



THE INSTITUTE OF CULTURAL AFFAIRS

The Woodside, Mt. Parker Road, Quarry Bay, Hong Kong
Tel: 852-2561-9209 Fax: 852-2562-1195 Email: mjpixley@ficnet.net

ICA'S BASIC APPROACH FOR HELPING CREATE ORGANIZATIONAL CHANGE:

We begin with the assumption that everyone needs to become leaders. The second assumption is that "Facilitative Leadership" is the most innovative and successful way to encourage that to happen. So our process prepares senior people to become facilitators.

We do this through:

- Getting to know each senior leader very well and providing practical mentoring services. In this way, we can help them let go of old management patterns which are no longer what the company needs.
- Opening up deeper communication among leaders in the organization through dialogue. Leaders are able to share more openly with their colleagues, thereby building a "creative pool" of wisdom on which everyone can draw. This helps move from an unhelpful internal competition to increased cooperation focused on getting the job done well.
- Demonstrating and training in discussion, dialogue and workshop methods. These practical methods we have developed over many years help leaders listen better, ask better questions, lead (facilitate) better meetings, draw more real consensus and commitment from the group to perform.
- Our strategic planning process (LENS) for top management is applicable at any level in the company. An efficient process, LENS enables a group with an important change to make or difficult goals to reach to work through a participatory planning process including an implementation launch within 3 days time. Follow-up sessions continue to connect implementation to planning and suggest next steps. It is also possible to use the follow-up sessions to begin to change the company's culture to more of a participatory one.
- Beyond these initiating processes, ICA invents what is needed with the leader of a company. Sometimes this takes the form of organizational transformation with a clear goal in mind. We have process mapping, quality task force, service management, supervisory skills, time management components available. We focus training on meetings or presentation skills if needed. We create programs like break-through creativity sessions, as we did several years ago with Compaq Computer in Asia/Pacific who was then looking toward how to double their business every year.

In short we design and facilitate what the company most needs. We work in close cooperation with the senior person/team in modifying and re-creating facilitation and training formats. We focus on discovering the results the company needs and help the leaders of the company move toward those results. We have learned that every company is unique and different from any other. It's history, it's goals, people, market situation, its leadership team and style all are unlike any other.

Therefore, we begin with a series of interviews with the top person and other members of the leadership team. We summarize what this group has told us qualitatively, bringing this data back to the senior person for reflection and decision about how to begin our work. We continue this working relationship with the top person in deciding the sequence and flow of planning, follow-up, dialogue and training programs. We are able to follow the needs of the group as they arise.



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ICA TRANSFORMATION APPROACHES AND OPTIONS

- 0) **Interviews** ICA facilitators interview the company leadership individually and other participants prior to programs to learn:
 - Each person's understanding and assessment of the current situation
 - What each wants for the company
 - Individual concerns about the future of the company
 - Collect ideas about what should be done

- 1) **Alignment Program** – This process involves working with the senior leadership to declare and align the mission and purpose of the organization.
 - Rehearse the Original Vision and Values
 - Values Dialogue: What are the organization's key values?
 - Scenarios of the future – What are your options for the future? Develop major scenarios.
 - Shared New Vision of the Future: "What is your mission and how will it be acted out?"
 - Next steps and process for sharing and getting feedback

- 2) **Strategic Change** – This program is designed for the team that is ready to move. They need to decide together when, where to and how to have the most strategic impact. Planning and implementation become a continuous process.
 - Part One: Agreeing on the current reality
 - Part Two: What would winning look like? Projecting an operating vision
 - Part Three: What are the underlying contradictions that may block you from your vision?
 - Part Four: Brainstorm bold, creative strategic actions to overcome the contradictions.
 - Part Five: The group constitutes itself into focused task forces
 - Three follow-up sessions are scheduled a month apart

- 3) **Campaign Maneuvers** – This process is focused on working with a team that has already established a goal but needs to creatively focus on how to breakthrough as a team.
 - State The Victory: Put yourself in the "winners circle"
 - Describe points Of Haze, Uncertainty, Advantage, And Vulnerability.
 - Brainstorm and Name Maneuver Arenas.
 - Examine The Maneuvers From The 5 Strategic Perspectives
 - Individual, Team and Corporate Implementation Objectives.

- 4) **Team Learning Module** - Managers may find themselves as needing to lead but unable to see themselves as responsible. They need the opportunity to think about how to operate in a different fashion, to actually practice team learning. This involves learning such skills as listening, asking the right questions and making sense out of change.
 - Listening and Dialogue Exercise
 - Implications On My Life
 - Guidelines and Affirmations
 - Learning Teams Practice
 - Implementation

- 5) **Leadership Mentoring** – Individuals naturally bring their unique working patterns to bear on their task. Many of these are unconscious "survival patterns" which block effective learning. ICA helps discover these patterns and to shift them to more open, creative approaches.
 - "Winning Strategy" Limitations
 - Work life priorities
 - Learning Styles / Mindstyles
 - Leadership Dialogue



**A ONE-DAY SEMINAR ON
LEADER AS FACILITATOR
AN EXPLORATION OF LEADERSHIP WITHIN ORGANIZATIONS**

- Introduction** This unique seminar explores two key change promoting forces - leadership and facilitation - in the context of organizational transformation. It is designed for senior managers who are concerned about their organizations' performance and are seeking new approaches for improvement. Focus is placed on facilitating the participants to explore and experience being "A Leader as a Facilitator." It suggests ways of going beyond traditional authoritarian leadership systems so as to develop authentic understanding and consensus. This seminar is for leaders who are committed to creating a participatory culture within their organizations.
- Course Outline**
- *Transforming Organizations:* Concept of Learning Organization and Leadership in Transformation in the context of the current business environment and implications to Hong Kong business.
 - *Facilitation of Senior Management Levels.*
 - *Corporate Culture:* What is your culture? What would you like it to become? Opportunities for change.
 - *Roles and Responsibilities Exercise:* An examination of the current roles and responsibilities of senior management and how they apply to participatory leadership.
 - *New Style of Leadership:* Consideration of Consensus, Authoritarian and Individuated leadership.
 - *Farmers Game:* Opportunities for participation and experience of current leadership style.
 - *Leadership Qualities Exercise:* Key qualities of participatory management.
 - *Methods Review:* Review of key methodologies learned during the day.
- Speaker/Organization** *Mr. Mark Pixley* is Director of The Institute of Cultural Affairs in Hong Kong. In that role he facilitates and provides consultations on organizational transformation. He works with senior managers to design and facilitate their organizations' change processes including strategic planning, corporate and individual visioning, team building and cultural assessment.
- He has an MBA in International Business from New York University. He previously worked in corporate banking with Standard Chartered and in international trading. He has over 10 years of experience in Asia and speaks Mandarin.
- The Institute of Cultural Affairs (ICA) is an organization specializing on international development and helping people understand and manage their change process. ICA works with corporations, governments, and non-profit organizations in becoming participatory learning organizations. The ICA is the creator of the Technology of Participation (ToP) facilitation methods.
- Language** Medium of instruction (English)
Material (English)
- Who should attend** Senior Managers with leadership responsibilities, Change Agents within organizations, Consultants advising on change, and anyone who has to lead a group.
- Workshop details**
- Date* : May 7, 1999 (Friday)
Time : 9:00 am to 5:00 pm
Venue : The Management Development Centre of Hong Kong
Fee : HK\$1,200 (HK\$ 1,100 for MDS subscriber)
- Application** *Please complete the application form and return it to:*
The Management Development Centre of Hong Kong
11/F, VTC Tower, 27 Wood Road, Wanchai, Hong Kong
or Fax to: 2574-1015
- Enrolment Conditions** Booking is on a first come first served basis. Telephone booking is confirmed on receipt of appropriate payment. Once payment has been received, no refund will be made. However, sending a replacement for the seminar is acceptable.
- Enquiries** *Enrolment* : Miss Jessica Lee (Tel: 2836 1890), or Miss Wilber Lee (Tel: 2836 1825)
Seminar : Mr. Mark Pixley (Tel: 2561-9209)

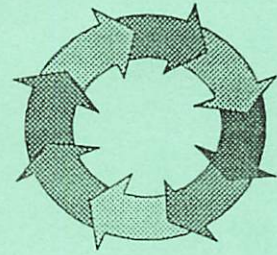


You are invited to:

THE FACILITATORS' FORUM in Hong Kong

HOW THINKING DRIVES YOUR ORGANIZATION facilitated by
Caroline Yeoman, Associate, The Quicksilver Group

On: Wednesday, 24 February 1999 from 6:45pm to 9:30pm
at: 23/F Kinwick Centre, 32 Hollywood Road, Central
(Next to the escalators) tel: 2817-7235
Fee: HK\$100



This second meeting of *THE FACILITATORS' FORUM in Hong Kong* will focus on HOW THINKING DRIVES YOUR ORGANIZATION facilitated by Caroline Yeoman, Associate, The Quicksilver Group.

Have you ever wondered why some groups work well together and others don't? Why some groups are productive and fun to work with and other seem unproductive and boring? Many of the answers to these questions are connected to our thinking preferences.

Discover how to identify, understand, measure and manage the thinking preferences that motivate people with the Herrman Brain Dominance Instrument (HBDI). This tool is being used with leading organizations to get the most out of their key relationships. Understanding thinking preferences are key to high performance business results and allow you to build value from diversity.

Caroline Yeoman works closely with region's leading companies to develop and implement business strategies. The Quicksilver Group is an international network of strategic communication consultants who assist clients to achieve high performance business results through the integrated application of TLC - Thinking, Learning and Communicating.

The program schedule is as follows:

6:45-7:00 Reception

7:00-9:00 Facilitation Topic: "How Thinking Drives Your Organization"

9:00-9:30 Facilitators' Forum Business Meeting

THE FACILITATORS' FORUM in Hong Kong is established for those who want to learn and practice facilitation.

** Please feel free to pass this information on to interested colleagues.**

For more information, please contact:

Mark Pixley, FF Coordinator at mjpixley@ficnet.net or tel: 2519-4328

Join the Facilitator-Asia listserve

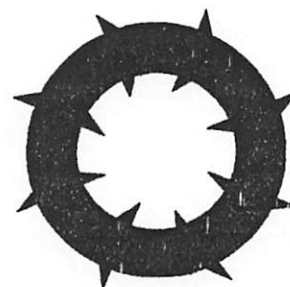
The Facilitator-Asia listserve is a public forum for people interested in the art and practice of facilitation. To join this listserve, please accept through the following website:

<<http://www.geocities.com/Tokyo/Palace/7176/falist.htm>>

THE FACILITATORS' FORUM in Hong Kong on

A NIGHT OF EXPERIENTIAL LEARNING facilitated by Ivy Ning, Linda Fancy and Angela Spaxman of PeoplePlus Training & Consulting.

On: Wednesday, 17 March 1999 from 6:45pm to 9:30pm
at: 2nd Floor, Duke of Windsor Social Service Building,
15 Hennessy Road, Wanchai, Hong Kong
Fee: HK\$100



This third meeting of **THE FACILITATORS' FORUM IN HONG KONG** is **A NIGHT OF EXPERIENTIAL LEARNING** and will include an introduction of Experiential Learning, followed by an interactive game.

An experiential approach for training is: Learning by doing, Positive, Engaging, Stimulating, Learner-centered, High level of internalisation, Connecting with workplace, Fun games and activities. Workshops focus on transforming mindsets, results, connecting with business and bringing the human qualities that contribute to personal and team success.

About facilitators:

Ivy Ning - Ivy has been a professional presenter for over 10 years. She worked in business development and marketing capacities in the I.T. industry for over 9 years. Since July 1996, she started delivering experiential corporate workshops. In Jan 1999, she started PeoplePlus Training and Consulting which is an experiential-based corporate training and consulting company that has a mission to motivate, inspire and empower people to be the effective force behind successful business.

Linda Fancy - Linda is an enthusiastic and impressive facilitator with proficient interpersonal skills and communications techniques. She has worked in the communications industry for over 10 years with extensive experience in corporate development training. She has facilitated training programs in specialist areas of consumer marketing, customer service, media skills and various levels of personal development and corporate development skills.

Angela Spaxman - Angela is a professional forester by training from Canada. She started a training and consulting company for the forestry industry. Since she has stayed in HK for over 3 years, she has developed herself to be a professional corporate trainer specializing in experiential learning. For her personal interest, she advocates environmental protection and an active member of women's group.

The program schedule is as follows:

6:45-7:00 Reception

7:00-9:00 Facilitation Topic: "Experiential Learning"

9:00-9:30 Facilitated Reflection and Business Meeting

The Facilitators' Forum in Hong Kong is established for those who want to learn and practice facilitation.

**** Please feel free to pass this information on to interested colleagues.****

For more information, please contact:

Mark Pixley, FF Coordinator at mjpixley@ficnet.net or tel: 2561-9209.

