

oikos Chapter Days

Harvest & Resources

Dear oikees, dear friends

A big THANK YOU to everyone who contributed to making last week's Chapter Days such a colorful and energizing event. We are very happy that even without meeting onsite in Baku, we were able to exchange and connect.

We sense that we successfully used this digital platform to plant some seeds for the whole community for the months to come.

We started with a slow morning full of fast information on oikos International's activities & opportunities. After sharing our (lunch) break we then dove into our curriculum change initiative, gaining a better understanding of how we can directly influence our environments. We kicked off the second day with 3 rounds of open spaces - designed from us for us. From grounding meditations to IT workshops or Team building, these 11 sessions gave us a glimpse into the huge resource and knowledge base our community has to offer. The closing afternoon was well spent in bilateral exchange and circle discussions on our key take-aways, the development foci and acupuncture points of the chapters and the questions that might guide our way as a community (find them in this document! :))

You want to dive deeper into what has been said? Searching for some of the presentations or other resources? You still have some important thoughts to share?

Well, don't look further - this working doc is for you! You can find harvests for all sessions bundled at one place and even the video recordings will be linked soon.

From what we heard we believe that this encounter was encouraging and empowering for us as individuals, chapters and the community as a whole. Let's build on these two days and to use them as a driver for more collaboration, cooperation and exchange. We encourage you to continue networking - in whatever way suits you best! We hope you enjoyed getting to know each other and connecting to the community as a whole - and we hope that you will take a leap to move one step further and share what you experienced with your chapter members.

Have a wonderful spring time,
the Chapter Days Team

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Video Recordings

Day 1 - oikos Inside Sessions

Day 1 - Curriculum Change Initiative

Day 2 - Open Spaces

Day 2 - Chapter & Community Development Circles

oikos Inside Sessions

What is happening inside & around oikos?

All updates & information shared can be found in the following presentations. We also linked the direct contacts for you - feel free to reach out to us in case there is any question!

Topic & Presentation	Facilitator
Structure & IT updates	Zvezdana Vuletic (but Luisa Pütz responsible)
oikos Programs	Alexandra Horvath
oikos in the world/ mission, vision, partnerships & collaborations	Clementine Robert
oikos international Opportunities, Squads & Chapter Track	Sophie Charrois

Curriculum Change Initiative

Link to the presentation: https://docs.google.com/presentation/d/1Gf8Zzrtv02KwILH5lRVz_ge70SAtPEKkjOt7Flf-jUY/edit?usp=sharing

Link to workshop results: https://docs.google.com/presentation/d/1cUMDTTKNrBkXyYa23wtRwBOMUK9QV_qLQr1SvfU6yj4/edit#slide=id.p

Why work on Curriculum Transformation?

oikos Curriculum Change Initiative Programs:

- Case Competition
- Research Hub
- Residence
- Academy
- Curriculum Change Squads: Action Squad (contact [Alexandra](#)) & Research Squad (contact [J. Christopher](#))
- Curriculum Change Chapter Coaching

Open Space Sessions

Our open space sessions were hosted by people from all over the community! Explore the variety of topics & reach out to the hosts if you wish to learn more.

1st Round: 08.04.2020, 10.10-10.50 am CEST

Available Session	Chapter HR - Member Recruitment	Display Dullness - let's get interactive!	Project Exchange	Mastering Podio
Description		Online times. Listening to interesting content and yet losing attention? Your audience is dozing off while presenting? There is a solution around the corner: Interaction!		, A storytelling for successful chapter management. Followed by Q&A We might approach Podio from the perspective of coping with defeats. Outgrow them and become a stronger person. For instance, I lost terribly in "Age of Empires 2" recently, but I am still around and continue playing it.
Facilitator	oikos Barcelona : Masha	Jakob Eberhagen; Anna Struth	Julia (oikos Copenhagen) & Monika Bucha	Benoît Pitsaer
Participants (add your name!)	<ul style="list-style-type: none"> • Gisèle Lausanne • Lejla Prague • Virginie Tao • Linda Utzel • Lena - Graz • Arthur Maria • Mathieu Shanks • Mike/Hamburg • Delia Ostach • Katrin Wernicke • Antoine oikos Barcelona • Asif Gurbanov 	<ul style="list-style-type: none"> • Sophie Charrois • Liliia Akatova • Pascal Bayreuth • Verena Herrmann • Ikshek Bangalore 	<ul style="list-style-type: none"> • Natalie Choi • Cherry Chan • Tim (oikos Graz) • Marcel Bameier (oikos Vienna) • Sudhama • Clementine 	<ul style="list-style-type: none"> • Klara Jochum

