

CHANGE MAKER PROGRAMME FOR UNIVERSITIES

the
HUMAN
hive
BE the Difference

17 AUG 2015
DEMOCRACY IS
FREEDOM IN A FRAMEWORK
POWERED BY PEOPLE
WORKING TOGETHER FOR EACH OTHER
WITH EQUALITY, KINDNESS,
RESPECT & RESPONSABILITY!

**"Never doubt that a small group
of thoughtful, committed citizens
can change the world; indeed, it's
the only thing that ever has."**

MARGARET MEAD

8 MILLION CHANGEMAKERS BY 2030

The Human Hive has the massive ambition to empower 8 million ChangeMakers world wide by 2030. We define a ChangeMaker as a person actively striving to be the difference With, not For others - which means they work inclusively and collaboratively to solve collective problems.

We have aligned our work with the 17 UN Sustainable Development Goals - the globally recognised starting point for collective planetary action to solve the most pressing problems affecting us all today - and actively focus on empowering people to find human centred, actionable solutions.

However, we believe that we must go beyond sustainability to make a lasting difference, which is why we advocate for regenerative solutions - actions that rebuild and improve the lives of People, the resilience of Places and the health of our Planet.

Human Hive ChangeMakers are people taking action to build a better world



Photo by Robert Golden robertgoldenpictures.com

THE PROGRAMME

This programme is designed to introduce your team of student ChangeMakers to our full, three stage foundation process and prepare them to take a leadership role in solving global problems on a local level, using the skills they already have and those of the people around them.

Designed from the nervous system up, it prioritises SAFETY, BELONGING and PURPOSE as the essential elements for human flourishing and is therefore ideal to respond to the unique challenges of THREAT, ISOLATION and DISEMPOWERMENT that many young people feel at this moment in history.
Challenges that can remove agency and disincentivise action.

The programme is delivered in three stages and can be taken in separate modules or in one continuous project to adapt to the needs of your context, department or course of study.

Start with Stage One and build stage by stage from there.

CHANGEMAKING IN A UNIVERSITY CONTEXT

This programme is very adaptable to context and can be run in a variety of different ways:

- For student ambassadors or wellbeing champions supporting other students, through widening participation, student services or the Student Union
- For students wishing to make an impact in the local community
- Alongside academic courses with a practical project or internship component
- For students interested in sustainability, regenerative action and problem solving
- For Education students looking to understand the wellbeing and development needs of young people and wishing to design educational projects
- For the development of leadership and project management skills

Talk to us about the skills, knowledge and relationships you'd like to develop and we will co-design the programme that suits you best.

THE CO-EVOLUTION FRAMEWORK



The training is based on our Co-Evolution Framework - designed to teach key life skills and mutual support while building strong relationships and giving a blueprint for taking action. This framework encourages participants to think about their actions on three levels:

Me - how am I showing up and what do I need so I can Be The Difference here?

Team (We) - how are we showing up and what do we need so we can Be The Difference here?

Community (Us) - how are the people we serve showing up and what do they need from us right now?

Our programme builds in three modular stages

STAGE ONE SAFETY

HOW TO SHOW UP

Safety is the foundation of any successful interaction with others. If people don't feel safe with you they are likely to meet you in their defence behaviours - Fight, Flight, Freeze or Faint - rather than as their authentic selves. As a ChangeMaker, safe space begins with you. We train you to become a beacon of safety, radiating calm wherever you go, so that people feel comfortable to be with you.

STAGE TWO BELONGING

HOW TO SHARE

People work better together when they feel connected and can build supportive relationships. As a ChangeMaker your role is to create a shared space where everyone is included, respected and encouraged to contribute, no matter who they are or where they come from. We train you to create shared learning spaces, where relationships can be established and needs assessed.

STAGE THREE PURPOSE

HOW TO TAKE ACTION

People are more motivated to take action when what they are doing feels meaningful. As a ChangeMaker we train you to co-create solutions with your collaborators to problems that are important to them. We believe the answer to any problem is always in the room. Give people a sense of purpose by allowing them to share their skills and take the lead.



Stage One: **SAFETY**

Before you can work well with others you have to understand yourself. Stage One training provides the knowledge and tools to develop a sense of safety in yourself and the people around you, so you can show up appropriately for the needs of diverse groups. Stage One also works well as a standalone module for groups focusing on wellbeing and mental health.

Part One

Introduce the programme and co-create Group Agreements to set up a safe and democratic collaboration.

Part Two

Recognise and regulate your personal responses to challenging situations so you can show up more effectively for others.

Part Three

Develop a sense of safety and support in diverse teams, so you can collaborate effectively together.

Part Four

Design and implement a co-regulation programme for your cohort and consider the impact on the community around you.

Stage Two: **BELONGING**

Now you've learned how to show up, Stage Two will teach you how to use the Human Hive framework to design shared learning experiences as the foundation for building meaningful relationships. Using our Patchwork Education model we will teach you a template to transform any skill into an inclusive activity and turn you into dynamic facilitators, ready to share your skills with others.

