



# Art of Participatory Leadership

March 27-30 | 2019

**How can you exercise leadership in a way that fosters collaboration and advances the potential of your organisation?**

## Date & Time

Start: 17:00, Wednesday, 27th March, 2019

End: 13:00, Saturday, 30th March 2019

## Location

Chateau de Bossey, Chemin Cheneviere 2, Bogis-Bossey (near Geneva), Switzerland

## Costs for the training

- Business/Corporate: 1,980 CHF (very early bird 1,580\*; early bird 1,780\*)
- NGO/Self-funded: 1,280 CHF (very early bird 880\*; early bird 1080\*)
- Special rates for 3+ participants from the same organisation.
- Student rates and scholarships upon request.

## Info & registration

Please visit us at [participatoryleadership.eu](http://participatoryleadership.eu) for more information or to register. For additional questions contact us at [info@participatoryleadership.eu](mailto:info@participatoryleadership.eu)

\* Registration deadline: March 19 2019.

Very early bird registration closes June 30 2018, and early bird closes November 30 2018.

Come join us for the 8th Art of Participatory Leadership Switzerland!

## What is it?

Participatory Leadership is a structured process including tools, methods, design-thinking and a systems approach to galvanizing group and organisational dynamics. While focussed on groups, it scales from the individual to teams, to whole organizations and communities. The approach has been used to deliver alignment and action in complex situations through deep, facilitated conversations.

The workshop builds on ideas and talents latent in your organization inviting people to engage across boundaries and fuelling energy for growth.



## For whom?

From leaders and managers to consultants and facilitators - this program targets people who are committed to leading and managing their work, their teams and their organisations in a way that harnesses and activates the best in their people. The program is most suited to participants who will have the opportunity to apply their learnings on return to their projects, work and communities.

## More information:

[www.ParticipatoryLeadership.eu](http://www.ParticipatoryLeadership.eu)

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## Outcomes

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### The workshop equips you to:

- Express greater leadership – wherever you are in an organisation
- Create the conditions for successful innovation
- Capture and integrate the experience and knowledge of your stakeholders
- Design solutions that stick
- Reinforce pride in the organisation, and stimulate trust across and throughout
- Shift dysfunctional behaviours to productive teamwork
- Engage the hearts and minds of your colleagues and stakeholders
- Reach deep alignment and shared ownership of decisions, actions and the way forward



It does so by equipping you with the tools and processes such as peer circle; world café; leadership presence; open space; design for action; pro-action café; asking powerful questions; appreciative inquiry; story telling... as well as methodologies for linking these together to reach joint action.

This brings your organisation greater energy, resilience, adaptability to change, and dynamism.

**Dianne Schepers, Group Legal Director - Aktiv Kapital Portfolio AS; founder Pure-Felt, a social enterprise**

“The results of the techniques and methods we learned had an immediate and lasting impact on the effectiveness of my personal, corporate and social business worlds. I have become more aware of the impact of powerful questions, of how to actively give a voice to all and truly listen. This has already resulted in more effective and committed follow-ups of meeting harvests which greatly influences the sense of connection and my teams` and family`s (can) do-spirit.”

**Anne Moulin, Federal Department of Foreign Affairs, Switzerland**

“The training has been for me an eye-opener. I knew about participatory methodologies and had practiced some of them, but this intensive training allowed me to understand the spirit in them. Art of hosting allows to think differently and to bring new ways of doing within a conventional environment. It widens the possibilities and is also a way to connect with people.”

**Katrin Muff, Dean of Business School Lausanne**

“This training helped us bond and work through issues more rapidly and at a deeper lever than I would have thought possible. We took five people from our team to the AoPL to help us to be more effective in bringing about the deep change that we desire. We now send participants every year. The workshop has enabled us to create a deeper bond and shared commitment to drive the deep change we all desire.”

