# Program Overview

**uACADEMY FOR CONSCIOUS CHANGE**  
**at Dartmouth College**  
**2012**

<table>
<thead>
<tr>
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<tbody>
<tr>
<td><strong>Tues</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>Module 2: Social Issue Diagnosis</td>
<td>Module 9: Introduction to Global Grassroots Theory and eAcademy</td>
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<tr>
<td><strong>Thurs</strong></td>
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<tbody>
<tr>
<td><strong>Tues</strong></td>
<td></td>
<td></td>
<td>Review of Skills, Team Work on Venture Design or Trip Preparation</td>
</tr>
<tr>
<td>Module 14: Best Practices in Creative Resourcing Strategies and Sustainability</td>
<td>Module 18: Gender Lens Design</td>
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<tr>
<td><strong>Thurs</strong></td>
<td></td>
<td></td>
<td>Final Team Presentations &amp; Pitches</td>
</tr>
<tr>
<td>Creative Fundraising Challenge</td>
<td>Module 16: Self-Care: Stress Management, Trauma Exposure and Mind-Body Techniques</td>
<td>Module 19: Ethical Behavior, Communications and Conscious Conflict Resolution</td>
<td></td>
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<td></td>
<td>Module 20: Working Consciously in a Foreign Context &amp; Post-Conflict Reconstruction</td>
<td></td>
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September 18

**Module 1: Introduction to Conscious Social Change**
The objective of Module 1 is to introduce the course, the concept of consciousness and social entrepreneurship and why this is relevant to change agents and leaders.

**Module 2: Social Issue Diagnosis**
The objective of Module 2 is to diagnose the systematic core issues that underlie the priority issues that students face or care about so as to begin to understand the nature of systems and consider intervention points.

September 20

Readings:
- *5 Principles of Conscious Change Handout*
- Chapter 4 of *The Engaged Spiritual Life*, “Opening to Suffering, Opening to Compassion” by Donald Rothberg, pages 73-91.

**Module 3: Cultivating Presence**
The objective of Module 3 is to introduce participants to the tool of mindfulness in cultivating self-awareness, under the first principle of Conscious Social Change - Presence.

**Module 4: Identifying Assets, Developing Solutions, Maximizing Social Value**
The objective of Module 4 is to assess the specific gifts, capabilities, passions and assets the individual participants and community possess. Tapping into their callings and passions will enable them to see what tools they have to use to solve the problems they have identified as a priority. The second objective is to release the creative ideas of the community. By coming from a place of inner strength, the participants will be more likely to generate solutions that they will find inspiring and meaningful to pursue. Having understood the gifts, capabilities and assets they bring to a solution and the core issues underlying each issue, they will be more likely to design solutions which will be sustainable long-term. Other activities will help expand the depth and complexity of their projects, as participants maximize the social value created by their ideas.

September 25

Readings:

**Module 5: Becoming Whole**
The objective of Module 5 is to examine the behaviors that create suffering which arise from unconscious reactions and to share personal experiences with suffering. This helps us prepare for developing compassion for others because we understand that our desires for change cause us anxiety that change is difficult, and that we all have unconscious ways of reacting.

September 27

**Module 6: Mission, Vision & Theory of Change**
The objective of Module 6 is to help teams solidify the social purpose of their ventures through the creation of a mission statement and the articulation of their guiding beliefs, assumptions and theories of change. The participants will work in project teams and develop a vision for the change they wish to create.
Module 7: Mapping Stakeholders
The objective of Module 7 is to map the stakeholders for each core issue. Participants will gain an understanding of the three types of stakeholders, will analyze their importance and power, and utilize this information in developing value propositions for collaborations.

October 2

Module 8: How Does Change Happen?
The objective of Module 8 is to integrate previous modules in bringing together an understanding of the root causes of an issue and the system that perpetuates it, a mission as a road map towards a vision of change, and a set of assets and how to combine these components into a comprehensive solution. This process will facilitate participants in thinking through their own intervention points and how they will work with their theories of change to develop an activity plan to meet their mission. This will prepare them in their next design module to determine, step by step what will be necessary to implement their projects, including resource needs.

Module 9: Introduction to Global Grassroots Theory and eAcademy
The objective of Module 9 is to introduce some of the design theory and methodology of the Academy for Conscious Change, including experiential education, holistic learning, the integration of personal and social transformation, engaging creative and logical problem solving processes and the social entrepreneurship design and implementation process. The module will also demo the elearning program and explore opportunities for working with change agents overseas as volunteers.

October 4

Team Presentations
During this session, students will provide an overview of their venture design work from all previous modules. Presentations will ensure that each solution has a logic to it and begins to demonstrate the underpinnings of a strong organization working systemically and at the root level of a social issue. Students will ask each other questions and identify areas where the logic does not link between the mission, theory of change, vision, and solution.