2nd Round: 08.04.2020, 11:15-11.55 am CEST

Available Session	How to use your Alumni Network	Communication & Marketing	Guided Meditation - Rooting Ourselves in times of Fear & Uncertainty	<i>This could be a very spontaneous you :)</i>
Description		Chapters' marketing management, How to increase Social media visibility Presentation of new oikos Branding Guideline	With the current crisis and uncertainty all around us, I invite you to join this empowering guided meditation . We will connect with our roots to re-establish our confidence, calmness and creativity. Happy to take you all on a beautiful journey (meditation beginners welcome!) <3	
Facilitator	Zvezdana Vuletic	Asif & Stefan	Kathrin Zirn	
Participants (add your name!)	<ul style="list-style-type: none"> ● Gisèle Lausanne ● Virginie Tao ● Natalie Choi ● Cherry Chan ● Kai Prößdorf ● Chloé Motte ● Klara Jochum ● Mengshi Ma 	<ul style="list-style-type: none"> ● Linda Utzel ● Lena - Graz ● Delia Ostach ● Polina Buikina ● Katrin Wernicke ● Antoine oikos Barcelona ● Sudhama ● Juliana Theurer ● Clementine ● Guillem Oikos BCN 	<ul style="list-style-type: none"> ● Sophie Charrois ● Liliia Akatova ● Lejla Prague ● Stephen Snider ● Eva Späte ● Verena Herrmann ● Arthur Maria ● Pascal Bayreuth ● Ikshek Bangalore ● Joan Alexander ● (oikos Barcelona) ● Monika (oikos Vienna) 	

3rd Round: 08.04.2020, 12 am -12:40 pm CEST

Available Session	Chapter Fundraising	Power of Introverts vs Extroverts in teams and leadership	When work takes over - Exchange of strategies & stories	<i>This could be a very spontaneous you :)</i>
Description	We will talk about projects that help you raise funds and how we managed them.	We will talk about weaknesses and strengths of introverts vs extroverts, the definition of each, and the implications for our private and professional life (as team members and leaders).	We will have a talk about how to deal with situations when work & responsibilities are dictating your life & get a good work-life balance. You can join both for sharing or just listening to others.	
Facilitator	Mike Brodersen	Lorena Thai	Kai Prößdorf	
Participants (add your name!)	<ul style="list-style-type: none"> • Natalie Choi • Cherry Chan • Lena - Graz • Dominic Long-Innes • Mathieu Shanks • Antoine oikos Barcelona • Pascal Bayreuth • Ikshek Bangalore • Linda Utzel • Sudhama • Juliana Reutlingen • Mengshi Ma • Clementine 	<ul style="list-style-type: none"> • Lejla Prague • Eva Späte • Tim (oikos Vienna) • Laetitia Wendt • Delia Ostach • Florian Mende • Julia (oikos Copenhagen) • Nicola Dottorini • Joan Alexander (oikos barcelona) • Franziska Reutlingen 	<ul style="list-style-type: none"> • Sophie Charrois • Kathrin Zirn • Chloé Motte • Verena Herrmann • Arthur Maria • Klara Jochum • Monika (oikos Vienna) • Matthias Hauenstein (oikos Bayreuth) • Asif 	

HARVEST: the essence of your open spaces

Session	Display Dullness - let's get interactive! Anna Struth, Jakob Eberhagen
Participants	Anna, Jakob, Pascal, Ikshek, Verena, Lilja, Sophie
Key Insights	BE PRESENT: reduce distractions. Visualizing conversations using online tools (zoom whiteboard) talking piece transformation. Emotions scale by hand sign - keep checking in!
Resources	<ul style="list-style-type: none"> - Our facilitation approach: Space - People - Process - “Silent Discussion”: Formulate different questions and rotate after answering them individually. Build up on prior answers. Our example Pad. - Miro.com (Digital WhiteBoard): versatile and powerful - Shared WhiteBoard of Zoom (Remember to save) - Use “Break-Outs” on Zoom as often as possible: Intimate rooms with fewer participants foster interaction - “Energizers” in between - Evaluation tool: “5 Finger Scale”. On a count to three show: 5 Finger Awesome!! 3 quite good! Fist not good at all → use to get connections to participants <p>All of the mentioned above tools and plenty more can be condensed into a single question: How to make a session fun and worthwhile? If you keep that in mind, you will design a great online session =).</p> <p>If you enjoyed the session, we would be grateful to receive an endorsement on LinkedIn.</p>

