

THE ART OF PARTICIPATORY LEADERSHIP FOR SYSTEM CHANGE

A THREE DAY TRAINING

WHAT KIND OF FUTURE DO WE WANT TO CREATE FOR SCOTLAND ?

Scotland is awakening. If we are to seize the opportunities emerging in communities, businesses and organisations across the country, now is the time to be brave and do things differently.

We must explore new paths so we can achieve the fundamental changes needed to realise our potential together.

Join us as we learn the art of hosting authentic conversations, at every level of Scottish society, to lead us to wiser action and real change.

27th - 29th NOVEMBER 2013

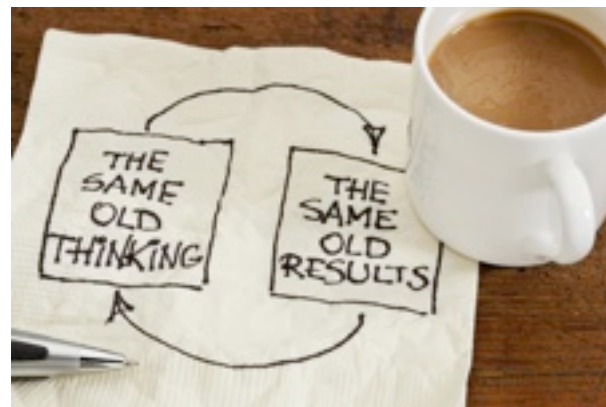
We aim to:

Build capacity for community, organisational and business leaders across Scotland to respond in innovative and collaborative ways to the increasingly complex challenges we face now.

Train citizens and decision makers in hosting meaningful conversations for substantive and long lasting solutions that work for people and organisations in all sectors in Scotland.

The purpose of this training is to:

- Support Scotland to be in conversation with itself about its future, by offering maps, methods, mental models and personal practices for systemic change
- Bring people together who are longing to find new ways of working collaboratively and connect up the many innovative and diverse initiatives that are already happening in Scotland
- Move beyond 'hero' leadership towards participatory leadership, which involves everyone in the creation of the solution



For more information see www.artofhosting.org



During the workshop we will practice and explore:

Hosting conversations as a core leadership practice and skill sets for leading change in complex systems.

Apply what we are learning to change projects you bring. From policy and national initiatives to grass roots organising, business change and movement building.

Developing competence in interactive processes that support participatory leadership, Open Space technology - Appreciative Inquiry - Circle - World Café - Pro-action Café.

Frameworks and Process Design tools such as: Chaordic Design - Theory U - Organisational Paradigm and Living System designs.

Will you join us?



Practicalities

When: 27th -29th November

Arrival **Tuesday 26th November** for dinner and to check in. We start on **Wednesday 27th at 9.00am** and end on **Friday 29th at 5.00pm**. There is the option to stay an extra night and depart on Saturday 30th. (Additional night payable directly to the hotel).

Where: _____

The training is residential and we will be staying in the Crianlarich Hotel www.crianlarich-hotel.co.uk located in Perthshire within easy reach of Glasgow and Edinburgh in stunning local scenery. Details of how to get to the hotel will be provided on registration. There are good connections from mainline rail stations and roads.

How much: _____

There are a variety of fee choices ranging from £450 to £600 depending on whether you are paying your fees privately or from an organisation. Fees are inclusive of VAT and full board at the hotel, travel costs are not included. Early bird booking by **2nd of October** 10% reduction. Full details of the fee range will be sent on registering interest. There will also be a number of highly subsidised places made available for small community organisations as we wish to make this course as accessible as possible. **Please register with us if you are interested in coming on this workshop.**

For further information and queries contact Pamela Galbraith: 07796 110064

pamelagalbraith@yahoo.co.uk

For registering your interest in a place contact Valerie Menelec: vmenelec@yahoo.co.uk

"This is the best training I have had in the 20 years I have worked in the European Commission"

- Senior manager in the European Commission

"I have been facilitating groups for over 30 years, but the Art of Hosting provided a new approach to engaging people around their most cherished values and working together for the common good."

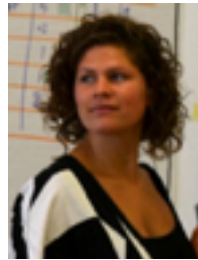
This beautiful Learning Journey awakened me to leadership from the inside out, rather than the top down."

