

CAUX INNER DEVELOPMENT GOALS FORUM

Navigating Our New Word:
Inner Development for Global Action



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FOREWORD

Since its inception, the Caux Forum has provided a space for introspection, dialogue, and leadership on the pressing challenges of our time. Building on this legacy, the Caux Inner Development Goals Forum (CIDG Forum) recognised that this moment of profound global change presented an opportunity to question how we navigate uncertainty, build resilience, and drive meaningful change.

The Forum therefore served as an immersive five-day experience exploring these urgent questions through a transformative journey of inner development for global action, fostering deep connection, inner reflection, and collective action among participants.

Held between 28 July and 1 August 2025 at the historic Caux Palace in Caux, Switzerland, the second edition of the Caux IDG Forum invited leaders, changemakers, and organizations from around the world to engage in dialogues, workshops, and mindfulness practices designed to strengthen leadership, bridge divides, and create lasting impact.

The Forum strengthened collaboration across disciplines, practices, and geographies, linking global frameworks such as the UN Sustainable Development Goals and the personal, relational, and communal dimensions of change that underpin them. By focusing on the Inner Development Goals, it highlighted the vital role of mindset, values, and human skills in addressing today's complex challenges.

The program was guided by Theory U for Group Work and Prototyping, Initiatives of Change methodologies, academic research, and indigenous wisdom and facilitated by leading practitioners in these fields. A series of inspiring plenary sessions featuring global thought leaders, interactive workshops, small community groups, and reflective moments in the beautiful setting of Caux Palace formed the basis of each day.

These sessions empowered participants to explore their potential as changemakers and develop innovative approaches to personal and collective transformation.

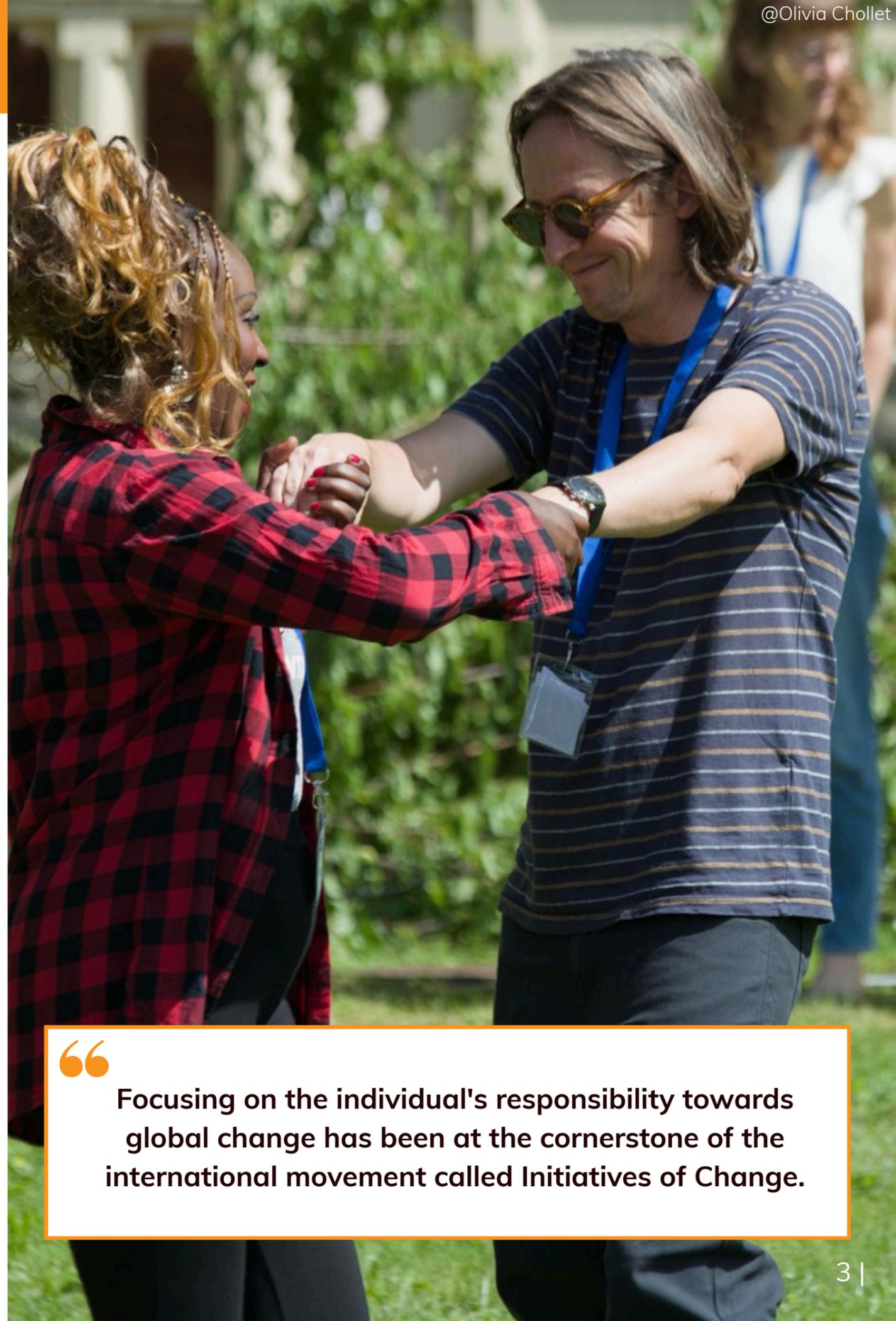
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This place is a safe place where honest conversations can take place, and where you can learn from others. The history of the Caux Palace testifies to this role of gathering and reconciliation.

Co-organized by the Caux Initiatives of Change Foundation, members of the Initiatives of Change network, and the Inner Development Goals Foundation, the 2025 Forum convened diverse stakeholders representing over 50 nationalities from contexts as wide-ranging as Myanmar, Turkey, South Sudan, and Australia—from policymakers and business leaders to educators, activists, and community builders—all committed to shaping a more resilient and compassionate world. This year's Caux IDG Forum created opportunities to further expand the reach and scale of the IDG framework at various levels, building on last year's Forum and inspiring further action ahead of the IDG Summit 2025 in October 2025.

