Imaging UN Secretary-General Antonio Guterres Call for Covid19 Global Ceasefire

Leadership and Development for the Global Problématique for UN75

Virginia Swain, Founder and Director
Multilateralism Narratives and Counter-Narratives
26 June 2020, 10:10-11:10
Academic Council for the United Nations Annual Meeting
Centre for Trust, Peace and Social Relations, Coventry University
Coventry, England 25-27 June 2020

Institute for Global Leadership, Virginia Swain, Founder and Director, 32 Hill Top Circle, Worcester, MA 01609
vswain@global-leader.org; www.global-leader.org
Proposal to support Secretary-General Gutteres Covid19 Global Ceasefire

Agenda

Global Problematique
- Reconciliation Leadership
- A Peacebuilding Process of Reconciliation
- A Global Mediation and Reconciliation Service
- Narratives What has been

Counter Narratives: What will be

- Reconciling the Cycle of Violence
- Inspiration of Dag Hammarskjöld
- Leadership Agility
- Four levels of competency
- 200 year present
- Moral numbing
- Imaging
Never doubt the power of Reconciliation Leaders for a Global Mediation and Reconciliation Service to make a difference in the United Nations
The Reconciliation Leadership Certificate Program

- The Basic Program contains vocational training with personal and interpersonal skill building and a practicum.

- The Advanced Program continues vocational training, learning systemic and global skills while integrating the personal and interpersonal skills learned thus far and applying all the learning in a practicum.
Global problems beyond the capacity of sovereign states to solve alone are called the global *problématique*. 
Covid-19 Global Ceasefire and a Reconciliation Process

- Identifying Needs “Why Them”? Rehumanizing the Enemy
- When victim becomes perpetrator
- Acknowledgement of Guilt, Apology, Truth Telling “Rewriting History”
- Choice to Forgive
- Envisioning Justice
- Negotiating Solutions Joint Planning
- Confronting Fears
- Injury: Pain, Shock, Denial
- Mourning, Expressing Grief, Accepting Loss
- Reconciliation
- "Rewriting History"
- Steele, Center for Strategic and International Studies
Global Mediation and Reconciliation Service
Introduced at Hague Appeal for Peace and State of the World Forum in 1999

A Service to strengthen and deepen the response of the United Nations to global challenges introducing the link between individual and systemic human rights and sustainability in dozens of implementations of the Peacebuilding Process of Reconciliation to Develop Political Will.
Reconciliation Leadership Offered—Our Gift to the United Nations

• We have invited people and institutions in the United Nations community and around the world to heal their own repeated internal ruptures, born of systemic unhealed historic conflict patterns and be a model of adherence to international agreements and human rights guidelines.

• We invite a multilateral approach to facilitate more equitable sharing of power and to reconcile the divisions at the individual and collective levels.
The Idea of Reconciliation

“In dealing with the challenges posed by contemporary conflict, an important meeting point between realism and innovation is the idea of reconciliation.

Reconciliation catalyzes and sustains divided societies.”

John Paul Lederach

Sustainable Reconciliation in Divided Societies

United States Institute of Peace Press (1997)
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*Sustainable Reconciliation in Divided Societies*

United States Institute of Peace Press (1997)
Three Starting Points of a Reconciliation Intervention

1. Relationship building as the focal point for both understanding the whole system and for sustained dialogue:

2. Encounter activities to express grief, loss and the anger that accompanies injustice;

3. Innovative reconciliation techniques that exist outside the mainstream.

John Paul Lederach

*Sustainable Reconciliation in Divided Societies*

United States Institute of Peace Press (1997)
Relationship Building

Reconciliation Leaders form community from all divisions and sectors of Society

Ordinary people have the potential to be Reconciliation Leaders if they are willing to claim their core gifts and talents, become aware of unconscious needs and agenda, live simply and discover their life purpose and mission.
Innovative reconciliation techniques

A Peacebuilding Process of Reconciliation to Develop Political Will

- Reconciliation Leadership Competency Methodology
- Intervention Process: Needs, Entry, Planning, Implementation, Follow up, Evaluation
- Kubler-Ross Stages of Grief
- Imaging Process – Visioning years out and concretizing with action plan
- Understanding One’s Lens and Cultivating Global Citizenship: Broad World View
- Lederach’s: Three Starting Points
- Steele’s Healing the Cycle of Violence
Encounter Activities to express loss that accompanies injustice

Reconciliation Leaders facilitate emotional safety for grieving and shared space for reconnection and balancing as a way to heal the cycle of violence
A Shared Space for Reconnection

Forgiveness
- Training in Reconciliation Leadership incorporates acknowledgement of the Sacred and the importance of forgiveness when participants are ready
- Extends beyond compromise as a conflict resolution strategy, or even a collaborative win-win ideal

Emotional Rebalancing
- Incorporates emotional re-balancing between parties in a conflict
- Create a shared space in which such reconnection is possible
- Creates a healing environment to address the cycle of violence
Reconciliation Leaders Build Capacity through Communities beyond Teams

Team Building
- Task Focused
- Evaluative
- Results Driven
- Temporal
- Role Clarification
- Based on contracts
- Personal Links

Community Building
- Community Building
- Relationship Focused
- Supportive
- Impact Driven
- Lasting
- Values Clarification
- Based on shared purpose
- Transpersonal Bonds

Gibb 1978
Global Mediation and Reconciliation Service
Introduced at Hague Appeal for Peace 1999

A Civil society response to strengthen the UN’s response to global challenges introduces the link between individual and systemic development of human rights and sustainability in dozens of implementations of the Peacebuilding Process of Reconciliation to Develop Political Will.

