

From good to great - developing the full potential of ECOWEB

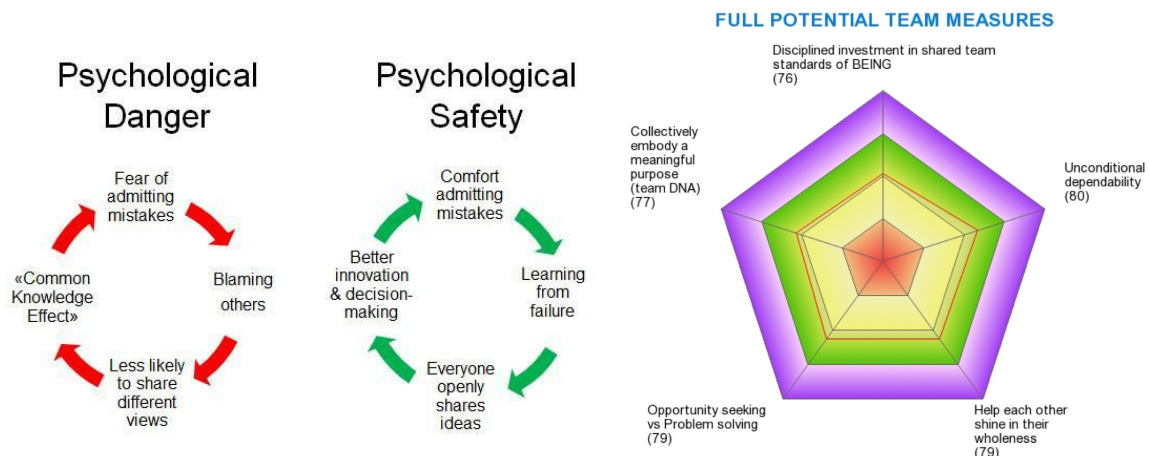
Last week we started a unique journey, a collaboration between people who are passionate about human potential and being in service to humanity. The relationship between #Regina "Nanette" Salvador-Antequis, Executive Director of ECOWEB, a non-profit corporation in the Philippines, #Smruti Patel, Director of Global Mentoring Initiative in Switzerland and #Harmen Van Dijk, a Coach with Being at Full Potential and #Mark Vandeneijnde, co-founder of Being at Full Potential, started two years ago.

First, there was sensing of the opportunities and challenges through deep listening through many formal and informal conversations with the leadership. There was the commitment from the leadership to take a holistic approach to human potential development. Completing the human potential assessment provided first-hand the experience of what full potential framework was about and the ambition to take the senior management and team leaders through this journey to stretch them into their full potential. The challenge became the time and resources commitment to do take this journey.

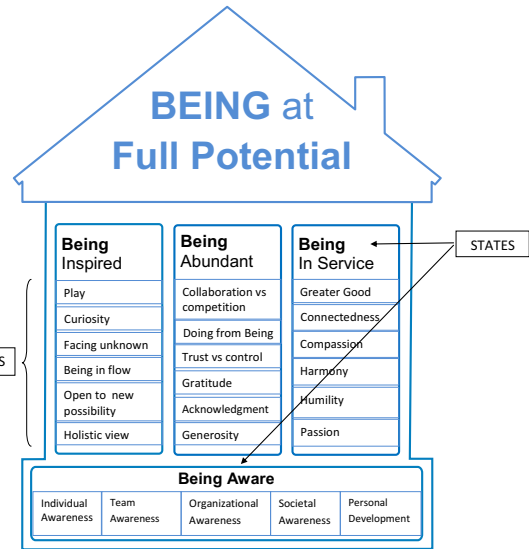
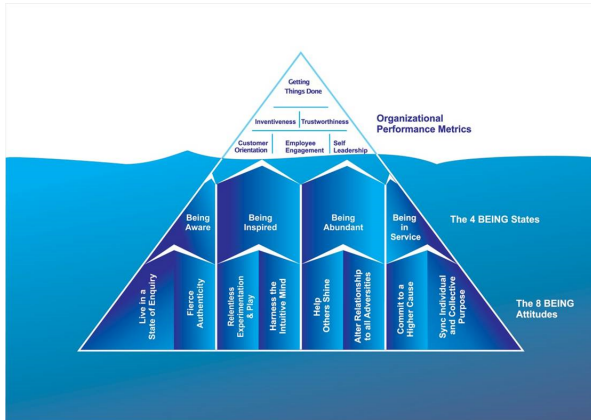
Then came Covid and the need for supporting the wellbeing of staff was at the foremost concern for the leadership. Remote wellbeing sessions were held with support of #Smruti Patel and #Harmen Van Dijk, with the staff via zoom calls once every two weeks. The sessions created a safe space for sharing what was present and how to deal with it in a healthy way. There was a space for deep discussions and reflections on various subjects like "facing the unknown", "compassion", "dealing with adversity", "trust" etc. Second half of the sessions were used to introduce techniques to help manage wellbeing through breathing exercises, physical exercises, meditation, music, dancing etc.

