

WAR
IN PLACE OF
WAR

**IN PLACE OF WAR EXECUTIVE
LEADERSHIP EXPERIENCES**

NOBODY, INCLUDING US, BELIEVES IN "BUSINESS AS USUAL" ANYMORE...

Do you want to make authentic, sustainable changes in your leadership to future-proof your approach within a caring environment that nurtures its people?

Do you want your leadership to reflect your genuine commitment to sustainability beyond the tick-box exercise?



Work with unique global organisation, In Place of War, on a bespoke and transformative leadership development programme, driven by the unique networks, innovations and people we have relationships with across the Global South

We will work with you on an immersive experience to transform your leadership, positively impacting your organisation, your people and your culture, to best equip you to jump on the opportunities of today, tomorrow and beyond. We have all witnessed and experienced the much-needed change that has begun to take shape across the global music industry in recent years. We will guide you in leading the progression of that change from within your organisation.

WE INVITE YOU TO JOIN IN PLACE OF WAR'S BESPOKE EXECUTIVE LEADERSHIP EXPERIENCE

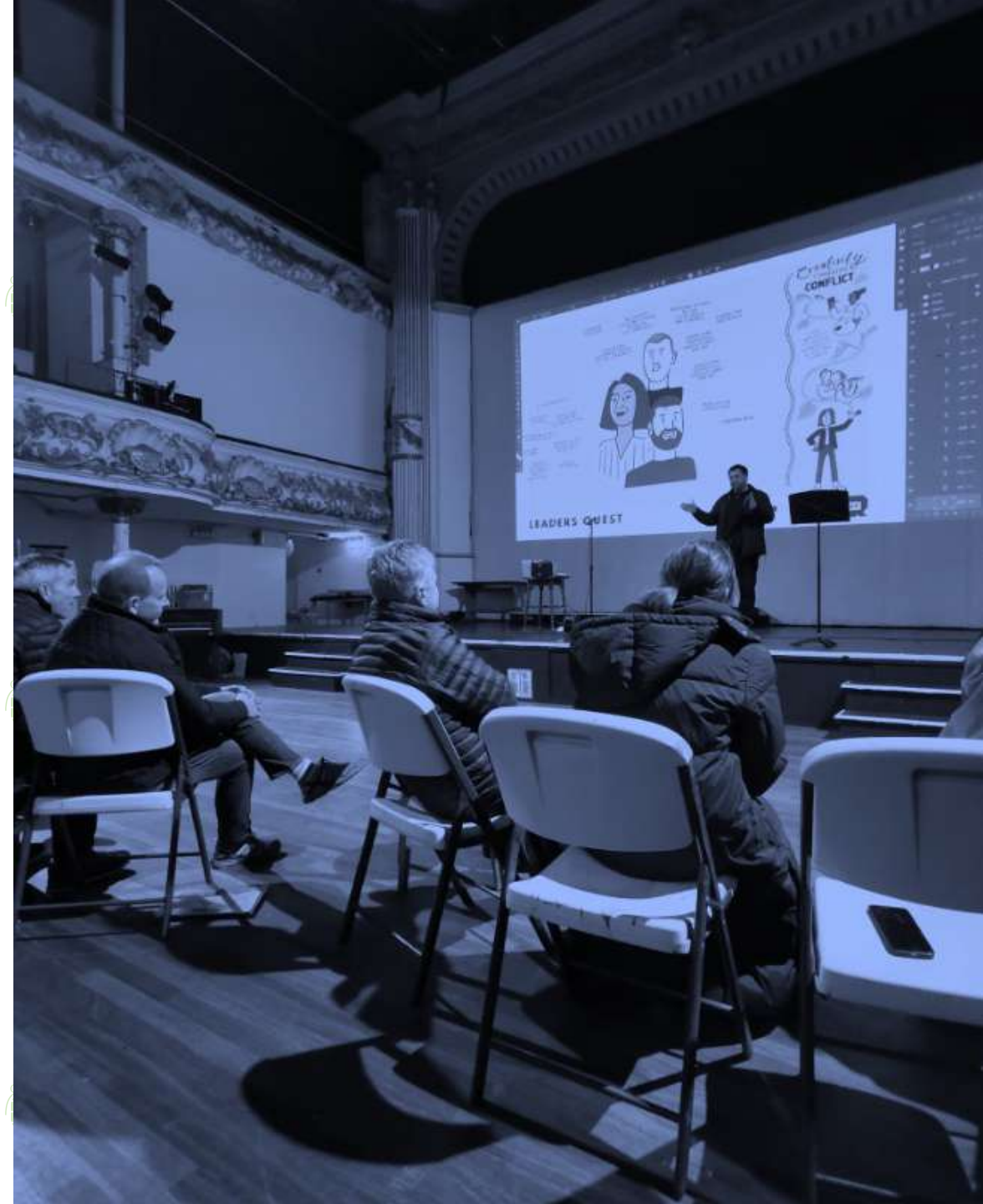
We offer Tailored & Unique Experiences to Develop Leaders in...