Session	Project Exchange
Participants	Marcel, Julia, Tim, Natalie, Cherry, Sudhama, Monika, Clementine
Key Insights	<p>Campaign: Ecosia on campus initiative (Vienna) Use ecosia as a default search engine at the university E.g: send newsletter, contact student clubs, IT department, → easy to implement & efficient presentation! → private, work search engine perfectly fine, but for proper research and papers better to use google scholar. From ecosia you can → Reached out to individuals such as professors or students individually, reach out materials are also available on ecosia on campus website → Have a remark about using ecosia in email signatures of oikos Chapter → promote ecosia on campus with the oikos Newsletter! → In case of criticisms regarding Ecosia: Fine for private search behaviour, since it uses the same search algorithms as Bing, but surely not a suitable for academic research as google / google scholar</p>

Make Europe sustainable for all (Vienna)

- creative concepts any chapter can use to promote SDG. E.g: hiking
- 2 oikos members went hiking through Austria and gave workshops (and even a TED talk) on their way
- TED Talks

Here, the grant they applied for:

<https://makeeuropesustainableforall.org/get-a-grant/>

Here the instagram channel they did on their way with #SDGs4all:

https://www.instagram.com/_wanndann/

Here, the stops they did on their hike through Austria:

<https://www.google.com/maps/d/u/0/viewer?mid=1yDota2h8-kazWvVs1hIYowed1ChE9BMw&shorturl=1&ll=47.689214359991645%2C13.92087551562497&z=8>

Recycling on campus (Copenhagen)

No recycling on campus. Tried before but has to stop because people were not recycling properly.

Pilot project in 2019 for 3 months

Now scaled up on the 5 campuses of Copenhagen Business School

Process of the project: Who is responsible for recycling? What are the important info & constraints to know from a campus management perspective? Then oikos developed a concept on how to do recycling on campus: had to see how it was done in other countries, looked at students behavior and needs. Once developed, pitched to the campus management and agree from the start to upgrade the project if the pilot project, if successful. Define what successful means: reduce the general waste by 1%. Promote the idea when starting: make an event around it, campus newspaper wrote about it, shared on social media. Also the campus management feel the ownership of the project/get also the credits of it to make it even more successful. Then monitor the success of the project (collect all data) and present the case to (business (cheaper for uni to recycle), social (people felt happy to have it on campus) and environmental case). Could put the oikos Copenhagen logo on bins, helps for general promotion of oikos activities.

→ how to make students recycle? It should be intuitive, very easy for students to do! + Awareness campaign simultaneously showing that their actions have direct consequences

→ Led by university or oikos? It was a collaboration between both. Oikos found a key person in the administration who was pitching to higher management. If you do most of the work and go gradually with the implementation of the project it is very unlikely that the management will say no to it (because don't put much of effort)

The press articles to promote the project (& oikos ;))

<https://cbswire.dk/ready-to-recycle-spisestuerne-gets-two-recycling-stations-thanks-to-student-initiative/>

<https://cbswire.dk/all-cbs-canteens-get-permanent-recycling-stations-and-a-return-system/>

Education (Jamshedpur)

Social aspect of sustainability: Train students on computer skills, English, etc

Resources

Ecosia on campus: plenty of material on ecosia website (banner, log, etc)

