



**Margaret Wheatley and
the Berkana Institute invite you
on a Women's Learning Journey
to South Africa, Oct 27 - Nov 8, 2007**





**“The future
of the world
depends on women.”**

-KOFI ANNAN, DIRECTOR GENERAL, UNITED NATIONS

OCTOBER 27 TO NOVEMBER 8TH, 2007 Margaret (Meg) Wheatley and The Berkana Institute invite you to participate in a Learning Journey to South Africa to discover the extraordinary contributions that women leaders are making to the future of southern Africa. We offer this experience to you as an experienced woman leader to support your own strength, clarity, and resolve as a leader. We know that you will be inspired, challenged and revived, able to lead in new and powerful ways.

South Africa is a dynamic land, filled with hope and enthusiasm in response to challenges and circumstances that most of us would find overwhelming. Individual and small group initiatives abound, springing up constantly in response to needs. At the national level, policies are based on an understanding of complex systems and true respect for the diversity of cultures. South Africa is committed to transforming its past of brutal separation under apartheid to a future of Ubuntu, its ancient concept of interconnectedness. Women are playing an essential role in this transformation. The government acknowledges that women are the key to the future and official policies ensure their active participation in politics. Women are 35% of the Parliament and more than 40% of government ministers, with a goal to becoming the majority in governance.

WHY A WOMEN'S LEARNING JOURNEY? Our desire to create this Learning Journey for women leaders was born of Meg's experience of working in South Africa for many years, and Berkana's work in both South Africa and Zimbabwe since 2000. She and Berkana staff have worked with women in South Africa who fought against apartheid as soldiers or who were imprisoned, who then earned professional degrees, who now hold positions of power in government, corporations, and non-profits. Others are young women social entrepreneurs, fired by energy and imagination, working overtime to create the new South Africa both in their local communities and at the national level for such issues as education, HIV/AIDS, micro-enterprise, arts, and the environment.

WHAT'S UNIQUE ABOUT THIS JOURNEY. This journey is not a tour, but a mutual exploration between South African women leaders and Western women leaders. Over the years, Meg, Berkana, and our South African colleagues have worked together in many ways. During this journey, we will sit together, learn together, witness each other's work, and share experiences common to us as women leaders. From these deep personal exchanges, we know that your imagination and resolve will be rekindled. We also know that you will be astonished, overwhelmed and deeply affected by hearing first hand from these remarkable women whose circumstances are so different from ours in the West.

Because this is such an eye-opening, life-changing experience, our journey also includes time for personal and shared reflection using many different practices. We hope these practices will strengthen your on-going capacity to reflect on your own leadership and where it is most needed.

OUR JOURNEY Our journey includes Johannesburg, Cape Town and the beautiful wine country of South Africa. We begin by gaining a sense of the history of this land and women's experience under apartheid. Only by knowing the past is it possible to appreciate the extraordinary gifts of forgiveness that have allowed this rainbow nation to come forth. We will meet with women who led the early rebellions in the poorest townships, with women who suffered torture who now work side by side with their abusers, with women who were active soldiers fighting to end apartheid who now hold top government positions.

Johannesburg OCT 27 - 31 We begin by immersing ourselves in the contrasts and paradoxes that are South Africa. We'll meet with women in high government and corporate positions, women in poor townships who have developed solutions to community issues, and young women in Pioneers of Change. www.pioneersofchange.net. We'll hear stories and myths of old Africa performed by a young storyteller and poet. We'll engage with top-level women leaders and aspiring young leaders in a formal seminar that explores our different experiences as women leaders and what we can learn from one another. We'll visit Joubert Park, an alliance of social service agencies creating a rebirth of possibilities in the heart of Johannesburg. (The Berkana Exchange works actively with Joubert Park. The Exchange is a learning community and resource exchange that connects pioneering leaders around the world. www.berkana.org) We'll visit the inspiring new Constitutional Court that carries the spirit of South Africa in its architecture and art, and see how the horror of the former Women's Jail has been transformed into a space for women's rights organizations. And we'll get a taste of the African bush with a trip to a nearby game reserve.

Cape Town NOV 1-6 Cape Town provides us additional opportunities to be with women leaders of all types, as well as with artists and authors. Parliament is in session and we'll learn from high-level women leaders about the complexity of issues facing South Africa, and the unquenchable hope that permeates all their efforts. We'll visit a wide diversity of communities, from townships where racial inequality is still rampant, to the affluent downtown of Capetown that rivals San Francisco. We'll visit the South African Fisherwomen who have worked their way out of poverty by learning to be commercial fisherwomen and who are now investing in strengthening their community.