- Creative Thinking
- Team Building
- Empathy & Emotional Intelligence in Leadership
- Realising Vision
- Undertaking Your Role in Corporate Social Responsibility
- Achieving Sustainable Development Goals

THE RESEARCH BEHIND THIS




Business is taking empathy in leadership seriously - according to *Wall Street Journal*, 20% of employers now include empathy in training, a considerable increase over the last decade.

Research has shown that placing more importance on empathy increases productivity by improving levels of team loyalty, better working together, overall happiness, staff engagement and creativity.







Forbes reported that creative thinking can make a crucial difference to the survival of a business, especially in times of universal economic hardship & volatility. Ingenuity & the resourcefulness it supports can be the key to unlocking a boom in your team's results as a collective.



The Harvard Business School quotes research that says 90% of top performers in business are high in EQ. The institution's research also found that 93% of employees they surveyed believed that businesses should demonstrate responsible leadership.



To quote Yale University, *“Investors, like consumers and employees, only want to invest in enterprises that are responsible stewards of society and the environment”*

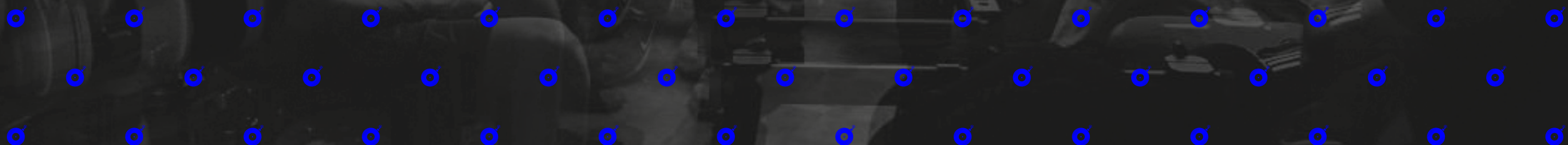
**WHAT WE
CAN DO
FOR YOU BY
WORKING
WITH YOU:**



We work with you to conduct a thorough needs analysis by taking a deep dive into your status quo to see what's working & what you'd like to improve, enrich & enhance to get your organisation to where you want it to be to best reflect your goals, mission & values

By exploring your existing approaches with you, we create a programme of bespoke, innovative & immersive workshops and training, created by listening to what you need.

We support CEOs and senior execs by exposing you to disruptive concepts & ideas during our Exec Leadership Experiences. We then reflect on those new thought processes together and engage with you to apply what you've discovered to your own approaches to work and your organisation.



THE UNIQUE IN PLACE OF WAR APPROACH TO EXECUTIVE LEADERSHIP

We expose leaders to alternative and innovative forms of leadership by tapping into our change-maker network - a vast and incredibly rich and diverse human resource of skill, experience and outlook, spanning 26 countries across the Global South.

Our change-makers are grassroots artists and cultural practitioners and leaders working in sites of conflict and using creativity to make actual positive social change. Their approach will shake up your thinking & perspective, breathing fresh air into your processes and bringing fresh eyes to the challenges you face.