<https://blog.ecosia.org/ecosia-on-campus/>

	<p>https://ecosia.zendesk.com/hc/en-us/articles/360007808499-How-can-I-run-a-campaign-at-my-university-</p> <p>Make Europe sustainable for all: https://makeeuropesustainableforall.org/</p> <p>Recycling on campus: https://cbswire.dk/ready-to-recycle-spisestuerne-gets-two-recycling-stations-thanks-to-student-initiative/ https://cbswire.dk/all-cbs-canteens-get-permanent-recycling-stations-and-a-return-system/</p>
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Session	podì-UhOh: oikos IT session
Participants	Klara Jochum (oikos Graz, recently on Podio) & Ma (oikos Padeborn, doesn't has Podio yet)
Key Insights	<p>Podio helps to structure and communicate in these time of confinement, but proper training is not there.</p> <p>Bringing the historical perspective is important Indeed, understanding what was used before (local facebook groups + emails) and explaining that it wasn't possible to find back what your own chapter did 2-3-4 years ago (and especially finding the responsible person per project) is important to stress out. Same applies for awesome projects from other chapters. Podio solves this issue, on top of being able to reach out anyone at any time through the platform. <i>Having offered this historical perspective helped the attendees to see the value of the platform.</i></p> <p>Chapters do not have the knowledge to train their members to use it in a time-efficient way. Some chapters know how to use Podio but they don't know how to train their members to it. The attendees wished to have received such a tutorial from their local chapter. <i>A key insight is to offer these training more regularly and have a direct, easily accessible contact for "Podio support". Being able to reuse a video is their preferred way to go.</i></p> <p>Chapter members are not familiar with Podio Offering members podio support helps them to be familiar with the platform.</p> <p>In case you are reading this message, you can reach Podio support by whatsapp : +32471020081 (Benoît) or contact oikos International to be put in touch.</p>
Resources	See project " oikos intranet workshop " on in the oikos Intranet, which holds the Podio tutorial video . Podio support by whatsapp : +32471020081 (Benoît) or contact oikos International info@oikos-international.org .

Session	Chapter HR - Member Recruitment
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Participants	Gisèle,
Key Insights	<p>Here is the presentation :) https://docs.google.com/presentation/d/1602k2QuoOiLXOaryIk3-gZ1IEeYarmJk8Z0toE4-yUc/edit?usp=sharing</p> <ul style="list-style-type: none">- Creation flowchart of a recruitment process- What? How? Who? When?- No universal answer : plenty of possible adapted processes
Resources	humanresources@barcelona.oikos-international.org (for anything related to the PPT or individual questions, feel free to reach out!)

2nd Round:

Session	How to use your Alumni Network
Participants	Gisèle Lausanne, Virginie Tao, Natalie Choi, Cherry Chan, Kai Pröbendorf, Chloé Motte, Klara Jochum, Mengshi Ma
Key Insights	<p>Expectations Do not have alumni network Not in contact with alumni In contact but just for socialising New chapter, want to establish good connection with alumni Want to know way of communication with alumni</p> <p>What is Alumni network, Why is it important Who are Alumni, what does it mean to be one Priorities of Alumni and Priorities of Chapters, there is an overlap between them and we can use it to make sure that we have something for Alumni that want to be engaged and also benefit for chapters Lots of opportunities for Local chapter to benefit from good Alumni Network</p> <p>When communicating Good channels, always someone from the board to be in charge for clear and constant communication with the alumni Clear communication, do not overload with information</p> <p>Advices How to establish clear database for the Alumni - example How to start searching for lost Alumni - start with at least one known alumni; contact oikos International to ask for alumni of chapter How to engage with Alumni - show the possibilities, what are you working on, make event just for alumni and partners Update database regularly</p>
Resources	<p>Presentation: https://docs.google.com/presentation/d/1gXctA1_SOLrbgvMWnACMGVmyfdNjg0hz-wTgo4d_bG4/edit?usp=sharing</p> <p>Contact emails: alumni@oikos-international.org vuletic.zvezdana@oikos-international.org</p> <p>Alumni Kit: https://docs.google.com/document/d/19YXaCAFtHzMGfyhf1GZAZ7mualj82dGr1sLSXy7aqVY/edit?usp=sharing</p>

Session	Communication & Marketing
Participants	Stefan, Asif, Polina (Moscow), Antoine (Barcelona), Delia (Paderborn), Laeticia(Paderborn), Linda (Paderborn), Katrin (Tubingen), Juliana (Reutlingen), Lena (Graz), Sudhama (Jamshedpur), Guillem (Barcelona), Clementine
Key Insights	<p>Expectations Barcelona: need to go deeper than just promotion Graz: no one specific responsible person for marketing Paderborn: need to see how to improve marketing Reutlingen: want to restructure marketing Tubingen: all doing marketing, but no one into social media really so need tips Jamshedpur: need insights on oikos marketing suggestions Moscow: no specialist for marketing in the chapter so need some inputs on how to do marketing</p> <p>oikos new branding guidelines Accessible on the oikos Toolbox, in the folder Marketing toolkit. Please use it for all your communication and marketing matters. Check on the branding guidelines what logos can be used. Use Georgia and Trebuchet fonts (those are oikos licensed fonts) or any google fonts (link on the guideline) Email signatures: check in the guidelines what are oikos International recommendation</p> <p>oikos Marketing toolkit It is in the oikos Toolbox (link on our intranet, podio). You can access only with your chapter oikos email address (info/president). All your chapter logos are there. If not, please reach out to Stefan or Asif directly. Where is the oikos toolkit? Community images are there as well so you can use them for promotion of your chapter</p> <p>Tools for graphic design Graphics are key to reach out to more people. Canva.com (free to use); GIMP.org (free, more advanced with more features but still accessible)</p> <p>Social Media Key to gain visibility for your chapter. E.g: facebook (quite open), instagram (casual content), linkedin (professional looking content), twitter. Adapt the content each time! Pay attention when you post: timing is key! oikos suggest some timings, however it might vary according to your country/culture. Try out and check your statistics to see what is best! If you have facebook and instagram: connect them. If you have facebook and twitter: connect them. It helps to reach out more, with less work/effort.</p> <p>Whatsapp group To be in direct communication with oikos International Marketing. Share your events there so we can promote them on our international website.</p>

