 **March Meet-Up**

 **Summary 23rd March 2018**

**Sophrology: Learning to Live our Values**

After a warm welcome from Charles Fowler and introductions from attendees, Florence Parot, Principal of The Sophrology Academy led an enlightening session on the ‘science of consciousness in harmony’ that is Sophrology. Exercises combining visualisation with mind and body awareness, movement, breathing and values are used with individuals and groups to help with a variety of conditions from stress, anxiety and sleep issues through to pain management in birth and operations. They are also used in mental preparation for sports and in education.

We experienced one of the exercises which worked with the body and mind together, helping us connect with who we are and how we feel, using one of our personal values. People felt different responses from peace and calmness to tingles and energy.

**The Financial Reporting Council’s Culture Coalition Project and the proposed new Corporate Code**

Next Anna Colban, a project manager from the Financial Reporting Council shared findings from the FRC’s research on corporate culture following a series of interviews with companies in the auditing, accountancy and actuary professions, which they regulate. They defined culture as the ‘combination of values, attitudes and behaviours manifested by a company in its operations with stakeholders’. Whilst their Governance Code has high levels of compliance, they found that it wasn’t stopping cultural behaviour issues. They are proposing a new Corporate Code which focuses on long-term success with Board responsibility and Executive roles in ensuring organisational values are embedded in the culture throughout the company. There is a specific focus on aligning incentives and reward to values, with new principles around remuneration.

**Developing a values-driven business pledge for organisations**

Liz Murphy and Ed Mayo led a rich discussion on developing the concept of a ‘pledge’ for organisations to sign up to, as an indication of their commitment to being a values-driven business. The idea of a pledge was welcomed more than the ‘kite mark’ idea. It was felt that we should build on our strengths of being an organisation open, flexible and dedicated to values, a place of energy and learning around values. Also we should build on the success of World Values Day and understand better what made people engage with this so well. It was felt that pledges encouraged good behaviour and that it could be incorporated into our Organisational Membership offering. Our focus should be on small to medium-sized businesses. An element of peer support could be incorporated; we could leverage partners and build more strategic alliances to reach larger networks of businesses. It would be helpful to have more online/e-learning values-based resources for businesses to access.

**World Values Day** will be on 18th October 2018 with a focus on Values in the Community.

 Lindsay West, Steering Group Member.