Global Mediation and Reconciliation Service (Reconciliation Service), was introduced at the Hague Appeal for Peace in 1999 and developed in dozens of interventions since then to provide peaceful, just and inclusive societies. The Reconciliation Service provides individuals and groups the facilitation expertise, perspectives, tools and techniques for multilateral approaches to complex challenges for the global problematique.

For more: https://global-leader.org/global-mediation-and-reconciliation-service/
Leadership Agility is the Master Competency

Moving from Expert to Catalyst to Synergizer

Virginia Swain is certified to do Leadership Agility 360s
Leadership Agility:
We must move beyond expert to catalyst to renew the UN

Expert: Tactical, problem solving orientation. Leaders are respected and followed based on expertise.

Achiever: Strategic, outcome orientation. Leaders motivate by making it challenging and satisfying to accomplish goals. Strategic, outcome orientation.

Catalyst: Visionary and facilitative; leaders articulate a vision, get the right people to transform it to reality and empower others to do it.

from Leadership Agility: Five Levels of Mastery for Anticipating and Initiating Change (Joiner and Josephs)
Aspects of Leadership
Developing Agile Leaders Beyond Experts
Goal: Self-leadership agility

• Seeking feedback
  • to help achieve objectives, seeks and uses feedback to improve own effectiveness
• Often requires “unlearning” what has been positively reinforced in the past

• Developing new skills
  • tries out new approaches to improve own effectiveness, experiments to improve others’ effectiveness
  • Requires a high degree of self-awareness
Reconciliation Leaders consider lessons of 100 years of history, needs of present moment & 100 years into future. –Elise Boulding

*When Hope and History Rhyme*

- History says, don’t hope
- On this side of the grave
- But then, once is a lifetime
- The longed-for tidal wave
- Of justice can rise up
- And hope and history rhyme

Excerpted from *The Cure at Troy*, Seamus Heaney, 1991
• Hammarskjöld speaks directly to our time.

• Kennedy: "greatest statesman of our century."

• Awarded Nobel Peace Prize posthumously.

• Hammarskjöld: A Life by Roger Lipsey
“Our job is to change the UN & through it, the world”

SG Ban Ki Moon to Senior staff
- Let me speak about what has most frustrated me over the past year and continues to frustrate me today.
- You all know the UN is a huge bureaucracy. We are slow, micro-managing, business as usual
- Do we need shock therapy? Please leave your ego at the door.

2 September 2008
- We must acknowledge how resistant we are to change it. It cripples us in our most important job—to function as a team.
- People put their own interests first. I see too many turf fights, too much intramural wrangling, too much protectiveness of the status quo.
- Why are we so afraid to change?
Our Broken World

The consciousness and beliefs of the system’s founders are embedded in the system.

The United Nations was founded by the victors of World War II closely followed by the cold war. All divisions of the cold war still exist in the UN system 70 years later with the victors still having the power in the Security Council.
Imaging for Reconciliation Leadership

- The late Dr. Elise Boulding, Quaker Sociologist and Academic Practitioner (Nobel Peace Prize nominee, Professor Dartmouth College) and Warren Ziegler created an imaging workshop to motivate behavior in the present by using images of the future.

- Their theory is that the people will not be able to create something they haven’t envisioned.

- As people imagine a positive future, they then can work back into present time to achieve a positive present with a timeline and concrete action steps.

- Dr. Boulding believed that if we can image a solution to a challenge, the solution will happen after we get practical with a timeline and action steps.

- Virginia Swain was mentored and trained by Dr. Boulding to lead imaging workshops.

- Imaging has been used in the Reconciliation Leadership Certificate Program, the Global Mediation and Reconciliation Service and the Coalition for the Human Right to Peace.
Application to Multilateral Counter-Narratives

Now we will do a whole-brained experiential exercise with guided imagery and imaging.

If you are resistant, you are invited to notice it and let it go. If that fails, observers welcome!

• References:
  ➢ Academy for Guided Imagery
    http://harvardmagazine.com/2008/06/the-fringe-benefits-failure-the-importance-imagination
Dr. Joseph Baratta
Professor Of International Relations and Political Science at Worcester State University
Imaged his dissertation on the founding of the United Nations in 1945 in 2010
Dr. Sam Onapa’s Image for Sudan could apply to building trust for Covid19 Global Ceasefire
This is how Imaging a Covid 19 Global Ceasefire would start

Individual Images are combined into a composite image with timeline and action steps
Imaging a Global Ceasefire
Example of a timeline and action plan
to follow to make the
composite imaging practical
I open my heart to help the World open its eyes.
Examples of composite images for SDG 2030 Roadmap
“A Leadership and Practice to Reconcile Challenges in A post-September 11 World”
By Sarah Sayeed and Virginia Swain © 2005
Human Dignity and Humiliation Network at Columbia

“Reconciliation as Policy”
By Sarah Sayeed, Ph.D and Virginia Swain 2006
Papers published as Global Advisor to Human Dignity and Humiliation Network, Columbia University
For more information...

- For more information, go to Institute for Global Leadership website www.global-leader.org home page “Building Trust in Peacebuilding”


- Center for Global Community and World Law www.centerglobalcommunitylaw.org

My Soul’s Journey to Redefine Leadership: A New Phoenix Rises from the Ashes of 9/11 (Xlibris 2018)
Never doubt the power of a small, committed group to affect change in the world. Indeed it’s the only way it’s ever happened. (Meade)
The mission of the Institute for Global Leadership is to provide confidential, compassionate and skilled guidance, consultation and training to help leaders and teams through change, challenges and crises.

We recognize all human beings, institutions, nations and multilateral entities for their uniqueness, need and capacity for transformation.