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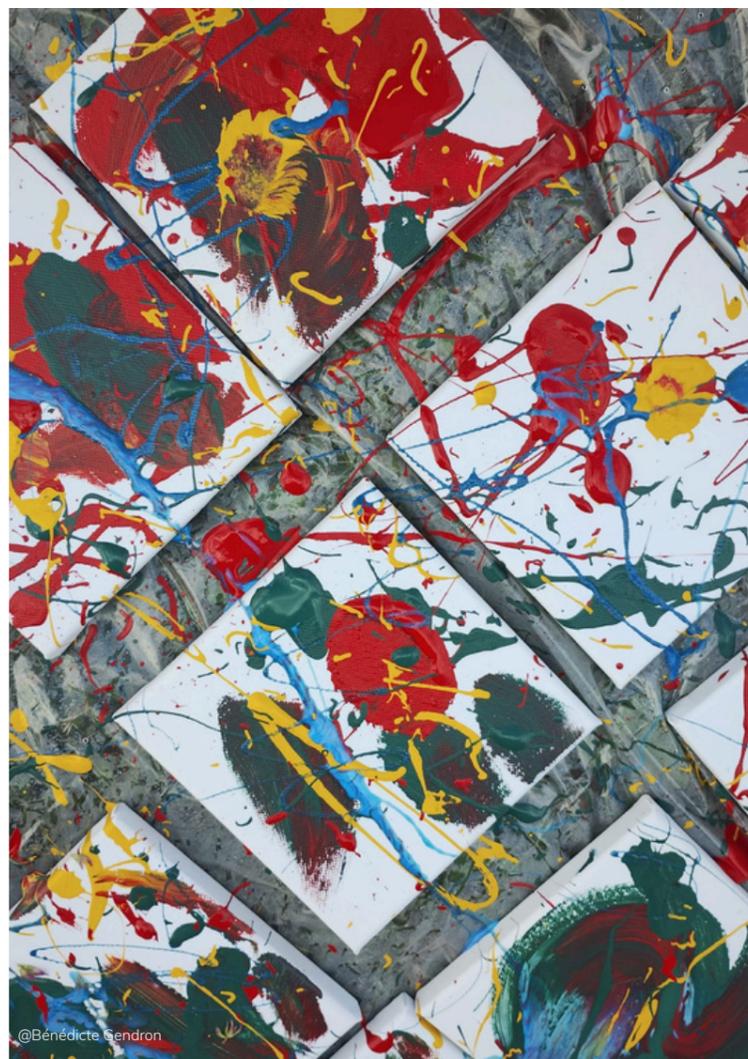
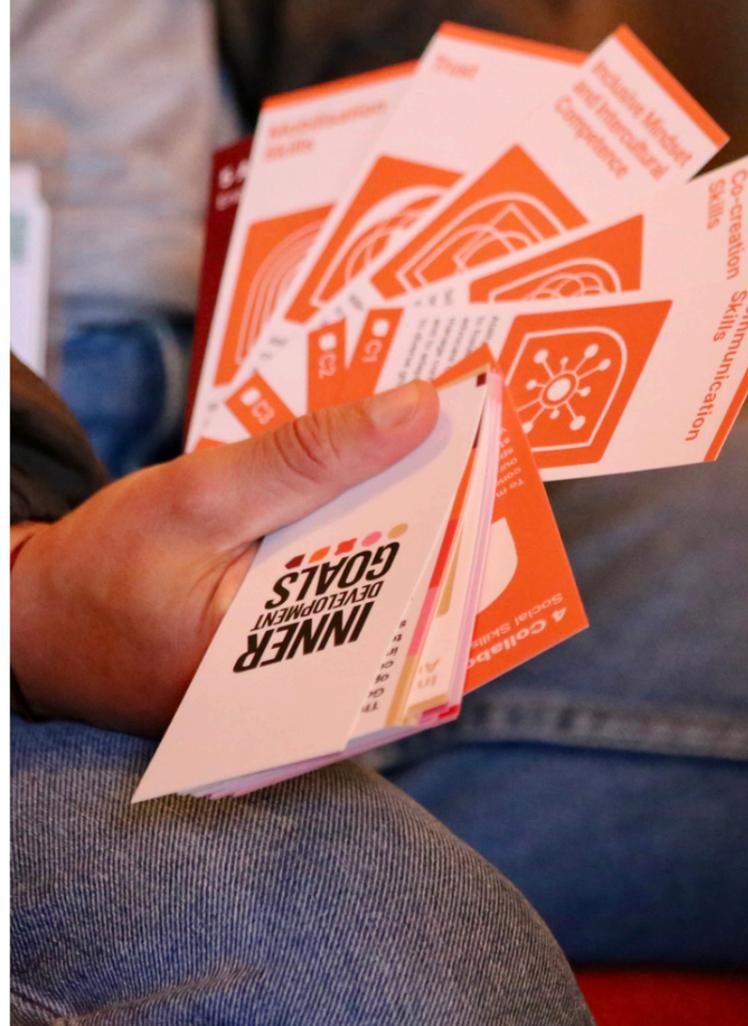
Focusing on the individual's responsibility towards global change has been at the cornerstone of the international movement called Initiatives of Change.



CAUX INNER DEVELOPMENT GOALS FORUM

PROGRAMME OVERVIEW

JULY 2024	28 JULY: Welcome & Connection	29 JULY: Sensing Reality	30 JULY: Presencing & Inspiration	31 JULY: Co-Creating the Future	1 AUG: Closing the Loop
7:00 - 7:30	Greeting the Day				
7:30 - 8:30	ARRIVALS				
9:00 - 10:45	Together Time	Together Time	Together Time	9:00 - 10:30 Community Groups	
10:45 - 11:15	The Week experience & Inner Listening	The Week experience & Inner Listening	The Week experience & Inner Listening	TEA & COFFEE BREAK & CHECK-OUT	
11:15 - 12:15	TEA & COFFEE BREAK			Community Groups	
12:15 - 13:30	Community Groups	SOUL NURTURE Nature Workshop with Community Group	Community Groups	Closing Ceremony	
13:45 - 15:15	14:30-15:15 Welcome Ceremony	Our New World & Global Challenges	Guided Inner Reflection Workshops	Workshops	
15:15 - 16:15	TEA & COFFEE BREAK				
16:15 - 17:45	16:00 - 18:00 Be the Change, IDGs and Theory U	Global Challenges Deep Dive	Workshops	Pro Action Café	
17:45 - 18:30	18:00-18:30 Tree of Intentions	Harvest	Harvest	Harvest	
18:30 - 19:30	EVENING MEAL				
19:30 - 20:00	FREE TIME				
20:00 - 21:30	Landing Time / Historical Guided Tours	Candlelight Conversations	Caux's Got Talent	Concert: Giulia Dabalà & Dance Party	
22:00 - 22:30	SONGS FOR PEACE, UNITY AND RECONCILIATION (TAIZÉ)				
	DEPARTURES				
	15:00 - 23:00				
	 SWISS NATIONAL DAY CELEBRATIONS AT CAUX				



DAY 1: WELCOME & CONNECTION

ARRIVING WITH INTENTION: GROUNDING IN NATURE, SELF, AND COMMUNITY

The opening day of the 2025 Caux IDG Forum invited participants to arrive not only at the historic Caux Palace but also into a shared space of openness, intention, and connection. The theme, “Welcome & Connection: Arriving with Intention,” framed the day as a journey of grounding—within nature, within oneself, and within community.