	<p>Share your challenges or requests here so you can get support from oikos International.</p> <p>QR codes Use them when recruiting. Go to a QR Code generator and link your social media to it.</p> <p>Video content Make video content : very attractive for people (need to be short, dynamic, maybe fun) You can upload your videos on oikos International youtube channel. Get some videos from oikos International to share on your social media.</p> <p>Marketing and company get a local company to help you out with your marketing/communication. They know best the strategy which works best in your region and get provide you with pro bono professional insights!</p> <p>KEY:</p> <ul style="list-style-type: none"> - oikos (no capital letters anywhere in the word! - Research on how it works in your region! It is very different from one country to the other how to do marketing/communication. It is - Marketing is not just advertising, also part of the project with a more marketing campaign. <p>Contact Stefan (stefan.krasic@oikos-international.org) and Asif (asif.gurbanov@oikos-international.org) whenever needed!</p>
Resources	<p>oikos Branding guidelines:</p> <p>Marketing toolkit in the oikos Toolbox: https://drive.google.com/drive/u/2/folders/1ADYhuT7T0pBR4YuaUQ7FPM_UliwfsHq Marketing Toolkit Presentation: https://docs.google.com/presentation/d/1aS6HzJG-GJ4IOASwiTAf9DLt3mD5sNmNYb-XWpRw7WQ</p> <p>Marketing Whatsapp group link: https://chat.whatsapp.com/HnDForoSGSVGSQ8T4CK1q2 Emails: asif.gurbanov@oikos-international.org stefan.krasic@oikos-international.org</p>

Session	Guided Meditation - Rooting Ourselves in times of Fear & Uncertainty
Participants	
Key Insights	
Resources	

3rd Round:

Session	When Work takes over
Participants	Chloe, Arthur, Matthias, Katie, Klara, Monika, Asif, Bennoit, Sophie, Verena, Kai
Key Insights	<p>Situation many know: Being overwhelmed by so many opportunities, so many things to do, so many things to choose to choose from → evaluate your priorities (e.g. by mapping and sorting all of them)</p> <p>Strategies:</p> <ul style="list-style-type: none"> - Take time for yourself (Slow down, to speed up) - Ask yourself how much time you want to have for hobbies/things you enjoy and create time frames for them in the calender - Put the phone away after midnight and/or in the morning (don't work very late / don't start the day with news and work messages - your mind cannot forget the things you read) - We are not machines - if we are running non stop we shouldn't wonder that we are burned out. Accept differences in your working times and energy ressources. - Be humble, not perfectionist. Remind the 80/20 rule. - Talk to & learn from older people. Get new perspectives. Its ok to go up & down with your productivity - Use tools to increase focus (e.g. Pomodoro App) - Write journal to reflect on your day, emotions, beliefs, etc. - Be creative, practice writing your narrative skills - Focus on positivity & gratitude - Learn to say no & sort out projects that are not priority for you. <p>We all want to save the world - but it's ok if you start with one person. And it's ok if that person is yourself.</p>
Resources	https://createurbestself.com/ https://einguterplan.de/ https://www.forestapp.cc/

Session	Fundraising
Participants	Mike, Antoine (Barcelona), Linda (Paderbron), Pascal (Bayreuth), Ikshek (Bangalore), Lena (Graz), Dominic, Natalie Choi, Cherry Chan, Mathieu Shanks, Sudhama, Juliana Reutlingen, Mengshi Ma
Key Insights	<p>Fundraising depends on your region/country plus to the evolving context in your own country.</p> <p>Basics</p>

Money can come from organizations (companies, foundations, local authorities) or individuals.