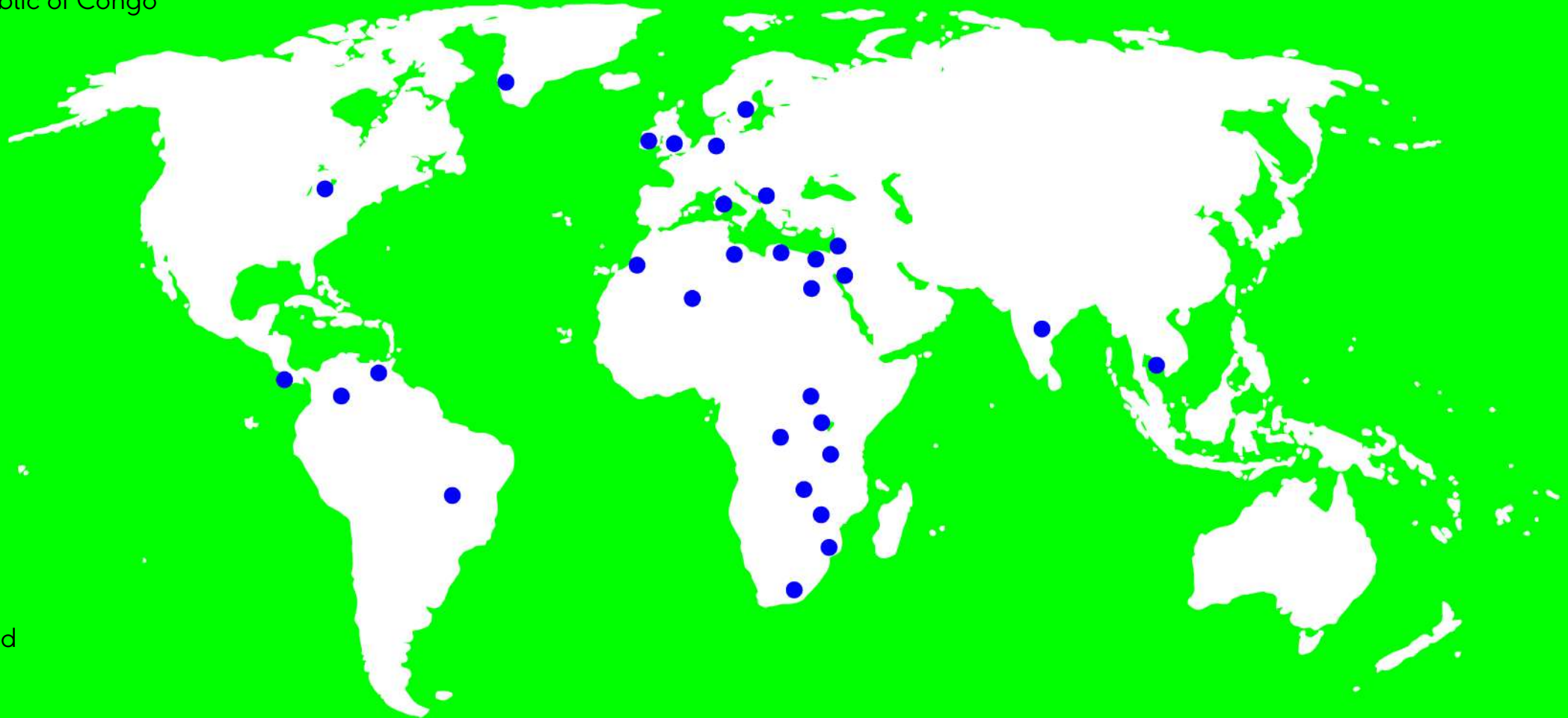
The experience we offer allows a space for exchange, reflection and action-based learning, drawing on leadership experiences from diverse contexts and cultural settings.