YOUR HOSTING TEAM

Tim Merry has over 14 years of experience locally and internationally supporting diverse stakeholders coming together to launch, sustain and grow innovative projects and initiatives. His work is rooted in the belief that if we create the right conditions people will organize together and solve their own challenges with surprising ease and effectiveness. Tim has extensive experience ranging from major international businesses and government agencies to local communities and regional collaboratives. Tim is one of the co-founders of the Art of Hosting, has been a supporter and board member of the Berkana Institute and is a co-founder of the Hub South Shore. He is currently part of an entrepreneurial collaborative, called Involve, working with large-scale civic engagement to create citizen led change.



Anne Madsen is educated from the Kaospilots in Aarhus, school of project, process and life management. Life management is Anne's main occupation in the sense that leading/hosting her life in a way that allows for inner and outer change to happen in a chaotic and meaningful way has become a core practice. Her focus in terms of outer change is within the public educational system, where she is passionately working and hosting conversations in a sector that is calling for transformation to happen. Besides that she is running her company "DrawMore" doing graphic recording and facilitation. www.drawmorestuff.wordpress.com/author/drawmorestuff/ for more information.



Toke Paludan Møller has been pioneering the fields of sustainable entrepreneurship, participatory leadership, educational renewal, and social responsibility since the early 1970s. Toke has worked for the Danish educational system, international NGOs, public and governmental institutions, both small and larger companies in the private sector, international networks in many countries, and villages in Africa, Europe, and the Middle East. Toke is the co-founder of The Art of Hosting, The Flow Game, and the Warrior of the Heart dojo; For the past six years he has worked with colleagues in support of large-scale systems transformation in England, the US, and Canada, as well as in the European Commission. See www.interchange.dk/ourwork/ for information.



Linda Joy Mitchell is a process designer and dialogue host, a natural community builder and a gentle system disturber. With a background in psychotherapy and coaching and bringing 27 years' experience of working in the UK civil society and public sector advising on strategic process and participative citizen consultation. Linda works with teams, individual leaders, strategic partnerships, and grass roots communities, developing collective intelligence and crafting opportunities for people to come together and build strong collaborative relationships with the power to systemically transform how we work as well as how we live our lives. www.lindajoymitchell.org.uk



Pamela Galbraith Since graduating from the RSAMD (Royal Scottish Academy of Music and Drama - now called the Royal Conservatoire Scotland) in 1979, Pamela was interested in using the Arts in Community Work to address local concerns and therefore attended Moray House College in Edinburgh to do a Post Graduate Course in Community Work after a few years of doing some theatre work in the North East of Scotland. She then worked in community development projects using the arts for 23 years in the Highlands and is still doing so today.

Mike McCarron qualified in social work in 1978 and worked in Glasgow statutory settings addressing offending, alcohol and drug problems, community care services and child protection, community development in disadvantaged areas and supporting the voluntary sector. A spell as full-time councillor, also active at the Convention of Scottish Local Authorities during the late 1990's, was followed by 10 years involvement in the development and implementation of Scotland's Drug Strategy.



Bronagh Gallagher is committed to social change and is passionate about the need for new processes, tools and practices to achieve this. She has over ten years' experience working in the third sector, and has spent the past five years supporting and developing a network of voluntary organisations in West Glasgow. Her main interests are in, designing processes which support social change particularly within the context of communities, public service delivery and the development of a collaboration culture, and the potential of participatory democracy in creating sustainable, resilient communities.

David Fraser is an author, speaker and coach, active principally in the private sector. He is Executive Director of Change for Leaders and works with organisations and with individuals, often with the profound effects that flow from a systemic approach. A professional engineer with a projects and executive background in several large UK companies, David is also qualified in mediation and NLP. He is Chair of the Unreasonable Learners Network, which itself promotes participatory leadership and generative organisational culture. David lives in Glasgow, Scotland. See www.drfraser.com for more information. David's book is *Relationship Mastery: A Business Professional's Guide*.



The team would like to acknowledge and thank **Jim Mather** Chairman of Gael Ltd, **Colin Campbell** and **Licia Claveria** from Assist Social Capital <http://social-capital.net/> and **Valerie Menelec** for their contribution in bringing The Art of Hosting to Scotland. The team would also like to acknowledge the support and interest of **Scottish Government**.