

Wisdom Works Collaborative

Third Working Session

October 16-17, 2025



GROUND RULES

- Care for your wellbeing
- Be aware of ouch and oops
- Show up fully
- Honor confidentiality

WORKING SESSION OBJECTIVES

- Develop **clear responses to a variety of scenarios**, leveraging the previously defined purpose, vision, and values to guide their thinking and decisions.
- Pinpoint opportunities for **collaboration, innovation, and resource-sharing** among the nonprofit teams.
- Prepare how each nonprofit team will **share the initiative outcomes** with their organization and governing board.
- **Strengthen your capacity to thrive** as leaders and human beings.

FOUR PRINCIPLES OF OUR NERVOUS SYSTEM

NEUROCEPTION

Your nervous system constantly scans: Am I safe or not? It happens before thought—via tone, posture, pace, even eye contact.

INTEROCEPTION

Your ability to sense what's happening inside you—so you can name it and claim it, rather than be ruled by it.

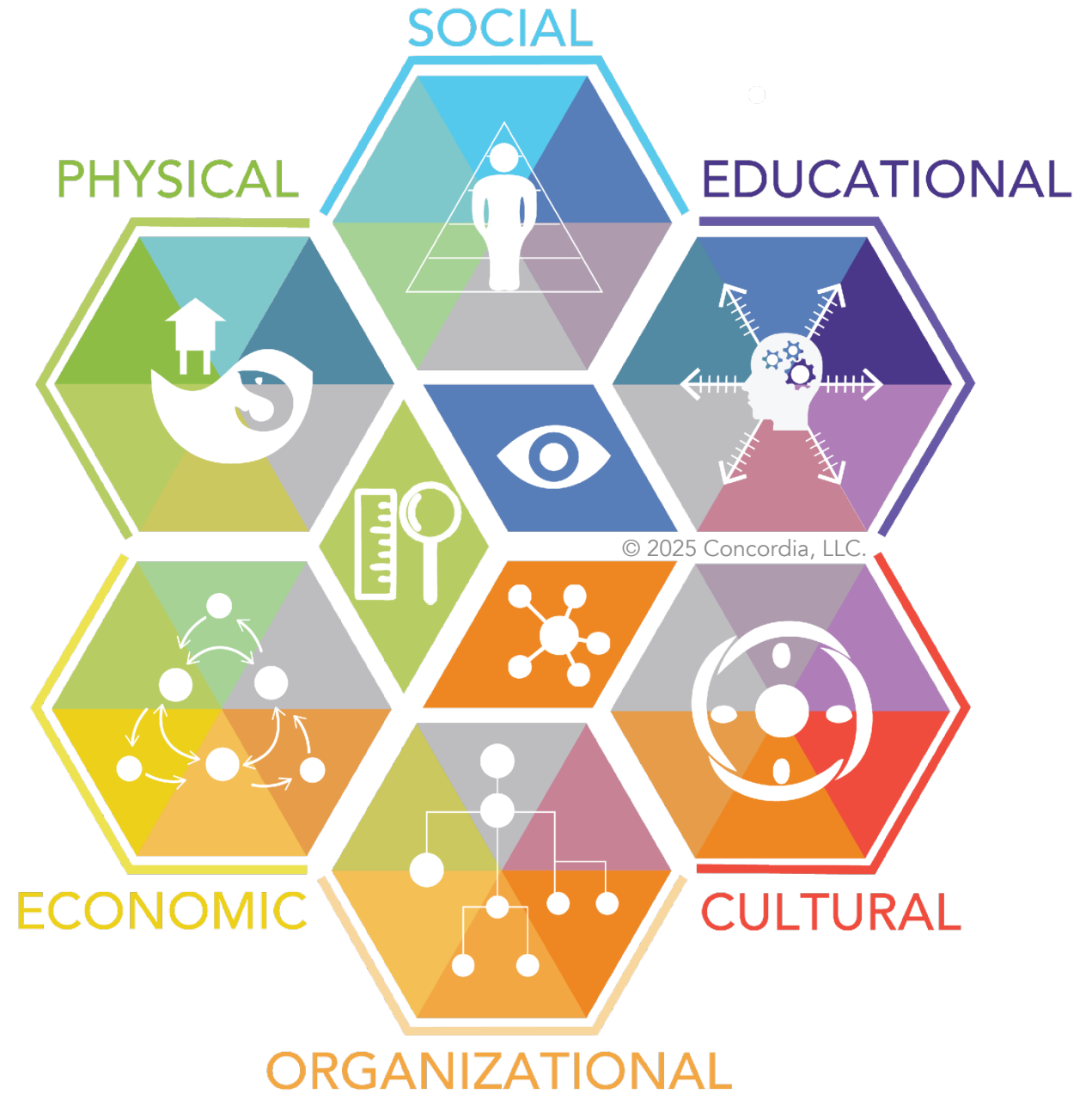
SELF-REGULATION

The ability to understand and shift your own responses in ways that help you live and lead well.