Robben Island, off the coast of Cape Town, is the prison island where Nelson Mandela and other future leaders of South Africa were imprisoned for more than twenty years. All tours are conducted by former prisoners; they describe how political prisoners converted this brutal prison to a place of preparation for South Africa's future leaders by their unwavering practice of non-violence. www.robben-island.org.za. Afterwards, we'll meet with women who served as commissioners for the Truth and Reconciliation Commission. In hearing their remarkable experience, we learn firsthand of how forgiveness and listening wove together a nation torn apart by violence and oppression.

The Wine Country NOV 6-7 We spend the last two days of the journey reflecting and integrating what we have experienced and making plans for our own personal journeys going forward. We'll consider how we are constrained or inhibited from offering our leadership; we'll reflect on the women's leadership we have just observed in South Africa; we'll explore the archetypal energies that could support us stepping forward with more courage and clarity. And we'll close with an African ritual that affirms our leadership intentions going forward.

Depart for home or optional Safari NOV 8 We'll get you to the airport for your journey home, or to your next chosen activity, which might include a safari or more time at the wine country spa where we'll be staying.



HOW DO I SIGN UP? We can accommodate twenty guests on this Learning Journey. To learn more or to sign up, please contact iana@berkana.org. *Participant deposits are due by August 15, 2007.*

HOW MUCH DOES IT COST? The price of this journey is \$5900. This includes lodging, most meals, internal transportation (flights within South Africa and ground transport) and entrance fees to venues. It does not include your international flight or trip insurance (recommended). The price includes opportunities for pre and post work on your personal leadership approaches with Lana Wertz and Wendy Jo Johnson, using their Mythic Leadership Profile Survey. (www.mythicleaders.com). They will help you reflect on your leadership style from a Jungian perspective and support you to integrate this Journey into your leadership going forward.

HOW DO I KNOW IF THIS TRIP IS RIGHT FOR ME?

Am I intrigued to learn about leadership by stepping outside of my own culture?

Am I curious about how other powerful women express their leadership?

Am I at a place in my career and life where I want to contribute my leadership with renewed energy?

Do I need to integrate and strengthen my power and capacity as a leader?

WHAT PAST PARTICIPANTS HAVE TO SAY

Our South African trip has given me a strength I never knew I had. . . . I have lost the doubt I had about the way I want to lead. . . . I've been much clearer about my preferred leadership style, and from this clarity has come support from the managers.

Thank you for a wonderful and amazing journey. I was looking for a life changing experience (even though I didn't know what this meant) and I really feel like I have had one. My perspectives feel different - and I'm hanging on to this feeling of change for as long as I possibly can . . .

Tremendous opportunity. The programming was second-to-none. The women and few men we met were over-the-top. . . . Blessings and Thank You to you All!!



Meg Wheatley. Co-Founder of The Berkana Institute, Meg has worked with people all over the world to develop new practices and ideas for organizing that really work. She knows that change always happens from the grass roots, from small beginnings that blossom into profound shifts. And that it is up to us to create the changes we want to see in our world. She is an internationally acclaimed speaker and author of *Leadership and the New Science*, *A Simpler Way*, *Turning to One Another*, and most recently, *Finding Our Way*. www.margaretwheatley.com



Lana Wertz. Lana was one of the founding Board Members of the Berkana Institute and is currently a very active Board member. She is an executive development specialist who, as an executive in corporations for 23 years, and as an entrepreneur, assists senior managers at the highest levels to assess and develop critical performance areas. She and Wendy Jo developed the Mythic Leaders Profile to assess archetypal energies in leaders. They work together in Mythic Leaders LLC to bring this ancient knowledge to the marketplace. www.mythicleaders.com



Wendy Jo Johnson Wendy Jo is a counselor, therapist and consultant in transpersonal psychology with MAs in Counseling Psychology from Spalding University and in Contemplative Psychology from Naropa University. She has studied and used Jungian concepts in her 37 years of practice. During the time of their civil unrest she worked with leaders in Liberia on post traumatic stress disorder and conflict management.



Mille Bojer Mille was born in Denmark and has spent more than half her life living in Europe, South America, the United States and Africa. She co-founded Pioneers of Change, a global learning community of younger leaders. She is an experienced facilitator and skilled developer of networks and organizations. She has lived in South Africa for several years, now working on developing social entrepreneurship with a variety of international and South African clients.