



### Do you sometimes wonder

- ✓ what skills and capacities could help you in the transition from hierarchy to self-management and self-organisation?
- ✓ how to approach leadership in this complex and unpredictable world?
- ✓ how to increase your confidence in your own capacities, and to sharpen your skills to succeed in any endeavour?
- ✓ how to clarify your own intentions so that you can be more effective in working with others, both inside and outside organisations?

### Or are you looking to:

- ✓ learn methods for introducing self-management and self-organisation in your organisation?



- ✓ develop an organisational culture where innovation and feedback can flourish?
- ✓ improve how you approach complex questions?
- ✓ find ways to make co-creation and collaboration more efficient and effective?
- ✓ gain a more concrete understanding of what participatory leadership means in practice?
- ✓ try out breakthrough leadership?

## New Leadership for New Times?

Today's world offers huge potential for communication, mobility, better health and knowledge acquisition. Digital media allow us to connect with anyone, anywhere, at any time. Everything seems possible, and everything is in flux. Humanity seems to be searching for new coherence that embraces both complexity and well-being, both individual and collective.

Leadership is becoming both a capacity and a skill. It is no longer (only) connected to a hierarchical position. It is the capacity and skill of working in and with networks, in and with complexity. This is a new kind of leadership that consciously transcends silos and sectors to achieve true co-creation. As organisers of this training, we wish to welcome participants from different contexts – especially the business world, the public sector and civil society – so that they can inspire and learn from each other's expertise.

## Participatory Leadership: How do you do that day to day?

Our traditional organisational forms and culture are no longer enough – not in businesses, not in civil society, not in government, and certainly not where any kind of innovation is needed! This raises some burning questions:

- **How can we contribute to healthy businesses and communities where all can flourish?**
- In these complex and uncertain times, what kind of leadership is needed so we create meaningful work together?
- How to convene people in order to – from equality – create meaning and give direction to our acts in little predictable environments
- How can we create more connection, trust, resilience and energy in teams / organisations and contribute to (more) qualitative care?
- How can we move with others and cooperate more efficiently and effectively in function of more quality of live for ourself and others?



While there are no easy answers to these questions, principles and daily practices for participatory leadership do exist, that really allow us to have a different kind of conversation and take action in a different way. These are principles and practices that we can learn and that can support us in our evolution.

The Art of Hosting Conversations that Matter – the focus of these 3 days of learning together – is an approach which scales leadership out from the individual to the whole system. You will discover innovative personal practices, dialogue formats, ways of hosting/facilitating teams, groups and networks, and co-creation of innovation for tackling the complex challenges facing us.

The 'art' in the Art of Hosting consists in eliciting and harnessing the collective intelligence of any group of people – a community, a network, an organisation or business – with a view to finding better, more sustainable solutions to complex challenges.

## What you will learn and practise:

- how to host meaningful conversations and harvest new insights and innovative action from collective wisdom
- how to design collaborative processes that result in co-creation and collective wisdom
- how to apply participatory leadership to best advantage in your own context
- which methods and techniques to use for your projects and the specific challenges of each
- better understanding of complexity in group processes and how to navigate it.
- This very interactive training will throw you directly in the deep end of participatory leadership. We bring the theory into practice from the outset, going to work with the questions, ideas and projects of the participants.

## Is this for me?

This 3-day training is for you if you:

- are looking for answers to today's complex questions
- feel the need to grow in co-creation and collaboration with others
- are curious about what participatory leadership looks like in practice
- want to develop as a leader
- are looking for ways to lead your organisation towards greater self-direction and self-organisation.



## You are invited as:

- ✓ a social entrepreneur
- ✓ a CEO or manager
- ✓ an educator, parent, volunteer, student, school board member
- ✓ team member or policy maker in local and provincial government
- ✓ manager or policy maker in an NGO or civil society organisation
- ✓ consultant or coach
- ✓ organiser of multi-sector dialogue or societal leader.

In this training we welcome two people involved in community projects in The Gambia (West-Africa) to discover with us how they could benefit from working in an Art of Hosting way.

