

VISIONARY LEADERS EAGER TO SHAPE A BRIGHTER TOMORROW,
YOU ARE CORDIALLY INVITED TO
SYNERGY: A FACILITATORS ACADEMY FOUNDATIONAL TRAINING:

Art of Participatory Leadership + Community Engagement (AoPL+CE): Foundations of Designing and Facilitating Systems Change

3 DAY TRAINING IN SEBASTOPOL CALIFORNIA SEPTEMBER 29–OCTOBER 1, 2024



Amidst global complexities and uncertainties— from climate change to social discord— how might we be leaders and facilitators capable of harnessing collective wisdom to address pressing challenges and foster enduring communities in times of rapid change?

A facilitator training that sets you up to lead change, think systemically and tap into the collective wisdom of diverse groups so that they themselves can find solutions to their own complex challenges + opportunities in their own lives, communities, organizations and teams.

Elevate your participatory leadership...

- Cultivate environments of inclusion + belonging.
- Surface diverse perspectives in the communities, organizations and teams you serve to tackle complex challenges and seize opportunities.
- Harness common ground amongst unlikely collaborators – where the stakes are high and polarization is palpable.
- Engage teams, groups, and communities to co-create value based solutions.
- Innovate solutions that are relevant, impactful and created by those people who are most impacted.
- Envision a future where everyone flourishes.
- Cultivate cultures of connection, where individuals bring their full authentic selves.

This training is for leaders driven to make a meaningful impact.

These 3-days are designed to equip you with the skills to facilitate impactful conversations alongside fellow change leaders - enter a community with your peers that are also seeking to create a brighter future.

SYNERGY Definition | *synergy is when two or more people or organizations work together to achieve more than they could separately. Synergy can lead to better decision-making and outcomes, and collaborating produces outcomes that far exceed what is produced when working alone.*



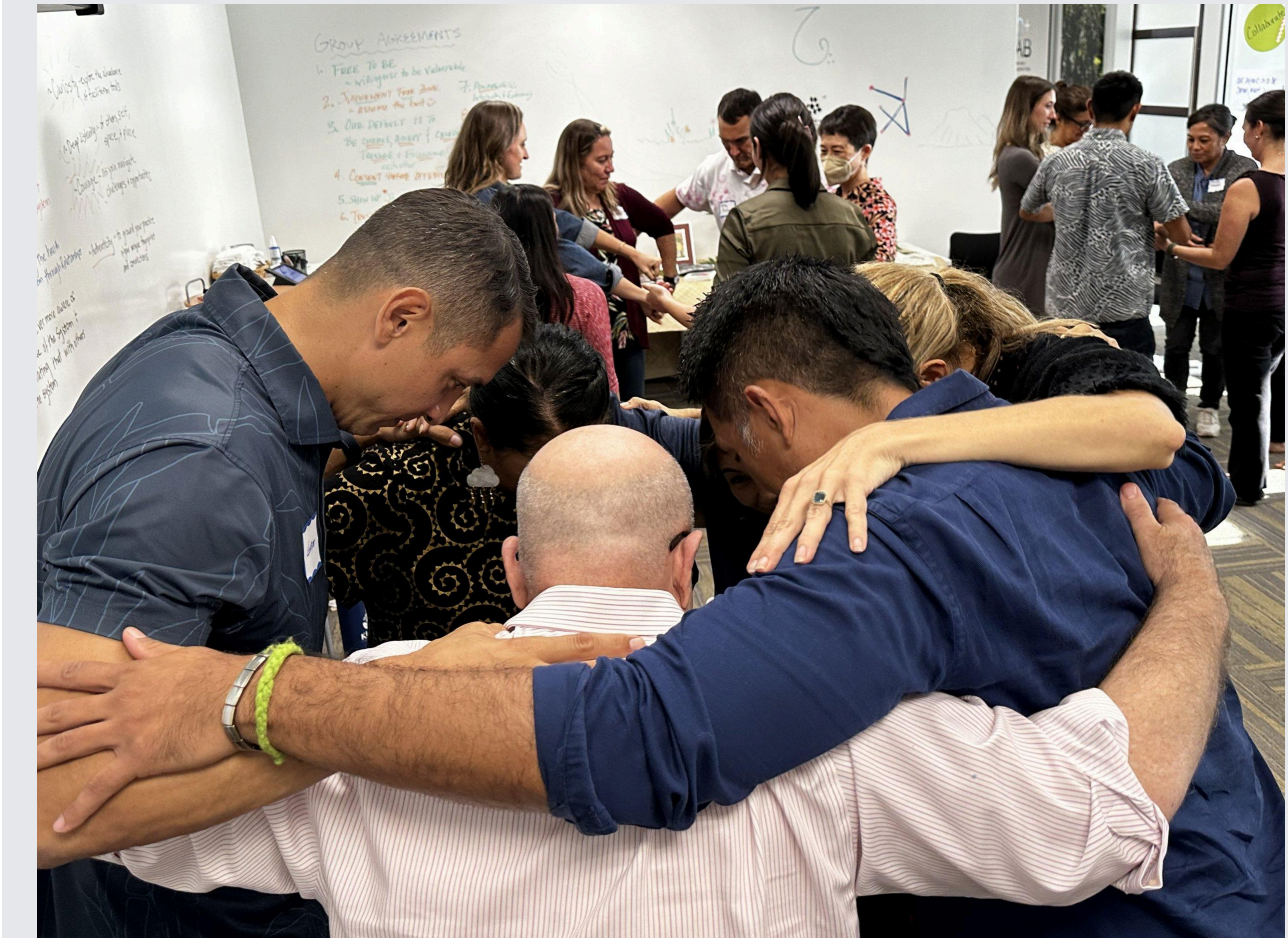
Being at the forefront of change presents unparalleled opportunities. To succeed, having access to the right tools, skills, community, mentors, and support is indispensable.

