

Draft

'Ethos and Right Livelihood'

course for windhorse:evolution

Saddharaja and Ratnaprabha, September 2006

The aims of the course

- To transmit the ethos of windhorse:evolution to everyone working here.
- To give a systematic introduction to what right livelihood is about, including for non-Buddhists.
- To suggest practical ways of practising right livelihood.

Subsidiary aims

Training in:

- Working effectively.
- Communicating well.
- Excellence and commitment to improvement.
- Making ethical behaviour conscious.
- Making personal/spiritual development conscious.

Content

The content forms a 'mandala' (circular pattern). The core of the mandala is in two parts:

1. Collective vision
2. Individual vision.

Three contexts for right livelihood practice surround the core, all of them based in this twofold vision.

3. Work
4. Team
5. Clients/customers/suppliers

Outline of the Course

Week 1. Introductory

- Introduction to the course mandala
- Hearing from all participants, to include some sense of existing individual vision.
- Starting to look at the collective vision (see week 2).

Week 2. Our vision

- The ethos of the business.
- The current view of what (Buddhist) right livelihood is.
- The values that Windhorse bases its trading practices on.
- Ethics.
- Meaningful work.
- A model for better working practices in general.
- Excellence in work.

Week 3. My vision.

- One's idea of personal development.
- How work as practice integrates with one's other methods of personal development.
- How one's work fits in with one's priorities in life.
- Meaningful work.
- The simple life.
- Service.
- Generosity.
- Archetypes and myths.

Week 4. My work

- Finding ways of practising within each task.
- Mental states: how to look after them.
- One's inner life.
- Mindfulness.
- Engagement, and enjoyment/happiness.
- Heart-practice.

Week 5. My team

- Relating positively to one's team: well-wishing and effective communication.
- Friendship and mentoring (which may also come from outside the team).
- Making personal connections.
- Effective teamwork.
- Non-discrimination and fairness.
- Understanding diverse approaches.
- Openness.
- Working with interpersonal difficulties.

Week 6. Our clients

- Relating positively to all one's professional contacts, and taking an interest in them.
- Service to those outside the team, within the business as well as to those outside it.
- Fair and ethical dealing.
- Honesty.
- Environmental awareness.

Week 7. Summary

- Looking over the whole mandala again.
- Tying up loose ends.
- Revisiting individual vision, perhaps now changed.

Style

When the course is up and running, it will probably use the following materials.

- A written booklet or interactive worksheets to be read and filled in by the participants before each session.
- Audiovisual material, especially pictures, PowerPoint presentations, and videos.
- Material available on the intranet.
- The course has a strong practical leaning, but provides an understandable theoretical framework. Throughout, it hopes to use examples from FWBO and non-FWBO right livelihood projects, plus from non-Buddhist idealistic businesses.

Logistics

Prospective employees receive an information pack. When they start working for w:e, there will be an induction of four 45-minute sessions, about half the length of the current induction. Normally, very roughly a month or so after it finished, they would commence the ethos and right livelihood course.

At Uddiyana:

- Seven weekly 75-minute sessions.
- The course is particularly for new employees, but existing employees will be encouraged to join it where appropriate.
- Supported staff would normally do the course during time set aside for right livelihood meetings.
- Waged staff would do the course in work time, as agreed with their team leader.

The evolution shops will do the course in a different way.