Your experience can be delivered digitally if remote access works best for your team. Or we can bring you all together either in a location in the UK or in a fully immersive location-based programme in one of the areas of the Global South where we work, which are mainly in Africa, Latin America & the Middle East.

CHANGE-MAKER NETWORK

Our projects are driven by an international network of
130+ change-makers in 30 countries

- Zimbabwe
- South Africa
- Uganda
- South Sudan
- Kenya
- Tanzania
- Zambia
- Democratic Republic of Congo
- Egypt
- Morocco
- Tunisia
- Algeria
- Lebanon
- Jordan
- Israel / Palestine
- Venezuela
- Colombia
- Brazil
- El Salvador
- India
- Cambodia
- Bosnia
- Greece
- Sweden
- Germany
- Myanmar
- UK
- Republic of Ireland
- USA
- Greenland



MEET THE CHANGE-MAKERS



Adrian Sabogal
Colombia

Supporting Afro-Colombian communities in counteracting the reality of violence, abandonment & historical marginalisation.



Farah Wardani
Lebanon

Helping communities & young people at risk of radicalisation by using theatre as a medium for social change.



MC Benny
Uganda

Hip-hop artist and youth activist, empowering young people through creative arts & entrepreneurship.



David Tovey
UK

From being homeless to the founder of a homeless arts festival, giving voice to the most marginalised people in the UK.

THE PROCESS

Planning

We will work with you to conduct a thorough needs assessment to establish your desired outcomes. This will involve a consultation with key people in your organisation to gain an understanding of the current landscape, learning about your motivations and goals as well as identifying needs. This will provide a foundation from which a tailored learning experience will be developed for your organisation, in collaboration with a selection of facilitators from our networks of change-maker leaders. During this preparation stage we will engage with key contacts in your team, sharing the session plans as they are developed for feedback to ensure that they meet your expectations.

Learning Methodology

The sessions will be open and participatory, adopting a learn by doing methodology in which facilitators and participants have the opportunity to share knowledge, philosophies and experiences on the chosen theme. They may also be challenge based and action oriented in which participants work together to respond to a real life issue. This engagement will facilitate critical reflection, transversal skills and cross cultural learning that can be applied in participants' professional lives. Given that the sessions are co-designed with artists and creatives from across the globe, the design of the session will be creative in nature and drawing on facilitators' local culture.

Delivery

Depending on the type of learning experience your organisation selects, it will take place online, in person or hosted by a change-maker in their community in the Global South. It may take place over a number of hours or days, depending on your requirements. The sessions will be facilitated by In Place of War team members together with change-makers from IPOW's network who are experienced leaders, arts trainers and facilitators.

Post Training

We will hold a debriefing session with the key contacts in your team to get your feedback on the experience.

YOUR LEARNING OUTCOMES

This could be skills development, knowledge acquisition or developing key competencies and behaviours, or a combination of all these, depending on the areas of focus you identify as priority for your organisation.



Here are some examples:

- You will learn about different styles of socially responsible leadership
- You will draft ideas to adopt a more empathetic approach to your management style
- You will open your executive leadership up to creative, unconventional approaches & thinking to revolutionise your unique future strategies
- You will fully understand the term Sustainable Development Goals (SDGs) to empower more authentic implementation within your organisation
- You will be able to identify different forms of social and environmental impact in the music industry and how they contribute to SDGs
- You will draft a fresh corporate social and environmental responsibility strategy for your business that contributes to SDG

COST STRUCTURE

Each ELEP programme is unique and designed specifically for your company and people. After an initial consultation with your Senior Leadership, we will design and present some options.

Pricing depends on:

- Duration of the programme
- Number of executives participating
- Process and outcomes
- Virtual or IRL, at home or a trip away
- Reporting and recommendations
- Follow-on and monitoring
- Measuring impact

In general terms, participation can range from £300 per person to £4000 per person, depending on the design and format of the programme.

