



INNER DEVELOPMENT GOALS
Transformational Skills for Sustainable Development

Inner Development Goals & Leadership

Neue Wege brauchen neue Fähigkeiten – Die Inner Development Goals als Hebel für nachhaltige Entwicklung



Willkommen!

- Check-In
- Workshop Intro - Aktives Zuhören
- Praktische Übung
- Reflexion
- Inputs zu den IDGs
- Check-Out



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Check-In

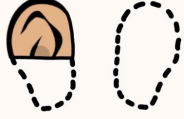




5 min in 2-3er Gruppen:

- Wie geht es dir heute?
- Was bringt dich heute hierher?



Aktives Zuhören

LEVELS OF LISTENING

NOT LISTENING (superficial)	Ignoring what's being said or distracted while listening (eg. on your phone)	
LISTENING TO SPEAK	Preparing what you're going to say, waiting to interrupt and tell your story.	
LISTENING TO EVALUATE	Judging what's being said against your existing frame of reference. "Do I agree? What's incorrect here?"	
LISTENING TO EMPATHISE	Listening to understand not only what's being said, but what's not said, how the speaker feels and what they need.	
LISTENING AS ONE (Deep listening)	Binary of speaker/listener collapses and you go beyond understanding to knowing the other. No effort is needed. (Think deep, late night chats under the moon.)	

Words: @holiday phillips Art: @sylvia duckworth

Was sind sichtbare Zeichen von aktivem Zuhören?

- Woran erkennt man aktives Zuhören?
- Woran erkennt man, dass jemand nicht aktiv zuhört?



Praktische Übung



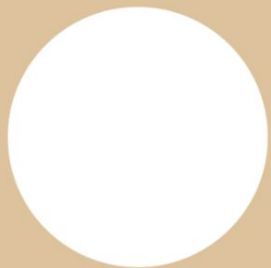
- **Aufgabe:** Erzählt eurem Gegenüber von einem Erlebnis (e.g. Hobby, Urlaub, etc.)
- **Ablauf:** 2 Runden à 6 Minuten, in denen ihr aktiv der jeweils anderen Person zuhört
- Achtet auf unsere Hinweise ;)

Reflexion (5 min)



**Reflektiere mit
deinem/deiner
Gesprächspartner:in:**

Was ist euch bei den
verschiedenen Arten des
Zuhörens aufgefallen,
sowohl beim Zuhören als
auch beim Sprechen?



1 Being
Relationship to Self

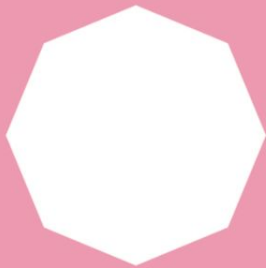
Inner Compass

Integrity and
Authenticity

Openness and
Learning Mindset

Self-awareness

Presence



2 Thinking
Cognitive Skills

Critical Thinking

Complexity
Awareness

Perspective Skills

Sense-making

Long-term
Orientation and
Visioning



3 Relating
Caring for Others
and the World

Appreciation

Connectedness

Humility

Empathy and
Compassion



4 Collaborating
Social Skills

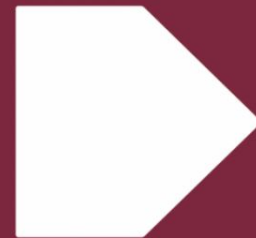
Communication
Skills

Co-Creation Skills

Inclusive Mindset
and Intercultural
Competence

Trust

Mobilisation Skills



5 Acting
Enabling Change

Courage

Creativity

Optimism

Perseverance



Diskussion (5 min)



Welche dieser Kompetenzen habt ihr wahrgenommen und wie habt ihr sie in der Übung erlebt und geübt?

Reflexion



- Was hat meine persönliche Weiterentwicklung mit nachhaltiger Entwicklung zu tun?
- Welchen Einfluss hat der Umgang miteinander auf unser Arbeitsumfeld und unsere Wirkung als Organisationen auf die Welt?