The training will be delivered in **both Dutch and English** – because we have some international trainers in our team. It will be our collective task to ensure that everything is translated for those who need it (collective intelligence in action!)

## Practical

**When:** from 20 November 2018 (9.30) until 22 November 2018 (16.00)

**Where:** [Oude Abdij van Drongen](#), Drongenplein 26-27, 9031 Drongen (Gent) – [itinerary](#)

The training is residential: accommodation is offered at cost price by the Old Abbey itself or in [Het Rustpunt](#). If you live nearby, you can sleep at home, but be aware that the process will continue into the evenings with various activities as well as preparation for roles you might have stepped up for on the next day.

### How much:

It is our wish that this training be accessible to all, regardless of your financial situation.

We have taken account of the following factors in setting our prices:

- we know the market for business training, and are offering a very competitive price in that context.
- we are aware that NGOs, local authorities and micro-firms work with very small budgets.
- we understand that individuals who enroll might be juggling with a low monthly income.

We leave it to you and your conscience to choose which financial contribution you can make. If our prices are still too steep for you and you want to participate, [come and talk to us about it!](#) Together we will find a solution. We operate on the principle of ‘give what you can and a little bit more’.

**Prices** include participation in the full training, the workbook, overnight stay and breakfast, lunch and dinner; coffee, tea and snacks in the breaks.

	Early-bird price (*)		Standard price	
	€ excl. VAT	€ incl. VAT	€ excl. VAT	€ incl. VAT
<b>Small – individual</b>	500,00	605,00	590,00	713,90
<b>Medium – NGO</b>	900,00	1089,00	1050,00	1270,50
<b>Large – corporate</b>	1550,00	1875,50	1750,00	2117,50

(\*) Early-bird price – for enrolment and payment before 15 October 2018

**Extra night before with breakfast** (in double room): € 40,00 (excl. VAT) extra

**Single room** (15 rooms available in Het Rustpunt): € 50,00 (excl. VAT) extra for 2 nights

**If you don't need bed and breakfast** – prices minus € 80,00 (excl. VAT)

**Did you already join an Art of Hosting training? In this case you also can join only the third day of the training.**

**Price** includes participation in the third day of the training, the workbook, lunch; coffee, tea and snacks in the breaks.

\* Price for joining the third day only (8.30-16.00): € 157,00 (excl. VAT) € 189,97 (incl. VAT)

[Click here to register](#)

Once we have confirmed your participation, you will receive a welcome mail with everything you need to know to prepare for the training.

**More information:**

– via email: [aohbelg@gmail.com](mailto:aohbelg@gmail.com)

– via phone: questions of substance: 0473/50.21.76 (Ria) – administrative questions: 0475/73.04.39 (Ivo)

**Cancellation policy**

If you cancel more than 20 days before the training, we will retain €50 to cover administrative costs and reimburse the rest of your enrolment fee. If you cancel less than 20 days before the training, the amount we reimburse will depend on whether you (or we) find another participant to take your place. If someone takes your place, we will retain €50. If not, we will retain the full fee. In personal emergencies, this policy is open to negotiation!



<https://www.facebook.com/events/434744097034989/>



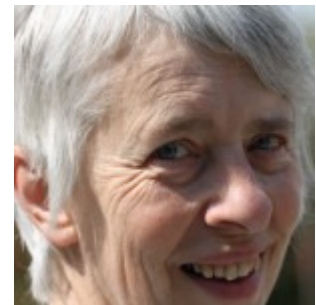
<https://twitter.com/hashtag/aohbe18?f=tweets>

## TEAM '18



Your hosting team for this training reflects some of the diversity we wish to invite in the training itself. We have French-speakers, Dutch-speakers, English speakers, expats and nomads; we are employed in the public sector, private sector, civil society, social enterprise, self – employed; we are multi-generational, multidisciplinary, multinational; we have different levels of experience in hosting conversations that matter.