WHY IT WORKS & HOW WE KNOW

This is some of the feedback & reflections we've received from participants in our change-maker project trips & Exec Leadership Experiences:

"I never expected to be so impacted by my experience with In Place Of War in Colombia, the exposure, the insight, the immersive nature of it all was truly wonderful....You don't often get time to garner perspective in your day-to-day life, and I was extremely grateful for the opportunity. The team at In Place Of War are extraordinary; to say the trip was life-changing sounds slightly whimsical, but I haven't stopped reminiscing about it since, and know that the memories will stay with me forever."

Kim Rowell, BBC, on her immersive In Place Of War experience in Colombia, May 2022

"The trip definitely impacted my approach to my own work as it reframed what success can look like and reminded me of how hugely important community is when building anything. It reminded me that staying connected to what truly matters (health, community, equality/justice, family, etc) can help to maintain a healthy work/life balance and that teamwork truly DOES make the dream work. Also, coming from a Global-North country, it reminded me to be grateful for the little things and remember that 'more' does not always equal 'better' if you don't have passion, purpose and community in your life."

*Shannon Herber, Director, AOKIVERSE,
on her immersive In Place Of War
experience in Colombia, May 2022*

"I can confidently say that the ripple effects (of our experience) on a personal, professional and community level for the team, will continue to be felt over the years."

*Executive Leadership
Experience Participant*

“The intersectionality and complexity of daily life in Colombia, juxtaposed with the amazingly insightful similarities I discovered with the world is complex and the people exist within it in many different ways, so we need to spend more time considering these beautiful and important differences on a daily basis no matter what industry we work in.”

Tommy Young, Google, on his immersive In Place Of War experience in Colombia, May 2022

“We need to ask ourselves the difficult questions and conversations like these help”

Executive Leadership Experience Participant

“Leadership most often comes from within, but you need to feel seen to be able to believe it yourself”

Executive Leadership Experience Participant



WHO WE ARE

In Place of War is a global organisation that uses artistic creativity in places of conflict as a tool for positive change.

We enable grassroots change-makers in music, theatre and across the arts to transform a culture of violence and suffering into hope, opportunity and freedom.

Our focus is on supporting individuals
or communities that have been affected by

**WAR
POST-WAR
GANG-WAR
POLITICAL OPPRESSION**

THE INTERNATIONAL MUSIC INDUSTRY SUPPORTS OUR WORK ACROSS THE GLOBAL SOUTH

Our Global Music
Industry Advisory
Board includes
representatives from:



Our collaborative projects with our music industry partners include **GRRRL** - A Global Supergroup featuring Women of Colour from International Conflict Zones