The Forum began with a Welcoming Ceremony led by Indigenous elders and cultural leaders from around the world. Lewis Cardinal from Canada, Uncle Shane Charles from Australia, and Elder Larry Cesspooch from the USA wove together storytelling, spirituality, and cultural wisdom, reminding participants of the importance of honouring mother earth, tradition, and human connection at the outset of the week-long journey. The sacred space that was created set a tone of openness and possibility that would carry participants forward to engage and collaborate individually and collectively.



Jacqueline Côté, President Caux Initiatives of Change



We will honour one another with graciousness and sacredness. We will be grounded in respect, acceptance, and the power of relationships.

During the Opening Plenary, various speakers set the global context, theoretical framework, and emotional foundation for the week. Jacqueline Côté, President of Caux Initiatives of Change, offered words of welcome, recognising the challenges in delivering upon the SDGs and the moral crisis affecting leadership on issues of climate change, inequality and poverty, and global governance. These reinforced the importance of the IDGs and the Initiatives of Change methodologies, and highlighted the role of silent reflection and storytelling in enabling sharing, growth, and collective action.



Elder, Larry Cesspooch

This was followed by an introduction to the IDGs by psychologist and global coordinator Pontus Holmgren, grounding the week in a framework for personal and societal transformation. The Inner Development Goals Framework simplifies a complex field of human development to help us better identify, understand, communicate, develop, and integrate the inner skills needed for sustainable development. Co-created by more than 1000 experts, scientists and practitioners, the IDG Framework consists of 5 dimensions with 23 skills of human inner growth and development.



Pontus Holmgren, IDG Foundation

“

Faced with these challenges, inner development grows in importance. It empowers you to make better decisions under complexity. It gives you stronger leadership with empathy and integrity. And it promotes greater collective action because people learn to collaborate

—Jacqueline Côté, President of Caux Initiatives of Change Foundation

Facilitators Nadene Canning and Rafaela Rolim introduced Theory U, the methodology underpinning the Forum’s flow, inviting participants to engage with both their head and heart. Theory U offers a framework for collaboration and engagement using awareness-based and contemplative practices. It can help groups sense more deeply into team dynamics and help organisations engage in purposeful planning, project and initiative prototyping, and more intentional acting. The session concluded with the review of the IDG Skill Finder, a tool designed to help participants locate and cultivate their own capacities for change.



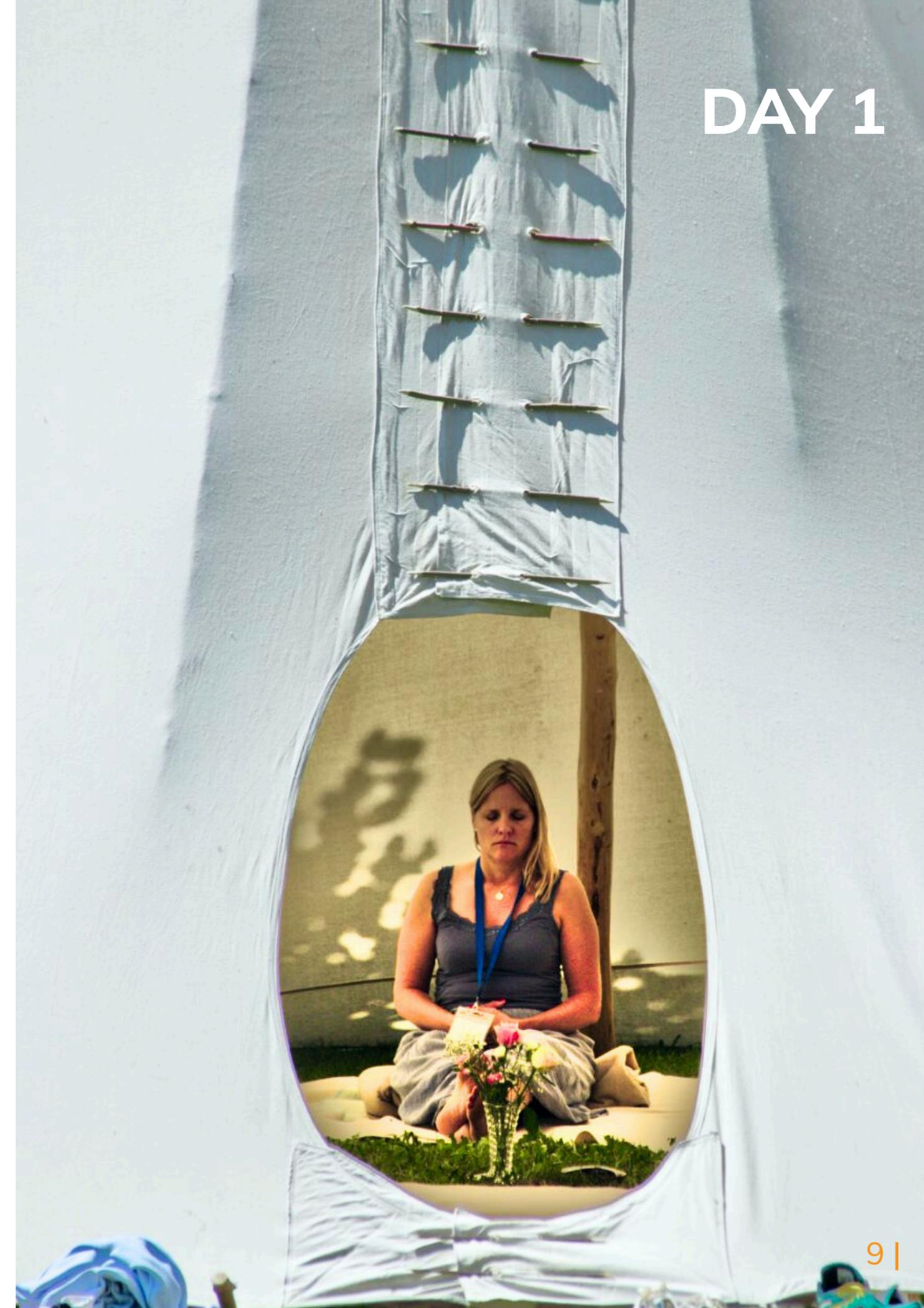
Rafaela Rolim & Nadene Canning

“

The IDGs enable a simplified global language that aims to help people understand what inner development can look like and why it matters for catalysing outer change