Join the Facilitator-Asia listserve

The Facilitator-Asia listserve is a public forum for people interested in the art and practice of facilitation.

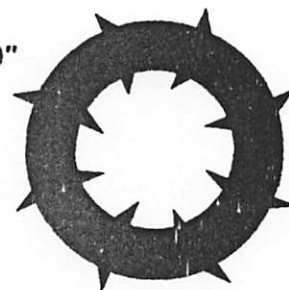
To join this listserve, please accept through the following website:

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THE FACILITATORS' FORUM in Hong Kong on

"The Methods of Action Planning: The Facilitators' Forum in 1999"
facilitated by: **Mark Pixley, The Institute of Cultural Affairs**

On: Wednesday, April 21 1999 from 6:45pm to 9:30pm
at: 2nd Floor, Duke of Windsor Social Service Building, 15 Hennessy
Road, Wanchai, Hong Kong
Fee: HK\$100



This 4th meeting of The Facilitators' Forum will focus on **"The Methods of Action Planning"** facilitated by: **Mark Pixley, The Institute of Cultural Affairs**

This session will involve a demonstration of the Action Planning process. Action Planning consists of having a group focus on a specific near-term objective (3-6 months), then review its current situation and finally determine actions are needed. The process allows a members of a group to explore their intentions and concerns while building consensus and teamwork for actual implementation. The focus of the demonstration will be "The Facilitators' Forum in 1999." Process instructions will be provided to all participants.

Mark Pixley: Mark is a facilitator of organizational transformation. He works with senior managers to design and facilitate their organization's change process, including strategic planning, team building, corporate and individual vision and organizational culture assessment. He also organizes a range of public training programs concerning facilitation and leadership development. He is a founding director of the Facilitator's Forum in Hong Kong and Taipei. He has 10+ years experience in Asia and previously worked in banking and trading.

Everyone who is interested in the Facilitators' Forum and its future direction are encouraged to join this meeting. It is a great opportunity to think about how to guide a group to action.

The program schedule is as follows:

6:45-7:00 Reception

7:00-9:00 Facilitation Topic: "The Methods of Action Planning"

9:00-9:30 Facilitators' Forum Business Meeting

The Facilitators' Forum is established for those who want to learn and practice facilitation. We encourage a variety of approaches to facilitation and understanding the gift brought by each approach.

**** Please feel free to pass this information on to interested colleagues. ****

For more information, please contact:

Mark Pixley, FF Coordinator at <mjpixley@ficnet.net> or telephone : 2561-9209

Join the Facilitator-Asia listserve

The Facilitator-Asia listserve is a public forum for people interested in the art and practice of facilitation.

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THE INSTITUTE OF CULTURAL AFFAIRS

Corporate Services Group

The Corporate Services Group provides consulting and training services to the corporate community in Hong Kong.

The two premises behind our work are **change** and **participation**. We believe that change is inevitable and is accelerating with the business world. Corporate organizations must therefore enhance their ability to anticipate and deal with change. This ability cannot be focused on an individual or a small group, rather it requires the participation of each individual within the organization. A high level of participation ensures optimization of decision making and rapid and effective implementation of these decisions.

Dealing with change and encouraging participation, however, cannot be undertaken on a piecemeal basis. It requires both commitment and process.

Commitment must exist fundamentally within the top leadership of an organization. If you have realized the need to change and are ready to get the whole organization involved, then the question is "what is the process?"

The Corporate Services Group specializes in providing the process. Each of our programs are customized to meet the current needs of your organization.

A powerful entry program often is a **LENS (Leadership Effectiveness and New Strategies) Program**. This is a participatory planning and consensus building program which takes a group through a five step process of:

- Analysis:** reviewing the past and defining the present
- Shared Vision:** creating a group view of you want to become
- Underlying Contradictions:** naming what is blocking the vision
- Strategic Directions:** suggesting new approaches to create change
- Implementation:** deciding how to act on the new strategy

This planning program is then followed by monthly review sessions.

We believe that the knowledge about and the solution to your current organizational difficulties are within your group.

JOINT VENTURE PARTNERING

| STATUS | QUESTION | NEED |
|---|--|--|
| I Partnering Exploration | Do we have a potential match, yes or no? | Clear understanding of each partner's intent and vision for success. |
| II Getting Together | Can we come to an understanding on terms? | Future mapping, basic alignment, consensus on attractive scenarios. |
| III Joint Venture Launch | What strategy maximizes our synergy? | Building a strategic plan through to implementation. |
| IV Trouble Situation | What can we do to clarify and redirect our operation? | Exposing conflicting assumptions and reconciling divergent visions. |
| V Major Organization Change | How can the operation best be energized for maximum results? | Establishing the new entity's purpose, mission and strategy. |
| VI Leadership Skills Training | What do we need to learn to be more effective? | Learning skills of cooperation, consensus, teamwork and affirmation. |

TECHNOLOGY OF PARTICIPATION (ToP)
TOOLS FOR A LEARNING ORGANIZATION



GROUP FACILITATION METHODS
(TOP #1)
April 17-18 1999 (Hong Kong)

Group facilitation is the fundamental skill for creating participation and involvement in problem solving, planning and decision making. This course will help you to:

- Facilitate groups more effectively
- make meetings more productive
- focus group energy on common goal
- create a sense of teamwork

In this course you will learn an effective, step-by-step process to help clarify discussions and achieve consensus within your group. You will learn to organize ideas and keep discussion moving in any group.

The Focused Discussion Method

- provides a structure for clear dialogue and discussion
- moves discussion from the surface to the depth
- encourages diversity of perspective

The Workshop Method

- engages participation of each group member
- focuses the group's consensus
- builds an effective team partnership
- enable you to facilitate large groups

The Institute of Cultural Affairs

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 Hong Kong, S.A.R., China
 Tel: 2561-9209 Fax: 2562-1195
 EMail: icahk@hkstar.com

For additional information and corporate programs, please contact Mark Pixley at 2561-9209

Who Should Attend: Managers, Supervisors, Team Leaders, Organizational Change Leaders, HR professionals, Focus Group Leaders, Training Managers and anyone who has to lead a group in decision-making

The Institute of Cultural Affairs (ICA) is an international development organization helping people to understand and manage their change process. ICA works with corporations, government and non-profit organizations and communities to become participatory, learning organizations.

Facilitators:

Mark Pixley is facilitator/trainer of ToP process. He has extensive experience in banking and trading. Director, ICA Human Development Centre, HK

Larry Philbrook has 20 years experience facilitating groups and organizational change programs. Has worked extensively in Taiwan, Malaysia, Philippines and India. Director of ICA, Taiwan.

Corporate Clients include: Ogilvy & Mather, AC Nielsen, Acer Computers, IBM, Philips, Novartis

All programs are from 9:00am to 5:00pm.
 Fee: HK\$ 3,500 for two days including materials and snacks. Fees should be paid in advance by cheque. Register three participants and the fourth is free.

Fax: 2562-1195

Registration - Technology of Participation

_____ Please Register me/us for _____ on _____.
 _____ I cannot attend now, please keep me informed about upcoming programs.

| | Name | Telephone | Fax | Email |
|---------|------|-----------|-----|-------|
| #1 | | | | |
| #2 | | | | |
| #3 | | | | |
| #4 * | | | | |
| Company | | | | |
| Address | | | | |

* Fourth participant from the same organization comes for free.

**TECHNOLOGY OF PARTICIPATION
TOOLS FOR A LEARNING ORGANIZATION**

**PARTICIPATORY STRATEGIC PLANNING
(TOP #2)**

May 25-26, 1999 (Tuesday/Wednesday)



This course offers a structured participatory planning process for use within an organization. The methods will allow you to help a diverse group define its long-term vision and work through to practical immediate actions.

The process is designed to:

- create a shared group vision
- identify issues blocking the vision
- focus ideas for new directions
- organize a specific, practical plan of action

This course aims to give you the skills to facilitate participation in an organizational planning program. The process maximizes creativity and innovative thinking resulting in considered strategies and effective action. The process allows you to achieve consensus among participants of diverse backgrounds.

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Upcoming Seminars:
Leader as Facilitator – May 7, 1999

Who Should Attend: directors, presidents, department heads, managers, team leaders, organizational change leaders, internal consultants, HR professionals, training managers and anyone who has to guide a planning process.

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Facilitators:

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Larry Philbrook has 20 years experience facilitating groups and organizational change programs. He has worked extensively in Taiwan, Malaysia, Philippines and India. Director of ICA Taiwan.

Corporate Clients include: Ogilvy & Mather, AC Nielsan, Acer Computers, IBM, Phillips

Time: 9:00am to 5:00pm
Fee: HK\$ 3,500 for two days including seminar materials and snacks. Fees should be paid in advance by cheque. Register three participants and the fourth is free.

For additional information and corporate programs, please contact Mark Pixley at 2561-9209.

Fax: 2562-1195

Registration - Technology of Participation

_____ Please Register me/us for Participator Strategic Planning Seminar on May 25-26

| | Name | Telephone | Fax | Email |
|---------|------|-----------|-----|-------|
| #1 | | | | |
| #2 | | | | |
| #3 | | | | |
| #4* | | | | |
| Company | | | | |
| Address | | | | |

* Register three people and the fourth registration is free.

THE INSTITUTE OF CULTURAL AFFAIRS

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Hong Kong, S.A.R., PRC
Tel: (852) 2562-6181
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September 29, 1998

Group Facilitation Methods – Hong Kong September 1998

Dear Participants,

Our thanks for the great learning experience. Enclosed is a participants list and a document of our work.

We will keep you informed of upcoming **Technology of Participation** seminars and the Facilitators' Forum meetings.

If you would like any assistance as you use discussion and workshop methods, please call us. Have fun using the methods and let us know what you discover.

Sincerely,

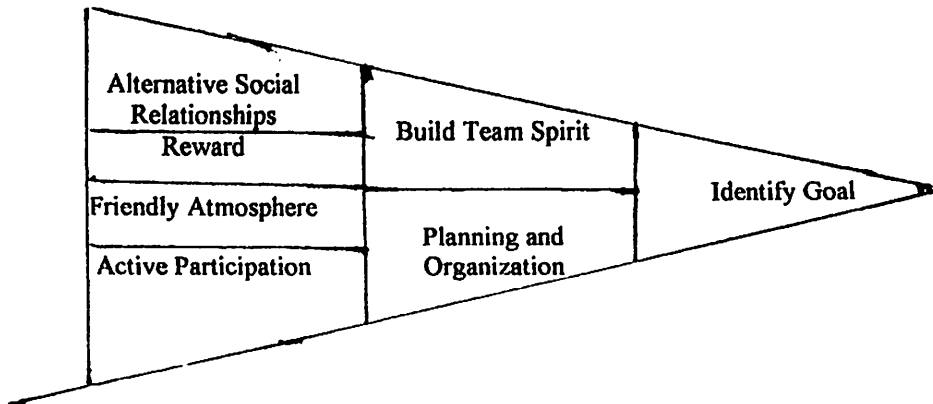
Mark Pixley
ToP Coordinator

| Name | Company | Telephone | FAX | Email |
|----------------------|----------------------|-----------|-----------|--|
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| Chan, Mei Wah Eve | AmAsia | 2366-6128 | 2367-6030 | |
| Donoghue, Margie | | 2530-4460 | 2530-9901 | |
| Hui Yuk Hung | Binnie | 2601-1000 | 2601-3988 | Binnie@hk.super.net |
| Anchovy | | | | |
| Kawuma Kay | Kayiwa Foundation | 2739-2743 | 2104-1264 | Kayiwa@mail.hkg.com |
| Lee, Siu Kuen Jackie | AmAsia | 2366-6128 | 2367-6030 | |
| Ng, Walter | AMI | 2830-2539 | 2881-5918 | Walter_ng@ami-group.com |
| O'Mahony, John | ICA HK | 2562-6181 | 2530-9901 | Hktciom@vtc.edu.hk |
| Shair, Brendan | AMI | 2839-0630 | 2881-5918 | Brendan_shair@ami-group.com |
| Rose, Chris | | 2562-6181 | | |
| Pixley, Mark | ICA | 2871-3150 | 2871-2870 | Mjpixley@ficnet.net |
| Philbrook, Larry | ICA | 2871-3150 | 2871-2870 | icalarry@ficnet.net |

What Are Practical Ways to Build Effective Teamwork?

Facilitated by The Institute of Cultural Affairs, September 26, 1998

| Alternative Social Relationships | Reward | Planning and Organization | Build Team Spirit | Identify Goals | Active Participation | Friendly Atmosphere |
|-----------------------------------|---------------------------------|--------------------------------------|-----------------------------------|------------------------|-------------------------------|-----------------------------|
| Build Trust (Socialized) | Commitment | Good communication – regular meeting | Identify strengths and weaknesses | Clear goals objectives | Consideration and compromise | Time away from group |
| Regular socializing | Keep scoreboard targets/rewards | Regular team discussion meetings | Build on strength | Set a clear goal | Active listening and speaking | Relaxed working environment |
| Team Sports (Seal Clubbing) | Positive support appreciation | Training workshops | Build team spirit | | | |
| Good Relationship – peer activity | Reward | Organize structure | | | | |



What Do We Need To Do To Start Our Own Company?