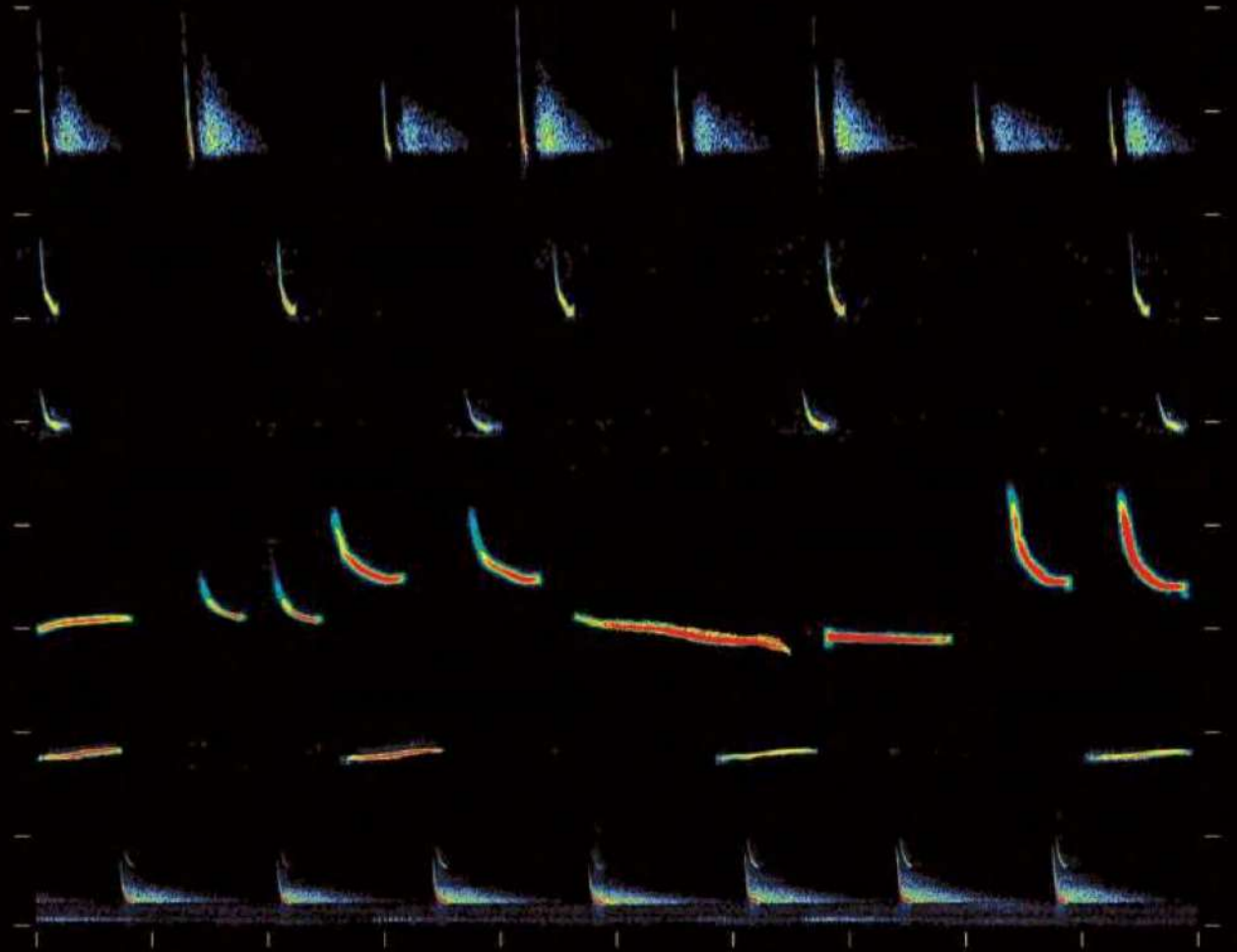


And...

Cucusonic - An album created via a collaboration between a collective of Colombian bio- scientists, anthropologists & musicians. Field recordings of rare rainforest species were used by artists including Brian Eno, Coldcut, Fer Isella, Fingathing, Iggor Cavalera, Kate Simko, Laima Leyton, Martyn Ware, Matthew Dear, Mexican Institute of Sound & Osunlade to create unique tracks.

The work, released by The Vinyl Factory, raises awareness around the global importance of Colombia's Neotropical Forests.

CUCUSONIC



OUR ARTIST AMBASSADORS, FELLOWS AND MUSIC TRUSTEES

Over the past 5 years, In Place of War has inducted some of the world's most influential artists as Fellows in recognition of their contribution to the international music industry and their commitment to humanitarian causes aligned with our own. Our Fellowship Programme now includes:



BRIAN ENO



**PETER
GABRIEL**



**LAURIE
ANDERSON**



**NITIN
SAWHNEY**



RUN THE JEWELS

STATS: 2017-2022

3

Books published on arts and peace

5

New cultural spaces created in Uganda, Palestine and South Africa

6

International reports written

6

University Certified Education Programmes created

12

Awards received for social impact

21

Countries received our Creative & Social Entrepreneurial Programme

50

Grassroots organisations assisted with capacity development & funding access

21

Commercial music companies sitting on our advisory board

100+

Grassroots organisations assisted with capacity development & funding access

5000K

Worth of music & creative equipment collected and distributed

1M+

People engaged in our artistic collaboration pillar



To explore the possibilities for & potential
impact of your Executive Leadership
Experience, please contact:

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& Emma Bartholomew: emma@inplaceofwar.net

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USA 501c3 N° 83-3944469