

Inner Development Goals

Transformational Skills for Sustainable Development

We invite you to contribute with methods, interventions, and developmental experiences for the “Inner Development Goals” framework by participating in a survey. If you are already familiar with the purpose and other details of the project, you can proceed directly to the survey by the link below.

<https://sv.surveymonkey.com/r/D98QMBV>

If you are interested in our endeavor and/or want more background information about the Inner Development Goals project, including data protection information (GDPR), do read on.

Background

The starting point of this initiative is a belief that there is a blind spot in our efforts to create a sustainable global society. We have developed much knowledge about the nature of a broad range of issues and problems and in UN's Agenda 2030 goals and targets have been formulated for 17 critically important areas relating to sustainability. We have a vision of what needs to happen, but what has been largely missing is a keen insight into what abilities, qualities or skills we need to foster among those individuals, groups and organizations that play crucial roles in fulfilling the visions. The argument would be that we talk far more about what ought to be done to resolve the problems out in the world than we talk about how to build skillfulness among people and organizations. When facing challenging tasks, cognitive, embodied and emotional abilities may be needed that go beyond what is currently in operation. We furthermore believe that significant knowledge and insight has accumulated over the years about what these skills are and how they evolve, in the fields of research on human development and strategic management of complex issues, such as sustainability studies.

The purpose of the Inner Development Goals project was, in the first phase (fall 2020 to fall 2021), to increase the visibility of the need to support development of abilities, skills and other inner qualities for people and organizations involved in efforts to contribute to a more sustainable global society, as well as is the general population in order to sustain democratic support for the Agenda 2030. A key part of this endeavor has been to take stock of what are perceived to be such critical skills, qualities and capabilities and to create a framework that clearly articulates them in a way that we can achieve a high level of agreement on. To take this stock, we conducted a broad survey of people working in

areas relevant to sustainable development, such as strategic leaders, human resource managers, sustainability professionals, leadership consultants, researchers in relevant fields, and civil servants and staff. From the data obtained, 23 skills and abilities were distilled and assigned to five categories. The result was presented at the MindShift conference on 12 May 2021. We are currently in the second phase of the project. In this phase, we want to take stock of best practices for developing such skills and also explore the collective, cultural and organisational conditions that are important. We plan to present the results of the second survey and an overview of methods and interventions that are helpful for developing inner development goals, together with a field kit-book, at the next Growth that Matters conference on 29 April 2022. The conference will take place in several locations around the world at the same time.

Method

The project plan is divided into two phases with the following steps (the plan may be modified in the course of implementation):

Phase 1: Developing a framework describing Inner Development Goals (fall 2020 - fall 2021)

1. design and conduct a survey to gather a wide range of views on what skills, qualities and/or capabilities respondents consider essential to achieve the UN 2030 Agenda goals (and other complex issues of major importance). Over 1000 responses were collected from four target groups: (1) strategic leaders in roles related to the 2030 Agenda global goals; (2) human resource managers and leadership development consultants; (3) academics in relevant fields (adult/human development and strategic management); (4) civil servants and employees in roles related to the global goals.
 2. survey responses were coded in an open coding process to identify a manageable number of key skills. This identified 23 skills and abilities, which were assigned to five categories.
 3. the list of key skills was presented to a group of leading researchers in the field of adult development and strategic leadership to reach consensus on how to accurately describe these skills based on the latest research.
- The resulting framework of inner development goals was presented as a draft at the MindShift conference on 12 May 2021.

Phase 2: Methodologies for supporting development of Inner Development Goals

1. leadership development practitioners, organisational consultants and researchers are invited to participate in a survey of activities they use to facilitate

the development of the skills, qualities and capabilities within the framework of inner development goals, and the theories of change that underpin the activities.

2. the perspective of the next generation, for example through addressing students, is also relevant to the collection of data.

3. the analysis of the survey responses should lead to the development of a typology of theories of change and corresponding development activities.

4. the analysis of the data - together with a so-called field kit book - will be made public at the Growth that Matters Conference on 29 April 2022. The event will take place simultaneously in several locations around the world.

Project organization

The Inner Development Goals is a scientific research project run together by the organizations Ekskåret Foundation (ekskaret.se), 29k (29k.org) and The New Division (www.thenewdivision.world).

Academic partners are: Stockholm University, Stockholm School of Economics, Center for Social Sustainability at Karolinska Institute, Lund University Centre for Sustainability Studies (LUCSUS), Rotterdam School of Management of Erasmus University (for the current status of the partners, please also have a look at our website).

Collaborating partners are: Spotify, Close, Motivation.se, CADRA, Ikea, Hofstede Insights, Midroc, Region Stockholm, Telia Company, Ericsson, Houdini, Tenant & Partner, Ashoka, Lindéngruppen, Erasmus+ Programme by the European Union, OX2 (for the current status of the partners, please also have a look at our website).

The **project leader** is: Jan Artem Henriksson. The Method leader of the first phase is: Thomas Jordan. The method leader of the second phase is Kristian Stålné, the Co-lead is Stefanie Greca.

Financing and ownership: a combination of pro-bono work and yearly partners fees or donations from IDG academic and collaborating partners. For the full list of the IDG partners or to become one - please visit the IDG website. We are currently looking for governmental and institutional support to make the IDG initiative more long term sustainable.

The project's economy is placed within and managed by Growth That Matters 2030 AB, currently a wholly-owned subsidiary of Ekskåret Foundation, but whose ownership is planned to be transferred to a new foundation without commercial profit interest.

Handling of personal data (GDPR) regarding survey no 2 in the Inner Development Goals (IDGs) project

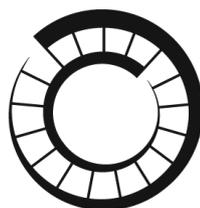
The information we collect in the survey of the second phase will be used for developing the Inner Development Goals “field-kit”, to be presented at the Growth that matters conference on 29 April 2022 and its related events. The data collected through that survey may be shared with interested researchers and partners outside the immediate Inner Development Goals project group, and may thus be used for analyses that may be published in scientific articles. In this survey, we do NOT ask you to provide a name or e-mail address. Thus, your participation is anonymous. However, SurveyMonkey automatically registers IP addresses for all participants. Your IP address may constitute personal data, if it can be connected to a single individual. We will delete information regarding the IP addresses as soon as the survey is closed down.

If you have questions or concerns, please contact our Personal Data Controller:
kristian.stalne@mau.se

- Kristian Stålné – Senior lecturer, Department of Materials Science and Applied Mathematics, Faculty of Technology and Society at Malmö University
- Jan Artem Henriksson – Board member of Ekskåret Foundation and CEO of the IDG initiative.

For more info or to get involved reach out to: Jan Artem Henriksson E-mail:
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Work in progress on The Inner Development Goals framework, results of the survey and the “field-kit” will be presented on April 29th 2022 at the Growth That Matters conference. This is a conference with world-leading scientists and practitioners in the field of human development.



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