This training aims to amplify your impact and position you to truly make a difference.

Perhaps you aspire to expand your capacity for change leadership and seek a supportive community to reinforce your endeavors.

The journey of catalyzing change inherently presents hurdles. You may encounter flawed systems, inadequate tools, or uncertainty about where to begin your change facilitation journey.

Whether you're new to facilitating change programs or a seasoned facilitator seeking the next level of your practice, navigating complexity within rapidly evolving landscapes demands continuous growth and adaptation.



"How do I best facilitate impactful and relevant learning programs that lead towards systemic change?"

Our academy offers tried and tested methodologies that build relationships across the systems you are working in, unearths possible solutions based upon the people most impacted in the system and lead to action that is scalable because it is designed by those people living within the system.

Through our trainings, we offer you the support you've longed for within a community of change leaders that get what it is you are trying to achieve, and support you in your ability to thrive amidst constant change.

You will receive training that challenges existing paradigms, fosters essential skill acquisition, and nurtures deep connections among fellow change leaders.

Introducing:

Art of Participatory Leadership + Community Engagement (AoPL+CE): Foundations of Designing and Facilitating Systems Change

Exclusively crafted for change leaders, social entrepreneurs, innovators, intrapreneurs, organizational leaders, philanthropists, educators, and anyone committed to shaping a brighter future!

Mark your calendar for September 29th to October 1st, 2024, for this immersive training experience in Sebastopol, Sonoma County, California.

During these three days, you will:

- Embark on the first phase of training toward certification in Facilitating Long Term Systemic Change.
- Acquire practical, replicable tools.
- Develop confidence and proficiency in participatory leadership methods, frameworks, and principles applicable to your community.
- Expand your collaborative capacity and amplify your impact.
- Master the art of creating inclusive spaces and honoring diverse perspectives.
- Forge deeper connections within the communities you serve.
- Apply systems thinking approaches to tackle complex challenges while seeking solutions from those most affected.

The magic unfolds in the training as you receive personalized coaching, engage in *hands-on learning*, and step into the role of facilitator during the training sessions so that you return home confident to replicate your newfound skills.

