



2013

CONGRESS PRESENTATION

***Towards a Vision
for Subud in Britain***



SICA

The purpose of

Subud International Cultural Association

is to help bring human culture to life.

“Subud in Britain is a form of human culture”



Subud in Britain

Vision = organisational direction
“OUR best possible hopes for US”



2013

Reasons to be cheerful?



2014

Subud World Congress in Mexico



2015

***20 years of Subud Britain
change programmes***



2017

60 years of Subud in Britain



2018

***Subud World Congress in
...Indonesia? ...Great Britain?***



SICA Britain

Using Appreciative Inquiry



Appreciative Inquiry Used by

***International Subud Committee
World Subud Association Executive
Subud Germany & Subud USA in 2008
& Towards a Vision for Subud in Britain***



Appreciative Inquiry

***an approach to how WE can
change and develop OUR culture***



Appreciative Inquiry

Subud in Britain

What can we celebrate & build on?



Appreciative Inquiry

***is a deliberately
constructive and positive
approach***



Appreciative Inquiry
Assumptions
Change is constant



Appreciative Inquiry
Assumptions

***Organisations are constructed
by humans for humans***



Appreciative Inquiry
Assumptions

***We move in the direction
of what we ask questions about***



Appreciative Inquiry
Assumptions

***The images WE make of our
future influence OUR actions***



***What is the alternative to
developing a positive
vision for Subud in Britain?***



What's the alternative?

“THEM & US”!



What's the alternative?

***“THEY” don't know that
they are “THEM”!***



What's the alternative?

“They” think WE are “them”!



What's the alternative?

***The passive aspect
of our culture in
a nutshell***



***“Somebody else
should change!”***



***...err where exactly did you say
this handbasket is going?***



***...how can we build on
the active aspect
of our culture?***



Appreciative Inquiry

***Take POSITIVE steps towards
a future WE will be proud of***



Appreciative Inquiry

Imagine being proud of us!



Appreciative Inquiry **Assumptions**

***There is a
positive functioning core
present in our organisation
(at least) some of the time***



Appreciative Inquiry
Assumptions

***We all contribute to what brings
life to our organisation
(at least) some of the time***



Appreciative Inquiry
Assumptions

***“the organisation”
is a sort of mystery***



Appreciative Inquiry
Assumptions

...rather than
a bunch of problems to be solved



OUR ORGANISATION IS

Members who are on committees

Members who turn up to latihan

Members who are helpers



OUR ORGANISATION IS

Members who are focused

Members who are unfocused

Members who are on regional councils



OUR ORGANISATION IS

Members who are on national council

Members who provide services to us

Members who are 'the executive'



OUR ORGANISATION IS

Members who advise us

Members who are motivated

Members who wear 'International hats'



OUR ORGANISATION IS

Members we don't respect and love

Members who are unmotivated

Members we respect and love



***OUR ORGANISATION
IS***

SYA SEG Almoners

SES SD SICA SIHA SuFa etc

Members who are involved in 'the Wings'



OUR ORGANISATION IS

Hall hire people

- bringing in 50%+ of our overall revenue

Thanks hall hire people!



OUR ORGANISATION IS

***Members who address us as
“Brothers & Sisters”***



OUR ORGANISATION IS

“Saudara-saudara”



***OUR ORGANISATION
IS***

“THEM + US” = WE



APPRECIATIVE INQUIRY

Engage with the Whole System!

“Them and Us”

a.k.a

Subud Brotherhood in Great Britain



Appreciative Inquiry
1st STEP

Decide what to focus on



Towards a Vision for Subud in Britain

“times we have already put the latihan into practice in our everyday life”



Appreciative Inquiry

***Uses a cycle of
appreciative questions
for the focus***



Appreciative Inquiry

Discovery questions

Dream questions

Design questions

Destiny questions



Appreciative Inquiry
'Questions'

DISCOVER

The best of what is



Appreciative Inquiry
‘Questions’

DREAM

Your best hopes for
‘the best of what is’



Appreciative Inquiry
‘Questions’

DESIGN

***What does our
ideal future look like to you ?***



Appreciative Inquiry
'Questions'

DELIVER

***actions intended to create
progress towards our ideal future***



Towards a Vision For Subud in Britain

DISCOVER QUESTION

***Tell me about a time in your
everyday life when you were
active in an ordinary sort of way
and aware of the latihan.***



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DREAM QUESTION

Keeping in mind this time when the latihan was present in everyday life, what seems more inspiring about, & more possible for our Subud community?



