

# PARTICIPATORY *Leadership*

THE ART OF HOSTING & HARVESTING CONVERSATIONS THAT MATTER

## HOW TO WORK SO THAT PEOPLE STEP IN, STEP UP & TAKE ACTION

In every organisation, group and community people are calling for leadership. They want leaders who can work in new and collaborative ways, show the way through chaos and take wise action. This calls for a new look at how we define leadership, who we call leaders and how we invite participation so that all of us can commit and contribute.

Groups of all types are asking themselves how they can best engage others and create the kind of team or organisation that delivers what is needed. We all seem to be looking for a different way of working, but what we tend to get is more of the same. Perhaps you recognise these questions:

- \* Where are the new leaders coming from? How can we encourage people to step up, bring their ideas and make things happen?
- \* Why is it that our meetings never seem to go anywhere? How can I host meetings, gatherings and conversations that really make a difference?
- \* How can we grow our skills from where we are? How can I create authentic involvement that leads to wise and sustainable action?

**Participatory Leadership: The Art of Hosting & Harvesting Conversations That Matter** offers a powerful framework that enables you to strategically take and evoke leadership, refocus the conversations that matter, and apply a set of methodologies that support people to get engaged, become clear on their commitment and take action. It is structured as an action learning experience, supporting participants to step in, step up and apply what they are learning immediately.



*If you are serious about unleashing the power of leadership in your group or organisation, or you want to take the lead in ways that support commitment and action, this could be your most important choice for 2010.*



**Participatory Leadership: The Art of Hosting & Harvesting Conversations That Matter** is a hands-on, high participatory learning experience built on the assumption – and experience – that seeking change for the common good calls for involvement, a focus on drawing out collective intelligence, the flexibility to discover new solutions and the ability to support wise actions. Initiating and hosting conversations that matter is a core leadership competency that delivers significant change at both individual and collective levels. This workshop aims to support people to take the lead wherever they are and in all levels of a group or organisation.

# PARTICIPATORY *Leadership*



## Here's what you'll get:

This training will focus on:

- *Designing & leading conversations and meetings that result in clear thinking, intelligent solutions, group coherence and results.*
- *Hosting powerful questions and harvesting conversations as a core leadership practice and skillset for leading change.*
- *Interactive processes that produce new learning, restore trust and create shared commitment to wiser action.*
- *How to apply these tools to your work in developing your skills and practices well beyond the workshop.*
- *The fundamental organising patterns that invite profound shifts in how we might live and work together.*

## What will emerge is:

- ☒ Deep learning
- ☒ Powerful questions
- ☒ Engaging strategies
- ☒ Inspiration for bold action
- ☒ Local & global allies

## This training is NOT for spectators

*Participatory Leadership: The Art of Hosting & Harvesting Conversations That Matter* offers the opportunity to get hands-on experience of working with methodologies that encourage and support participatory leadership. This workshop is based on Art of Hosting practices ([www.artofhosting.org](http://www.artofhosting.org)).

These practices are different and complementary to more traditional ways of working that are based on rational planning in an attempt to control the process. Instead, this interactive training provides the basic theory and practices of specific tools to live and work in the creative tension between chaos and order -- with just enough chaos to make the creation of newness possible and just enough order to bring ideas into wise action. We call this the *Chaordic Field*, where learning and innovation take place and where wise and sustainable change can be discovered.

The Art of Hosting steps beyond just a training tool:

- ~ It is an opportunity for those seeking to experiment with and lead new, effective and healthy patterns for organising, interacting and innovating for tomorrow's systems.
- ~ It provides a practice field for all those who aspire to bring out the best in others, their untapped wealth of knowledge and resilience.

*After participating in the Art of Hosting we have seen new formats for meetings and conversations being used across our organisation. Since attending the programme, our participants have been actively working across organisational boundaries to help make our conversations more effective. Adam Cooper, Geospatial Custodian (Acting), Land Information New Zealand*

~ It explores the basic theory and practices needed to work in and lead the tension between chaos and order – the chaordic field – where learning and innovation take place for wise and sustainable change that leads to discovery and grounded action.