**Julio Reyes, Executive Director, Loading Ediciones**

“The Participatory Leadership Workshop gave me the awareness and confidence to develop high-impact organizational conversations. As a matter of fact, in the last few months, I called and facilitated strategic conversations between the most senior managers of the main natural gas distribution company of Chile (25 people) and between all union leaders (22 people) and the HR teams (6 people) of the main water supply company in my country. Without the talks I had with the facilitators of the AoPL workshop, this would not have been possible.”

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## Sample Programme

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### A Sample Programme:

Throughout the program, participants practice the techniques and posture for enriching understanding and opening up possibilities in inclusive ways, before winnowing down and driving to action. Increasingly we are bringing in personal leadership presence to help increase personal stability, and reduce the impact of, and impact on, workplace tensions.

The precise sequence and focus varies depending upon the background and needs of the participants. Each area is experienced, practiced, reflected upon and learnings are drawn for further application and development.

### First evening & Day One

An Introduction to Circle Practice  
Subtle means for building trust and capturing the value of group interactions

### Day One

- Morning practice – experiential techniques for enhancing emotional and physical stability [optional]
- Appreciative Inquiry to capture what makes the current system effective, what might make it even more effective, and how teams might move forward most readily
- World Café exploration of leadership, its dimensions, and how it is perceived differently; working with divergence, convergence and emergence
- “Harvesting” and its role in creating and sustaining meaningful action
- Leadership Presence – exploring how our personal stance affects our interactions
- Open Space Technology – how and why it works; why some managers find it unsettling, and how it can serve an organisation’s purpose
- Evening session: Open session [optional] to explore questions about how the practices are used practically at work, and any other questions participants feel inspired to bring forward

### Day Two

- Morning practice – experiential techniques for enhancing emotional and physical stability [optional]
- Deepening the practice: parallel sessions on graphic recording; world café; pro-action café; participatory leadership; collective mind-mapping; appreciative inquiry; solutions focus; designing powerful questions
- Sequencing the practices: how do these practices fit together to create a flow that delivers?
- The fourfold practice: applying the practices to self, the team, the organisation and the larger world
- Personal and group leadership presence to explore how we interact with groups
- The power of purpose
- Bringing it home: linking the practices to individual’s work context

### Evening session:

Collective Storytelling & storylistening: the power of narrative; the power of an audience; the power of listening with perspective

### Day 3 (1/2 day)

- Morning practice – experiential techniques for enhancing emotional and physical stability [optional]
- Design jams & the power of peer reviews
- Action projects: how to marry depth and speed in the projects I am involved in
- In the latter part of the workshop, participants and teams have the opportunity to develop project prototypes, test them with peers, and refine them for implementation
- A farewell lunch

# Art of Participatory Leadership

## Hosting Team

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### **Nancy Bragard (France/US)**

A Franco-American consultant, I accompany individuals and teams of diverse cultures (national and organisational) through systemic transformation. I facilitate change through participative methodologies, allowing for the emergence of tacit and often unexploited knowledge. A firm believer of the empowerment conferred through participatory practices and the soundness of the collective intelligence thus released, I optimise for clients sustainable actions, as they are identified, crafted and coordinated by the actors themselves. (Fluent French and English)



### **Caroline Rennie (Switzerland)**

I work with executives and executive teams globally to deliver sustained alignment and heightened effectiveness in the environmental and sustainability domain. I have served as coach, advisor and strategist to senior teams in multinational corporations, government, and international & local NGOs in the US, Europe and Africa. I am currently founding and managing partner of ren-new, a company that works with people in organisations to make sustainability profitable. (Fluent English, French and Italian).  
[www.ren-new.com](http://www.ren-new.com)



### **Jany Barraut (Switzerland)**

I partner with organizations and teams to help them work effectively across cultures and boundaries. Specialized in facilitating organizational change, developing teams and collaborative cultures in multicultural environments, I genuinely enjoy helping people and teams grow and flourish. Supporting multinational companies and international NGOs bringing change to life, particularly in Asia, Europe and Africa, I am running my own business in Organization Development and Change with a focus on enabling sustained transformations in multicultural contexts. (Fluent English, French and German).  
[www.beyondboundaries.ch](http://www.beyondboundaries.ch)