IDG Hubs in der Schweiz

1. **Basel**, *Swiss IDG Hub*; Mauricio Campos Suarez, Lutz Hempel & others; mauricio.campos@impacthub.net, lutz.hempel@impacthub.net; www.innerdevelopmentgoals.ch
2. **Bern**, *IDG Hub Bern*, Daniel Osterwalder, daniel.osterwalder@visualdynamics.ch
3. **Geneva**, *IDG Lemanic (Geneva, Lausanne, neighbouring France) Hub*, Chris Burton, chrisburton@intandem.ch
4. **Lugano**, *IDG Ticino U.Lab Hub and In-Patto*, Manuela Pagani Larghi, manupaganilarghi@gmail.com
5. **Zurich**, *Business Fit IDG Hub*, Karime Abib, karime@advantika.ch
6. **Zurich**, *IDGs Hub Zurich*, Edit Hauser, edith@ausdermitte.ch
7. **Zurich**, *IDG Zurich International Hub*, Helena Ekman, helena@bewhatsnext.se
8. **Luzern**, *IDG Luzern Leadership & Training Hub*, Kuno Gut, kuno.gut@institut-arbeitsagogik.ch
9. **Lausanne**, *IDG Hub Lausanne*, Nicole Helmerich, info@nicole-helmerich.com
10. **Wil /St. Gallen**, *IDG Wil/St. Gallen - Business-Philosophy Hub*, Melanie Vogel, post@wirtschaftsphilosoph.in
11. **Wilten**, *IDG Switzerland YOUNG ENTREPRENEURS CLUB Hub*, Julian Bennet Vogel, info@young-entrepreneurs.club

Ressourcen

- IDG toolkit: <https://idg.tools/>
- Theory U: <https://www.u-school.org/theory-u>
- Art of Hosting: <https://artofhosting.org/>

Theory U for Group Work and Prototyping

Facilitated Method

Theory U, also known as 'Presencing', offers a framework for collaboration and engagement using awareness-based and contemplative practices. It can help groups sense more deeply into team dynamics, and organisations engage in purposeful planning, prototyping of projects and initiatives, and acting...

Presence Connectedness Optimism Creativity +8 →

Purposeful Leadership

Course Free Non-profit

A course tested by Paralympic coaches and space station personnel, designed to help you grow in your ability to lead in all areas of your life thanks to engaging exercises and daily quests.

Inner Compass Integrity and Authenticity
Long-term Orientation and Visioning Empathy and Compassion
+11 →

Personal Agency and Personal Initiative Trainings

Facilitated Method

Personal agency and personal initiative training are interventions designed to catalyze actions towards specific life goals. It can help participants take meaningful action towards their goals, create resilient, proactive habits, and increase livelihoods of individuals living in resource poor...

Perseverance Integrity and Authenticity Courage Optimism
+8 →

Imagination Activism and the Symbiosis Meditation

Compassion Training

Facilitated Method Self-directed

Compassion training can help build empathy and compassion, described as an ability to relate to others, oneself and nature with kindness and the intention to address related suffering. It can help the practitioner increase their well-being and have a higher quality of relations, as well improve...

Empathy and Compassion Appreciation Connectedness
Humility +9 →

Values

Course Free Non-profit

In our everyday life, we easily lose touch with what matters to us. This is especially true when we're dealing with a challenging situation. This course is focused on connecting to our core values as a powerful tool to take meaningful action in every moment of our lives.

Inner Compass Self-awareness Integrity and Authenticity
Sense-making +9 →

ACT (Acceptance and Commitment Therapy/Training)

Facilitated Free Method

Acceptance commitment therapy / training (ACT) is a psychotherapeutic intervention that mediates improvements in individuals' psychological flexibility. It can help the practitioner increase psychological flexibility and have a more stable identity and sense of self.

Inner Compass Self-awareness Presence Perspective Skills
+8 →

Self Compassion

Course Free Non-profit



Nachhaltigkeit an Universitäten weltweit



Eine globale Dachorganisation für Studierende

Unsere Initiativen



leadership
programs



transforming
education



community
support

Leadership Development für Studierende & Researcher

LEAP
researchers

LEAP
YOUTH



oikos

LEAP4U Crowdfunding Campaign

oikos

LEAP
4U



OCT 25TH - DEC 31ST

support the next generation of responsible leaders

Check-Out

Was nimmst du mit?