~ It offers opportunities to connect with other practitioners, cross-pollinate ideas in different working fields, and to develop collaborative networks to support you in applying your learning.

~ It offers a local and international depth of experience and practice in the team leading the event and an in-the-room coaching team to support participants to make the most of their experience.

Over the three days we will spend together, the Hosting Team will demonstrate powerful practices that lead to results, supporting participants to engage with the work they've brought into the room. Participants will be encouraged to get a hands-on experience of the methods by stepping in to lead, being supported and coached by the Hosting Team. The group will learn through observation, experience and practice, using the interactive processes of **Circle, World Café, Open Space, storytelling and Appreciative Inquiry**. All of these methods have immediate and powerful application in the workplace and in the community.





## THIS WORKSHOP WILL BE *Led by*

### Toke Paludan Møller

**Denmark.** [www.interchange.dk](http://www.interchange.dk)



Since the early '70s I've been experimenting with organising, designing and hosting facilitated and self-organising processes, deep dialogues, large-scale conferences and numerous strategic conversations in all types of communities and organisations. The focus is on renewal and the way we lead ourselves and work together in order to collectively find wiser and sustainable solutions to problems that matter at this time. In the past six years we have worked with longer, in-depth, engagement processes and participatory leadership training, supporting large-scale change in systems all over the world and most recently in the European Commission. I choose consciously to co-create, co-learn and co-operate with bold people, leaders, companies and organisations that want to explore and take responsibility for needs and possibilities at this time both in global and local contexts.

### Mary Alice Arthur

**New Zealand,** [www.getstoaring.com](http://www.getstoaring.com)



The more I work in groups, the more I can see that we're living in a field of conversation and what we choose it to mean will dramatically impact our future together. Gatherings that get results are really containers for transformational conversations and at the heart of my work is the practice of recognising, bringing to light and working with the personal and group stories, conversations and inquiries that hold the keys to our collective wisdom and wise action. Over 15 years of practice I've seen people do their best work together when they are involved, engaged, provoked and evoked into aware action. The best outcomes are created when people become unreasonable enough to act out of their highest intention and intuition. The Art of Hosting provides the field where this can happen.

### Monica Niessen

**Denmark,** [www.interchange.dk](http://www.interchange.dk)



I started my professional life with a degree in architecture. Since co-founding InterChange in 1991 I have worked as a process consultant and facilitator, specialising in designing

and facilitating participatory processes, engaging larger groups of people in strategic conversations to co-create strategies for the futures they want. My special interest has been "Learning Ecology", that is, to harvest the results of these conversations both in words and visual "learn-scapes", so that the collective wisdom and insights can be captured and put to good use.

### Craig Smith

**New Zealand**



I have worked in many public sector roles in education, justice, social services and employment relations from front line delivery to senior management. Common to all has been a commitment to social justice, growth and development, participation and the potential for transformative change. I have found that lots of approaches to change are symptomatic, short sighted and short lived. Many of the challenges we face require changes in complex social systems where the relationship between cause and effect is anything but clear. I have discovered the most exciting energy and commitment to transformative change through participative processes enabling powerful conversations, different thinking and new possibilities. I feel privileged to be part of this hosting team and look forward to the participation, learning and inspiration.

### Tim Merry

**Canada,** [www.oftheshire.org](http://www.oftheshire.org)



I love to work with people. I believe that we have a potential in ourselves and together that holds all the answers to the problems we face in our lives -- whether that be in our families, communities, organisations, networks or world. I developed my craft as founder and partner in Engage!Interact in the Netherlands and continue to work in this field as a facilitator and free agent in Canada. I also co-founded a community leadership and social entrepreneurship training centre in Canada call The Shire and Split Rock Learning Centre, a non-profit working with youth in transition. My passion lies in creating collaborative processes where people talk about what matters and take responsibility through action. I have been fortunate to gain diverse experience ranging from major international businesses to

government agencies and communities all over the world. At home in Nova Scotia I follow my other passions as a musician, slam poet, father and theatre maker.

