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## End of 2022/Beginning 2023 Newsletter

Dear Global SoL Communities, Supporters & Participants,

We welcome you to our end of year and beginning of a new year newsletter. It has been a while since we last sent a newsletter so there is much to catch up on. As you read this newsletter we hope you will find things that might cause you to become (more) involved in making sure our SoL Communities will be here for the next generations. This is something that the hopefully we all can lend a hand to.

### Our World

2022 was a year of great turbulence in our geopolitical world where so many countries have been directly and indirectly impacted by climate change, war, political discourse and the increasing divide between people with and people without resources. We share this with you to underscore what Global SoL remains an important lever in hopefully making a difference in our needy world.

### Global SoL Board

2022 was a year of transition for the Global SoL Board as two Secretaries and one treasurer resigned leaving big holes for two very important roles. We are very pleased to note that Riichiro Oda (SoL Japan) has stepped into the Treasurer's role and Maria Lorente Perez (SoL Spain) has stepped into the Secretary role. Already their commitment and expertise has dramatically helped Global SoL regain its footing as a whole functioning board. Should any of you want to help make a difference with and for our Global Communities by volunteering some of your time, please let us know.

### SoL Netherlands

We were very happy to be welcome back SoL Netherlands to our Global SoL family. Led by long-time SoL member and supporter, Patrick Bijman, we thank him for making this happen. Patrick will also be leading connection sessions with each of our Global Communities in the coming months. He can be reached at [Patrick.solnetherlands@gmail.com](mailto:Patrick.solnetherlands@gmail.com)

### SoL Sweden Learning Plaza

For Global SoL one of the highlights was the Swedish Learning Plaza that happened in May. Powerful connections and learning occurred there. Thankfully we were able to offer in-person and virtual options for people around the globe. SoL Sweden exercised amazing leadership in making this event happen. Here are a few words from SoL Sweden...

*Dear SoL Learning Plaza 2022 community,*

*It was a great pleasure to host the SoL Learning Plaza 2022 in Stockholm and experience your spirit there! It is now about half a year since we last connected and we send you all our best wishes and hoping that you are all well.*

*We are thinking of us all as a global community responding to the Plaza vision and the challenge once presented by Arie de Geus:*



*“I think what is needed, what is waiting for you, the next generation, is to find ways to change the internal structures of business and governmental institutions to become much more in harmony with the value systems that have developed since the second world war. That’s your job. That’s is waiting for you and that’s a very difficult problem. That’s really organizational learning by accommodation”.*

*We would love to touch base with you again and get together (via Zoom) in that spirit of action. To learn from each other from where we/you are now, and to explore what wants to emerge. And we are happy to tell you that Roslyn Solomon, South Africa would be willing to help facilitating such meetings.*

*Would you be interested? In the spirit of the New Year, **we are inviting you to suggest 1-2 topics, which are urgent and meaningful to you**, to explore in a conversation together.*

*We are thinking of having a first meeting beginning of February 2023, and **invite you to share your suggested topics with us up to mid January 2023 and beyond**. Please let us know if you are interested to be part of this and feel welcome to send your input to [info@solsweden.org](mailto:info@solsweden.org)*

*We are looking forward to being inspired!*

*Kind regards  
SoL Sweden  
via Annika Bergenheim*



### **Global SoL General Assembly**

We also had our General Assembly connected to the Learning Plaza. This was an opportunity for the Board to report on Global SoL and for voting to happen for the members of the Global SoL Board.

The voting for two members of the Global SoL Board remains an open item. To address this, we will conduct a special General Assembly on 02Mar23 at 1230 1300 Central European time, 2030 Japan time and 0630 NY time. Each community is invited to vote for, against or abstain for two nominees to the Global SoL Board. This special GA is to vote for two people to be on the Global SoL Board. All other members of the Global SoL board have already been voted in.

- ✓ Maria Lorente Perez representing SoL Spain and
- ✓ Patrick Bijman representing SoL Netherlands.