Part One

Introduction to inclusive practice. Looking at identity, unconscious bias and cultural mediation.

Part Two

Design activities that are inclusive, safe and skills-building and create a full activity plan with other participants.

Part Three

Plan an event to share your newly designed activities. Form teams, assign tasks, plan logistics.



Part Four

**Run your event.
Notice the needs and interests of your guests and adapt your activities accordingly.
This is your opportunity to test out your activities and team-working skills with a friendly audience, before planning a full project.**

Part Five

**Reflect and evaluate the event.
What did you learn?
What would you do differently next time?
Consider what comes next.**

Stage Three: PURPOSE

Now it's time to take action! Stage Three will prepare you to reach out into the wider community to co-create a project which will regenerate People, Places and Planet. All your new found skills will come together in Stage Three as you practice Being the Difference in the world around you.

Part One

Introduce the 17 Sustainable Development Goals and other regenerative frameworks. Consider where your interests and skills match.

Part Two

Take Notice: Identify needs in your local community and match to the SDGs.

Part Three

Find Your Feet: Prepare your offer - research the problem, form teams, gather new skills.

Part Four

Be Responsive: Make relationships, listen carefully and adapt your offer to meet the needs you find.



Part Five

**Share Ideas:
Co-create your
project with
your partners.
Stay responsive,
overcome
problems, learn
from mistakes,
test out results,
build
sustainability.**

Part Six

**Let It Land:
Reflect and
evaluate your
project in a
presentation to
the rest of your
cohort.
Decide What
Comes Next?**



“Working with The Human Hive has been life-changing. I really wanted to make a difference in the world, but I had no idea where to begin. My time with The Human Hive taught me invaluable skills, knowledge, and resources to help me get started.”

ELLIOT RILEY: AGE 25

BUILD YOUR OWN PROGRAMME

Start with Stage One and build stage by stage from there

Talk to us about numbers and context. Our flexible approach allows us to easily adapt to suit your needs. We'll help you match your KPIs to our model so as to meaningfully measure impact in line with your values.



VISIT THE HIVE

Once you've completed the programme there are opportunities to visit The Hive, our "unschool" for change makers in the Dominican Republic. Come and join our intensive ChangeMaker boot camp and collaborate with people from all over the planet designing regenerative projects to change the world



As a social enterprise we channel our profits back into social projects, which for us means empowering ChangeMakers around the world to make a difference where they are. Working with you will help us to offer our training for a fraction of the cost to community groups and provide seed money for new grassroots regenerative projects.

So while you are ChangeMaking where you are, you'll be helping others do the same where they are, building a community of change across the world.

ABOUT US

We are Kate McAllister (teacher) and Darren Abrahams (therapist) co-founders of The Human Hive, a Social Enterprise supporting change making individuals and organisations working WITH, not FOR each other to regenerate People, Places and Planet. We believe that real change happens when you supercharge the power of people to help themselves, giving them:

Tools to rebuild psychological and emotional

SAFETY

Connections to others to feel a sense of

BELONGING

Access to meaningful opportunities to regain

PURPOSE

We are experts at forging links across communities that have been divided, and building skills, knowledge and positive relationships through shared learning experiences.

WWW.THEHUMANHIVE.ORG



KATE McALLISTER is a qualified teacher, Associate of the UCL Institute of Education, Fellow of the Chartered College of Teachers and The RSA. Currently she is principal of The Hive, an inclusive "unschool" in The Dominican Republic She has been designing & delivering inclusive education models that not only improve exam results but better prepare young people to lead enriching lives for nearly two decades. Her passion for making education accessible for all has led her to work with wonderfully diverse populations ranging from excluded teenagers to people living in refugee camps, corporate teams in large global organisations and teachers and pupils in elite international schools. When people understand how learning happens, they can harness and maximise their own learning potential. Helping people feel empowered to lead the lives they choose is at the heart of all Kate does.

Contact Kate@thehumanhive.org



DARREN ABRAHAMS is a singer, coach, trauma therapist and trainer working internationally as a facilitator and project leader in the fields of personal, cultural and community development. Darren is co-founder of The Human Hive. He is on the steering team and leads on pastoral care for The Complete Freedom of Truth, an international youth-led project developing global youth citizenship through culture and the arts and is a trainer and Wellbeing Adviser for Musicians Without Borders where he trains musicians to use music for peace building. Darren is co-founder of the One World Orchestra, an inter-cultural ensemble of musicians based in the UK, exploring the idea of Home through music. Darren is an expert at helping people feel safe while bringing communities together to heal.

Contact Darren@thehumanhive.org

**FOR MORE INFORMATION
AND TO DISCUSS PRICING
CONTACT**

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or check out our website

www.thehumanhive.org

We'd love to welcome into our community!

Robert Golden photos from The Complete Freedom of Truth programme
www.thecompletefreedomoftruth.com