



Art of Participatory Leadership

March 15 - 18 | 2023

How can we create safe and collaborative spaces and purposely lead organisations into the future?

Date & Time

Start: 15:00, Wednesday, 15th March 2023

End: 13:00, Saturday, 18th March 2023

Location

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

Costs for the training

- Business/Corporate: CHF 2040 (early bird 1840; very early bird 1640)
- NGO/Self-funded: CHF 1340 (early bird 1140; very early bird 940)
- Special rates for 3+ participants from the same organisation.
- Student rates and scholarships upon request.

Info & registration

Please visit us at participatoryleadership.eu for more information or to register.

For additional questions contact us at info@participatoryleadership.eu

* Registration deadline: February 24, 2023

Early bird closes December 20, 2022

Very early bird closes September 30, 2022

Come join us for the 10th 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

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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 level 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.

Day 1

An Introduction to Circle Practice.

Getting to know one another and what brought participants to the workshop.

Evening session - Starting to look at living systems.

Day 2

- 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 3

- 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 4

- 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

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Hosting Team

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Nancy Bragard (France/US)

I accompany individuals and teams of diverse cultures (national and organisational) through systemic transformation. I am a firm believer of the empowerment conferred through participatory methodologies, bringing people together in conversation to initiate change. The soundness of the tacit and often unleveraged collective wisdom thus released brings forth sustainable actions, as they are identified, crafted and coordinated by the actors of the system themselves. I brought the Art of Hosting seminars to France in 2010 and, since then, have stewarded the evolution of the community of practitioners. (Fluent French and English)



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 meaningful change to life globally and regionally, I co-created Gen-H to help organisations and their people unleash energy and live the future they are aspiring to see; I am running as well my own consultancy in Organization Development and Change with a focus on enabling sustained transformations in multicultural contexts. (Fluent English, French and German). www.gen-h.ch



Mira Bangel (Germany/Spain)

I am convinced that collaboration and effective participatory processes can help us cope with the world's most pressing challenges. I enjoy supporting organisations and groups that feel 'stuck' and face challenges. This led me to co-create SenseTribe, a women-led consultancy that supports international organisations of all kinds to enhance collaboration and organisational flows, to host participatory events and processes and to revive their social fabric; I also support the European Commission as consultant for knowledge management strategies, decision making, process consultancy, communities of practice and organisational change. (Fluent English, German, Spanish, Dutch, French and Portuguese) www.sensetribe.com



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



Maiwenn Favetto Bon (France)

My career path has led me mostly in the corporate environment, my main activity as a partner at Païdià (France) is to accompany change through meaningful conversations and collective intelligence, with teams or individuals. I have seen the workplace evolve greatly in the past 25 years and I am energized by those who stand up to make it a place that serves humanity and the planet. Holding space for them with calm, deepness and play is what I love doing most, in and outside of work! (Fluent French and English). www.paidia.net



Fanny Monod-Mitrev (France)

I use drawing, visuals and creativity to invite people to collaborate and think differently. I see graphic facilitation as a potential to unleash the power of action of individuals and collectives by revealing the nuance of meanings and intentions. Active in several personal and professional communities, I daily use the principles of the Art of Hosting. I participated in my first seminar in 2014 and have been collaborating with fellow-practitioners ever since. Trainer and facilitator, I transmit the principles of facilitation and graphic facilitation in all areas. (Fluent French and English) www.percolab.com



Stephan Krajcik (France, Switzerland)

I am a man who wants to contribute to making this world a better place. Sounds familiar? Naïve? 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.



Beate M. Schulze (Switzerland)

I work with people, teams and organizations to discover and tap into hitherto hidden resources and potentials to enhance creativity, collaboration, leadership, and performance. As a coach, I combine strength-based, solution-focused approaches with the sharp analytical eye of the systemic perspective. Trained in sociology, psychology and economics, I started out as a researcher, lecturer and assistant professor, fascinated with the mechanisms at play in the formation of stereotypes and available to dispel or prevent them. Heading the Zurich Empowerment Programme at the University of Zurich, I studied resources and stressors in the workplace and developed interventions to prevent de-motivation and exhaustion. I am convinced that positive relationships at work are key to both employee wellbeing, innovation, and results. (Fluent German, English and French) ch.linkedin.com/in/beatemschulze/