Participants gathered for the Forest of Intentions. This ritual offered a moment to pause, listen inwardly, and articulate what each person hoped to bring to the week—whether a sense of identity, purpose, or contribution. Placing these intentions into the collective space symbolised the weaving together of individual commitments into a shared journey.

DAY 1



DAY 2: SENSING REALITY

ENGAGING DIVERSE PERSPECTIVES TO UNDERSTAND SYSTEMIC GLOBAL CHALLENGES



Day 2 and each morning thereafter began with a sunrise “Greeting the Day” ceremony in the Caux palace gardens. Indigenous leaders Lewis Cardinal (Canada), Uncle Shane Charles (Australia), and Elder Larry Cesspooch (USA) invited all to awaken together in stillness, grounding participants in sacred presence before the day’s deeper explorations unfolded.

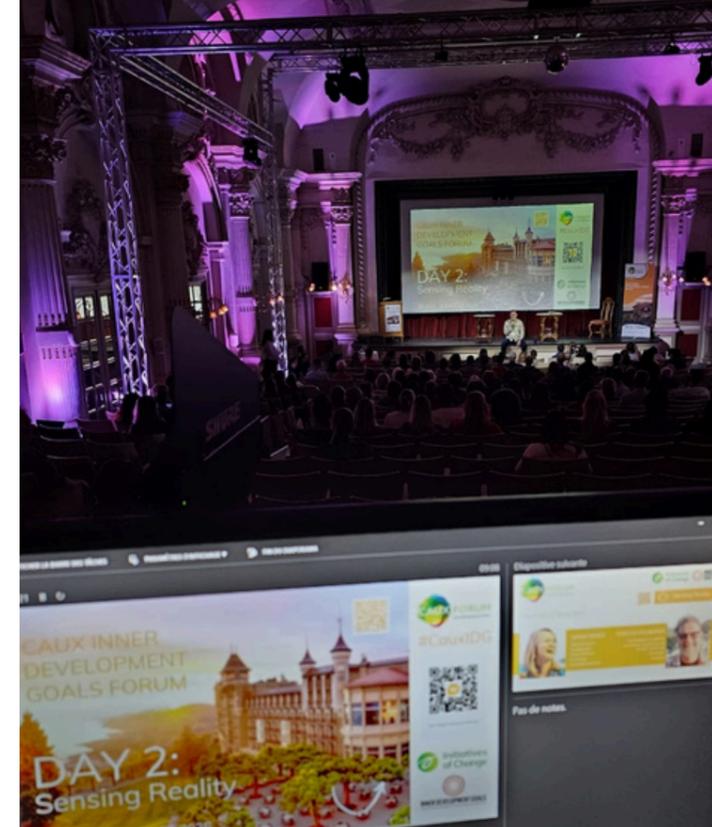


Uncle Shane Charles, Australia

This also set the stage for “The Week,” a three-part group experience that helps participants understand the climate crisis not only intellectually, but also emotionally and relationally, as developed by a group of filmmakers, psychologists, and climate experts.

In a world where the climate crisis often feels overwhelming, distant, or abstract, “The Week” offers something different: a structured, emotionally grounded, and profoundly human experience of facing this challenge—together. Through powerful storytelling and open conversation, it guides people from shock and awareness to empowerment and action.

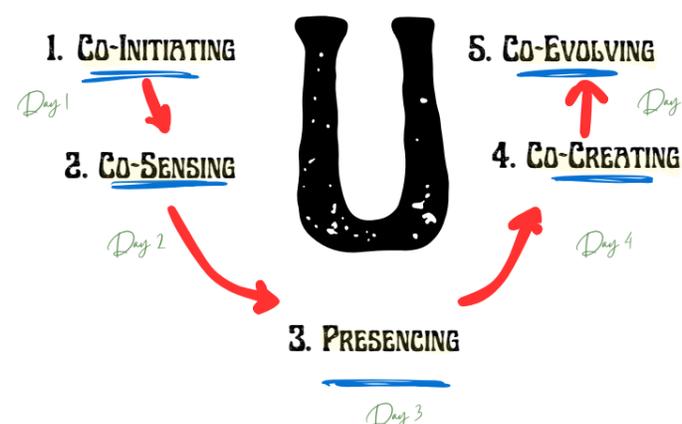
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Our body is an instrument for sensing. as is our mind and heart. This day is about sensing. It's about staying with an open heart, with an open mind, and an open will. Being ready for deep listening, for listening with fresh ears, and seeing with fresh eyes without preconceptions



Rafaela Rolim led participants through a visceral, emotionally rich experience created by filmmakers, psychologists, and climate experts. It helped people move beyond intellectual understanding toward a felt awareness of systemic crises. The day also represented a descent down the “U” of Theory U, the initial phase of collective learning and change, during which leaders and participants immersed themselves in a situation to deeply observe and understand the underlying system. This involved shifting from default mental models and suspending habitual ways of thinking (like judgment and cynicism) to become open to new and emerging futures.

“
This is what Initiatives of Change has always been about— deep listening bringing about inner change that leads to outer change.

Theory U: 1 Journey, 5 Stages



“ You don't have to be a child to touch wonder. You don't need to have the answers, but you do need to show up, to show up with an open mind, an open heart, and an open will. And that's what Theory U invites us into.