### **Anita Paalvast (Netherlands)**

I am a trainer, coach and consultant in change processes. I support managers and teams with increasing their effectiveness in communication, leadership and cooperation. I am passionate about letting people discover and mobilize their inner power via their physical intelligence, a dimension that is rapidly growing in the area of behaviour and culture change in organisations.  
I am a practitioner of the Japanese martial art Aikido since 1992 and have a fourth degree black belt. I have worked as an internal risk manager at a multinational bank. Since I founded Aikido@Work in 2009, I combine my experience in the business world with my training and experience on the Aikido mat. (Fluent English, French, Dutch)  
[www.aikidoatwork.com/](http://www.aikidoatwork.com/)



### **Pamela Ann Burkhalter (Switzerland, HongKong)**

Originally a lawyer, I have been running my business as an executive coach and facilitator, designing and delivering coaching, leadership and change programs since 2003. Life has led and continues to lead me to many places, geographically and metaphorically. My work is very much about partnering multi-cultural clients on their journeys in today's complex and constant change environments as individuals and groups, raising consciousness, challenging them to find power and potential from within. I love holding space with stillness, passion and play, so that people can show up fully and meaningful conversations and extraordinary results can happen. (Fluent English, German, French, Cantonese, Mandarin)  
[www.pamelaburkhalter.com](http://www.pamelaburkhalter.com)



### **Michael Gambs (France/Switzerland)**

I'm passionate about sustainable change and transformation, and have been involved in driving large and complex change initiatives in multinational companies for the last 18 years, supporting senior teams in bringing their vision and strategy to life. Initially trained as a management consultant, I've embraced over the last years a different approach to improve effectiveness in the corporate world, focusing primarily on people rather than processes or systems. In my most recent role I was in charge of global leadership development at Swarovski, developing leaders that can balance the business focus with the people focus, and are equipped with the tools and mindset necessary to thrive in an uncertain and complex world. I'm now running my own business as an independent coach, facilitator and consultant. (Fluent French, English and German)



### **Sarah Clark (UK/Switzerland)**

As an independent consultant, facilitator and trainer, I work with diverse organizations and cultures to support teams and individuals in thinking and communicating clearly about what matters to them and in working together effectively. I particularly enjoy using visual thinking tools and mountain landscapes - both real and metaphorical - to connect people and create space for dialogue, insight and inspiration. And, in my second profession as a mountain leader, I love sharing my passion for the Swiss mountains. (Fluent English, French, German and Italian)  
[www.clearthinking-clearcommunication.ch](http://www.clearthinking-clearcommunication.ch)



### **Stephan Krajcik (France, Switzerland)**

I am a man who wants to contribute to making this world a better place. Sounds familiar? Naive? Idealistic? Common? Well, it is all of the above! Beyond the tales and narrative that we all live in and contribute to, there is a simple truth: we are all humans! As such we all have the same needs, desires, fears and the same true nature.  
Organizations are no different since they are all made of humans. As a coach, and facilitator my mission is to help organizations clear the way to make room for their own true nature to be revealed, and find their righteous place as conscious living organisms. I am a multicultural cosmopolitan, a sculptor, and a Haiku writer. As an artist, I believe that creativity comes before love, and that love is our most wonderful creation. Fluent in French, English and Italian



### **Nicolas di Tada (Argentina)**

I have worked with organizations including startups, large multinationals and UN Agencies helping them understand their challenges and opportunities and designing systems through a participatory and agile process. I enjoy applying human-centered design and systems thinking to complex problems in all sorts of domains ranging from scientific applications to humanitarian and development scenarios. I'm the founder of Manas. Tech and the Director of Engineering at InSTEDD. I buy books faster than I can read them, play the piano like a perpetual amateur and when not working, I tend to get lost in the most remote wilderness I can find (Fluent English and Spanish). <https://manas.tech>