Group Facilitation Methods, Hong Kong, September 27, 1998

| Marketing Research | Develop the Competitive Edge | Business Strategy | Start up Capital | Build the team | Budget Control | Business Location |
|---------------------------------|---|---------------------|-------------------------------|-----------------------------|----------------------------------|---------------------|
| Interview prospective customers | Call ICAC to existing company | Mission and purpose | Financing | Human resource | Budget (financial plan) | Website preparation |
| Customer research | Product sourcing | Business plan | Contact prospective investors | Technical skill | Financial control | Office address |
| Market research | Steal existing company secrets | Mode of operation | Set up a board of investors | Get a lawyer and accountant | Set objectives | Find premise |
| Identify Customers | Publish the compromising photos | PR and advertising | Capital source | Recruitment of staff | Cash-flow forecast/cost analysis | |
| | Brainstorm possible products or service | Sleep on it! | Finance loans and grants | | | |

How Do I Ensure Job Security?

Group Facilitation Methods, Hong Kong, September 26, 1998

| Self Improvement | Publishing | Expand Project Responsibility | Promote Business Development | Model Employee | Communication Skills | External Support | Be Realistic |
|---------------------------------|--|----------------------------------|------------------------------------|-------------------|-----------------------------------|---|---------------------------------|
| Get company. To do ICA workshop | Publish articles | Get involved in big projects | Try to become indispensable | Efficiency | Customer relationship | Call the ICAC about your supervisor | Always say "yes to assignments" |
| Performance improvement | Take compromising pictures of senior staff | Coordinate with other department | Offer ideas to improve business | Job effectiveness | Have a large network of contacts | Steal company information and go to work for competitor | Think if will take less pay |
| Knowledge improvement | | Be a good team player | Fiscal responsibility cost control | Obedience | Improve your own customer service | Take over other job | Agree to salary reduction |
| Continuous learning | | | Win big grants | Be a good teacher | | Join a trade union | Don't ask a pay rise right now |

Group Facilitation Methods
September 26-27, 1998
ICA Hong Kong

Evaluation Report

David Bottomly
Chris Rose
Eve Chan
Kay
Anchovy Hui
Jackie Lee
Margie Donoghue
John O'Mahony

What did you most enjoy in this program?

Not enjoyment, but satisfaction.
The breaks, the practicals
Brainstorm, Open discussion
Leading or facilitating the workshop.
The lunch, the practice session.
Conversation.
Doing the workshop method on day 2.
The learning of something new. The friendly relaxed approach.

What will be most useful for you in your work?

Both ORID and workshop.
Methods of prioritizing and grouping
To learn how to develop the meeting.
Doing workshops.
The group discussion method.
Discussion preparation.
Both discussion and workshop method.
The discussion and workshop methods are both very useful.

What new insights have you become aware of regarding the facilitation process?

Reminder that one should not only "trust thyself" – even though, in application one must.
Methods of group consensus
To know the weak and the strength of myself
It is as dreadful as lecturing. It is more efficient bringing out more ideas in a shorter time.
The use of cards to display ideas.
ORID
Importance of planning and how to plan. How to facilitate without getting too involved.
Okay to have silence.
The way that a structure can allow others to participate.

What would you like to spend more time on?

Practice – both methods.

Practice. Anticipation and planning on avoiding anticipated problems. Class management techniques.

Yes, it is quite interesting.

Trying it out.

Detailed technique of presentation and situation/conflict handling.

Listening.

The theory of facilitator' role. (Sunday afternoon) e.g. style, method, etc. This is a very important part of facilitating – could have used more time here.

Practicing the methods.

Who else should be invited to participate in the training program?

Any person, NGO, involved with community or business planning.

My co-workers, my friends.

Church leaders.

Q.C. Team, Accounting/Administration.

Useful for everyone. Anyone dealing with people.

My work colleagues.

What comments do you have for the facilitators about the program?

Improve English of question sheets and notes issued Sat AM.

Use dummy to pic data!!! Othewise individuals use preconceptions rather than group facilitation. Give specific topics, Guide the trainees.

To let more people know ICA.

We need these more often. Good work.

Very good and nice.

Excellent.

I enjoyed day 2 more that day 1. I think changing the seating arrangement made a huge difference to the comfort of the group. I t worked better. I really enjoyed the workshop.

Thanks for all the work you put in.

I'd like to make suggestions or criticisms, but I have nothing negative to say and what I've seen of the style etc. Used stimulates me to do more. What about "Certificate of participation."

POVERTY WITHIN OUR MIDST:
An exploration of what is being called for in Hong Kong
Sponsored by *Kayiwa Foundations Revolving Fund*

Date: Sunday , October 4, 1998 from 9:00 to 5:00

Location: Woodside, Mt Parker Road, MKP46, Quarry Bay, Hong Kong

Donation: HK\$ 100 for individuals HK\$ 500 for organizations

Participants: Members of churches and other agencies
involved with providing services to the poor.

For information and registration contact (Kay) Kawuma at 2739-2743

You are invited to participate in a workshop on "Poverty within Our Midst – An exploration of what is being called for in Hong Kong."

Hong Kong is currently facing a major economic crisis, and this is having a serious impact on the poor. It is time to take responsibility about what is happening, and what can be done with respect to service to the poor. This workshop will allow you to develop your vision, create awareness of new possibilities and meet others interested in this work.

Schedule (Please plan to attend the whole program.)

- 9:00 - 10:00 **Introductions:** (both personal and of organizations), Statement of expectations for the day, Outline what will be happening during the day.
- 10:00 - 12:00 **Historical review and current reality:** Working in groups to define what has been happening within society and by our organizations with respect to poverty in Hong Kong. This serves to both acknowledge what has been accomplished and focus on current challenge.
- 1:00 - 2:30 **Future Statement:** What would we like to see happen? What are some scenarios for the future? This is an active exploration of what might deal with the current situation and allows for new thinking to emerge.
- 2:30 - 4:30 **Action Groups:** The group discerns arenas of activities which they would like to work on more deeply. These are then reported back to the whole group.
- 4:30 - 5:00 **Celebration and Closing**
- 5:00 - 7:00 **Dinner** (Optional HK\$100)

Pre-preparation: Bring examples of poverty in Hong Kong (pictures, stories, newspaper articles, etc.) and example of what they have been doing (pictures, brochures, stories).

Facilitators: This program will be facilitated by **The Institute of Cultural Affairs (ICA)** which is an international development organization helping people to understand and manage their change process.

Sponsors: The **Kayiwa Foundations Revolving Funds** is a poverty relief charity established to help the poor in their suffering and to protect oneself from being corrupted by the World.

For more information, contact: Kawuma M.K., Chairman, Tel: 2739-2743, Fax: 2104-1264 Email: kayiwa@mail.hkg.com

Fax to 2104-1264:

Please register me for the **POVERTY WITHIN OUR MIDST** workshop.

| Name | Organization | Telephone | Fax | Email | Dinner |
|------|--------------|-----------|-----|-------|--------|
| | | | | | Yes/No |
| | | | | | Yes/No |
| | | | | | Yes/No |

Make payment by transfer to "Kayiwa Foundations Revolving Fund" a/c #284-326402-001 and fax the receipt.



RADIO TELEVISION HONG KONG

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Telegram : Broadcasts Hong Kong

Telex : 45568 RTHK HX

Fax : (852) 23366352

Telephone : 23393104-9

Radio Television Hong Kong
Education Television Centre
79 Broadcast Drive,
Kowloon.

Mr. John O'Mahony
Chairman
THE INSTITUTE OF CULTURAL AFFAIRS, LTD.
Woodside, Mt. Parker Road,
Quarry Bay, Hong Kong.
Tel: 25626181
Fax: 25309901

Dear Mr. O'Mahony,

Re: Request permission for location shooting for the programme "LEARNING ENGLISH OVERSEAS"

This letter is writing to thank for your kind permission of THE INSTITUTE OF CULTURAL AFFAIRS, LTD. area at Woodside Mt. Parker Road Quarry Bay for location shooting of the above programme for educational purposes on 4th March, 1999.

As a token of appreciation, we will acknowledge your company name on the roller credits of the above programme and donated a video copy of the above programme to ICA for ICAs internal but not external use for educational purposes.

Should you have any further queries, please feel free to contact me at 23393104-9 or at mobile 93623255.

Thank you for your kind attention and we are looking forwards to cooperate with you in the coming future.

Yours sincerely,

Irene Kong
Artisit Coordinator



THE INSTITUTE OF CULTURAL AFFAIRS

The Woodside, Mt. Parker Road, Quarry Bay, Hong Kong
Tel: 852-2561-9209 Fax: 852-2562-1195 Email: mjpixley@ficnet.net

PROGRAM REFERENCES

1998

The following are companies with whom ICA recently worked with in Asia.

| | |
|---|-----------------------------------|
| Acer Computers International | Thomas Lin, Taipei |
| Asian Business Leadership Exchange | Julius Wang, Hong Kong |
| Actual Living English (ALE) | Rhett Farber, Taipei |
| American Chamber, Taipei | Bill Farrell, Taipei |
| Cyntec Company Ltd. | Steven Liu, Hsin Chu Science Park |
| Excelsior Health Management | Irene Feng, Taipei |
| Four A Advertising Association, Taipei | Robert Liang, Taipei |
| McCann Ericson, Taiwan | T.H. Peng, Taipei |
| Oglivy & Mather, Taiwan | T.B. Song, Taipei |
| Royal Bank of Canada, Taiwan | Boyd Topham, Hong Kong |
| Sowers Action | Dickie Chung, Hong Kong |
| Steven Leach & Associates | David Pipkin, Taipei |
| Taiwan Semiconductor Manufacturing Co., Ltd. (TSMC) | Joey Wang, Hsin Chu Science Park |

Woodside's nemesis 13 years ago were rumours the house was haunted. Today, developers are a bigger threat

End of era for the house that Swire built

Wendy Kan

BEFORE members of a non-profit organisation restored Woodside and settled in it 13 years ago, rumours that the 81-year-old, secluded house had been haunted since the end of World War II floated around the neighbourhood.

Over the years, the ghost stories subsided, but more unsettling news was to follow. Woodside would eventually be demolished by the Government, joining the list of colonial structures that had fallen prey to Hong Kong's ceaseless urban development.

The land on which Woodside stands, just outside Tai Tam Country Park in Quarry Bay, was zoned for residential use in 1981, even before the present tenant, the Institute of Cultural Affairs (ICA), moved in. Residents of the house have lived a tenuous existence ever since. The ICA has a rolling agreement with the Government, which owns Woodside, whereby its lease is renewed every six months.

Time, for the most part, has been on the side of Woodside's residents and its neighbours, as have Eastern District Board members, who have voted down the Government's development proposals three times.

"We hadn't heard anything from the Government for a while, so we thought they had suspended their plans," says Joseph Lai Chi-cong, a district board member and provisional urban councillor. "Because the area is a green

Someone suggested asking actress Maggie Cheung, who had been at Woodside to shoot a scene for the Wayne Wang movie *Chinese Box*, to support the cause. Another suggested getting Swire Pacific to inject cash into it and restore it as a "Swire museum", since it was Butterfield and Swire which first built the house around 1917.

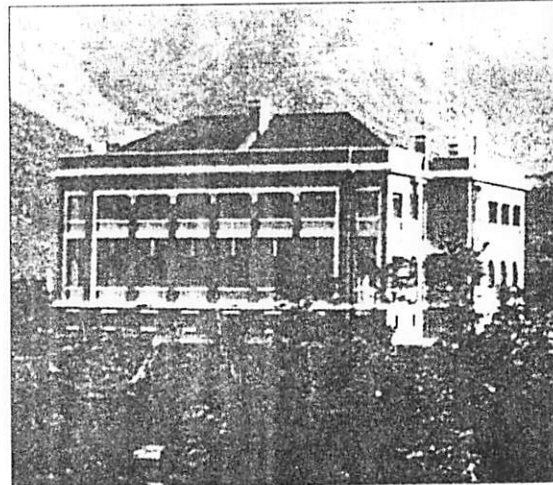
"We could even turn it into a Country Park office, where families could learn about wildlife and get information," said Ali Tahiri, a 43-year-old financial consultant and Woodside resident. Then, reflecting on the potential loss, he added: "It's so quiet here. You can see women coming up to do their *tai chi* in the mornings. They use our backyard."

Woodside activists plan to raise their objections with the Government during the consultation period, which will then be submitted to the Chief Executive's office within nine months for the final decision. Plans for the school and housing unit do not need to be gazetted.