PANEL 1: OUR NEW WORLD AND GLOBAL CHALLENGES

The day's Plenary, titled “Our New World & Global Challenges,” brought voices such as Uncle Shane Charles, Caroline Hunt-Matthes, Melek Mizrak, and Şeniz Doğan into a rich tapestry of storytelling and perspective—contributing perspectives and understanding of global complexity through lived experience. The Initiatives of Change movement believes in the power of stories, not just in the lessons they contain in their own right, but also their ability to transcend borders and to create understanding between people.

“
The most important sentence that describes me on this platform that brings us together on this inner journey is sincerity



Şeniz Doğan, Melek Mizrak & Nadene Canning



Caroline Hunt-Matthes & Uncle Shane Charles

In reflecting on global challenges and their interlinkages, Melek Mizrak Subaşı, Mayor of Bilecik, spoke of the power of love, respect, and sincerity in overcoming male hegemony and informing local policymaking and initiatives that meet the needs of her constituency. Her counterpart from the Municipality of Denizli, Şeniz Doğan, echoed these sentiments and reinforced the power of sincerity in transcending data and strategies and ensuring accountable leadership that connects with the hearts of communities in different ways. By engaging in politics with sincerity, love, and a female perspective, staying connected with people without compromising one's values, words and actions, women can play a greater role in political life anywhere in the world.

Aboriginal elder, cultural leader, artist, and changemaker Uncle Shane Charles spoke to the challenges of working in state and federal government, trying to create change not only for his people, but for the wider community, and often encountering significant obstacles. The key to success is building respectful relationships with all stakeholders and fostering was for a community to come together to co-design with their elected government, both in planning and in action. This also requires awareness and knowledge of difference to ensure all community members feel a sense of belonging.

“
It's my responsibility to look after members of my community and to share this great knowledge. But it's also about helping them to find their belonging.

Caroline Hunt-Matthes, a human rights lawyer, spoke about human rights, the role of investigation in bringing them to life, and the importance of whistleblowing in this context. She emphasized that humans are neurobiologically hardwired not to whistleblow, that truth is worth fighting for, and that it is possible to transcend victimhood. Together these components reminded participants that each of us has a role in holding systems accountable, and that accountability, truth, speaking up and healing all begin with the individual.

“

I really tried to approach the people who trusted me with sincerity, transparency, trust, and honesty. I tried and tried to do my duty as mayor, not like a normal politician, that is, not like an expected political figure, but more sincerely, and, as the angel said, with love.

“

The more we understand personally about the very lands that we walk on, the more people understand what used to be for us and how we look forward to what peace can be and how we find that love for each other.



KEY TAKEAWAYS

- Sincerity and love are not soft values – they are powerful, transformative forces in civic leadership
- Belonging and reconciliation begin by walking together and listening deeply
- Trust and justice require courage and the willingness to stand alone
- The power of a story connects us across geography and difference, reminding us that personal leadership is planetary leadership

PANEL 2: GLOBAL CHALLENGES DEEP DIVE

“

We can view vulnerability as a space for resistance. The creation of communal spaces—where care and solidarity enable people to navigate and overcome their everyday challenges—is especially vital in contexts where the state is absent from their lives

Later in the day, inspiration took hold during a session digging into “Global Challenges – Deep Dive,” featuring Claudia Santos, Ljupka Mitrinovska, and Louise Le Gat, with moderators Ines Mokdadi and Pontus Holmgren guiding reflective exchange on systemic dynamics and responses.

Claudia Santos, a consultant, researcher and co-founder of Upstand, reflected on approaches to rehumanizing global challenges with a focus on displacement and ecological pressure, reinforcing that climate change does not automatically lead to migration and that it is shaped by layers of social vulnerability and conflict. She encouraged attendees to look beyond the headlines and understand the deeper human contexts behind these patterns of human mobility.



Pontus Holmgren, Louise Le Gat, Ljupka Mitrinovska, Claudia Santos

“

Ethics is something we live by. It is about navigating life through the lens of our values and hopefully figuring out what's good for the world.

Ljupka Mitrinovska, Head of the Solutions Hub and Global Ethics Academy, guided participants through recalibrating their moral compass, exploring the growing moral disorientation of our times and re-affirming purpose and alignment. This helped participants acknowledge the crisis of values and the process that is required to calibrate their ethical compasses as they navigate through life.

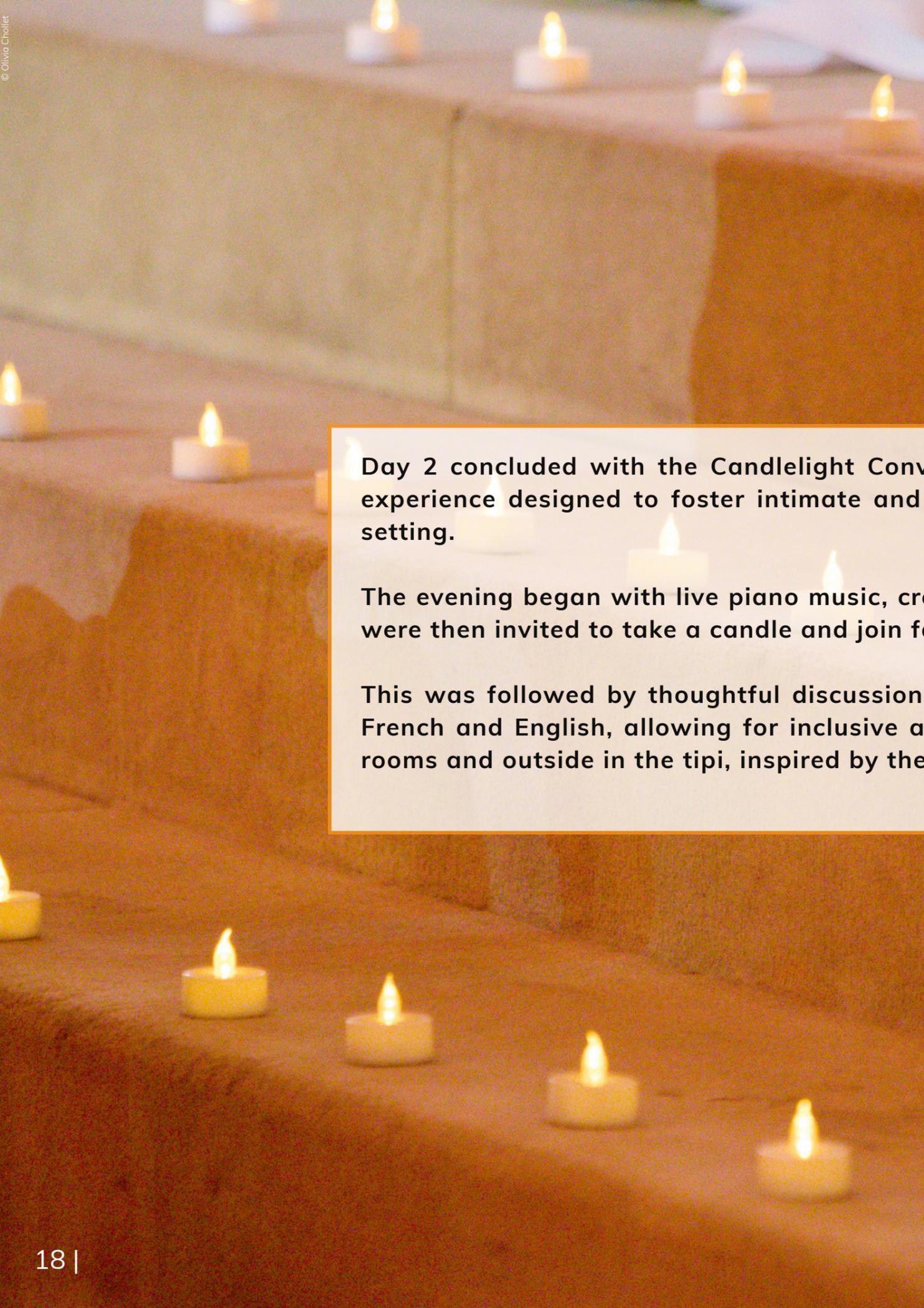
The third perspective, shared by Louise Le Gat, a leadership catalyst and founder of Purpose-Led Leadership, invited participants to embrace new paradigms for leadership. She explored the leadership crisis and the need for inner realignment, challenging outdated, top-down leadership models and highlighting why complexity requires a different approach, one rooted in inner work. She spoke of the value of embracing our “weird” – our buried brilliance – as the key to building new systems.