This should be a brief meeting of no more than 1/2 hour for voting only. If you are unable to attend the meeting, please send someone from your community with your proxy vote OR send your vote via email to [stephengianotti@gmail.com](mailto:stephengianotti@gmail.com)

### 2023 Monthly Learning Practice Sessions

The partnership between Global SoL, the Global Community of Practice (formerly the Global Coaching Community) and the National Mentorship Movement was very active in 2022 offering monthly learning sessions with speakers from all walks of life. These sessions, which take place on the third Thursday of every month are designed as learning conversations triggered by our guest on a topic they are passionate about. This series was started by National Mentorship Movement, a South African non-profit organisation that mobilises voluntary mentors for those in need of support, together with the SoL Global Community of Practice (formerly The Global Coaching Community) who are dedicated to working collectively to facilitate collaboration and learning for systemic change and social well-being. The aim is to unite our communities while “giving back” to our mentors and coaches. Over the last two years we have covered many facets of the five disciplines, leading from a systems perspective, emergent learning, and sustainable impact. The sessions have now become an event that our participants look forward to and one in which we all learn from each other.

The monthly Virtual Learning Practice series for 2023 has been confirmed.

16Feb23	Robert Fritz	20Jul23	Louis van der Merwe
16Mar23	David Peter Stroh	17Aug23	Robert Putnam
20Apr23	Daniel Kim	21Sep23	Robert Hanig
18May23	Peter Senge	19Oct23	Linda Booth Sweeney
15Jun23	Alaa Garad		

Please spread the word. If any community has recommendations for this speaker series and want to register for these enlightening learning sessions, please send their/your contact information to [stephengianotti@gmail.com](mailto:stephengianotti@gmail.com).

### Monthly Accommodation Practice Sessions

Lead by the generosity of long time SoL supporters and members Dennis Sandow and Heidi Sparkes Guber, the Accommodation Practice had a very busy year of monthly practice sessions. Dennis and Heidi have Accommodation Practice Sessions scheduled for 2023. Here is a brief excerpt from their most recent email.

*Dear Accommodation Practice Colleagues,*

*We hope that your holidays have been restful and filled with light...and we are very much looking forward to sharing this bright new year with you.*

*The quote above by Arie de Geus definitely inspired our decision to begin these sessions. We are at 22 sessions so far.*

*This is the time of year when we look back over the past year and look forward to next year. Doing so we reflect on Barbara Hammond's observations:*

*Distrust and shame. Blame is everywhere around as we endeavor to get people to embrace our Moonshot Values where we ask people to join together in service of our children and abandon the shame blame game*



by instead asking “what does it take.. to build the trusted relationships necessary to create an ecosystem where all children can read and become authors of their destiny?”

The cultural “wars” Barbara talks about have been occurring in the political domain and we can see that those social ties are tattered and torn. But lets look at our own past. We asked those working at Cascade Medical Center (CMC) and Hyphn the same question. How do you work so well together?. The organizations and communities they are in couldn’t be more different. CMC is in a rural community, conservative state and a not for profit care medical center. Hyphn is in a urban community, progressive state and a private office furniture dealer. But we see they answered the question the same way talking about the impotence of freedom, coworkers as family, collaboration and support just to name a few common themes.

This data tells us that yes, perhaps the cultural war is deteriorating political social ties, and as Barbara writes, perhaps cultural wars are beginning to fray common community aspirations such as education.

But how deep into our society does the social separation run? At an American Legion baseball series in Gillette Wyoming the signs of cultural wars were present. But once inside the baseball game they disappeared. This is also true of churches, farmers markets, county fairs, college women basketball games, etc. To be sure, when we ask how do we accomplish something of value we hear the same regardless of where we are and we do not find the social separation of the cultural wars.

We are pleased to let you know that we have several initiatives to start with in each of the upcoming sessions. Thanks to those of you who have stepped forward with inspiring initiatives that you’d like to share with our group!

If you have an ongoing project that has benefited from your Accommodation perspective and practice and that you would. Like to share in the coming sessions, please do let us know.