Ling Kar-kan, chief town planner for the Hong Kong District Planning Office of the Planning Department, says while protests by residents have altered past government plans, the Woodside development is overdue.

"It is logical for us to come to this site because it has been zoned for residential use for many years. The house is in the middle of the site and poses a constraint to the layout of the site," he says.

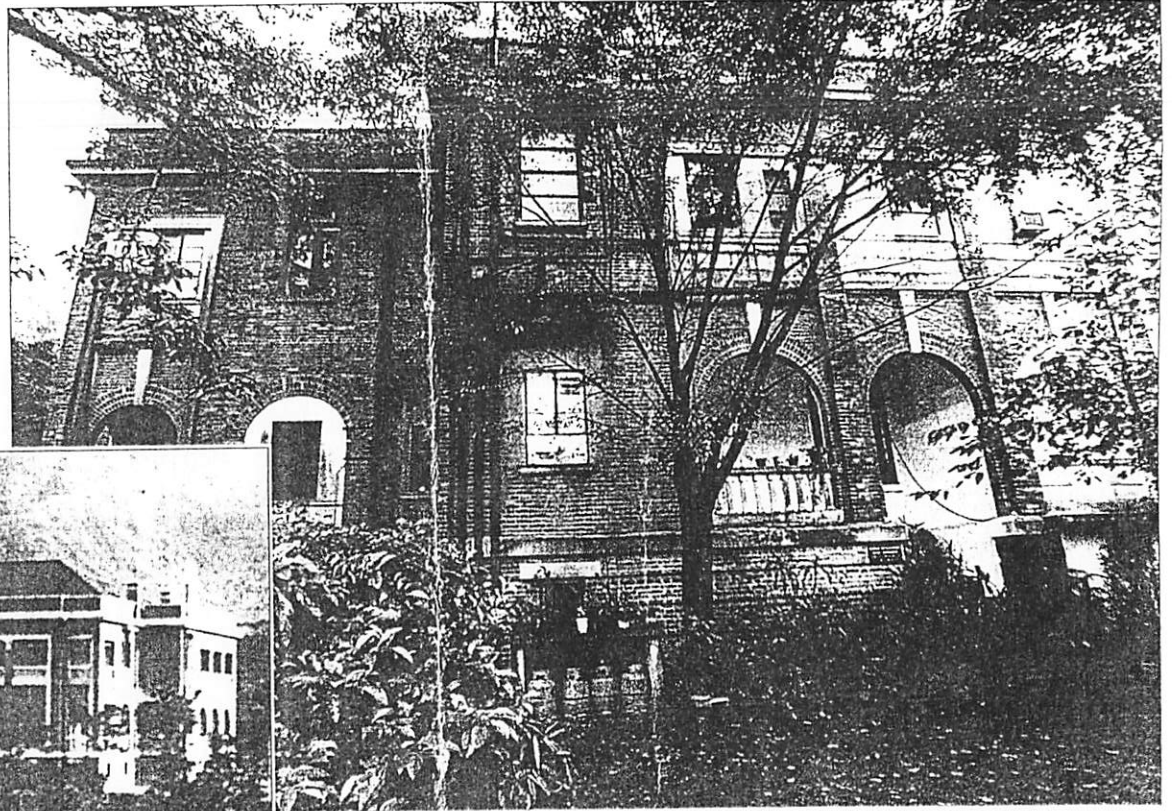
"People know we have a housing problem and we are looking for ways to boost supply."



Taikoo Dockyard (now Taikoo Shing) were the heart of industry around Quarry Bay. Other houses built higher up the road for more senior managers, and a cable car to ride to their homes, were damaged beyond repair during World War II, according to Mr Hase.

Woodside itself was occupied by the Japanese during the war, when its Chinese-style roof was damaged and never restored to its original splendour. The house had since been sporadically occupied until the institute turned it into a temporary home for their members in 1985.

Today, what was once two separate houses has been converted into one. There are high ceilings, wood floors and cream-coloured



NOW AND THEN: Woodside, above, as it is today, retaining both its imposing style of architecture and its air of seclusion. The house in 1925, inset. Photo: Oliver Tsang

structural engineer. "Although formally the Government says it is not within the park's borders, we believe it should be part of the country park."

He also argues that designated open spaces in Hong Kong, such as basketball courts, are mainly targeted at young people, and that the entry point to Tai Tam Country Park, where many practise *tai chi*, is one of the few spaces that can be enjoyed by people aged 20 to 60.

Mr Chan, a 40-year-old business manager, says Woodside would be an ideal location for meetings for the action group, but he is more concerned about the green belt and Woodside's history.

Mr Ling dismisses environmental concerns, citing an envi-

ronmental impact assessment of the site. He says the study found that the vegetation was not of any particular species: "that we need to preserve" and that there could be "compensation planting" after the site was completed.

Lisa Hopkinson, a researcher for the Citizens Party who has seen the study and was at the Woodside gathering last week, says the same report pointed out that the study was conducted during early summer and suggested that another survey be conducted to take into account seasonal differences.

The study also pointed out that "from an ecological point of view, damage to the habitat itself can be more detrimental than the damage [to] particular species".

The Woodside protesters are now trying to set up a meeting with

Swire executives to propose the museum plan.

They have also tried to enlist the support of the tourism industry. Peter Randall, spokesman for the Hong Kong Tourist Association, says the association made its support for preserving Woodside known to the Government two years ago.

THE vice-chairman of the Hong Kong Association of Travel Agents, Edmund Tsang Sik-yiu, said he would visit Woodside this week at the invitation of Mr O'Mahony to measure its value for heritage tourism and to gauge its accessibility for tourists.

His attitude almost guarantees that Woodside will have his support. Mr Tsang says the cultural

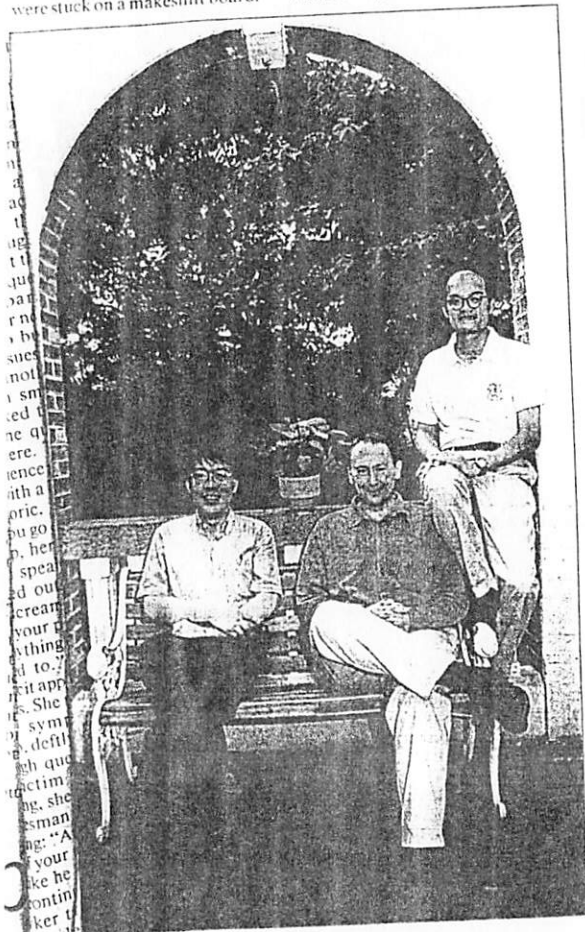
heritage, need to be widely publicised. Unlike Chief Executive Tung Chee-hwa, who has made references to preserving Hong Kong's cultural heritage, Mr Tsang believes the SAR's diversity should also be acknowledged.

"I'm not just talking about the British heritage, but also the Indian one, like Muslim mosques. If we are an international city, we should recognise the different cultures. That would be good for tourism," he says.

Mr Lai says residents may try to negotiate with the Government and ask that only a school, but not the housing development, be built. But failing that, proponents of Woodside hope that if none of their own arguments will sway the Government to preserve the old house, the voices of those in the

...ants thought their days in the
surrounds were numbered.
...st week their fears were con-
ced. The Government gazetted
... for an elevated road on Fri-
... with a construction start date
... mid-1999. The road - an exten-
... of another road below
... - and the site formation
... cost \$157 million.
... What will eventually follow is a
... 80-ft development consisting
... five blocks, a primary school
... of possibly two secondary
... ooks, covering 2.65 hectares
... slated for completion by mid-
... 95.

Last week, several members of
... ICA and residents of Quarry
... held a small, informal gather-
... at the house to highlight the
... of Woodside and brain-
... form strategies on how to save it.
... Proposals by the end of the
... evening - some serious, some not
... were stuck on a makeshift board.



DEFECTORS: William Chan, John O'Mahony and Stephen
... are hoping they can save Woodside. Photo: Oliver Tsang

... local historian and research asso-
... ciate with the Centre of Asian
... Studies at the University of Hong
... Kong. Nor is the house protected
... by the borders of Tai Tam Coun-
... try Park in Quarry Bay, since it
... rests on a hill just outside it.

Despite this lack of protection,
Woodside activists say the house
merits special status because of its
unique architecture and history.

"It is the only early-20th centu-
ry civilian house standing. There
are police and military quarters
but this is the only Western civil-
ian house that survives," Mr Hase
says.

"The Government is desperate
to find a place to build, but this is
seraping the bottom of the barrel."

The two-storey house is a coloni-
al remnant, built for the families
of two middle managers of
Butterfield and Swire when its
Taikoo Sugar Refinery and the

... floor of the main
... on the balcony there is mis-
... matched furniture.

"The rationale to preserve a
building lies with the architectural
value of building, and we have
made a tremendous effort in sav-
ing old buildings. The hard fact is
we may not be able to save every
one," says Mr Ling.

For him, Murray House, to be
rebuilt in Stanley this year, is an
example of the Government's
good intentions. The house was
dismantled by the Government 16
years ago to make way for the
Bank of China Tower in Central.
The bricks from the house - built
in 1843 - have been kept in stor-
age while an appropriate site was
found. The Antiquities and Mon-
uments Office had considered the
same strategy for Woodside three
years ago, but members decided it
was not feasible.

Thirty people now live at
Woodside - including teachers,
artists, journalists, and their fam-
ilies - who must agree to be mem-
bers of the ICA to live there. The
institute holds various group ac-
tivities to encourage human inter-
action and provides communal
living as a practical application of
its philosophy. Residents contrib-
ute a donation to go towards rent
and costs and have few obligations
towards the organisation, provid-
ing a lax, easy-going atmosphere.

Members insist they are pro-
testing not because their own in-
terests are at stake, but because the
historical and architectural value
of the house, and that of the envi-
ronment around it, are worth pre-
serving.

"We could live anywhere,"
says John O'Mahony, chairman of
the ICA in Hong Kong, which has
branches worldwide.

"Members of our group are liv-
ing in huts in some places. This is
not about a bunch of *gweilos* who
want to keep a roof over their
heads."

Indeed, in their fight to save
Woodside, the house's inhabit-
ants have been upstaged by local
residents who live nearby and who
have a spectacular view of the
house from their homes.

In January this year, Stephen
Lo Gon-fai and William Chan
Chi-kwong, both Quarry Bay resi-
dents, collected 11,000 names for
a petition they sent to relevant
government departments and the
Chief Executive. Last week, they
handed in 5,000 more to Execu-
tive Council members. The two
men also started an environmen-
tal group, the Island East Green
Action Group, as a result.

"I would be ashamed of work-
ing on a project if it was on country
park land," says Mr Lo, 37, a

Wedding Bells Competition



OUR GENEROUS SPONSORS

New York Fitness, Clarins, The Repulse Bay and Sisley are giving away
great prizes to readers of the South China Sunday Morning Post!

Prizes: New York Fitness:

First Prizes (Couple):

Winner couple will receive five years FREE
membership inclusive of free monthly fees
valued at \$122,000.

6 x Second Prizes:

Each winner will receive one year FREE
membership (not inclusive of monthly fees)
plus 50% discount on Body-Works

treatments at New York Fitness Beauty
Salon valued at \$7,000.

Consolation Prizes:

Each winner will receive either

- **Clarins:** One gift certificate worth \$1,000
for FREE treatments at Clarins Institut **or**
- **The Repulse Bay:** One dinner coupon
for two at The Verandah worth \$1,000 **or**

- **Sisley:** One Regeneration Botanical
Facial Treatment worth \$780 and one
Hand Treatment worth \$280 at Sisley
Beauty Salon.

All entries to this competition will receive a
coupon for 50% discount at New York Fitness
Beauty Salon and one trial workout coupon.
Please enclose self-addressed envelope with
stamp together with entry to receive
coupon.



NEW YORK FITNESS
HONG KONG

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PARIS



sisley
PARIS

ENTRY FORM HOW TO ENTER? Please answer the following question:

Describe your fiance in no more than 20 words.

