600+

STARTUPS, NGOS AND INITIATIVES  
SUPPORTED



20+

PRODUCTS DEVELOPED IN OUR FABLAB



iceHubs  
global



icebauhaus



icealex



icecairo



iceaddis





## Maximizing Machine Utilization for Makerspaces

Post created 3 months ago in the [Makerspace / Fab Labs Products & Services](#) group by [Ahmed Abullazeed](#)

### The Story of Qafeer Makerspace Startups

#### Challenge

The Main Challenge in Makerspaces is how to maximize the Machine Utilization in order to increase the Revenue streams for the machines.

You could use the machine as a makerspace and start creating products and sell them.

Or you could encourage other members to use the machines and give you machines time the main problem is if they don't make money from using the machines then they will not use them.

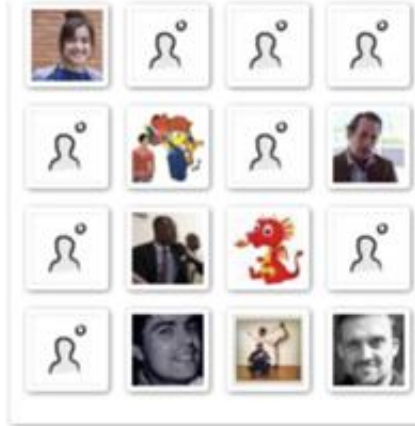
Follow



## How to Define Judging...

Post created 3 months ago in the ["Yes or No?": Judging Criteria](#) group by [Jamie Russell](#)

How to Define Judging Criteria for Products & Services (Video)



# Consequences...



**“The Success of an intervention depends on the interior condition of the intervener.” Bill O’Brien**

# Blindspots

- Living in a perpetual cycle between burnout and partial recovery
- In a constant state of exhaustion and anxiety
- Which led to being unintentionally aggressive - even with those we love
- Loss of relationships - including a divorce
- Conflict in most of the organisations I co-founded
- Loss of money through bad decision-making
- Loss of energy & motivation because of unexpected outcomes and increasing health problems

## And at the systemic level...

- Glorification of Toxic entrepreneurship - that others looked up to - heropreneurship!
- Redundant over-replication and reinventing the wheel
- Competition instead of coopetition - survival of the fittest
- Damaged professional relationships due to lack of trust
- Predatory incubators, accelerators and infrastructure
- Finger pointing, character assassination & “controlling the narrative”
- And then the impact of the entire system radically declines...

# Key Insights

- **Over-working is not something to be proud of**
- **As Fellows we influence more people than we might be aware of, and to a great extent than we might be aware of**
- **Working smarter means inner work first**
- **Understanding how we get in the way of ourselves is a top priority**
- **Being able to recognise our patterns in real-time is a game-changer**
- **Especially if we can intervene before the pattern plays itself out**
- **Some damage is irreversible**
- **Using assessments like the Enneagram - especially those that have a developmental aspect to them is a fast-track to growth**
- **Working with a coach is the quickest way to get to know yourself and grow into who you can be**
- **Understanding your (and others') body budgets is crucial to good team work**
- **Collaboration is way harder than we often take it to be**
- **Rest is a weapon**
- **Therapy is not optional!!!**

# Approaches to dealing with it all at the individual level:

- Integral coaching
- Assessments - The Enneagram
- Acknowledgement of trauma and PTSD
- Mindfulness / meditation & Qigong
- TRE - Trauma & tension release exercise
- Focusing - a somatic (bodymind) LH/RH integration approach
- Time in nature - forest bathing
- Shadow work - ManKind Project - Women Within / Women in Power
- Somatic work - Core Energetics / Somatic Experiencing etc
- Shifting diet & lifestyle - wellbeing first, work fills in the spaces
- Exiting all toxic orgs in the best way possible - and cutting work by at least 50%!!
- Joining & cultivating communities that are operating from a place of wellbeing and are walking the walk (purpose / calling / vocation)

## *Individual Reflection*

- To what extent did Adam's story resonate for you?  
What's similar or different for you?

## *In Triads*

- What opportunities are you seeing that can support your wellbeing?
- What are the practices that have supported your wellbeing?
- What do you think we should bring more to our constituencies?

## *Group Conversation*

- How do you support your own wellbeing and how do you support the wellbeing of your community? What is working? What is not working?
- What (systemic) barriers get in the way of cultivating your and your communities' wellbeing?