October 9

Readings:
- Whose Reality Counts, Chapter 5 & 6 pages 76-129 and review charts on page 137-140
- Participatory Development as New Paradigm: The Transition of Development Professionalism

Module 10: Staying Attuned
The objective of Module 10 is to introduce the concept of Participatory Development, learn the skills of Inquiry without Imposition and to understand the importance of attunement in a conscious leadership model. Students will learn a spectrum of deep listening skills and experiment with them in role play.

October 11

Module 11: Setting Goals, Objectives and Metrics of Evaluation
The objective of Module 11 is to ensure that the project teams can articulate long-term goals and short-term objectives directed by their mission, which correspond to their proposed activities and operations and which reflect the implications of the issue as outlined in their problem trees. Furthermore, the participants will be able to identify metrics for measuring the success of their venture in creating social value over time.
Module 12: Steps to Implementation, Operations Design and Resource Needs
The objective of Module 12 is to facilitate participants thinking through step by step what will be necessary to implement their projects. They will begin to estimate their resource needs, which will be incorporated into a budget in Module 13. Participants will begin to think about how they will need to plan for contingencies, consider the impact of risk, and rely upon each other to maintain their operations.

October 16

Module 13: Uses of Funds, Budgeting & Bookkeeping
The objective of Module 13 is to facilitate project teams in identifying the resources necessary to launch and operate their projects, construct a budget and implement basic bookkeeping techniques to ensure a sustainable and transparent management of the financial underpinnings of their projects.

Module 14: Best Practices in Creative Resourcing Strategies & Sustainability
The objective of Module 14 is for the project teams to develop creative strategies for mobilizing resources which will meet their expected uses of funds and enable them to rely upon a local, citizen base of support for long-term sustainability.

October 18

Fundraising Challenge
The objective of the Fundraising Challenge is to give groups direct experience raising funds in their communities with creative ideas.

October 23

Module 15: Exploring Power
The objective of Module 15 is to help participants access their sense of internal power or wisdom. By going within, using holistic (mind, heart, body, spirit) exercises, participants will be able to open up access to their sense of internal power that they can use to transform suffering. Participants will also explore the danger of the abuse of power and the creation of power structures that oppress.

October 25

Readings:
- Ch 3 “What is Trauma Exposure Response?” and Chapter 4 “The 16 Warning Signs of Trauma Exposure Response” of *Trauma Stewardship: An Everyday Guide to Caring for Self while Caring for Others*, by Laura van Dernoot Lipsky, pages 41-113 (you may skip the case studies).

Module 16: Self Care
The objectives of Module 16 are to explore the need for self-care, including understanding your own needs and limitations and taking time to restore yourself and take care of yourself. Participants will explore the 16 coping mechanisms for chronic stress and trauma exposure, will learn about working with trauma sensitive and other vulnerable populations, develop mind-body skills for managing stress and develop a self-care plan.
October 30

Reading:
- Chapter 2 “Envision the Productive Community” from Change the World: How Extraordinary People can Accomplish Extraordinary Results, by Robert E. Quinn, pages 27-55.

Module 17: Organizational Design & Decision Making & Transformational Leadership Qualities
The objective of Module 17 is to ensure each team has thought through its organizational design, team member roles and responsibilities to enable maximum accountability and responsible governance for long-term sustainability. Participants will explore decision-making strategies and opportunities for incorporating mindfulness into the organization.

Module 18: Gender Lens Design
The objective of Module 18 is to explore how a gender lens can be applied to social innovation design. It is important to understand that women and girls experience certain social issues and their corresponding solutions differently than their male counterpoints. Gender is often one quality that distinguishes the more vulnerable from those with power in dominant culture. Therefore, it is important to use a design process that considers both women and men and how they are impacted by the issue and solution, then work to find opportunities for both needs to be met as well as for collaboration.

November 1

Readings:
- Sample Code of Conduct
- Post-Conflict Reconstruction: A joint project of the Center for Strategic and International Studies (CSIS) and the Association of the United States Army (AUSA), “Task Framework”

Module 19: Ethical Behavior, Communications & Conscious Conflict Resolution
The objective of Module 19 is to facilitate project teams in considering ethical behavior, transparency, bribery and skills for dealing with conflict. The Module will offer each team with a number of communications strategies for mobilizing public support so as to (a) reach the target population the project aims to serve (b) raise awareness about the social issue it addresses and (c) obtain the necessary support from a local citizen base. The Module will also explore skills for addressing opposition with consciousness-based communications skills, which will be practiced through role play.

Module 20: Working Consciously in a Foreign Context & Post-Conflict Reconstruction
The objective for Module 20 is to explore the role social entrepreneurship and conscious leadership has in individual and community healing and rebuilding during post-conflict reconstruction. The Module will also explore the need for mindfulness when working in a foreign context and help integrate the skill sets learned in the conscious leadership track, including cultivating presence, becoming whole, staying attuned and ensuring balance and self-care.

November 6

Review of Skills/Frameworks

November 8

Final Social Venture Presentations