Name: _____

Address: _____

Tel No. : _____

Fax No. : _____

Send your entries to:

"Sunday Morning Post Wedding Bells" Competition,
Display Advertising Department, 99-F Dorset House, 970 Kings Road,
Quarry Bay, Hong Kong

RULES AND CONDITIONS:

1. This competition is open to all South China Sunday Morning Post readers except employees
and families of the South China Morning Post and participating sponsors, agencies or
2. You may submit as many entries as you wish providing each entry is an original copy
3. No photo-copies will be accepted
4. Entries must arrive by June 18, 1998
5. Winners are restricted to one prize each
6. All winners will be notified individually by telephone and results will be published in the
South China Morning Post
7. The Editor's decision in all matters relating to this competition is final

All personal data provided will be used for the competition only and will be destroyed within one month after the competition deadline.
However, if you would like to receive information from the sponsors, please tick the following:

New York Fitness

Clarins

The Repulse Bay

Sisley

THE WOODSIDE GALLERY

Opening Exhibition

Artistic Adviser: HIRAM TO, Curator of "Iaspace" Art Gallery

The Institute of Cultural Affairs (ICA), Hong Kong, Ltd. presents "Nature and Form," an exhibition of art and photography, by two visual artists and two photographers currently living in Hong Kong. This opening of the Woodside Gallery marks the launching of the ICA's arts and educational program for the community and the opening and restoration of the Woodside historical house to the public.

FEATURED ARTISTS:

GAURI NARAIN - Visual Artist

High on dramatic symbolism, yet keeping spontaneity at the core, Gauri Narain derives inspiration for her paintings from nature and life. A compilation of life experiences forms the theme and reason for the creativity in her work. Using various mediums as oils, watercolours, charcoals, large digital prints on canvasses, and small miniatures, she vividly uses red, yellow, and blue colours to depict the vibrancy of life and the optimism with which she views her environment.

The artist Gauri Narain has lived in Hong Kong for the past eight years. With a Masters in Fine Arts, she was a visiting lecturer at Hong Kong Polytechnic University. She has also taken further training in animation, TV, and films. Over the past seven years Narain has been a freelance producer for broadcast companies, such as Star TV, MTV, and other major production houses in Hong Kong.

DAVID WONG - Photographer

Hong Kong born David Wong's distinctive black and white photographic style reveals an eye for the unusual. His keen appreciation for the elegance of form and texture reveal the essential qualities of both human and landscape forms.

Two influential years in London and journeys overseas has added an unmistakably international quality to Wong's work. His pictures express his passion for experiment and discovery; with Wong, the ordinary becomes the extraordinary. Wong, embarking on his photographic adventures from age 10, now is a professional photographer with a studio in Central.

MICHAEL PIGNEGUY - Visual Artist

Based on the principle of "stasis in exstasis," Michael Pigneguy's paintworks, lush with colour and fleeting forms, display the collision of past, present, and future. Where, for any instant, time stops, and new potentials surface. "The fog becomes the object it had hoped to obscure."

This ongoing project follows from Pigneguy's last show, sponsored by Sony, at The Blue Note Gallery, London. Several of his 'unique artist's books' are on permanent display in the Hardware Gallery, London. Touring through South East Asia, Pigneguy is at present an artist in residence at the Woodside House.

JAMIE MORANO - Photographer

A visiting U.S. Fulbright Scholar to Hong Kong, Jamie Morano uses juxtaposed and freestanding color images to portray the deeper aesthetic interplay of contrast inherent in Hong Kong daily life. Dualities of culture and gender compose the lens with which to view the contrasting architectural, cultural, and intellectual natures of the metropolis and its people.

A student of East Asian Studies from Princeton University, she currently uses photography to document her work on the political and cultural influences on spiritual and physical health. Jamie has pursued art photography while living in Beijing, Hangzhou, and Madrid.

OPENING HOURS

February 13
to
Mid-March
1999

10am - 6pm

Open on
Weekends
& Public
Holidays

Woodside
Mt. Parker
Road
Quarry Bay
Hong Kong

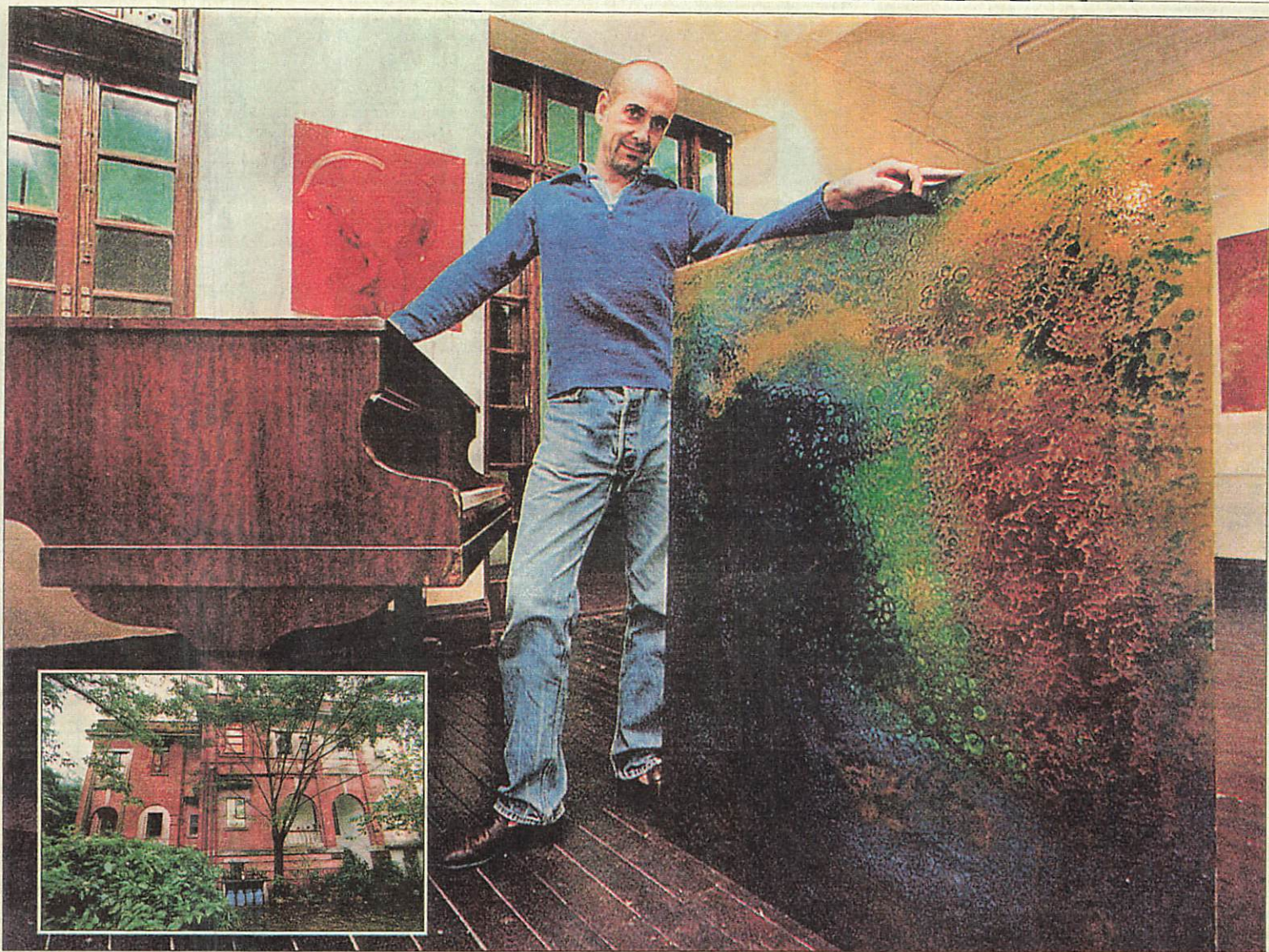
Phone:
2562-6181
for weekday
appointment
Fax:
2562-1195

Visual and
Musical
Artists
Welcome to
Exhibit.
Contact
2562-6181.

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Metamorphosis . . . Michael Pigneguy is among exhibitors at the newly opened Woodside Gallery. Photos: Dickson Lee/Oliver Tsang

Colonial gem's artistic rebirth

The guests had been warned: they should not touch the walls or furnishings because the new paint and varnish hadn't quite dried. There were still loose wires around the walls. Part of the false ceiling had been ripped off, and some rickety steps still needed fixing.

But for those who came to The Woodside Gallery's opening exhibition, this was still a party to rock the neighbourhood. Most were there to witness the metamorphosis that Woodside has undergone since the historical colonial building was saved from the wrecking ball late last year. The once-derelect house on quiet Mount Parker Road is now in the tender loving care of artist, teacher and student residents.

The gallery, which is essentially the house's main hall, oozes

by
Desiree Au

charm, with mahogany floors, high ceilings and wood-framed doors leading to an airy verandah. After more than two months' work, when residents sanded and painted every day, the gallery was finally ready.

"This place has really come a long way from when I first set foot inside," said John O'Mahony, chairman of the Institute of Cultural Affairs, a non-profit-making organisation that has led the fight to preserve this 83-year-old building and surrounding woodlands in Quarry Bay.

"Our goal is to completely restore the place to its original splendour, because you cannot find a

place with such character in Hong Kong anymore."

The works of two visual artists and two photographers adorn the newly painted walls. The exhibition, *Nature And Form*, was put together by O'Mahony. It features painters Gauri Narain and Michael Pigneguy, local photographer David Wong and visiting Fulbright scholar photographer Jamie Morano.

"We need to establish ourselves in the community, to make people see that they need a place like Woodside so they will support us," said O'Mahony. "We fought hard to keep the place alive, and now that Woodside is safe, we must make good use of it. It's for the community."

O'Mahony admits he isn't exactly a pro when it comes to being a curator. "I am just learning as I

go along," he said. However, the quality of the artwork is inspiring.

Among the exhibits are Wong's striking black-and-white photographs of people and landscapes, with their subtle play of shadows and angles. Pigneguy's paintings on the theme *Stasis in exstasis* are vibrant works in ink and varnish. From afar, they look like colourful blotches spread sporadically on the canvas, but closer to, a peculiar pattern emerges.

O'Mahony hopes *Nature And Form* is only the beginning for Woodside. "We can't afford to be idle. We have little funding and need to prove ourselves," he said.

Nature And Form, at The Woodside Gallery, runs until March 1999. Open on weekends and public holidays. For information, call 2562-6181.



WOODSIDE Gallery

Artistic Adviser: HIRAM TO, Curator of "1aspace" Art Gallery

The Institute of Cultural Affairs (ICA), Hong Kong, Ltd. presents "Figuratively Speaking," an exhibition of art and photography, by three visual artists and one photographer currently living in Hong Kong. This opening of the Woodside Gallery marks the launching of the ICA's arts and educational program for the community and the opening and restoration of the Woodside historical house to the public.

Figuratively Speaking

OPENING HOURS:

March 27 - April 25, 1999

Saturday and

Sunday

10 am - 6pm

Monday-Friday

by appointment

**Woodside
Mt. Parker Road
Quarry Bay
Hong Kong**

Phone: 2562-6181

Fax: 2562-1195

Visual and
Musical Artists
Welcome to
Exhibit.
Contact
2562-6181

FEATURED ARTISTS:

ISABELLE BEZANCON - Visual Artist

Unmistakably vivid and modern, Bezancon sees her work as "an 'explosion' of colours and shapes ... the testimony of a colourful and expressive world and a wink at the end of the 20th century."

Indeed, using gouache, acrylic, and watercolour on paper and canvas, she masters the technicalities of resin, pigments, and sculpture to create a vivid, contemporary expression of the post-modern era. The artist Isabelle Bezancon took her Bachelor and Master Certificate in Fine Arts with Distinction at the University of Bordeaux III, France. Having studied in London and New York, she has resided in Hong Kong since 1995.

LAM CHUN-YU - Visual Artist

Creating strong human figures framed by the subtle shading of charcoal, the Artist Lam Chun-Yu attempts to form the ordinary into the extraordinary. Lam relates, "Though the common man may strive to be extraordinary, often such effort leads only to vexation. Yet, the extraordinary one who surrenders himself to the ordinary finds an easy path. I consider myself to be the ordinary, common man seeking vexation. Such vexation caused by my passion for painting has, ultimately, been transformed into the peaceful sense of satisfaction."

CHUN CHUNG-WING - Visual Artist

With somber yet sensual images emerging from oil and canvas, painter Chun Chung-Wing depicts Hong Kong life at its most poignant. Taking inspiration from the tribulations and ecstasies of daily Hong Kong life, Chun captures the essence of the human form in an often muted society. Born in 1972 in Hong Kong, the artist Chun Chung-Wing studied painting at The Chung Fung Studio in 1989. After joining the Hong Kong Art Association in 1994, he was selected to exhibit for the Hong Kong Cultural Centre, Tsim Sha Tsui, for three consecutive years in 1995, 1996, and 1997.

