



The Art of leading in participatory ways

Hosting conversation that matters

Why and how could
participatory leadership
make a difference in my work?

GET YOURSELF INSPIRED

for experiencing, learning and hosting
conversation that matters in order
to create real and sustainable results!

Thursday, 5. 11. 2009, 13 - 17 h

Zagreb, Croatia

Invitation to a half day workshop with
Toke Paludan Moller, as a taster for a full three
day training from 11th - 13th of February 2010.

Why should I be interested?

The story

Participation and staff involvement are crucial issues for managers, leaders, entrepreneurs, HR professionals - with change and challenge on every side, innovation is needed from within organizations. But how can we achieve that when resources are tight and when time is of the essence? How many meetings have you been to where key people sit together and nothing really seems to happen?

What if meetings were a place where people come together to get really engaged, charged up and innovative about the challenges they're facing and the work they have to do? What if we could shift to a higher quality of meaningful dialogue that really makes a difference in our work, our organizations and our lives in general?

Grow your ability to make a positive contribution as a leader, an organiser, a manager, an employee or a citizen in these challenging economic and social times.

This half day workshop will provide participants with an introduction to a range of participatory approaches such as Open Space Technology, World Cafe, Circle practise and Appreciative Inquiry that can be used to develop a more inclusive approach to decision-making and general management issues. The event will focus on how to tap into the wisdom and resources of groups in order to create and facilitate powerful conversations that lead to useful and implementable results.

Purpose of the day

- Provide an introduction to the art of hosting conversations, via experiential learning
- Provide an understanding of the various participatory leadership methods and practices
- Provide the space to reflect on how these processes might be applied to your everyday work
- Share experiences and stories on how it works in different contexts and complex systems
- Provide learning of basic participatory leadership principles which can be used immediately
- Talk about perspectives, needs and questions connected to the next level (training in February)

Who is this for

We invite leaders, managers, politicians, entrepreneurs, teachers, social innovators, facilitators, community and youth workers... Anyone who wants to experience a different perspective of leadership which shift our patterns of organizing and interacting, grounds meaningful actions, sets free other people's creativity and intelligence in order to achieve real involvement, better cooperation and sustainable results together.

Organization & registration

Location of the workshop is restaurant "Maksimir", Park Maksimir, Zagreb, Croatia.

Fee for participation is 250 HRK (35€), discounts for groups, NGOs, free lancers, students and unemployed.

This workshop will be held in english.

To register, please send back the registration form to AOH_training@sestioeblik.hr

For all questions and further information, please contact Miljenka Plazonic Bogdan +385 99 66 77 507

For more information, we warmly recommend to go to the web site www.artofhosting.org

GET YOURSELF INSPIRED

About the Art of Hosting

The Art of leading in participatory way is originally called the Art of Hosting Meaningful Conversations (AOH) what is the shared name for the training and the practise on which training is based. The AOH training has taken place many times, in many different countries over the Europe, America, Australia and Africa and it is unique by the network of practioners and experinces which work all over the world. This is the second time we organise AOH training here in Croatia what we see as valuable and wonderful opportunity to involve more people and to share our experience and learning with others. This half day workshop is only the taster or as we internally call it, the awareness day for the AOH, because it gives people the opportunity to taste, try, experince and be aware of what is it about and decide whether they want to learn more.

We invite you to explore participatory leadership and hosting with us as a wonderful gift you can use as a wise leader in your work!

The hosting team

We are all involved with organizing, designing and hosting of interactive learning and self-organizing processes, dialogue, conferences and creation of network organizations. We have come together through the inspiration to bring this work to others. The strength of our team is the offer of different but complementary skills and experiences.



Toke Paludan Møller has been pioneering the fields of sustainable entrepreneurship, participatory leadership, educational renewal, and social responsibility since the early 1970s. He is co-founder, of InterChange www.interchange.dk a training and process consulting company based in Denmark. He has worked for the Danish & UK public sector, international NGOs, companies in the private sector, international networks in many countries, and with villages in Africa, Europe and the Middle East. Toke has co- founded The Art of Hosting, The Flow Game, and the Warrior of the Heart dojo; former Chair of the Board of the Danish Entrepreneurs Association and long-time international professional conference organiser and process host. For the past six years he has worked with colleagues in support of large-scale systems transformation in England, USA and Canada, as well as in the European Commission.



Miljenka Plazonic Bogdan works as an internal trainer and facilitator in software development department of Siemens Croatia, along with her duties in quality management. She deals mostly with topics in area of organizational and project development and procesess improvement. Miljenka is a member of several international networks of peers, both internaly and externaly, and one of them is Art of Hosting (AoH), from its beginnings. Experiencing Art of Hosting and co-hosting it, made a permanent shift in pericieving possibilities in group processes and made a hugh impact to all areas of her work, and wish to spread this experience and results locally brings her into this hosting team.



Jasmina Lukacevic is involved into the Art of Hosting network from it's beginning and has many practical experiences of using hosting practice in divers areas of her work. Jasmina works as a Human Resources (HR) consultant and a project leader in the HR PRO software development company where she also deals with the organizational development, implementing leadership and providing internal and external trainings in the HR area. She is deeply inspired by what happens when people come together with the meaning and sense, when they feel the invitation and space where open dialogue, learning, creativity, innovation and inspiration play together in order to achieve real, sustainable results. Her work is based on engaging others by creating safe space where instead of barriers, masks and old rules which doesn't work any more, people are involved into the meaningful conversation they need to have to find wise decisions and implementable actions in these challenging times.



Ana Milin is a partner in the company G2R www.g2r.hr, where she works with clients as Senior Business Consultant and Project Manager on the strategy and process optimization goals.

Ana has been practicing the participatory leadership approach and the Art of Hosting principles and methodologies throughout her work. She has gained stronger awareness and skills since 2002 by participating in projects and trainings lead by an international group of experienced trainers and leaders, also Toke Palludan Møller. She applied the practice in many projects, during her work at Siemens Group, and later in her consulting projects.

Ana volunteers as a Board member of the NGO Delfin www.delfin-udruga.hr, with the aim of giving the same chance for education and integration into the society to people with disabilities as well as people without disabilities.

We are inspired by what happens when people meet with the purpose of learning and developing their own competences together with others.
Are you in?