“

We can't build a new world with old maps. It's time to chart the uncharted ... Each of us has a garden patch in the world to tend. And now is the time to tend it – with our own unique tools

KEY TAKEAWAYS

- Global challenges are deeply personal and shaped by power, inequality and stories we seldom hear.
- True transformation requires ethical courage, inner work, and courage to walk a new path.
- Our leadership must emerge not from dominance, but from depth, dignity, and the daring to be different.

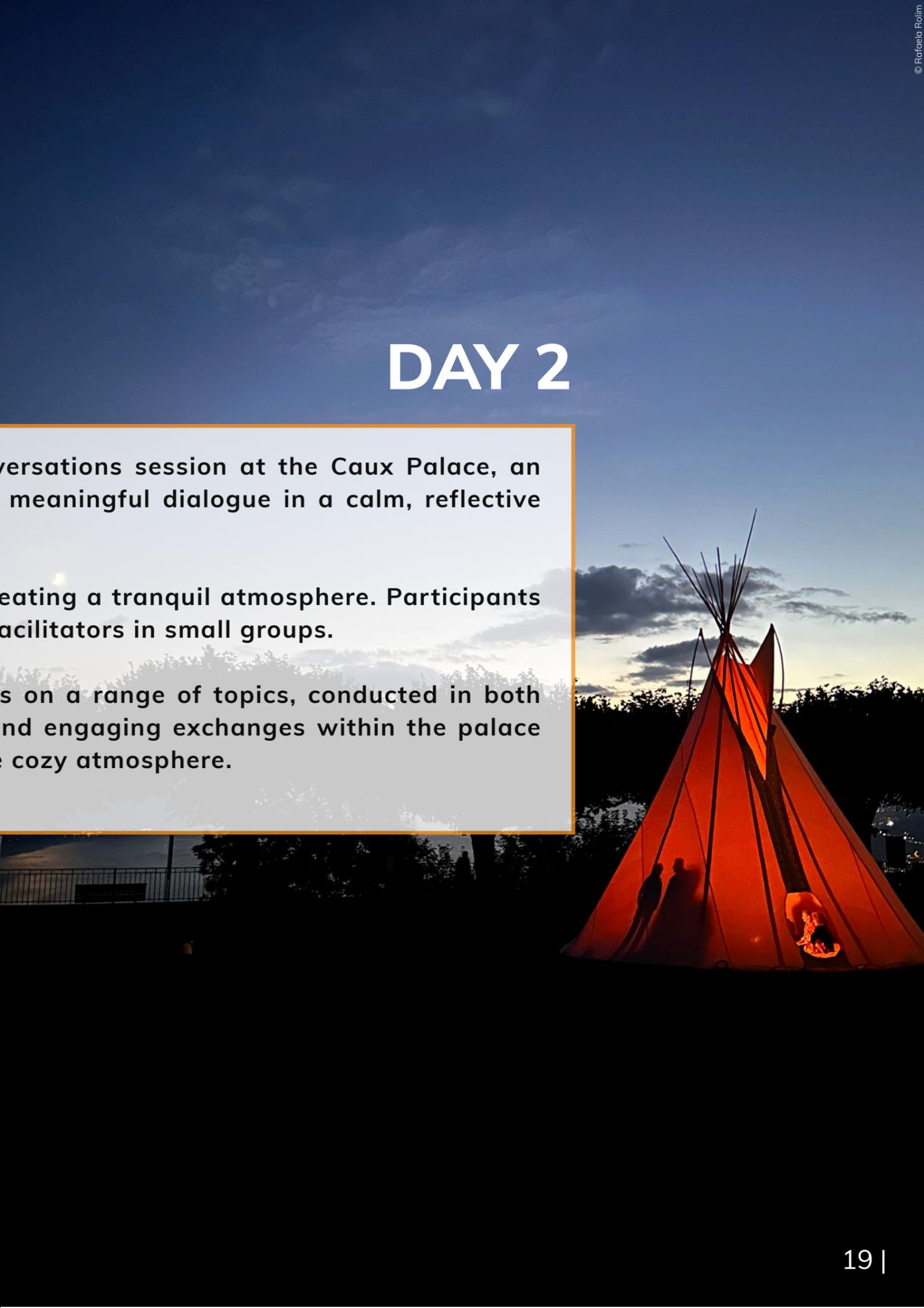


DAY 2

Day 2 concluded with the Candlelight Conversations session at the Caux Palace, an experience designed to foster intimate and meaningful dialogue in a calm, reflective setting.