### Helen Emerson

**New Zealand,**

[www.emmersongroup.co.nz](http://www.emmersongroup.co.nz)



I have worked for the last 20 years as a professional facilitator in areas of leadership development, teamwork, organisational change processes and emergent complex problems. I am moving this work to be more and more about how to engage the right people in the right ways. The participatory models I use draws on large group interventions methodologies, group dynamic theory and years of experience to support groups to have rich conversations and reach clear outcomes to progress matters. My current work is centered around mentoring managers, leaders and groups to develop processes and ways of working that make it easier to work together and achieve results. I'm passionate about creating group environments where being authentic with one another is the norm and from this place being able to create things that make a difference.

### Bob Wing

**USA,** [www.mountainwarrior.net](http://www.mountainwarrior.net)



I am the director of Mountain Warrior Institute, an organisation dedicated to cultivating compassionate and dynamic actions in the world, and also a founder of Warrior of the Heart seminars and retreats designed to train individuals to live and work wisely and courageously in skillful leadership. I have studied and taught Aikido since 1977. I have worked throughout the world for many different organisations and am an active facilitator of Art of Hosting trainings. I am also a sculptor and painter with a special interest in spontaneous and "in the moment" works. It is a fierce and gentle way we are training in, to develop courage and ability. We practice coming back to our ground, a personal ground of sincerity, courage, wisdom and full participation in life.

## HOW TO Attend

### 85 people attended the last workshop. Will you join our Community of Practice?

The first workshop of this kind was offered in August 2009 and created a thriving Community of Practice and a ripple of a new way of working in organisations across New Zealand. Some who attended have focused their new skills on enhancing and strengthening connectedness and results within their organisations and some have applied it to more effective participation in communities and with stakeholder groups. The results were immediate. *Will you join us?*

### Venue & Fees

The workshop will take place 4 - 6 March 2010 in the Waipuna Hotel in Auckland. It will begin at 9:00 on the 4th and end at 5 pm on the 6th. We will work until 6 pm each day, with a group dinner on Friday night the 5th. The cost of the dinner is included as part of your registration. Participants are responsible for their own travel and accommodation. Fees for the workshop are:

- **Full fee:** \$1,800 + GST
- **Early bird** (register & pay by 31 January): \$1,600 + GST
- **Previously attended/unwaged:** \$1,200 + GST
- **Groups of 10 or more:** \$1,200 + GST each (participants can be registered across all 4 events)

*We encourage large organisations to consider supporting community groups and young people to attend by including them in your group of 10.*



### For Enquiries & registration

Contact Emmerson Group, Monday - Thursday 9 am - 12 noon only, details at the bottom of this page. Once you have made contact, we will answer your queries and send you the registration form and more details about how to prepare yourself for this workshop. Remember, **it is important to come as a team to gain the maximum benefit from this training.** If you are not part of a formal team, which colleagues could you invite as creative partners to help springboard you into a bright future? We will be contacting and working with teams prior to the training to make sure they gain the maximum benefit from the experience.



*The major force for change is the small group – learn how!*

### 4 events, 4 choices of how to participate

A series of events aimed at answering the question “How can we work differently, bring people with us, and get more than the results we’re hoping for?”

- ✓ **4 - 6 March: Participatory Leadership: The Art of Hosting & Harvesting Conversations That Matter**, Waipuna Hotel, Auckland
- ✓ **11 - 13 March: Teams Creating Strategic Results: The Art of Hosting & Harvesting for Success**, Oceania Room, Te Papa, Wellington
- ✓ **16 - 18 March: Bridging the Islands of Achievement so New Zealand is a great place to raise kids: A conversation about children and our future**, Tatum Park, Levin
- ✓ **19 - 21 March: Warrior of the Heart: The Aikido of Balanced Leadership**, Tatum Park, Levin

Detailed flyers and registration forms for all events are available. *Why not consider working with your team or sector across these events?*