**Ria Baeck** – Ria brought the Art of Hosting to Belgium in 2006 and continues to learn more about it every day. Her special focus these days is on how we can apply the principles to everyday situations in organisational contexts. Her antennae are always sensing into what is next, what unborn potential is present. She is excited by self-organisation and the emergence of the truly new. She also appreciates good theory and models. Grandmother of 6, Ria loves dancing and working in her organic garden. [Spotted Zebras](#) – [Percolab](#) – [Collective Presencing](#)



**An Baert** – “Art of Hosting is the art of co-creating a context in which you and others can flourish”, says An, who supports teams and organisations to deal better with resistance and growth in the presence of conflict or changes brought about by reorganisation, mergers, strategy shifts or innovation. She grew up in a no-nonsense nest of entrepreneurs, where small businesses sat around the kitchen table. An is also the author of ‘FROM THE INSIDE OUT, Five steps to accelerated and sustainable growth’ (Not yet translated: ‘VAN BINNENUIT, Vijf

stappen naar versnelde en duurzame groei’)(2016). [Spotted Zebras](#) – [Percolab](#) – [Van Binnenuit \(English\)](#)

**Ivo Bols** – Ivo is a passionate entrepreneur, heart and soul – so he loves to make a difference. He inspires companies and its employees to work autonomously. At Wildlife Paddock Ivo works passionately with horses and brings people closer to their meaning.

His trumps are an indestructible energy, his ability to make crystal clear analyses and his ability to get the best out of people and their situation with great creativity. He does this with boldness, softness and humor. His motto is: “Inner leadership leads to an unexpected flow of creative developments”. [Spotted Zebras](#) – [Percolab](#) –

[Wildlife Paddock](#)



**Johan Decoster** – Johan helps people, teams and (international) organisations to grow into their full potential. He specialises in Agile and Scrum training and coaching, Sociocracy 3.0 and the Art of Hosting. Conscious and effective collaboration becomes possible when we explore each person’s unique potential and invite ‘artful participation’. Alongside his close collaboration with teams, Johan is interested in different forms of meditation and Nature. [iLean](#)

**Nora Ganescu** – Nora (Hungary) is an author, consultant and coach, specialising in organisational development. Her passion is people and she has dedicated her career helping companies and organisations creating better results with genuine participation and collaboration. She is always learning and exploring the “cutting edge” in this field. She is a practitioner of the next organisational paradigms that have self-organisation and wholeness at their center.

Nora is the author of “THE CEO’S PLAYBOOK: turning the employees you have into the dream team you always wanted”, a roadmap on the journey to the companies and the (better and saner) work worlds of the future. [Campfire](#)



**Samantha Slade** – Samantha (Canada) is co-founder and director of [Percolab](#). As a social designer, she supports organisations and teams to break out of legacy organisational culture and adopt participatory leadership approaches, collaborative practices and prototype mindsets. She designs and runs multi-stakeholder engagement and co-design processes. She also co-develops culture-driven software solutions for the future of work and is the author of

‘Going Horizontal – Creating a non-hierarchical organization, one practice at a time’ (to be released fall 2018). [Percolab](#)

**Damien Versele** – A lawyer by training, Damien is now the director of [De Sleutel](#), a network of care organisations working with drug prevention and the care for and rehabilitation of people with addictions. As a qualified coach, he has years of experience with coaching individuals, teams and organisations. Since 2015, he has been a practitioner of the Art of Hosting and an impact coach with the Sociale Innovatiefabriek (Brussels). [talentum-coaching](#)





**Helen Titchen Beeth** – Helen has been working with the patterns and practices of the Art of Hosting since 2006. Her particular fascination has been with the many ways of bringing the worldview from which these practices emerge into more materialistic contexts of our current power structures – specifically the EU institutions.

**Katrien Wijns** – Katrien brings many years of experience as a project leader of social initiatives for the city of Antwerp. It was love at first sight for Katrien when she encountered the Art of Hosting in 2015 and again with SALT early this year. Since then, she has been a practitioner of both. She recently became an independent conversation facilitator, and is also the operational director of the actors' group Aksident.