Find why donors give their money.

For oikos case usually: altruism, share similar values, networking with students, image upgrading.

Main goal and best case to look for: have donors committing for several years. It brings stability to the chapter and you can focus on delivering

Usually donations are easier to get for specific events and projects.

Make sure you include amount for all year long (administrative costs etc) in your project budget.

Process

Identifying donors: organizations fitting oikos values or somehow lined to oikos. Use the alumni network: many are working in department or companies related to sustainability. They could give you insight contact of whom to reach out to in their company to pitch oikos and get money. The alumni can also give you insights on how to pitch best according to their company needs or values or projects.

Communication: customized letters/emails are key!

Manage the contact: keep in touch with the donor (new year message, annual report, etc). It deepens the bond and increase the willingness to support. You can use a CRM so you can track when has been sent what to which donor (for chapter members to know from one year to the other).

Questions from chapter members:

Any guideline to which can of companies to ask money from? Yes there is an existing, it is a draft (check resources below).

CSR Law in India: Can chapter benefits from the funds from companies from CSR funds?

To check with the Indian chapters and regional facilitator

Corona time: how to ask for money in those times?

Companies have frozen their spending right now due to the uncertainty

If the corona matter is somehow better before the end of the year, it is possible that some companies have extra budget they have not yet allocated. They need to spend it so you can have a chance to get money.

Start to be in contact with companies.

TIP: Think of in kind donations and pro bono time from companies if cannot give money.

Do we know if there is a type of company that gives more to oikos than others?

Alumni link

Go to events and connect with companies there

As a chapter, what to give to financial partners from oikos International?

Mentioned them in the event description you send us, so we can share the event on our international website and newsletter. Make a post on social media and ask oikos International to like it.

Best practices

Barcelona: went to a lab on campus they have on sustainability, able to redirect oikos to get best contacts in companies

Other events organized by other clubs (can bring connections to some companies), check the projects some professors are

	<p>working on with companies and asked to be put in touch, contact the alumni network of your university Paderborn: raffle with every second ticket wins, different prizes group Hamburg: advisory board gave some helpful contacts to reach out to</p> <p>For European chapters: check EYF (European Youth Foundation) https://www.coe.int/en/web/european-youth-foundation</p>
Resources	<p>Presentation can be found here: https://docs.google.com/presentation/d/1_wA8k8XUG_zi6iruwxE9m9P82dvYHYdwfyPOiT0pS1w/edit?usp=sharing</p> <p>Donor relationship management</p> <p>Draft of ethical guidelines</p> <p>Fundraising Guide</p> <p>First contact letters</p>

Session	Extroverted vs. Introverted Leadership
Participants	Julia (Copenhagen), Joan (Barcelona), Eva (Tübingen), Lejla (Prag), Stefan (Belgrade), Delia, Franziska
Key Insights	<p>https://drive.google.com/open?id=1kWZKAUznmbXAspkMLnJXffY5yXosHKKQ Link to presentation :)</p> <p>Some notes:</p> <ul style="list-style-type: none"> - Shy does not equal introvert - Genetics and biology can determine introvertism vs extrovertism, but is not limited by that - Leaders need to adjust to their team member’s individual personality types; in a rather proactive environment, give the stage to the team as an (extrovert) and in a rather passive environment, try to provide more structures and enable an environment where sharing ideas does not put members on a spot (such as writing, different brainstorming methods, breaking up in smaller teams and Face to Face talks) - Be aware of strengths of both extroverts and introverts and try to observe that within your team <p>Extroverts tend to perform better under pressure and in multi-tasking compared to introverts; they tend to make more rash decisions; are good in high-stimuli environment, talking to many people and doing highly stimulating activities (risky ski slopes, interacting with many people in a longer time period)</p> <p>Introverts tend to perform better in complex decision-making, tend to put more energy in reflecting (therefore, are also strained when having to make quick decisions under pressure), tend to give up less easily on given tasks, tend to work more thoroughly; are thriving in less stimulating environments (1 on 1 talks, reading a book, working on their own or in smaller groups)</p> <p>Addressing someone’s strength in a personal talk can empower introverts who are usually less pro-active in bigger sessions to be more motivated to make use of their strengths from the “background”; and give them a feeling of appreciation and show</p>