If you have interest in participating, please reach out to Heidi directly at [heidiji@mac.com](mailto:heidiji@mac.com)

### **Emerging SoL Middle East & Africa**

There is very exciting news emerging from the African continent and the Middle East. A core group of founding members are in active dialogue to create what is currently being called SoL MEA (Middle East & Africa). The main idea, in this « call to action », is

(1) To start as soon as possible with a LinkedIn Group labelled Emergent SOL MEA Community  
(2) To propose that the emerging SOL MEA community be incubated by Africa Business School, with the support of the LTA Center of Excellence (Leading Transformations in Africa), which would help leverage existing resources to support the building-up and the development of our community going further, plus a proposed orchestration of the research-related activities from/with/for SOL MEA. Currently countries involved are Morocco, South Africa, Botswana, Egypt, Ghana, Iran. We are very excited to see the power and learning that emerges from this very wise group. This effort is being lead by Amine Belmlih in Morocco [Amine.Belemlih@um6p.ma](mailto:Amine.Belemlih@um6p.ma)

### **SoL North America**

As many of you know, the birth of SoL was in Boston Massachusetts in 1997. Over the years the Boston-based SoL entity went through many iterations. Sadly, SoL North America as a SoL Community ended last year. The good news is that there is a small group of professionals that are in the process of being founding members of a SoL Community that will take the place of the gap that was left when SoL North America ended. If you would like to be in on the ground floor of this effort, please send an email to [stephengianotti@gmail.com](mailto:stephengianotti@gmail.com)

### **Global SoL 10-Point Plan**



Last year, Global SoL created a 10 Point plan to create deeper connection with and for our Global Communities and to improve the workings of the Board. Two important things about this plan. We welcome your input on these 10 Points AND this is your invitation to become (more) involved in connecting our communities together. Here are the elements of that plan.

1. Board Roles:

- ✓ Secretary Role: Has been accepted by Maria. Luca will assist on the technology side for setting up meetings and communication.
- ✓ Treasurer Role: Riichiro has offered to step in as treasurer until we, as a board, discuss and decide on a longer-term solution.

2. Internships: Engaging 2 students a year as either paid or unpaid internships to help with our board work. As a reward for their work, they get to attend all SoL events for free and get a written recommendation by the end of the year provided they perform well.

3. All Chair Facilitated Meetings: Meet quarterly with all of the Chairs for all of our communities to share information about what learning activities the communities are working on and spread it across the global network. Help learning activities get going and made visible.

- ✓ Number one priority – To facilitate conversations cross communities and encourage cross-community sharing and learning. Ask community chairs and members what would create community engagement then together create structures that support it.
- ✓ Offer guidance and support collectively.
- ✓ Offer financial support for cross-community learning events.
- ✓ Include GASC board and inspirational council in these meetings. In a self-organized manner global activities and events might be born in these conversations.
- ✓ The future of SoL might be realized through these conversations.

4. **Inspirational Council Board Involvement:** Invite Inspirational Council to community meetings to include their wisdoms and advice in the learning dialogue.

5. **GASC Board Member Involvement with Inspirational Council:** Have one GASC board member attend each inspirational council meeting to learn and listen.

6. **General Assembly Planning:** Begin planning the next GA together NOW with the inspirational council and community chairs. Propose the new vision, purpose, mission at the next GA, if supported by the community chairs, the GASC board and inspirational council.

7. **GASC Board Meetings:** Have one official GASC board meeting a month with a planned agenda and decisions that need to be taken. Share board activities and decisions with community chairs and Inspirational Council. Focus on learning activities and community development and support.

8. **Inter-GASC Board Meetings:** Gain commitment from the Board members to have at least one meeting in between board meetings on specific board work that need to be done.

9. **Yearly Plan:** Discuss and create a high level yearly plan with a timeline for the board work and global events that is flexible and open to change depending on the ever-evolving needs of our communities.

10. **Community Creation & Support:** This is hopefully something that is foundational for us all - learning together, as the ecology of community. Focus on supporting existing, upcoming and needy



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communities – together with Inspirational Council and Community chairs, among other things - through learning from and with other communities

**In closing...**

The Global SoL Board sincerely wish you and your families the best possible new year as possible. It is always a good reminder that we are colleagues and few things are as powerful as when we all link arms and share hearts to help make an important difference in our world.

Kind regards from the Global SoL Board

Tebogo Mogaleemang – SoL Botswana  
Stephen Gianotti – SoL Community of Practice  
Sylvie Faisandier – SoL France  
Riichiro Oda – SoL Japan  
Patrick Bijman – SoL Netherlands  
Tara Kimbrell Cole – SoL Singapore  
Maria Lorente Perez – SoL Spain  
Johanna Gillberg – SoL Sweden

Luca Codeluppi – former SoL Italia – not a board member and is a long-time, deeply committed volunteer to the board work.