RANAPRIYA DIAS - Photographer

Rana cultivated his professional talents with The National Photographic Art Society of Sri Lanka. Qualifying for the "Photo Asia" competition in 1995, his work was published in Singapore as a compilation of Asian Photographers. Attune to scientific nomenclature and natural beauty, Rana sees his work as continuing conservation efforts in the area. Currently, focuses his talents as Art Director at Citigate Window Creative, an advertising agency in Hong Kong. When not capturing images with still life photography, he enjoys hiking through natural landscapes and taking inspiration through music.

Living Profoundly

Some years ago hundreds of people from diverse ways of life participated in a powerful weekend retreat program called Religious Studies One (RS-1).

Recently, a number of those whose lives had been dramatically affected by this experience organized a similar weekend retreat, unsure about its relevance for the complex times in which we now live.

“The result was nothing less than magic.”

Our weekend together -- both as individuals and as a group -- was so joyous and reconciling that we decided the program should be offered once again. With respect to those who created RS-1, we have also re-named the program **Living Profoundly**, for that is what it is truly about.

History

The original RS-1 was developed during the early 1960s by the Ecumenical Institute of Chicago. During the 60s and 70s more than 400,000 people in 35 countries participated in the program. Most participants found this experience so helpful and invigorating that the effects are still rippling and percolating throughout the world.

Purpose

The purpose of **Living Profoundly** is to show that the words "God," "Christ," "Holy Spirit," and "Church" are not in the first instance an intellectual framework or conceptual theology.

They are, rather, the *mythic word symbols* by which a particular historical community has pointed to and explored those profound human experiences which everyone knows -- pain and suffering, joy and reconciliation, the need for purposeful living, love, and care for the entire creation.

Other traditions have approached these profound realities in equally valid and important ways. **Living Profoundly** is nothing more than how the Christian tradition has gone about it.

Who should attend?

Living Profoundly offers a way for people, whether secular or from any religious tradition, to plumb the depths of their own experience of life. It has nothing to do with Christian fundamentalism, with proselytizing or with religion in any institutional sense. It is intended for anyone who grasps that myth and parable are gateways to a profound understanding of life and for those of any belief system who value an opportunity to explore life in its depths. For those from the Christian tradition, it also provides an opportunity to explore the historical and existential meaning of their faith.

DESCRIPTION

Living Profoundly is a weekend retreat consisting of five sessions. Each session is an integrated whole, beginning with a meal and conversation, continuing with a reflection of the session's theme and ending with a group study focused around a written paper. The Saturday evening session examines the themes of the course in a less formal way, with a film and conversation.

Friday evening

Looks at the limits we experience as human beings and addresses the question: "What is it that I am finally up against in life?"

Saturday morning

Explores the infinite possibilities we experience as human beings and looks at the question: "What are the events that keep the doors of possibility open in my life?"

Saturday afternoon

Considers the struggle with decision-making that we all experience and reflects on the questions: "How can I decide about the things that truly matter to me?" and "What does it mean to be truly free?"

Saturday evening

Looks at limits, possibilities, and free decisions through the lives of the characters in a standard Hollywood movie.

Sunday morning

Examines how fundamental changes are brought about in civilization and raises the question: "How can I be an effective part of the process of societal change?"



PIANO RECITAL

at Woodside Arts Centre

Saturday

May 1

6:30 p.m.

FREE
ADMISSION

ENTRY BY
RESERVATION
ONLY



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ANDREW MA CONG

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The Woodsider

DRAFT



Save Quarry Bay Country Park Protest at Woodside Sunday May 10

*The Newsletter of
The Institute of
Cultural Affairs
Limited.
May, 1998*

I.C.A. is dedicated to a better society through better management of human resources in applying human values.

Assault on Country Park

The Government plans to demolish Woodside and build high rise Home Ownership Scheme flats. The plan entails reconstructing Mount Parker Road, creating a bus station and erecting several blocks of high rise flats.

Island East District Council has twice rejected the plan as against the interests of local people.

Residents' committees in the large blocks of flats lower down the valley oppose it.

Thousands of signatures have been collected from those who use Mount Parker Road every morning for their exercise, from walkers and those who picnic at the BBQs.

The Directors and members of the ICA oppose the destruction of this old house with its noble meeting room and grand trees

Why the protest

Former Hong Kong governments in their enlightened moments created a magnificent system of country parks covering 40 percent of Hong Kong's land area. These are one of Hong Kong's great assets. They provide grand

walking, magnificent scenery, physical and spiritual relaxation. They provide areas where people can escape the high rise, noisy urban environment; almost secret waterfalls and valleys from which no buildings may be seen.

The proposed Government plan to build on the edge of the Quarry Bay Country Park, an extension of the Tai Tam Country Park, will destroy an amenity close to thousands of suburban dwellers. Those who go to enjoy the serenity of the walks and recreational facilities in the Tai Tam reservoir system cannot escape the previous encroachment of Parkview Mansions that dominate the park skyline.

The proposed new encroachment will destroy the pleasure of using this smaller, lovely Mount Parker valley.

"The plan represents unimaginative and unfeeling action by the S.A.R. government", said David Bottomley, I.C.A. Chairman

ICA's sub-committee to work with other protest groups is: Michel Thomson, Ana Lorente, Stephen Prins and John O'Mahony. They seek full support from Woodsiders

Action in Island East

Next Sunday, a group of concerned people will formally establish the **Island East Green Action Group** at the Woodside Open Day.

The group's objectives are:

- To discuss the faults in the Woodside development
- To provide for the concern of all Island East residents about all developments that will reduce the quality of urban living.

Key speakers will be Cr Wong Man-chiu, Chairman of Environment and Conservation Fund.

Cr. Lai Chi-keong, Chairman of Green Hong Kong Working Group of the Urban Council
Dr Ho Kin-chung, Green Power

Mr Patrick Lau, Chairman of Institution of Landscape Architects

Mr Stephen Lo, about Woodside Development

Mr David Bottomley about the history and future of Woodside.

Election candidates have also been invited to speak.

Meeting starts at

2.07pm

community of interfering with their unobtrusive gardening activities. We have asked the GPA to remove the tennis court area from our lease.

We have also asked the police to investigate this person or persons, who continually place anonymous complaints about us to government departments

The Social Life

Members and their guests have enjoyed several very happy evenings in recent weeks. The entrance and seminar room were very imaginatively decorated for Halloween. Visitors groped past witches, cobwebs and broomsticks to find the entrance and then to identify strangely dressed and masked figures. Did anyone realise just how villainous ICA members can look?

Valentine's Day was observed under twinkling bright lights entwined with hanging pussy willow and red balloons.

Many thanks from all to the artists in residence and their fellow workers who spent much time preparing for these events.

Don't do it!

Don't waste water! We depend on our own supply which suffers in the dry season and can be damaged by storms.. Always keep a bucket of water handy for emergency toilet flushing.

Don't rubbish the house! Take your cups away after using the library. Put your hard rubbish in the kitchen bins. Tie your food rubbish securely and keep the lids closed on the outside bins.

Don't waste electricity! On Police advice, we keep all exterior lights on at night but turn off passage and your room lights when not in use.

Don't drink the water! The Health Department requires us to chlorinate our water every day. Drink the bottled water.

Accentuate the positive

Many thanks to Felicia and Soma and others who look after the flowers

at the front entrance and make the House such a pleasure to come into.

Security

Please keep the front door locked, make sure the verandah doors and windows are locked at night and tell no one the front door code. Arrange to let in your visitors yourselves. Any overnight visitors must be introduced to a Committee member.

More social life

David Bottomley celebrates his 12th HK "birthday" with a Double Prosperity party and dinner on Saturday, February 28 at 7.30pm (Children party at 6.0 pm) All members are invited to celebrate with his business colleagues, walking friends, members of the Quakers, market researchers and media people.

New ICA director

We welcome John O'Mahony to the ICA Board. John lectures in catering management at one of the University colleges. Other directors are Stephen Prins, Felicia Samahon, Alvin Sallay, Kathleen Jones and David Bottomley.

Where to find people

- 301 Ana Lorente, teacher
- 306 Vacant
- 307 Kanthi Uchangoda and family
- 308 Tim Pratt journalist and Rachel Schumacher, teacher
- 309 Matthias Romunde, on exchange
- 312 Nick Archer
- 314 Clay Haskell
- 316 Donna Situ
- 320 Felicia and Alvin Sallay, journalist, and young Alaanah & Ayaanah and amah Soma
- 322 Guest room
- 324 Beng Tan, business man
- 327 Aaron Landis
- 213 John and Marjorie O'Mahony, lecturers
- 215 Felicia Leung
- 218 Diane Striker, teacher
- 220 Ranapriya and Samantha Dias and children, Heshani & Rushil
- 223 DTB study

- 225 Michael Thompson, artist
- 101 David Bottomley, researcher
- 103 Housekeeper Martina
- 105 Stephen Prins, journalist
- 110 Susanne & Graeme Bradshaw, health specialists
- 122 D. Anthony, airlines

Profile - ICA Chairman



David T. Bottomley

Score card: 12 years social and market research in HK and China; 36 years of the same in Australia. Founded the Market Research Society in Australia in 1955 and 40 years later helped to start the HK MRS; wrote first Australian market research text book Appointed chairman of the first Australian government consumer council and served on Federal Government Commission on Consumer Standards. Before leaving Australia, David was a religious marriage celebrant. He has presented papers at 17 international conferences on various subjects including tourism, and HK political development.. He is currently covering public opinion about the May 24 polls for the South China Morning Post and working on Asian tourism for the Ministry of Tourism, Turkey. He enjoys a wonderful family life, though at a distance, with his wife Anne in Australia, four married children and nine grand children.

[Next issue: The Man on the Sports Page, director Alvin Sallay]

Don't forget. Meeting with Dick Elton Saturday, Feb. 21, 2.0pm Seminar Room after share lunch.



I.C.A. is dedicated to a better society through better management of human resources in applying human values.

We're pleased to say that Dick Alton, the ICA International Secretary is visiting "Woodside", this coming weekend. He arrives on Friday afternoon, Feb. 20, from visiting ICA in Japan.

He will speak to us at 2pm on Saturday. Before that, please join in a BBQ lunch or just bring your own food about midday.

Unfortunately, he has to leave us on the Sunday so apart from the formal Saturday meeting members are encouraged to talk to Dick informally as much as they can.

Dick's visit is an important one for us. We have been cut-off from other ICAs which have developed in various directions since the time this ICA re-built "Woodside" in 1985 when it was opened by Mrs Anson Chan, now the most senior civil servant in Hong Kong. We will be looking to learn with Dick, how we should best develop our programs in 1998.

Global Human Development

Reading the various news letters from other ICAs one can only be struck by the sense of urgency their members have about the big issues of peace and personal harmony. Hala El Kholy, international president in her

New Year Message says, "Our visibility, credibility and transparency as a global Human Development Organisation has never been as pertinent. We must continue to work with as much effort and commitment, we must continue to learn and share our learning. We must continue to ...work to secure a more sustainable, just and peaceful future."

News from other ICAs

ICA activity is indicated by the fact in the next two months 14 events are listed for Europe, three for Australia, eight in Canada and six in USA. There is news from ICA groups in Spain, Bosnia, Brazil, Ivory Coast, Egypt, Guatemala, India, Japan, Kenya and Taiwan.

Subjects listed for weekend seminars include:

- Participatory strategic planning
- Life directions
- Power of image change
- Group facilitation methods
- Team leadership
- Individual diversity in group consensus

The community on our doorstep

Remember your first few nights in "Woodside" when you were woken before light by the murmuring of the people coming to do their sunrise exercises, and how it soon became a "Woodside" sound that never disturbed you?

Not all members are aware of the other community around us composed of the people with fruit and vegetable plots around the old tennis court. Because of the many diseased wild dogs that camp on the tennis court, (and which the dog catchers can't catch), members are shy about visiting that area.

For years there have been gardeners' sheds at the back of the property.

HK has exceptionally good Departmental and Police officers.

They have always been polite, considerate and willing, within official constraints, to help the ICA. Now we jointly have the task of resolving the result of the latest anonymous complaint against us which has led to our landlord, the Government Property Agency, (GPA) asking us to remove these "illegal" structures, the gardeners' sheds. We have asked the GPA for extra time so that we can investigate the impact on this local

WOODSIDER

The News Letter for ICA in Hong Kong

July-September 1998



The Institute of Cultural Affairs (HK) Ltd.

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Where have all the ceilings gone?

There is a new spirit about "Woodside". The false ceilings in the main hall and front office have vanished. There is a litter of metal strips, a tangle of hanging wire, a powder of plaster and a smell of paint.