CO-REGULATION

The way we affect each other, not just through how we act and communicate, but through the very state of our nervous systems.

NEXUS ASSET MAPPING



NEXUS: SIX DOMAINS



SOCIAL: The interpersonal and individual systems within and beyond the organization, encompassing processes that support psychological safety and wellbeing, thriving workplace culture, physical and mental health, stakeholder relationships, and community engagement and trust.



EDUCATIONAL: Everything that expands human potential and integration into organizational and external culture. For example, internal learning and development programs, career advancement pathways, educational content or programs the organization offers, and industry leadership.



CULTURAL: The emergent behaviors, norms, ethics, values, and traditions that define the organization and how it engages with the world. Such as the organization's mission and purpose, internal celebrations and rituals, external brand identity and reputation, and community impact.

NEXUS: SIX DOMAINS



ORGANIZATIONAL: The formal systems, processes, and governance that coordinate people, decisions, and operations internally and externally. Structures such as decision-making frameworks, communication processes, client engagement structures, partnerships and industry collaborations, and management structures.



ECONOMIC: The patterns of resource flow, generation of value, and financial performance of the organization. It includes revenue models, budget allocation, human capital investment, customer and stakeholder value creation, market competitiveness, and the organization's role in the broader economic ecosystem.



PHYSICAL: The physical infrastructure and environments in which the organization operates and engages with stakeholders, both current and future. This includes facilities or buildings, technology and data systems, equipment and tools, service delivery infrastructure, digital platforms, and supply chain networks.

EXPLORE

What assets do we lean into today?

What new assets do we need to bring our vision to fruition?

What current assets do we stop using or improve?

What requests do we need to make to gain assets or change existing assets?

What assets could we share to strengthen other nonprofits in this Collaborative?

WELLBEING INDEXES

Australian Unity Wellbeing Index

Bloomberg Healthiest Countries Index

Canadian Index of Wellbeing

Gallup Global Emotions

Genuine Progress Indicator

Global Inclusiveness Index

Global Peace & Humanity Index

Global Youth Wellbeing Index

Gross National Happiness Index

Happy Planet Index

Human Flourishing Index (Harvard)

Index for Wellbeing Sustainability, Food Sustainability Index (BCFN)