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DESIGN QUESTION

Assume that what inspires you becomes infectious & spreads throughout our Subud community. What achievements could we be celebrating at Congress 2017?



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DESTINY QUESTION

To support the best that could be happening by 2017, what initiatives, functions, or parts of our Subud Britain community need to be encouraged and supported now?



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What about Bapak?

The original visionary, 'vision holder' & founder of Subud



Towards a Vision For Subud in Britain

Bapak's Vision Question

While he was alive on earth Bapak Muhammad Subuh Sumohadiwidjojo was the Subud visionary. What do you recall of his vision for Subud in the world & Britain?



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Bapak's Vision Question

We ask this question first



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What do we do with all the interviews?

***... review them for inspiration at a
“Whole System Conference”***

***...or weekend focused on
developing organisational purpose***



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End of basic presentation

Do you want to see the rest?



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More about Bapak's Vision Question

Next Steps

A few principles

What we have learned



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Bapak's Vision Question

***Could give us some 'quality assurance'
EG Review by Bapak's talks 'experts'?***



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Bapak's Vision Question

Gives us additional material for reviewing the Design phase



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Bapak's Vision Question

***Do the interviews show that
a lot of what 'we want'
is also what 'he wanted'?***



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Bapak's Vision Question

***Check the interviews done so far
Displayed in the Main Corridor***



Towards a Vision For Subud in Britain
Next steps

***Check Congress's ongoing support
for this project***

(See Congress 2012 Governance Recommendations)



Towards a Vision For Subud in Britain
Next steps

Form steering group
Recruit enthusiasts



Towards a Vision For Subud in Britain
Next steps

***Finalise the paper briefings
& updated forms
for interviews at local group level***



Towards a Vision For Subud in Britain
Next steps

***Run test interviews
in a couple of groups***



Towards a Vision For Subud in Britain
Next steps

Lewes Group committee
ready to proceed ✓



Towards a Vision For Subud in Britain
Next steps

***Find ways to include isolated members
& other potentially excluded members***



Towards a Vision For Subud in Britain
Next steps

***Talk with National Council
about weekend focused on
organisational purpose...***



Towards a Vision For Subud in Britain
Next steps

and/or

***“Whole System Conference”
focused on organisational purpose***



Towards a Vision For Subud in Britain
Next steps

at Congress 2014 maybe?



Towards a Vision For Subud in Britain
Next steps

***Talk with National Council
about a budget***



Towards a Vision For Subud in Britain
Next steps

***Get the completed interviews
posted to the SICCA Britain website
so anyone can review them***



Towards a Vision For Subud in Britain
Next steps

***Find a way of putting the questions into
a template on interviewers' laptops
& uploading the completed interviews
straight onto a website***



Towards a Vision For Subud in Britain
Principles

***We aim to keep
the process transparent***



Towards a Vision For Subud in Britain
Principles

Ideally
Nobody who wants to be included
should be excluded



Towards a Vision For Subud in Britain
Principles

Ideally
Nobody who wants to be excluded
should be included



Towards a Vision For Subud in Britain
What we have learned

***The interviewing process
is as important as the document
produced from the interview***



Towards a Vision For Subud in Britain
What we have learned

***Being quiet before the interview
can make a difference***



Towards a Vision For Subud in Britain
What we have learned

***Doing interviews after a latihan
can make a difference***



Towards a Vision For Subud in Britain
What we have learned

***Asking to receive a latihan that shows
your true culture can make a difference***



Towards a Vision For Subud in Britain

“We can have dialogues within Subud. When we are guided from within, we find ourselves taking different positions from the ones we previously held. We can let go & find something new!”

from Lianne Walker’s interview



Towards a Vision For Subud in Britain
Who wants to be involved?

You?
Your Group?
Doing interviews?
Steering group?
etc



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