In addition to the three days,

WE ARE OFFERING 2 ADDITIONAL BONUS LEARNING OPPORTUNITIES:

Bonus 1: You'll gain access to the remote workshop "Designing for Transformation Accelerator," happening shortly after the in-person training. This additional workshop empowers you to:

- Build confidence and skills in designing transformational learning programs.
- Apply AoH principles and tools effectively.
- Foster collaboration and camaraderie with fellow change leaders in the cohort.
- Enhance your knowledge and readiness for community engagement.

Bonus 2: A call to hone your purpose with Anamaria Aristizabal, Master Coach specialized in Purpose Work

Testimonials:

"I can't thank you enough for such a wonderful experience! I'm so enjoying finding ways to bring back to my corporate life many of the wonderful things I was fortunate enough to share with and learn from all of you. So grateful for the time to be together, to be focused on doing great work inside and out, and in such an amazing space of open curiosity and support." - K. Curley



"My experience felt alive, relevant, and meaningful. It also felt very unique to me, and I appreciated our diversity and everyone's unique contributions, as well as the support and encouragement to bring my own unique contributions." - J. Kobey

TRANSFORM YOUR ROLE AS A CHANGE LEADER:

- Gain confidence.
- Access proven methodologies.
- Embrace transformative learning.
- Foster camaraderie within a supportive community.

This training isn't just about transforming your role—it's about directly impacting your work and its ripple effect on others. Gain the confidence to explore and implement possibilities for a brighter future for all.

Unlock a dynamic toolkit comprising methodologies, frameworks, and practices such as:

METHODOLOGIES THAT MAXIMIZE PARTICIPATION IN THE GROUPS YOU LEAD AND LEVERAGES WHAT PEOPLE CARE ABOUT, WHILE TAPPING INTO THE COLLECTIVE WISDOM AND ORGANIZING CAPACITY OF ANY GROUP OF ANY SIZE:

- Storytelling
- Open Space Technology
- Circle Practice
- World Cafe
- ProAction Cafe
- Appreciative Inquiry
- Movement
- Mindfulness
- Milling + Network Building

FRAMEWORKS THAT HELP YOU MAKE SENSE AND DECISIONS IN A COMPLEX WORLD, WHERE YOU ARE DEALING WITH UNCERTAINTY WITHIN YOURSELF AND THOSE YOU SERVE, THESE FRAMEWORKS HELP YOU SHIFT YOUR MINDSET AND OFFER UNDERSTANDING TO YOUR PARTICIPANTS SO THAT YOU CAN NAVIGATE THE WAY FORWARD:

- Theory U
- Conversations for Relationships
| Possibilities | Action
- Building Trust
- Chaordic Path
- Theory U
- Two Loops of Systems Change
- Cynefin Framework
- Divergence / Emergence /
Convergence
- 4 Fold Path

PRACTICES THAT BUILD A CULTURE OF CARE AND BELONGING WHILE EMBRACING GROWTH AND METABOLIZING CHALLENGES:

- Checking in
- Checking out
- Reflection + Integration
- Feedback
- Appreciation

And much more!

To see a description of the other phases of Synergy: a Facilitators Academy:
<https://www.danapearlman.com/synergy-a-facilitators-academy>

[\[REGISTER HERE\]](#)

Teams of 3 use code TEAMSOF3 for a 10% discount



Dana Pearlman and Anamaria Aristizabal on the Sonoma Coast, California

YOUR HOSTS



DANA PEARLMAN

With a focus on transforming outdated, ineffective, or oppressive systems, Dana works with leaders, teams, and groups to tap into their deepest values and transform them into a desired vision for the future. As a seasoned professional who specializes in systems thinking, course design, training, facilitation, and coaching across various sectors, Dana designs and facilitates diverse, multi-stakeholder engagements and action learning experiences that lead to transformational learning and social innovation. She utilizes many methodologies, frameworks, practices, principles, and systems thinking, backed by graduate degrees in clinical psychology and strategic leadership toward sustainability.