Indigo Wellness Index

Legatum Prosperity Index

Migrant Wellbeing & Development, and How the World Views Migration

OECD Better Life Index

Personal Wellbeing Index of China

Social Progress Index

Sovereign Wellbeing Index of New Zealand

Standard & Poor's Ratings Services Global Financial Literacy Survey

State of the USA

Sustainable Development Goals Compass

Sustainable Economic Development Assessment

UAE Wellbeing Global Survey

UK National Wellbeing Index

UN Human Development Index

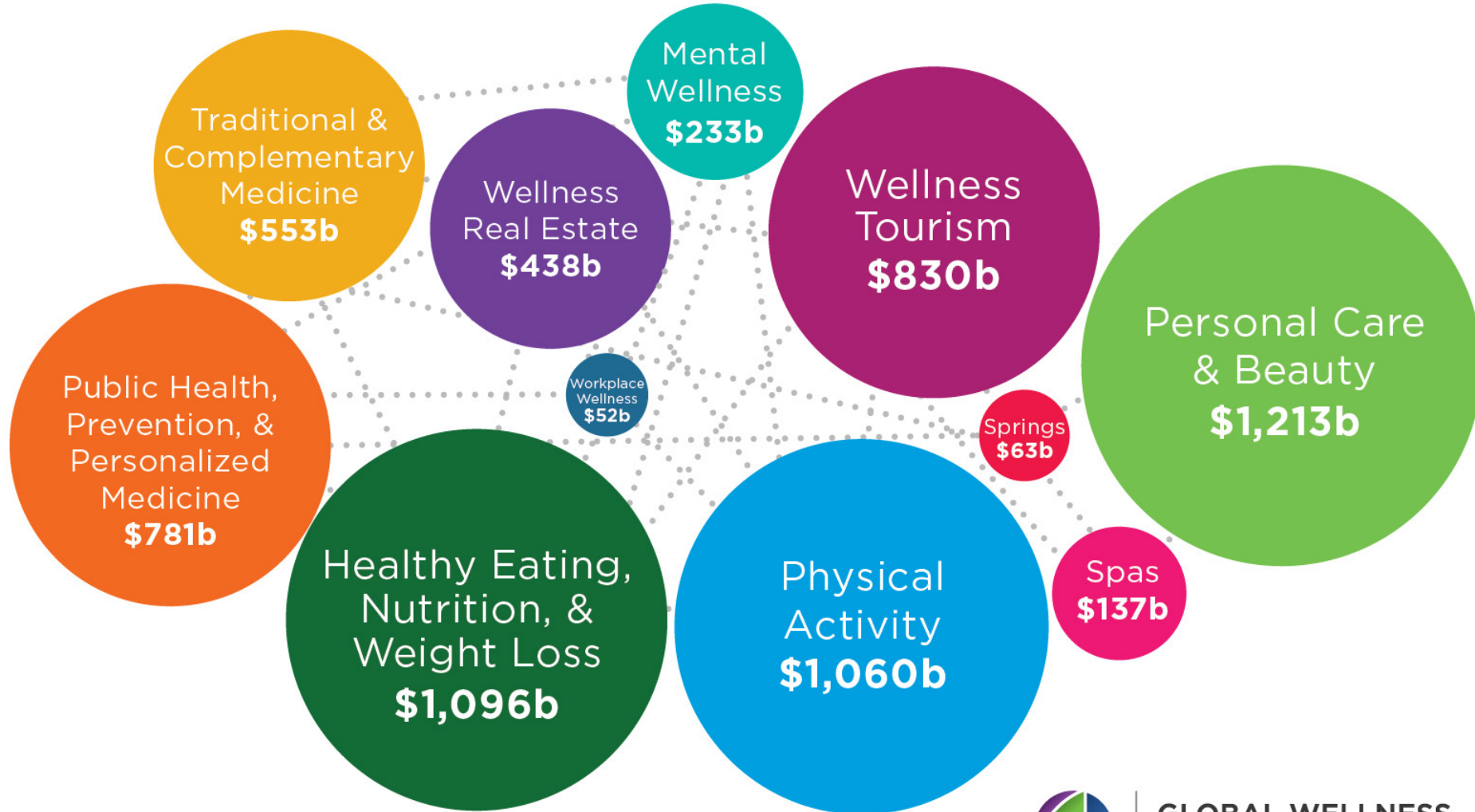
Wellbeing Index (Gallup–Sharecare)