The evening began with live piano music, creating a tranquil atmosphere. Participants were then invited to take a candle and join facilitators in small groups.

This was followed by thoughtful discussions on a range of topics, conducted in both French and English, allowing for inclusive and engaging exchanges within the palace rooms and outside in the tipi, inspired by the cozy atmosphere.



DAY 3: PRESENCING

CONNECTING TO INNER WISDOM & PURPOSE

Day 3 invited participants to slow down, feel, and open up to new possibilities. By remaining grounded in gratitude and sacred presence, attendees sought to unlock something deeper within—shifting from simple awareness toward inner alignment. Through "The Week—Part 2," a sense of purpose began to crystallize.

Throughout the day, "Presencing" moved from concept to lived experience. Whether in gardens or on lawns, participants engaged through movement, sound, painting, story, and silence. Through workshops centered on meditation, embodiment, and deep listening, they forged deeper connections to themselves, one another, and the wider world.

Whether through shared laughter and play or the quiet meeting of grief, everyone found the space to pause, feel, and let their reflections inform their path forward.

“

What we are co-creating here is a field of collective intelligence. We're building community

“

I feel like an instrument being played by the universe.

Siddharth Singh



Sara Øllgaard



Edith Planche



© Olivia Cholet

Liliana Feher



Pontus Holmgren



Day 3 concluded with the Caux Talent Show, a long-standing tradition of the Caux Forum. The evening, facilitated by Siddharth Singh and Sara Øllgaard, provided an opportunity for a spontaneous and improvised celebration of culture and diversity, as participants signed up to showcase their talents.

Performances included theatre, music, poetry, and interactive games, creating a lively and inclusive atmosphere.

Swan Dao



Kjersti Webb & Jessica Bockler



Mark Vandeneijnde



DAY 4: CO-CREATING

PROTOTYPING & DESIGNING SOLUTIONS

Day 4 brought focus on co-creation and designing solutions for the future. Through “The Week – Part 3,” attendees shifted a focus on collapse to possibility, one that begins with stillness, truth, and presence, rather than urgency and fear. They were reminded that this moment in history is not simply a crisis, but rather an initiation – an opening in which the world might be re-born through the actions of all as global citizens.

This brought the narrative arc of the experience full circle—guiding participants from crisis awareness through presencing to collective imagining of practical steps forward.

Participants were guided from insight to action, drawing upon deep listening to bold imagining and beginning to co-create collective solutions. A series of workshops helped participants bridge inner awareness and capabilities with our offerings and opportunities. They saw how new ideas often emerge when we stop trying to solve the problem and instead redefine the question itself. Through group work, participants were reminded that real, human connection hinges on play, vulnerability, and shared values, and that collective meaning arises from presence.

“
Co-creation is not a solo act. It’s a collective improvisation. It’s messy, courageous, and full of grace and it starts with showing up fully”

Later in the day, participants engaged in prototyping and dialogue, embodying the move from insight into co-creative action on questions such as:

- How do we adapt to include neurodiverse voices in future Forums?
- How do we translate the IDGs for children and across cultures?
- How might we team up with technology companies to incorporate the IDGs into Artificial Intelligence?
- What would it take to decolonize the IDGs and our ways of working?

“
Together, we saw how existing co-creation structures have been enriched by fresh perspectives and a growing community of people eager to join the conversation”



Giulia Dabala in concert, Caux Palace Theatre



DAY 5: CLOSING THE LOOP

REFLECTION, COMMITMENT, AND PATHWAYS FOR CONTINUED IMPACT

The Forum's final day focused on reflection, mutual encouragement, and a shared commitment to the future, symbolically seeding these ideas in a Garden of Action. Participants drew strength from the clarity and courage forged throughout the week—at both individual and collective levels—embracing the unique responsibility each person holds to effect meaningful change.

“

The future we hope for doesn't arrive by chance. It is shaped by the choices we make and the actions we take and the values that we live

The Closing Session drew together the various threads of the week-long journey—celebrating emergence, clarity, and the path ahead. As the Forum drew to a close, participants carried with them new perspectives, inner strength, and a shared resolve—embodied in the Forum's spirit of closing the loop: ending where it began, but forever changed.



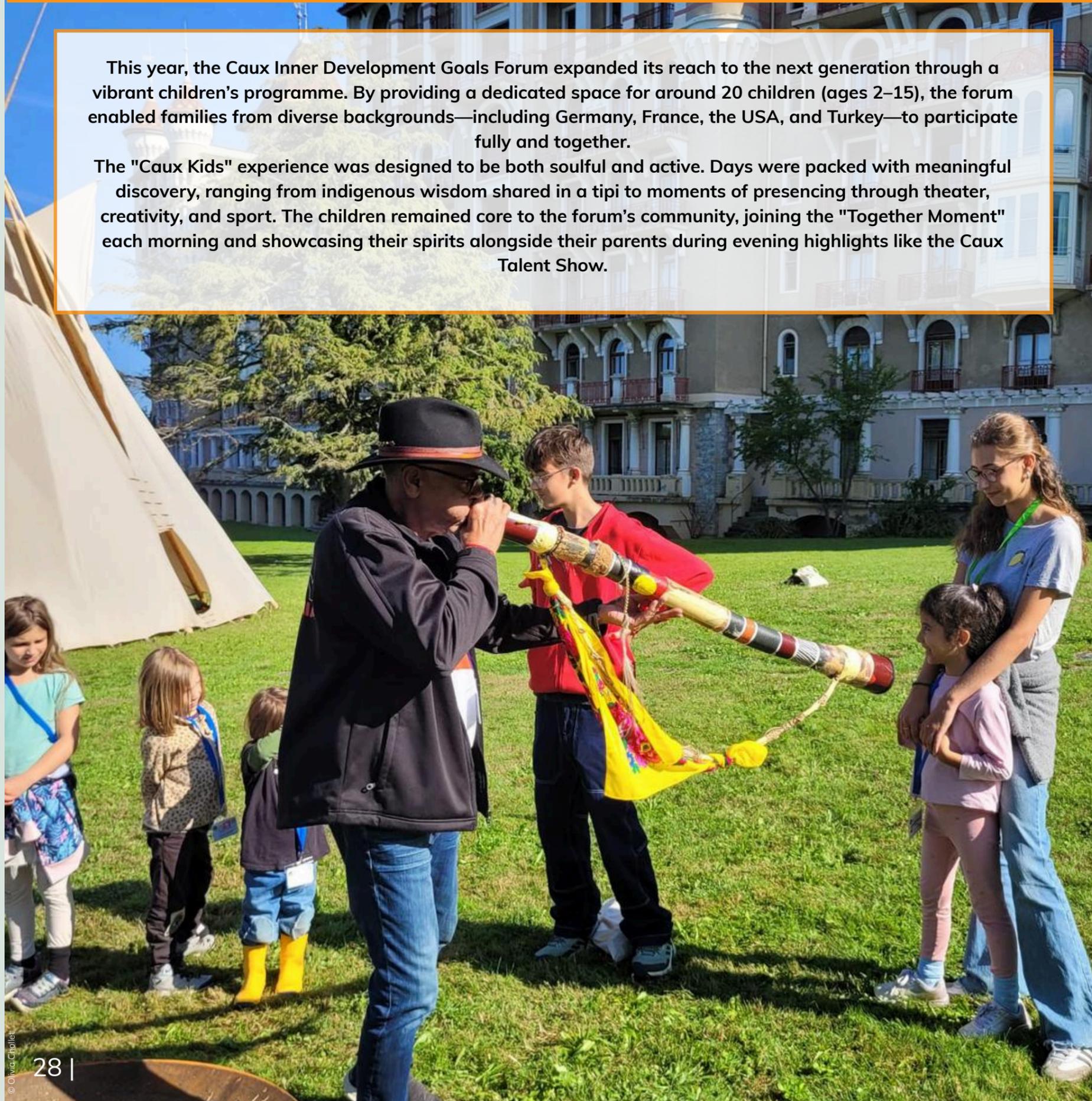
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What's next is to walk forward not just with ideas, but with intention. And let us remember that we are the stewards of what's to come and that we are not alone.

