

**Ninth International Conference
January 3-5, 2008, New Delhi, India
“Management of Transformation”**

Pre-workshop on 2nd January 2008
10.00am to 4.00pm

**A Values-Based Approach to Self Transformation
and Organisational Transformation**

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Background: Values can be said to underpin everything we do and say in our work and life. If we lose sight of our values, we may begin to experience a loss of meaning in what we do and who we are, leading to a diminished sense of self-esteem. Our work suffers, and we begin to suffer at work and, inevitably, in our personal lives. Values represent an *internal* framework that has the potential to provide meaning to our lives and the way in which we lead them. These inner beliefs can guide and enhance our thoughts, and our external actions and relationships with others. Knowing and living by our values enriches our self-development and leads to an understanding of the purpose of our lives. Values are helpful in maintaining our personal self-esteem in the face of challenge and disappointment. They are the principles by which we choose to live in the outer world. To bring effective positive change in the way we work means first making changes within ourselves. It involves more than merely reading and talking about values. We need to consider practical ways of weaving them into the fabric of everyday action.

About the workshop: The purpose of the workshop is to help us remember what our innermost values are and to remind us about what drew us to our work and what inspired us. Participants will have an opportunity to explore and experience personal values and develop work-based values. Central to the workshop is the notion that, while professional practice depends crucially upon training, skills, attitudes and experience, the well-being of everyone involved can be enhanced through an explicit framework of values that forms the basis for how we view ourselves and behave towards others.

Aims of the Workshop:

- Introduce the Values in Healthcare: a spiritual approach (VIHASA) programme from which the workshop is modelled.
- Discuss the place of values within the self and at the workplace.
- Provide an opportunity for participants to explore, experience and develop personal and work-based values.
- Identify ways of integrating these values into participants lives and workplaces.

Outcomes: The learning outcomes will enable professionals in all settings to cope better with their work, raise morale and restore a sense of purpose, helping to prevent problems of burnout, sickness absence, and staff retention.

Acknowledgements: The VIHASA programme was developed by the Janki Foundation for Global Healthcare, a UK-based healthcare charity which encourages research and awareness in the fields of spirituality and health. It is dedicated to positive human development and promoting whole person healthcare.