World Happiness Rankings

World Health Organisation-Five Well-Being Index

World Stress Index

GLOBAL WELLNESS ECONOMY: \$6.3 trillion in 2023

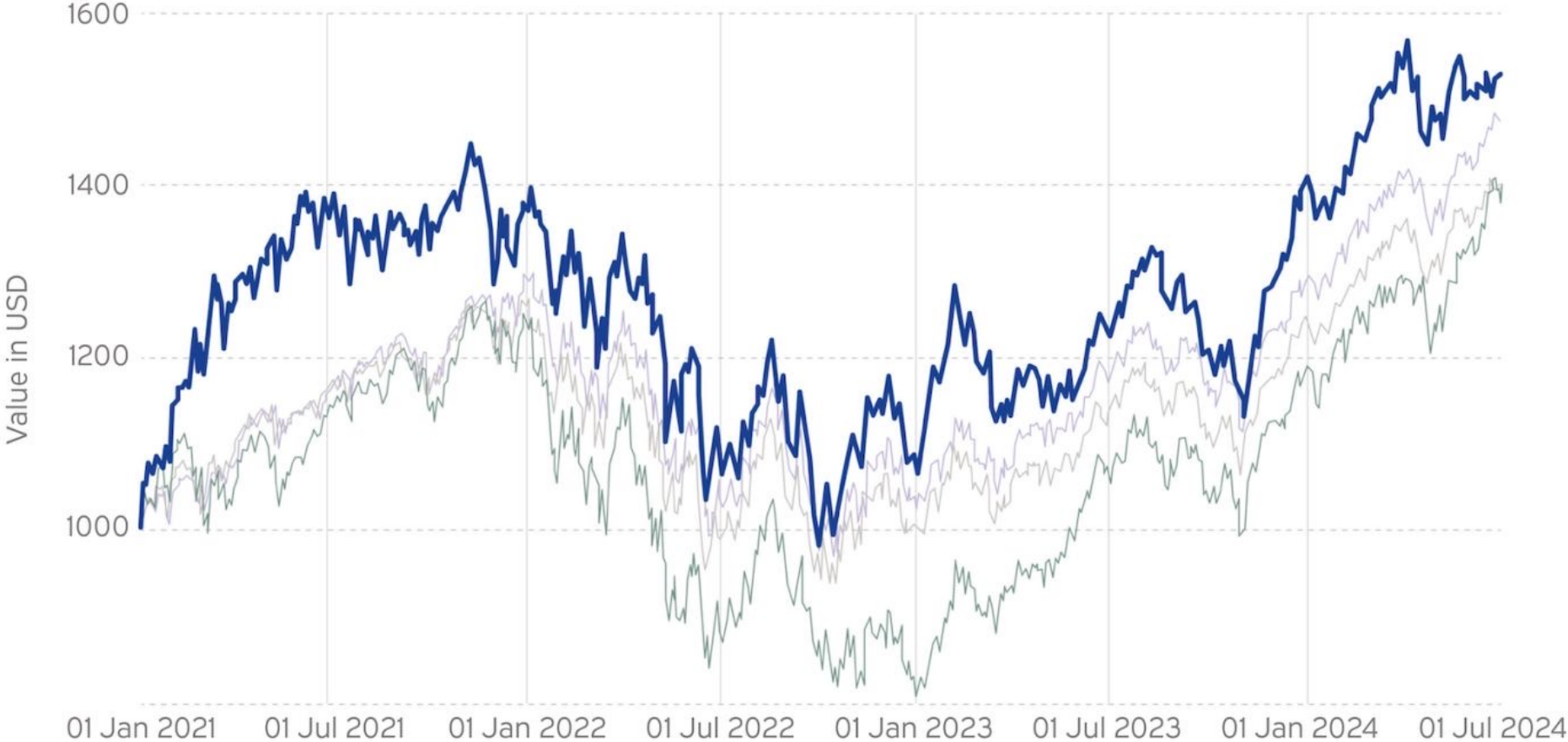


Note: Numbers do not add due to overlap in sectors.
Source: Global Wellness Institute