	<p>understanding</p> <p>Practical implications for leaders</p> <ul style="list-style-type: none"> ● Make the most of introverts' strength: people who help you think deeply, strategize, solve complex problems ● Problem of Group think: if it is creativity you are after, ask your team to come up with solutions individually before sharing their ideas ● If you want wisdom, gather it electronically or in writing ● Face 2 Face contact is important, because it builds trust and provides an opportunity for introverts to speak up more comfortably ● don't mistake eloquence or assertiveness for good ideas ● If you have a proactive workforce, remember that they may perform better under an introverted leader than under an extroverted, charismatic one ● Appearance does not reflect reality, some may appear extrovert, but the effort costs them in energy, authenticity, and physical health ● Arrange for people to interact in smaller and one on one sessions
<p>Resources</p>	<p><i>Quiet - The Power of Introverts in a World that can't stop talking</i> by Susan Cain</p> <p><i>Lean in</i> by Sheryl Sandberg (on leadership in general, also touches upon female vs male leadership)</p> <p>Extra resource (ted talk that Joan mentioned): The power of Introverts by Susan Cain, unsurprisingly the same author than the book :)</p>

Chapter Development Circles

We came together in different circles to share where our community is going to.

These were our questions:

Where do we have potential to grow as a chapter & as a community?

What are acupuncture points/ pain points?

What are open questions we still have to talk about?

Which questions should guide us as a community & as chapters the following months & years?

Ikshek: are we doing well regarding **sustainability? Are we following our purpose?** Are we **focused** enough?

What activities? How well? How can we bring it back? What impact?

Arthur: some find successful way to connect members and international. How do we learn from that?

Lejla: open question: what is our goal? How can we stay on the path? Where do we wanna be from where we are? **How to get there?**

Cherry: what does society really need? What people are in urgent need? How can we include and help? How can we **promote the whole oikos international?**

Diana: think about how do we **transform education as chapter?** On local level?

Tim: pain point is not where we want to go for graz.. But how to connect to international level, **connect to network & make use of over 30 y history?**

Natalie: how can we improve connection to large network around the world? Need to focus on local & international. Need to translate oikos values & narrative to different cultures. **How to be still alligned in our narrative?**

Shreya: needs of the present? How can we leverage platform like oikos where we can work together & create shared ideas? Create solutions together. **Ground work together?**

Klara: for coming months: considering situation & economic crisis: how can we use it to leverage the sust discussion through


















Mathieu: reg. Int. gathering: baku is far.. Requires plane or long jorney.. Hard to reach: whats the future of the international gatherings? What will be happen with next weeks spring meeting? What will happen when we do it smaller, region-wise, connect them in a way?

Matthias: relates to question. Asks himself: what can community & chapters learn from adapting to situation. What can we learn from this experience? How can we learn from that?

Pascal: in chapters are many ideas we tried. Creative. Possibility to improve the sharing of ideas? Reg. events & activities? Sharing, connecting on a regular, ongoing basis?

oikos International Team

Reach out to us! https://oikos-international.org/about_us/oikos_international_team/

 <p>Clémentine Robert International President</p>	 <p>Mike Brodersen Finance and Fundraising International Vice-President</p>	 <p>Sophie Charrois Organizational Development International Vice-President</p>	 <p>Lenka Kepkova Curriculum Strategy Manager</p>	 <p>Alexandra Horvath Program Manager</p>	 <p>Stefan Krsiic Communications Manager</p>
 <p>Asif Gurbanov Communications and Marketing International Vice-President</p>	 <p>Paula Heess Program Development International Vice-President</p>	 <p>Arthur Mária Chapler Matters International Vice-President</p>	 <p>J.Christopher Proctor Curriculum Research Manager</p>	 <p>Clémentine Robert International President 2018-2020, Board 2019</p>	 <p>Adriana Troxler Leadership Development Manager & Coach</p>
 <p>Luisa Marie Pütz Strategy and IT International Vice-President</p>	 <p>Zvezdana Vuletić Alumni International Vice-President</p>	 <p>Giuliana Longworth Case Program Manager</p>	 <p>Marcelo Veloso Leadership and Sustainability Fellow</p>	 <p>Gregory Vrient Assistant to oikos International President</p>	

Feedback space:

To keep:

To change:

Other things:

If you have any open questions or requests, feel free to contact sophie.charrois@oikos-international.org