Despite the threat of Government bulldozers, ICA members have decided to offer a brave flourish to the world; to show that ICA cares about this old colonial residence "Woodside", the "red house on the hill". Of course, we've cared for a long time. Ever since 1984 when members resurrected the wreck that was "Woodside" and equipped it for residential conferences and members' communal living.

But you might say we worried, rather than cared in a spiritual sense. We worried about our uncertain water supply; we worried about our lighting in this lightening prone position; we worried about paying the Government rent and rates. We worried about security, and how to keep snakes out of the house. We worried so much about our work as paying (*not paid*) caretakers for the Government that we were in danger of not caring for our mission.

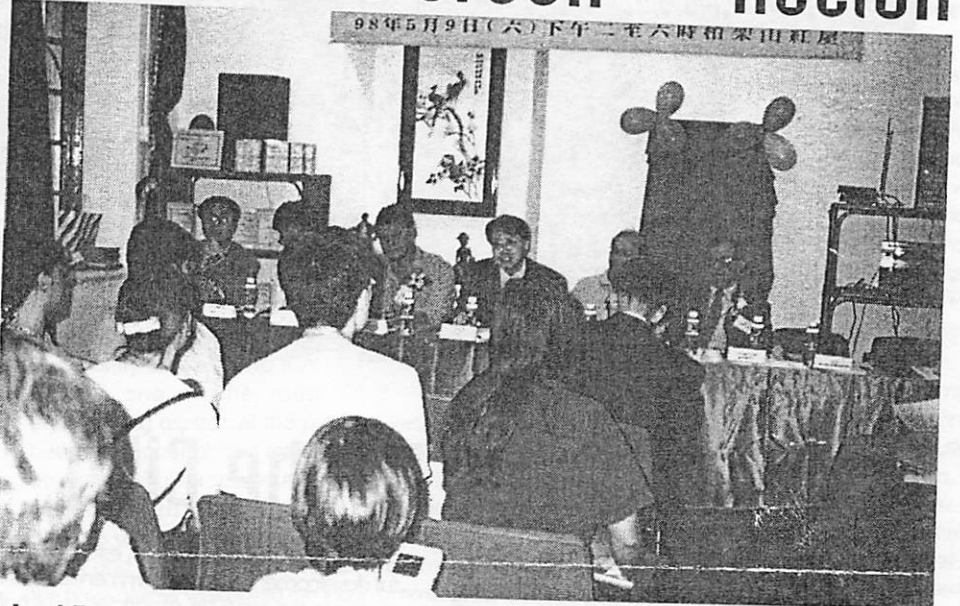
Three things have got us back on to the straight path.

The International I.C.A.:

Dick Alton, General Secretary of the International movement visited us in January to tell us more about ICA developments around the world in promoting and training people to participate more ably in their own community problems. Last month, Mark Pixley, an executive of the Taiwan ICA conducted two short workshops here on the needs and objectives of "Woodsiders". The ensuing study groups resolved it was time to look at bigger things than the water supply (*but not forgetting it*).

David T. Bottomley
Immediate Past Chairman

Island East Green *in* Action



Island East Green Action, a combination force of District Councillors, concerned scientists and people from the thousands who use Mt Parker Road for their morning tai chi came together at a "Woodside" open house in May to launch this new group. The Group's objectives are to preserve this historic building, to oppose some of the developments the Government plans for this hillside and, generally, to invoke more community concern in conservation activities in Island East. Their activity took "Woodsiders" minds off the water supply (*temporarily*).

John Mahony: John is our new, energetic, skilful, ICA Chairman. Inspired by the other forces (above) he has led the assault on the ceilings supported by a band of intrepid workers (they have to be - you should see the ladders they are using!). The entrance hall and the front office are being restored to their former, high-arched glory. "We'll show the Government just what beauty they want to demolish", said John. "This place will soon look magnificent".

All three forces are interacting to demonstrate what "one community" can mean.

Jean Watts, an executive member of the New Orleans, USA, ICA came through the other day and gave her time to conduct a small workshop with some of the Green Action Group committee to illustrate the ICA methods in promoting community action through getting minds working together.

Through the plaster dust, a new light is shining. ■

Fulbright at Change of the City

I came to Hong Kong from the United States on a Fulbright Grant to photograph the city during its first year after the return to Chinese sovereignty. I hoped to capture a city at change. However, capturing change with still photography is a difficult task. After all, still photography limits itself to one simple specific instant while change as a whole can be slow, complex and drawn out. Of course, many of the changes happening in Hong Kong after its long-awaited return to Chinese control are of the slow, complex and drawn out variety.

One of the most effective visual examples of change in Hong Kong turned out to be the place where I lived and worked for a year: Woodside (ICA). A lone colonial era mansion threatened by ever expanding Hong Kong, Woodside is a perfect example of how the new washes over the old in this South China city. I photographed Woodside and its residents as we came together to try to save this historical landmark from the same fate suffered by every other old building in the area.

Clay Haskell

Profile -

I have been working with ICA Zambia for 13 years now. I came in contact with ICA Zambia through one of the pre-school which were established near my home village, called Kantupu pre-school. The pre-school had one untrained teacher and the parents wanted a another teacher. I was excited to hear that they needed a teacher and I was interviewed by the pre-school committee. I was picked and I started teaching the pre-school children. By then I had just completed my secretarial course.

I taught at the pre-school for one year and then I was requested to attend a one month workshop conducted by ICAZ, focusing on village development meetings. The process was "Doing Our Own Projects" (DOOP); the community was involved in planning of self help projects. After the workshop I had the first experience in facilitating village planning workshops in Kabwe Rural District in the Central Province of Zambia.

During this period I was doing voluntary work. I was so involved and I was interested

Florence Chikatula, ICA Zambia

in doing this type of work. After 6 months of voluntary work I was chosen to become one of the full time staff. There was a big celebration of volunteers who became full time member of ICA Zambia. This first year I was involved in conducting village development meetings, village leadership workshops, residential and nonresidential. After one year of conducting these workshops my assignment changed.

I was assigned to the fundraising team, conducting effective management courses for middle managers and supervisors of different companies. This was done at home and abroad, especially in the neighbouring countries. The training exposed me to different areas and to different people.

As the organisation at one time went through hardship of no funds, no salaries and "zambianization" of the organisation, which I may call "the painful journey", I continued holding on to the organisation, until the organisation picked up again. After this painful journey, being one of those who went through this hardship, we built

the new ICA Zambia. I feel proud to be around and I call myself a strong person. I have survived the bungee jump.

Therefore my benefits from ICA Zambia have been:

- being exposed to more advanced trainings in participatory techniques conducted at international level;
- doing more consultancy work with different organisations locally and outside Zambia;
- attending different courses at regional level;
- designing different courses, workshops and seminars for different organisations.

To end my profile I urge all people not to leave their organisations when they are in trouble. They should undergo a serious training of "how to survive the bungee jump".

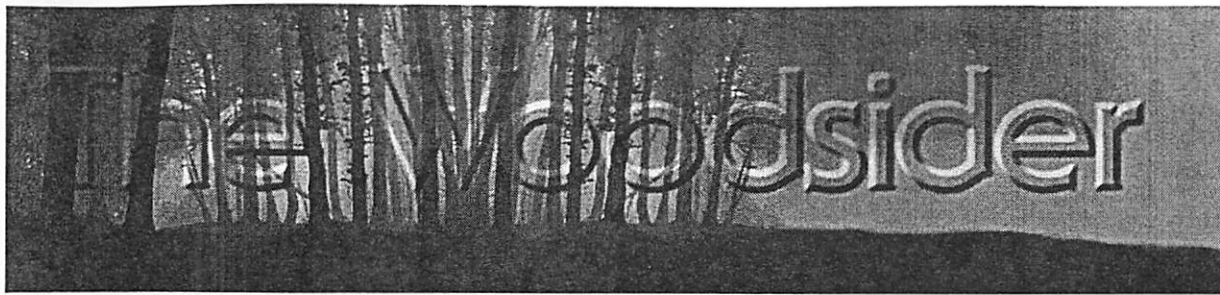


The Network Exchange
October 1997

Dear reader, your contributions are welcome for this newsletter. Please send your articles (no more than 200 words) with relevant photographs. They may be subject to editing.



The Institute of Cultural Affairs Ltd.
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The News Letter for ICA Hong Kong

Jan-March 1999

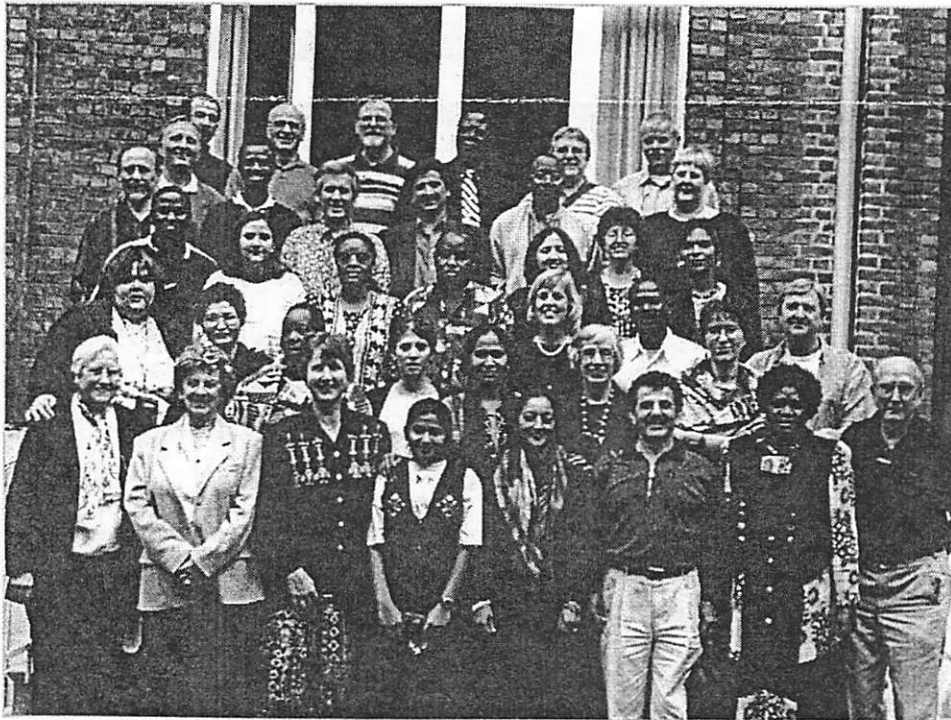
Agenda for 21st Century

The Institute of Cultural Affairs International held its General Assembly at its headquarters at Rue Amedee Lynes 8, 1210 Brussels, Belgium on the 24th of to the 28th August 1998. Members of ICA from 22 ICAs worldwide were present. The Assembly is held every 4 years, and the objective is to have discussions on emerging trends of ICAI for the future.

I attended the conference as the Hong Kong delegate with a view to strengthening the relationship of ICA Hong Kong to ICAI and learn more about what is happening within ICA world wide and especially within ICA in Asia. It was also an

Nepal, ICA Sri Lanka, ICA Japan, ICA Australia, ICA Taiwan, ICA Malaysia, ICA Philippines and of course ICA Hong Kong. Strengthening relationships within Asian ICAs was regarded as being a priority as was expansion of ICA within the region. ICA Japan has committed to development work and training within Asia, particularly within China.

The Assembly elected new leaders for the global organisation. The board of Directors elected Donald Elliot, USA as president; Ruth Lukona, Zambia, as Secretary; Myriam Balbela, Venezuela as Treasurer; Mangla Gavai, India, Edward Mutiso, Kenya, and Martin Galbraith, UK as Vice Presidents.



opportunity for me introduce ICA Hong Kong's present activities and concerns. Mr. Dick Alton of ICAI was my kind host and has promised to cooperate with ICA Hong Kong wherever possible in future. It was also both a pleasure and a surprise to meet Ms. Fennie Chan who was born in Hong Kong and educated in the UK, and now works for ICAI at the office in Brussels. She is very interested in working with ICA Hong Kong and I am sure we will hear more from her in the future.

The General Assembly enabled continental groupings to discuss present activities and future plans. ICAI in Asia currently encompasses ICA

The Assembly also unanimously accepted ICA Ghana, ICA Nepal, ICA Tanzania and ICA Uganda as Statutory Members and ICA Benin as an Associate Member.

Also discussed at the General Assembly was the Year 2000 ICAI Conference. This conference is extremely important to ICAI since it will help to plan its future role for society. The conference is hoped to be an opportunity for ICA to build its agenda and develop partners for the work to be done in the next millennium.

Hosted by ICA USA, the theme will be "Civil Society: Setting an agenda for the 21st Century".

The conference will built on the work previously done at the last worldwide conference in Cairo *. The setting for the 7 day event will be the University of Denver at Colorado. Over 600 people are expected, with speakers invited from across the globe who have made a difference in building a civil society in attendance.