The experience of doing wellbeing sessions together helped to build trust and opened-up new possibilities. This started with a team of 20 people from senior management and team leaders who were selected to go through the full potential assessment process. Planning began in earnest for team debriefing over four half day sessions between October and November, backend work to analyse the data from the assessment and setting up the space and the IT for remote team debriefing workshops.

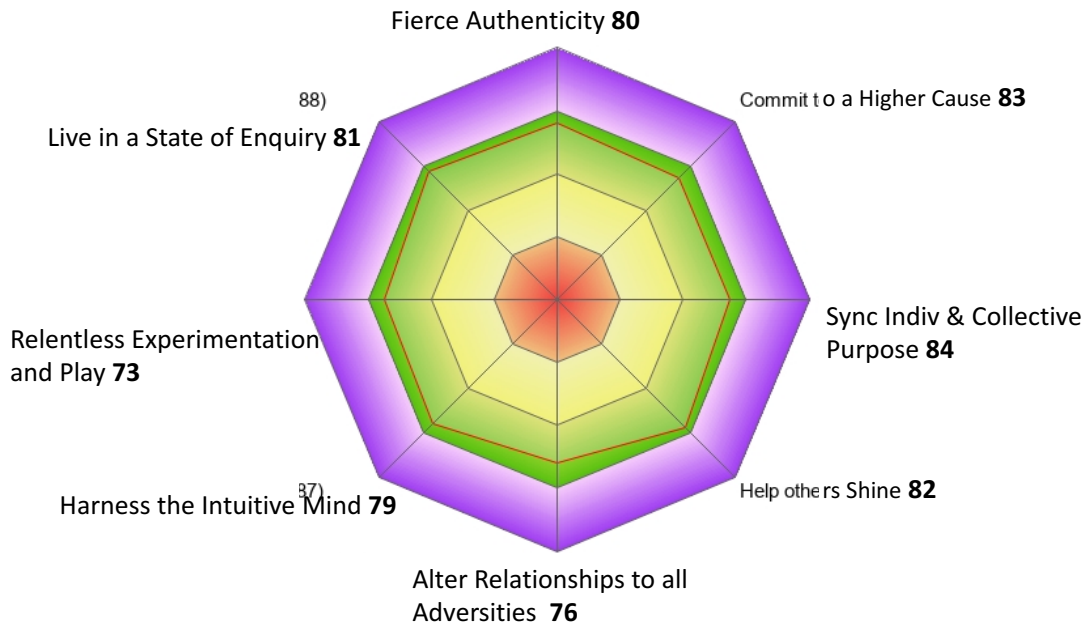
Last week was the first two sessions of this journey together. The first session started with a centring to bring everyone into the being space, creating a safe space for deep listening and sharing, setting standards, authentic introductions to get to know people in their wholeness and sensing into the team measures.



Being at Full Potential approach helps teams and individuals to explore the deeper levers of human potential which are below the surface. The four being states and the different dimensions explore the attitudes and behaviours of teams and individuals and how a shift in those mind-sets can start people on a journey to their full potential.



BEING AT FULL POTENTIAL 8 Being Attitudes



The second session started with space for more authentic introductions which led to really getting to know team members in their wholeness. Amazing sharing of resilience, nurturing, courage, flexibility, caring, compassion, empathy, perseverance, dedication, commitment and thirst for learning and improvement. There were deeper discussions about “How to make the full potential house into ECOWEB home and how to have the 8 being attitudes be the umbrella that shields the home, so the team can paint the home in whatever colour they aspire to and be at their full potential”.

The journey continues keep tuned in, we will be back to you with our learning on the journey. If you would like to know more about the Full Human Potential approach please get in touch spatel@gmentor.org