GLOBAL WELLNESS
INSTITUTE™

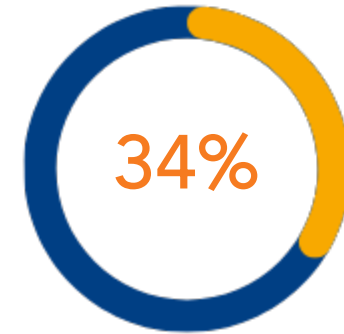
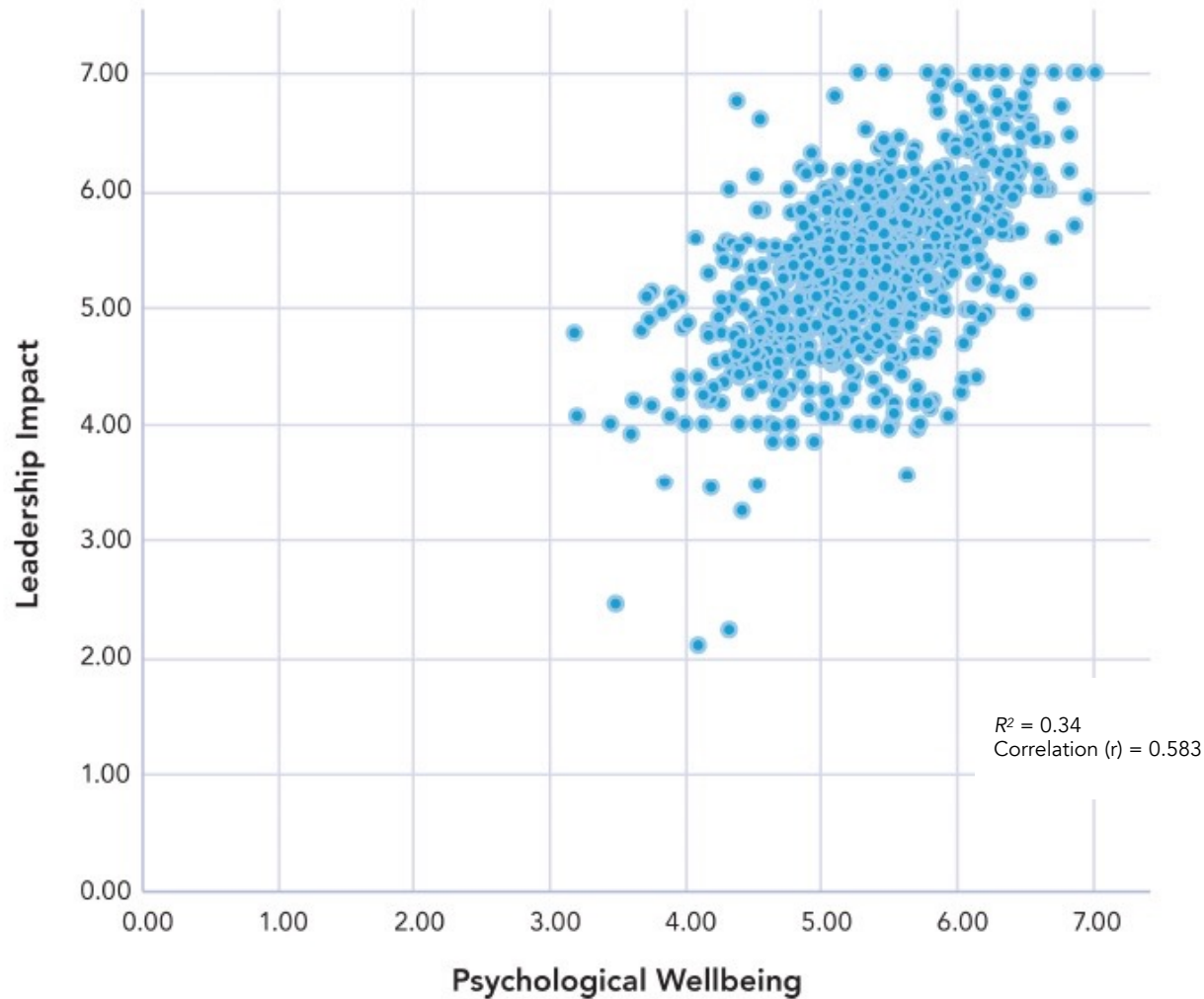
WORKPLACE WELLBEING & FIRM PERFORMANCE



■ S&P 500 ■ Nasdaq Composite
■ Russell 3000 Index ■ Work Wellbeing 100

Source: [De Neve, J-E, Kaats, M., Ward, G. \(2024\). University of Oxford Wellbeing Research Centre.](#)

HIGHER LEADER WELLBEING LINKS TO HIGHER LEADER IMPACT



34% of a leader's reported impact can be explained by the leader's wellbeing—their experience of being internally well-resourced for their demands.

KEY PRINCIPLES OF CHANGE

1. Lead Change from the Inside Out
2. Go Where There Is Momentum
3. Engage the Whole System—Mind, Heart, and Purpose
4. Design for Connection, Not Control
5. Learn Forward: Treat Change as a Living System
6. Seek Strange Bedfellows

PEER COACHING: RULE OF 7

Share about a goal or challenge.

Coach listens and reflects back what was said, checking for accuracy.

Create six more interpretations of the goal or challenge.

Switch roles.

COLLABORATIVE OUTCOMES

- **ME: Leadership Capacity**
 - Build each leaders' capacity, resilience, and resourcefulness to effectively manage organizational challenges while maintaining personal vitality.
 - Support each leader in developing sustainable leadership practices that support both professional and personal wellbeing.
- **WE: Collaboration Between the Nonprofits**
 - Foster deep alignment and collaboration across our nonprofits, developing specific, innovative strategies to support, resource, and strengthen each other.
 - Amplify the collective impact of the nonprofits by working together to ensure that no organization faces these challenges in isolation.
- **WORK: Scenarios & Strategic Response for Each Nonprofit**
 - Develop robust and updated business continuity plans for each participating nonprofit.
 - Outline clear, actionable responses to a range of scenarios that could emerge in today's volatile political and social landscape—from the most challenging and disruptive to the most optimistic.
 - Clarify each nonprofit's purpose, vision, values, and impact targets and use these elements as a strategic framework for navigating and responding to the scenarios that unfold.