The conference will focus on seven strands which include:

The Art & Practice of Participation - this is about the process of accelerating the capacity of organisations, communities, neighbourhoods and families to create shared awareness, shared decision-making and shared action,

Arts for Community Transformation - the arts historically have been at the forefront of social change.

Community Youth Development - this concerns examining ways, to enable youth to become involved in shaping tomorrow's society.

Innovative Philanthropy - examines ways to channel personnel and financial resources to best support social innovation.

Lifelong Learning - that is helping ourselves and others learn how to learn continuously throughout our lives so that we make the world a better place for all.

Spirituality in Organizations - this is at the heart of human development since it deals with the inner life of leaders, persons, organizations and communities to empower their mission and daily activities.

Sustainable Development - how the biological, physical and social environments of a place can integrate, reinforce each other, and start to build a sustainable system now and for the next generations.

Leading thinkers will be invited to speak and contribute to each of these focus strands. The conference will also produce a book of 100 leading edge projects to give an insight into what is happening worldwide and serve as models for future activities within these strands.

I think that all in all it was a successful meeting which I believe will bear fruit in future and has helped to raise awareness of Hong Kong ICA within ICAI.

**The ICA book Beyond Prince and Merchant which arose out of the Cairo conference is available for members to borrow from our library.*

John O'Mahony
Chairman,
The Institute of Cultural Affairs (Hong Kong) Ltd.

The Wearin' o' the Green

*"O Paddy dear, an' did ye hear the news that's
going round?
For they're hangin' men an' women there for the
wearin' o' the Green"*
Old Irish street ballad



Real estate business in Hong Kong may, at times, be cut throat but green can still be a revolutionary colour when waved by those who wish to protect the green breathing spaces around Hong Kong.

The Island East Green Action Group has campaigned for some months against the Government plan to destroy historical "Woodside" and build high-rise flats on the site. It has been supported by protests from "Woodside" ICA members and thousands of signatures of those who come up Mount Parker Road early in the mornings to exercise in the clearer air of this approach to the Tai Tam Country Park.

On September 25, the Town Planning Board re-zoned the residential "Woodside site to preserve woodlands and the red-brick Woodside". [South China Morning Post report, September 26, 1998.]

As yet, it has not been made clear to the ICA, or our landlord, the Government Property Agency (GPA), what is the effect of the Planning Decision; nor do we know if the Government plans to continue the Greig Road extension from Kornhill to Mount Parker Road.

On October 12, at the request of the GPA, we were visited by Mr. S. Barclay, Principal Assistant Secretary (Environment), Ms Mabel Mak, Senior Environmental Protection Officer and Head of Environmental Campaign Secretariat, and two executives of Swire Properties, Messrs. K. G.

Kerr and J.P. Dalex. Our visitors were not forthcoming with information and implied that they, the bureaucrats, would make the decisions about "Woodside".

The ICA is currently conducting courses in Techniques of Participation (ToP), which are designed to help all manner of people work together to achieve common community goals. We will invite Government officers who are likely to be involved with Woodside, to share with us in public consultancy exercises, using ToP methods, to help determine how Woodside and its grounds may best be used in the public interest. A further display of bureaucratic condescension will not help such community decision-making.

One of our visitors said that the re-zoning of Woodside was only "the start of the process". Clearly, we must insist that our views as the immediate "customers" and the views of others who have campaigned for the preservation of Woodside and its grounds must continue to be heard. *The "wearin' o' the Green" should continue.*



David T. Bottomley
Immediate Past Chairman

Contributed by Rico Macrohon



Application for ICA Membership

Name: _____

Address: _____

Tel (Res.) _____ (Off) _____ Fax: _____

Personal Interests/Skills _____

Joining Fee:

Annual Membership Subscription

q Member \$000 q Member Couple \$000

Send this application with cheque enclosed to:

The Institute of Cultural Affairs Ltd.

Woodside, Mount Parker Road, Quarry Bay, Hong Kong.

I would like to contribute to the work of the ICA with a donation of

q \$50 q \$100 q \$200 q Other

Signature _____

Date _____

Benefits to the ICA members

By becoming an ICA(hk) member, you will be entitled to participate in ICA activities and programmes run by the professionals in such areas. Also members who are interested in using the ICA facilities for seminars, training programmes and other social activities will be provided with a concessionary rate.

All members will receive a copy of this newsletter.

U.S. Fulbright Scholar Joins Woodside

It is with great pleasure that I continue the Woodside tradition of residents who actively contribute to the Hong Kong community. Like last Fulbright scholars and Woodside residents Clay Haskell and Donna Situ, I also join the Woodside community during my time here in Hong Kong as a Fulbright Scholar in residence.

For the duration of my ten month stay in Hong Kong, I am working with Dr. C. M. Wong and Dr. Anthony J. Hedley, head professors at the Department of Community Medicine, Hong Kong University Medical School. As Hong Kong currently has one of the lowest infant mortality rates in the world, I am exploring the factors for such success via statistical analysis, epidemiological progressions, and active community surveying. Such factors can then be applied in other countries to improve infant, and therefore, long-term human, health internationally.

Having completed public health clinical studies previously in a four-month project at the Zhejiang Collage of Traditional Medicine in Hangzhou, Zhejiang Province, China, I have come to understand and appreciate Chinese culture and language. I look forward to learning Cantonese and expanding upon the Mandarin language base learned while an undergraduate at Princeton University.

I have already enjoyed Woodside and the ICA as a community base of support in which to set forth into Hong Kong. Furthermore, I have found Woodside to be one of the few places in which people of all backgrounds are welcome, regardless of religion or nationality. It was reassuring to have the kind assistance of fellow residents with computer, telephone, and other urban life queries. Frequent forays into the surrounding woodlands have reaffirmed the natural beauty of Hong Kong and have brought me closer to the local Hong Kong residents.

I offer my strong support to the many before me at Woodside and in the Hong Kong community who continue to dedicate their energy to preserving the history and beauty of this Hong Kong treasure. It is with a great sense of duty that I begin work analyzing Hong Kong public health and find it most apropos that such a community project will have Woodside and ICA as its base.

By Jamie P. Morano

SAYING IT WITH POETRY

An evening of international poetry at Woodside

POETRY is a special, exalted form of communication, and it was in this spirit that the organisers held a Poetry Evening at Woodside, the headquarters of the ICA in Hong Kong. In fact, we realised that the literary exercise did in fact fit into the ICA scheme. Communication and reaching across language and cultural borders, is after all, the basis of much of the ICA international program.

For those who have never seen or visited Woodside, we must explain that it is a turn-of-the-century red brick colonial mansion, built on a mountain on the edge of a country park. The scenic setting, and the house itself, had a lot to do with how the poetry evening came about in the first place. But more of that later.

What happened that evening was that an audience of about 50 or more -- not all of them poetry lovers, and most of them not knowing quite what to expect -- gathered in the spacious hall of Woodside to hear poetry from different lands, read in their original languages, followed by English translations and explanations.

Close to a dozen countries were represented -- France, Spain, Germany, Holland, Denmark, China, Sri Lanka, Ireland (poetry in Gaelic), and poems in English from Australia and Britain.

In their introduction, the organisers said the idea of an international poetry evening was in fact prompted by the international nature of Hong Kong life itself.

"Given the fact that we live in a wonderfully cosmopolitan city, we thought it would be a good idea to take advantage of the presence of people from other lands, living here in Hong Kong, and invite them to read us poetry in their original languages," the organisers said.

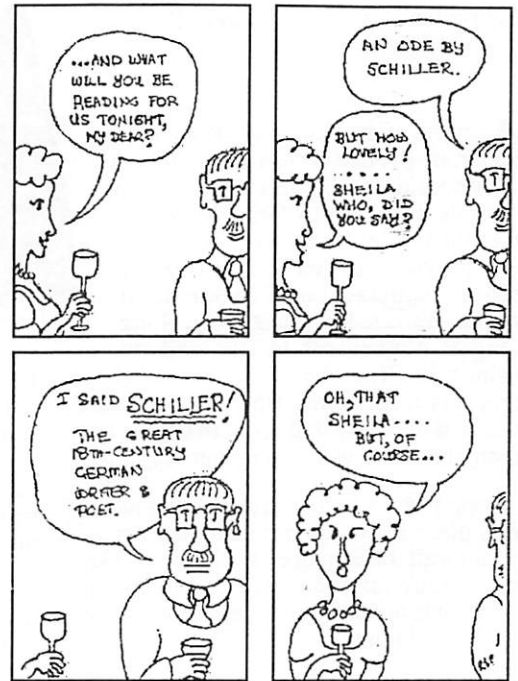
"Poetry is about the music of language, and surely it is a privilege to be able to hear different kinds of verbal music, in different languages, brought together on a single occasion."

For the inspired thought of holding such an event, the organisers gave much of the credit to Woodside, the house itself.

"While planning this evening of poetry, a fanciful thought occurred to us. As you all know, a lot of poetry conforms to a set form, a shape defined by a fixed number of syllables and lines. The form is the container in which the poem takes shape.

"In a not dissimilar way, this was how the idea of the poetry evening came about. This get-together for the enjoyment of poetry was dictated by the shape of the room in which we are gathered tonight.

"Let us explain. This old atmospheric house, Woodside, poised on a green, leafy mountain and surrounded by trees and birds and butterflies,



offers an ideal setting for sharing some of the beautiful things in life, like poetry, music and art. And this spacious hall, which can serve as a seminar room, a grand dining hall and a ballroom, is also highly suited for something as intimate as sharing poetry. "the audience looked around and saw a warm, cosy and inviting setting, with table lamps in corners casting a golden glow on draped curtains, and flowers in Chinese vases.



The poetry itself was a huge success. Members of the audience who had come along not knowing what to expect, found themselves fully absorbed in the readings. It was an opportunity to hear languages many of them had never heard before, and a chance to learn about poets and poetry from around the world. It was, in fact, a unique cultural event, a linking up of countries and people through the beauty of language.

Professor Yves Merisen of Hong Kong University, who read a contemporary French poem, told the audience that it was a pleasant surprise to find an event like a poetry evening

taking place in business-like Hong Kong, and that he was happy to be a contributor.

It was not all serious poetry -- two light-hearted Australian poems, and a "computer" poem from England, sparked much laughter.

The readings were followed by a party, making the event an altogether highly enjoyable cultural and social occasion.

The question most people were asking at the party was: "When is the next poetry evening?"

Stephan Prince



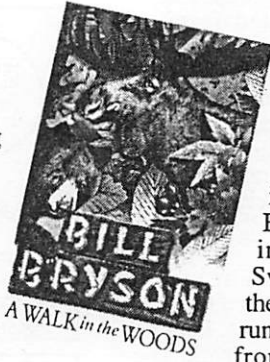
"A Walk in the Woods"

Bill Bryson, A Black Swan Book, 1998

Members of the New Hong Kong Hiking Group (TNHKG) came to dinner at Woodside, on October 24. The group is the successor to "Friends' Walks". Over the last ten years, the two groups have provided immense physical and spiritual satisfaction to hundreds of people. Walkers know that urban Hong Kong is convenient to live and do business in. They know at weekends how great it is to get away from Hong Kong's noise and high-rise buildings; to escape into green areas and walk up demanding hills.

Hong Kong's heroic struggle with nature takes place in November when the annual Oxfam walk takes place. It is over 100 km of our toughest country, and the 2400 participants aim at completing the course in less than 30 hours.

Weekend walkers, and I'm one of them, perhaps dream of one day, taking a leisurely and long walk over the trails we read about such as the Pennine Ranges in Britain or the Appalachian Trail in U.S.A. With interest, I came across Bill Bryson's "A Walk in the Woods" [Black Swan 1998]. It's about the Appalachian Trail that runs up East coast of USA, from Georgia to Maine. 3,600 km, almost from HK



It's to Beijing. I must say, at times, I've thought it would be interesting to walk parts of the Trail. Now that I have read Bryson's book I am happy to find that my occasional dream was really achimera I no longer want to pursue.

Bill, (he's a friendly fellow and I think he would prefer to be called "Bill") thought he should walk the trail to rid himself of the

sloth of years and to see the Trail before global warming kills many more of the forests through which the Trail passes. He considered all the problems of wild animals, snakes, mysterious murders and the task of carrying food and equipment for many days without relief. He acquired a former walking companion, known as "Catz", and they set off on long hauls along the Trail. The book is full of interesting description, Trail history and their incompetent feeding: packaged noodles and Snickers. Really!

I define an Australian as one who supports (barracks) for the Australian cricket team when it plays the British and who believes that no other forests in the world have the variety of tree colours and scents that you find in the Australian bush. I can believe, as an Australian, that in autumn the Appalachian Trail must be wonderful but for the rest of the year it's just not as good as our Bush.

Please read the book. It's great fun. It's well written. And it will cure you of ever wanting to walk the Appalachian Trail.

Dear reader, your contributions are welcome for this newsletter. Please send your articles (no more than 200 words) with relevant photographs. They may be subject to editing.

