

The Art of Participatory Leadership

Master Class programme

Croatia, Terme Tuhelj, 25 – 27 February 2020

Learn how to use participatory leadership for sustainable development and improvement of culture, collaboration, involvement and engagement in your organisation!

Just as no single leader and no single viewpoint can unravel the complex issues facing our organisations today, so no single approach, application or practice can be a solution to all problems. **This programme includes 3 days residential training, follow up session and one individual mentorship session. It offers an integrated body of approaches and practices** that can help individuals and groups to creatively meet the challenges facing them at the same time as developing the intangible factors of real success such as trust, commitment, ownership and leadership.

You will learn a number of cutting edge techniques to maximise the engagement, learning and contribution of people in all types of group settings.

The content is based on research in the areas of collective intelligence, participatory leadership and experiential learning. You will learn how to better structure your group interactions for better results, saving time and money in the process. This is not a “teaching approach” programme - we offer you space for learning and working on your key challenges as a practice background.

Business context

Participatory leadership as an approach and a practice is increasingly used in many organisations around the globe. It recognizes strategic dialogue and conversation as drivers for development and change. It is particularly used in the following areas:

- Strategy making
- Stakeholder consultations and alignment
- Organisational & business development
- Leadership development
- Management alignment
- Team development
- Staff engagement
- Collaboration across levels and departments ("working across silos")
- Developing and animating internal networks and communities of practice

Approach

When implemented in the right conditions, this practice has proven highly successful. It invites in relevant perspectives, creates focus on what really matters, supports an approach to deal strategically with complex cross-cutting issues and creates increased trust and engagement. When practiced over a sustained period of time, participatory leadership can transform the working culture into a more open, innovative and collaborative space.

The approach requires a shift in our understanding of leadership.

Rather than the traditional leader pointing the way forward and driving the whole organisation towards set goals, we see the leader as a host, convening the diversity of perspectives required to make sense of a certain context and designing solutions for wise action.

Purpose of this programme

- Explore how participatory leadership can be applied in organizational context (corporate, private, public sector, institutions like Commissions, Ministries, Cities, Universities, Schools, State Companies, etc.)
- Practice facilitating (hosting) conversations as a powerful leadership competence
- Learn participatory methods and tools as Circle, Appreciative Inquiry, World Café, Open Space, Chaordic design
- Work with questions relevant to your specific context and design your projects where this approach will be applied
- Ignite your passion for more of this work – and maybe create new initiatives or projects that would not have happened without this training!
- Become part of practitioners' network around the globe from which you can constantly learn and get support!