

## **OD and Love: a radical approach for loveless times**

*A one- day workshop for anyone supporting organisations in times of significant change.*

Many of our organisations seem loveless places. And how can it be otherwise? We're dealing with rapid and disruptive change; we're working at a pace that's relentless and pressured and can feel very harsh; we're experiencing anxiety, fear and burnout.

In leadership and OD, in considering how we respond, we recognise that such tough times call for bold and maybe radical approaches.

As we hear the call for greater efficiency and as we see the inexorable increase in technology surely the counterbalancing response has to be one that is deeply human. And if we need to be radical, then we need to ask what's the MOST human we can be. I believe that the most deeply human response is for us to put love at the heart of how we work.

This is both a compelling and also a problematic idea.

One the one hand, as the actor Steve Coogan has said: 'the edgiest word to use at the moment isn't fuck, piss or shit. It's love. That's what makes people's buttocks clench'

And yet, from the activist George Monbiot: 'if something matters to us then we need to get embarrassing about [it] and overcome our own reticence ...and risk upsetting people. We have a duty to break the awkward silence and talk about the subject other people want to avoid'.

Are you up for the conversation?

In other workshops I have run on this theme, there's been great value in thinking about:

- What might be possible for us and our organisations if there was more love?
- What's the leadership and OD responsibility in relation to love?
- Is love personal or can it be systemic?
- What's the 'case against love'?
- And, most importantly, what does love look like in practice - and is it doable?

In this workshop, we'll explore this provocation and work towards identifying what this might mean in practice and in action, for leadership and for OD, through:

- New research from interviews and an online survey
- The words and views of others from different fields exploring similar territory
- Rich and provocative conversation as we apply this to our own organisations and practice
- A personal understanding of what love means and how it feels

## Practical information

Location: John Lewis Head Office, 171 Victoria Street, London SW1E 5NN  
Timing: 10-4pm  
Cost: ODN Europe members - £35 + VAT  
Non-members - £50 + VAT

## Helena Clayton

- Designs and runs leadership programmes combining deep self-awareness and interpersonal work through to systemic and strategic thinking
- Runs OD capability building programmes including Faculty for Roffey Park's MSc in People and Organisational Development and Faculty for Mayvin's Core Practice OD Programme for the Civil Service
- Coach and critical friend to leaders at all levels with clients that include an international bank, a 'big four' consulting practice and a Civil Service department

You can find more details on her website [here](#), and an introduction to her work on Love in Organisations [here](#).