

CHANGE MAKER PROGRAMME

the
HUMAN
hive
BE the Difference

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

**"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.

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 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.

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

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?

THREE STAGES

SAFETY

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.

BELONGING

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.

PURPOSE

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 participants 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 take effective action together.

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
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
need**



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?**

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
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