

23-25 NOVEMBER 2021

ART OF PARTICIPATORY LEADERSHIP 2021

CROATIA, TUHELJSKE TOPLICE

The AoPL Croatia hosting team invites you to explore the following questions:

- **How can we collaborate and nurture the human and social fabric of working together - even when we are not together?**
- **How do we lead ourselves and others through the times of change, complexity and crisis?**
- **How to unlock hidden potential in our organizations?**

For more than 15 years the The Art of Participatory Leadership training has been organized in Croatia with an international hosting team and an international group of participants with diverse backgrounds (corporate world, public administration, educational institutions, private companies and org. context in general).

We have been called to offer an **in-person training in Croatia** this year, so we are happy to invite you to gather in November and join us in meaningful conversations, learning together, sharing experiences, supporting each other in application of participatory approach and finding solutions for complex challenges in our work and in our world.

Participatory leadership supports the engagements of collective knowledge and innovative capacity of people, strengthening collaboration and working across silos in both remote and onsite working mode.

Today more than ever, it is important to build additional leadership capacity by nurturing self-organization and courage in people to step in and take charge of the challenges facing them.

BUSINESS CONTEXT

Participatory leadership is an approach used in many organizations around the globe. It recognizes strategic dialogue and conversation as drivers for development and change, and is appropriate for remote and onsite work. It is particularly used in the following areas:

- **Strategy design**
- **Stakeholder consultations and alignment**
- **Organizational & business development**
- **Leadership development**
- **Management alignment**
- **Team development**
- **Staff engagement when working online and onsite**
- **Collaboration across levels and departments ("working across silos")**
- **Developing and engaging 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 organization 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.

THE PURPOSE OF THIS TRAINING

- **Explore how participatory leadership can be applied in an organizational context** (corporate, private, public sector, institutions like Commissions, Ministries, Cities, Universities, Schools, State Companies, etc.)
- Experience and learn what is possible in **onsite and virtual format**
- Practice **facilitating (hosting) conversations** as a powerful leadership competence
- **Learn participatory methods** and tools such as Circle, Appreciative Inquiry, World Café, Open Space, Chaordic design + virtual application (Follow up session will be hosted online)
- 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
- **Connect, share, learn and get support!**

FOR MORE INFORMATION AND REGISTRATIONS VISIT [HTTPS://AOPLCROATIA.WEEBLY.COM/](https://aoplcroatia.weebly.com/)