Dana has contributed her insights to numerous publications and holds an extensive client list that reflects her commitment to enacting meaningful change across a diverse landscape. She has designed and facilitated sessions for the Hawaii Leadership Forum, Butte County Office of Education, U of Washington CoLab, California Department of Food and Agriculture, State of Vermont, The Ministry of Education of Tanzania, California Accountable Communities for Health, City of Long Beach, Casey Family Programs, UC Center for Climate Justice, Napa County Department of Health and Human Services, Accenture Tech Vision Advisory Board, Zoomdata, Swissnex, Public Health Institute's Population Health Innovation Lab, GlobeMed, Dalai Lama Fellows, California Association of Hospitals and Health Services, Sonoma Co. Sustainability and Energy Dep., Impact HUBs SF, Stanford Leadership Experiment, CIIS, Sonoma State U's CORE Leadership, Sustainability Learning Centre, BTH in Sweden: Masters in Strategic Leadership towards Sustainability.

Dana leads intensives in The Art of Hosting Conversations that Matter and founded Synergy: a Facilitators Academy. Through this work, she encourages changemakers in their journey of facilitating and designing systemic change initiatives. She also leads workshops in Authentic Leadership. Dana has been an Advisor to the SelfDesign Institute, a Curriculum Advisor to Dalai Lama Fellows, a Founding Board Member for Base Camp, and a mentor for the HIVE Global Leaders Program. Dana is catalyzing and accelerating the world-changing leadership necessary to meet the profound challenges of the 21st century.

Dana uses powerful questions to unearth wisdom at the individual, team, organizational, community, and systemic levels. Her intention is to steward a world that is more whole, interconnected, and in alignment with our true selves for wiser and conscious impact. Her sweet spot is at the intersection of leadership, tapping into a group's collective wisdom, and cultivating communities of practice to become a system of influence and transform failing systems in our world.

“Dana is a tremendous force who excels in connecting others more deeply to themselves and to others. She has been an invaluable advisor, mentor and colleague over the past few years. Her insights into and support with the Dalai Lama Fellows' Ethical Leadership curriculum have been deeply meaningful. Dana can distill her wisdom nonverbally and briefly, and also in great detail--we are lucky to be working with her.”
– B. Banerjee, Program Director at Dalai Lama Fellows



ANAMARIA ARISTIZABAL

Anamaria listens, inspires, and empowers you to awaken more of your potential, show up, take action, and lead in a way that transforms and responds to what the world needs.

She is a Master Certified Coach (MCC), leadership trainer, coach trainer, facilitator, and culture transformation consultant. Anamaria is the founder of Re-Vision Academy, which offers learning journeys in purpose discovery and leadership, and is the author of “Life Re-Vision: A Journey to Rediscover your Core, Reinvent Yourself, and Renew your Future Vision,” available in Spanish and English. A biologist by training, her work is full of metaphors from nature to remind us of our place in the great web of life. She is a founding member of the Aldeafeliz Ecovillage, where she currently lives with her husband.

The team coaching experience led by Anamaria and team created a safe, vulnerable, and reflective space to explore my role as both a leader and a teammate. The team coaching provided the compass for my team to begin mapping out the next stages of our work together; this deeper sense of alignment and trust will help us achieve more impact together – and have more fun doing it! The journey helped me add frameworks to my toolkit that I was able to practice in sessions and then apply to my role so I can be a more effective collaborator. I appreciated being challenged by Anamaria and team in a way that was direct and

also caring – while sometimes I was pushed outside my comfort zone, it was in service of expanding my comfort zone, so I can now lean into more honest conversations with my teammates and feel grounded in doing this. I was able to reflect on my own leadership style, both strengths and my inner saboteurs, in a way where I now feel like I am leading more authentically. I truly appreciated this multi-month experience and believe Anamaria and team went above and beyond to help us thrive as individuals and as a collective. – Scott Earl, Global Talent Co-Director, Ashoka

More about Anamaria: <https://en.anamariaristizabal.com/>

This Place - Welcome you to Sonoma County

Sebastopol California is based in the gorgeous Sonoma County wine Country. The training location is the **Sebastopol Center for the Arts** 282 S High St, Sebastopol, CA 95472. It is located in town, with walking to many restaurants, galleries and shops and ample free parking.

We highly recommend exploring Sonoma County before or after the training. It is a beautiful rich place with a lot to explore:

<https://www.sonomacounty.com/things-to-do>