



The Art of Participatory Leadership

Building capacity for shared responsibility, performance & meaning at work through hosting & harvesting conversations that matter

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<http://www.authentic-leadership-lab.de>



HOW DO WE MEET THE CHALLENGES NOW FACING US?

Work and life are increasingly complex. Today we are faced with an environment where change is a way of life, people we work with come from dramatically different backgrounds and we face challenges that are beyond a person, a company or even a country to solve.

We have a new generation at work that is well educated, well-connected and highly motivated to live a meaningful life.

We need to learn how to work across the generations in ways that will support all of us to contribute and succeed.

MAYBE YOU ARE ASKING YOURSELF:

- What is the role of a leader in complexity? How can I involve others in taking responsibility so that we can work more collaboratively and effectively with the resources we have?
- How can we, as an organization or team, reach our potential by acting more collaboratively together? What would it take to achieve that?
- How can I lead from where I am so that my own potential and the potential of people around me can unfold?
- How can work be a way to serve a purpose, be a contribution and find a sense of meaning? How can we work across diversity to bring out the best of people and systems?



THE ART OF PARTICIPATORY LEADERSHIP

Join us to find out how to bring out the best in groups in a way that creates common understanding and purpose, deep commitment and decisions that stick. The Art of Participatory Leadership is a response to a world that is becoming increasingly complex and fragmented, where true solutions and innovations lie not in one leader or one viewpoint, but in the bigger picture of our collective intelligence.

IT IS MORE THAN JUST A TRAINING...

At a time with so much chaos and complexity at every level, The Art of Participatory Leadership is a practice ground for those seeking to find new, effective and healthy patterns for organising, innovating and interacting. It is for all those aspiring to bring out the best in others. It is based on the assumption and experience that human beings have an enormous untapped wealth and resilience.

Purpose of the training

- To equip leaders to lead in complexity and change using participatory methods like circle work, World Café, Open Space and Appreciative Inquiry
- To explore how the process of hosting conversation complements more traditional ways of leading teams and organisations
- To experience and learn how to use tools that invite people to contribute their strengths and gifts to meet a common purpose



AS A PARTICIPANT YOU WILL:

- Experience the principles and practice of hosting and harvesting conversations
- Be immediately invited to engage, participate, contribute and step actively into your learning by taking part
- Gain an understanding and experience of a variety of participatory methods and how to apply them at work or in your communities
- Have the opportunity to bring your own projects, issues and inquiries to the group for shared learning

WHO SHOULD COME

Anyone who wants to explore and inquire into how to work in complexity and make the most of diverse skills, experience, background and perspectives.

From leaders and managers, to consultants and facilitators, to team leaders, group members, social activists, association members and anyone who wants to learn - This program targets people who are committed to leading and managing their work, their teams and their organisations in more collaborative and participatory ways.

We encourage you to come with a colleague, friend, teammate or group so that you can immediately begin practicing once you return home. Having others to practice with will encourage you to begin and keep going.



WHAT WE WILL LEARN

- Hosting good questions and harvesting conversations as a core leadership practice and skill set for leading change.
- Designing and leading meetings and conversations that result in clearer thinking, intelligent solutions, and group coherence. We will experiment with mental models and maps including the chaordic pathway, and divergent and convergent thinking.
- Participative processes that inspire, heal and create the conditions for shared commitment to wiser action - through practicing Circle, Open Space Technology, World Café, Appreciative Inquiry, and other social technologies.
- How to apply these tools to a project in progress, or call a new initiative and develop sustainable skills and practices.
- How to harvest/feed-forward conversations, so that the collective intelligence becomes visible and makes a difference in work environments/communities, including use of online and face-to-face dialogue.
- The Art of Hosting as an organising pattern that invites profound shifts in how we live and work together.

YOUR HOSTS



Mary Alice Arthur (New Zealand)

I am an Art of Hosting Steward and a Story Activist, specialising in using story in service of positive systemic shift and to access and create collective intelligence on critical issues. My art is creating and hosting spaces for wise action, and narrative practice forms a key part of my work, focusing both on Storytelling and StoryWork and the emergent space in-between.



Toke Paludan Moeller (Denmark)

I am a co-founder of The Art of Hosting, The Flow Game, the Warrior of the Heart dojo and InterChange, a training and process consulting company based in Denmark. For the past nine years I have worked with colleagues in support of large-scale systems transformation in England, USA and Canada as well as in the European Commission - as well as training thousands of leaders and practitioners in Participatory leadership practices across the world.



Nina Nisar (Germany)

I am a mother, a strategic process designer and dialogue host, and starting my practice as a doula with mothers and parents on conscious procreation recently. For the past 10 years, I have been co-creating and hosting processes and inspired spaces for dialogue, working with collaboration, collective intelligence, creativity and the power of what emerges from meaningful authentic connections.



Monica Nissen (Denmark)

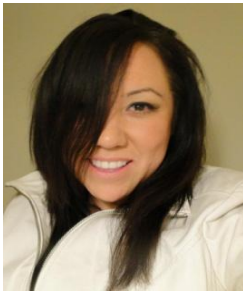
Starting my professional life with a degree in architecture – I found very early on, that designing processes, was just as interesting as designing buildings. For the past 25 years I have worked as a process consultant. In working with larger groups, besides facilitating, my special interest has been “Learning Ecology” – that is to harvest the results of these conversations, so that the collective wisdom and insights can be captured and put to good use.

YOUR HOSTS



Markus Wittwer (Germany)

For more than 10 years now, I work with IT companies improving their software development and delivery process. Although my official role name is “Agile consultant” – bringing the ideas of agility to companies – I see myself more as a company culture “hacker”, who co-creates sustainable, innovative and meaningful work environments. My approach for this is deeply rooted in the Art-of-Hosting movement, Theory U by Otto Scharmer and the work of Marshall Rosenberg, founder of Nonviolent Communication.



Pawa Haiyupis (Ahousaht / Canada)

Pawatsqwachitl Haiyupis is a member of the Ahousaht First Nation on the West Coast of Vancouver Island. For over 10 years Pawa has worked with young indigenous leaders across Canada. Based on the collective wisdom of the youth along with the advice and guidance of Elders, Pawa develops & implements programs that connect youth and communities to language, ceremony, children, healthy families & a respectful relationship with all of Creation in our territories. Pawa is an Art of Hosting practitioner, mentor, apprentice and slam poet.



Alexandra 'Santu' Boëthius (Finland/Switzerland/France)

With a background in human rights and humanitarian affairs work, I have been working with NGOs and international organisations in a number of different contexts and places, ranging from Senegal to Mongolia. Having witnessed several interesting initiatives fail to reach their full potential due to poor leadership and disengagement, I have set out on a journey to explore collaborative and participative ways of working that brings out the best in all parties involved, and makes ‘the whole greater than the sum of its parts.’



Marien Baerveldt (Netherlands)

Marien has a passion for learning and a fascination for intrinsic motivation. He designs Quest Education for leadership programs at undergraduate and graduate levels. In 2010 he combined his passion and interests and found De Universiteit. He uses team learning, personal coaching and participatory methods to tap into the intrinsic motivation and set minds on fire. With IDEAL-Learning he holds a space where courageous leadership can emerge and connect within the field of education and development.