CHILDREN'S PROGRAMME

This year, the Caux Inner Development Goals Forum expanded its reach to the next generation through a vibrant children's programme. By providing a dedicated space for around 20 children (ages 2–15), the forum enabled families from diverse backgrounds—including Germany, France, the USA, and Turkey—to participate fully and together.

The "Caux Kids" experience was designed to be both soulful and active. Days were packed with meaningful discovery, ranging from indigenous wisdom shared in a tipi to moments of presencing through theater, creativity, and sport. The children remained core to the forum's community, joining the "Together Moment" each morning and showcasing their spirits alongside their parents during evening highlights like the Caux Talent Show.



PARTICIPANTS

The Caux Inner Development Forum welcomed 220 participants representing 48 different nationalities, reflecting a truly global gathering. Participants came from a wide range of cultural, geographic, and social backgrounds, contributing to a rich diversity of perspectives and experiences throughout the event. This international mix significantly enhanced the quality of dialogue, collaboration, and learning, making the forum both more inclusive and more impactful.

Participant Diversity by Nationality

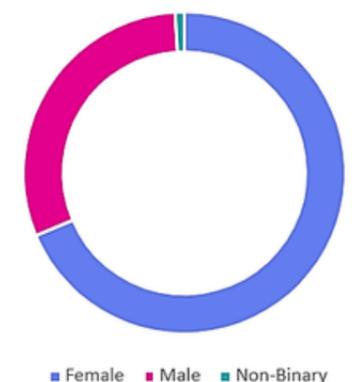


- | | | | |
|------------------|-----------------|-----------|------------------|
| ■ Switzerland | ■ Germany | ■ France | ■ United Kingdom |
| ■ Turkey | ■ United States | ■ Canada | ■ Netherlands |
| ■ Sweden | ■ Cameroon | ■ Belgium | ■ India |
| ■ Ireland | ■ Italy | ■ Tunisia | ■ Portugal |
| ■ Czech Republic | ■ Kenya | ■ Nepal | ■ Syria |
| ■ Ukraine | ■ Nigeria | ■ Spain | ■ Romania |

Although a large proportion of participants originated from Switzerland, Germany, and France, the strong presence of individuals from many other countries ensured a balanced and pluralistic exchange. This diversity strengthened mutual understanding, fostered cross-cultural connections, and reinforced the forum's commitment to global participation and shared inner development.

With women making up approximately 69% of the cohort, the forum benefitted from a strong foundation of female leadership and perspectives. In addition, we are committed to centering voices that have historically been underrepresented in global dialogues, and we were delighted to welcome non-binary and non-classified voices among the participants, demonstrating the inclusive and diverse nature of the event.

Gender Distribution



ACKNOWLEDGEMENTS

THANK YOU!

The Caux IDG Forum 2025 was the result of invaluable contributions from the global Initiatives of Change network and the IDG Foundation and their partners.

Organising Team

- Ignacio Packer
- Sarah Noble
- Rafaela Rolim
- Pontus Holmgren
- Siddharth Singh
- Roweida Saleh
- Nadene Canning
- Ines Mokdadi
- Tina Clifton
- Ulrike Ott Chanu
- Véronique Sikora

Photo Credits & Film

- Antonin Lechat
- Olivia Chollet
- Rafaela Rolim
- Ignacio Packer
- BabyPro

Report Coordination & Content

- Ines Mokdadi
- Sarah Noble
- Rachel Sider

Editorial & Layout Support

- Ulrike Ott Chanu
- Tina Clifton

Our sincere gratitude goes to all those who helped behind the scenes:

- The interpreters: Hidadya & Samuel
- The community group leaders, led by Veronique, who held safe spaces for dialogue and reflection
- The housekeeping, kitchen, and hospitality teams led by Etienne and Valentin who created a welcoming and nourishing environment throughout the Forum
- The Welcome Desk team with Chiara, Mélanie and others
- The floral arrangements by Valentin
- The communications & visual support team: Ulli, Tina, Mélanie, Chiara, Olivia, Emma
- The kids programme team with Eve, Maya, Maëlyne and Kosma
- The technical team : Hannya, and Thomas

And a final special THANK YOU goes to:

All participants, moderators, facilitators, workshop organisers and partners whose insights, stories, and contributions shaped the richness of the Caux IDG Forum 2025.



ORGANISERS & PARTNERS

The Caux IDG Forum 2025 was organised in partnership by:



Our sincere gratitude goes to our partners:

