



# the\_art\_of\_collaborative\_leadership

growing\_resilience\_in\_the\_movement\_towards\_a\_sustainable\_world

25 - 27 september 2010 in belgium

# many of us are leading transformative initiatives...

...in civil society, business, government, culture and the arts. across sectors and organisations to improve the well-being and sustainability of our communities and places of work. bringing movements for the common good together in new and collaborative ways.

we sense the need to bring together our initiatives, and to share our learnings and questions in the context of a highly engaging training with diverse participants.

we invite you to the *art of collaborative leadership*, part of the family of art of hosting trainings, we will create a transformative space for collective learning and practice.



as our initiatives grow and meet new challenges, of complexity, diversity and rapid change, we are challenged to work on many levels simultaneously.

we need to cultivate perseverance and resilience - practices for strengthening and deepening, ourselves, our communities, and our movement.

**transformation is essential, how do we live it fully and wisely?**

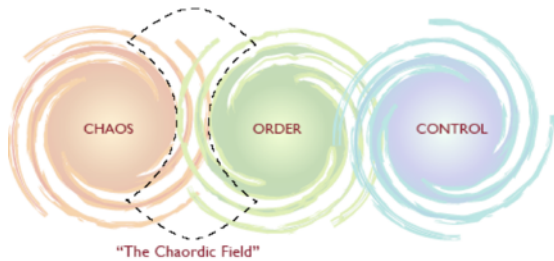
## in this training you will...

**build** on your foundation in the practices of hosting and harvesting conversations that matter.

**develop** your capacity for noticing and shifting "patterns" at an individual, team and systemic level.

**learn** principles and practices for "taking social innovation to scale" - influencing larger systems through emergence.

**connect** and learn with others who are leading innovation in teams across Europe and the world.



## context and background

we have discovered that the principles of self-organisation, participation, ownership and non-linear solutions are key to both individual and collective discoveries.

we are particularly inspired by what happens in the creative tension between chaos and order – **the chaordic field** – where learning, innovation and harvesting take place and where wise and sustainable change can be discovered and grounded into acting wisely.

## this training is interactive

our learning will grow out of everyone's contributions and presence – we will support each other as co-learners.

we will learn by observation, experience and practice, using interactive processes to build a safe and inspiring learning environment.

## the art of collaborative leadership is more than just a training, it is...

...a response to a world that is becoming increasingly complex and fragmented, where true solutions and innovations lie not in one leader or one viewpoint, but in the bigger picture of our collective intelligence.

a response at a time when institutions and democracies themselves are failing to address the increasing chaos in our world. it is a testing ground for those seeking to find new, effective and healthy patterns for organising, innovating and interacting to create new forms that serve us all better

a practice ground for all who aspire to bring out the best in themselves and others. it is based on the assumption and experience that human beings have an enormous untapped wealth and resilience.

we are a growing global community of practitioners, supporting each other to explore and accomplish what we most care about. the Art of Hosting has been offered in Europe, the Middle East, Africa, and South and North America the past 10 years. it is a self-convening network of practitioners / hosts trained in the art of conversational group processes and dedicated to creating sustainable glocal (=locally routed and globally connected) networks.

learn more about Art of Hosting at [www.artofhosting.org](http://www.artofhosting.org)

# this training is for

a diversity of people and groups who work in government, business, social enterprise, self employed, non-profit, the arts, people who work across cultures, disciplines, sectors and with people whose voice rarely gets heard.

core teams, people who are holding projects and visions beyond their own local reality, who want to 'connect the dots' and see the bigger whole, people who host movements, people who have already been practicing the Art of Hosting and want to go to their next level.

practitioners / leaders, who have not been to an Art of Hosting training yet and are hungry for learning skills for collaborative leadership to host their initiatives to the next level of possibility



## logistics

this training is residential and we will be lodging in the simple and beautiful Old Abbey of Kortenberg, surrounded by a magnificent park. we start on saturday 25 September at 9.30am and end on monday 27 at 4pm.

cost is 1000€ for organisations and 700€ if self-funded (excl. VAT 21%). teams from the same organisation will get a 10% discount per additional person. a limited amount of scholarships is available. please open a conversation with us if you cannot afford the fee, a financial limitation should not be your reason for not participating! the price includes accommodation and food (Sat-Mon), facilitation and a training handbook. travel costs are at your own expense. registering for the training means a room will be booked for you.

**please register by August 15<sup>th</sup>** using this link <http://www.natural-innovation.net/events> we will send you more detailed information on logistics after we've received your registration and payment. if you come from far and need help with accommodation for friday night in Belgium or if you need any other information please write to Simone, Hendrik and Julie at [aocl2010@natural-innovation.net](mailto:aocl2010@natural-innovation.net)

# the hosting team

**MONICA NISSEN** I started my professional life with a degree in architecture. - - I found very early on, that designing processes, was just as interesting as designing buildings. Since I co-founded InterChange <http://interchange.dk/> in 1991, we have worked with dialogue based, participatory processes, engaging larger groups of people in co-creating solutions, strategies or the futures they want. In working with larger groups. My special interest has been “Learning Ecology” – that is to harvest the results of these conversations, so that the collective wisdom and insights can be captured and put to good use.

**HENDRIK TIESINGA** I am a designer and facilitator of collaborative learning and innovation processes in the field of sustainability in business, social innovation and new ways of collaborative working and designing. I'm currently working on multi-stakeholder processes on sustainable financial systems, metropolitan agriculture and the introduction of nano-technology. I'm passionate about working with the U-process. I'm also a co-founder of Natural Innovation <http://www.natural-innovation.net/>

**SIMONE POUTNIK** I'm a social entrepreneur, host and harvester. I love creating safe spaces for people to show up in their full authenticity and meet each other in their humanity. I co-founded Natural Innovation and the Hub Brussels - a space for people with ideas for a better world. I am working with diverse groups of people from government, business, non-profit and art organisations on experiential learning, collaborative leadership and innovation for resilient futures.

**GABRIELE DOHNDORF-METSCH** I'm a facilitator of transformation. Since 20 years I have been working as a coach and facilitator of leadership development processes in companies and the health sector. I also bring people back into contact with nature and the wild in them through alpine activities in winter and summer. I have a diploma in psychotherapy with alternative medicine and have been practicing for several years now. Through my daughter I got in contact with the Art of Hosting in 2008 and am learning how to ground the practice in the German culture.



**TOKE PALUDAN MØLLER** I am a co-founder of The Art of Hosting, The Flow Game, the Warrior of the Heart dojo and InterChange, a training and process consulting company based in Denmark. I have worked for the Danish & UK public sector; international NGOs, companies in the private sector, inter- national networks in many countries, and with villages in Africa, Europe and the Middle East. For the past six years I have worked with colleagues in support of large-scale systems transformation in England, USA and Canada, as well as in the European Commission.

**PHIL CASS** I serve as CEO of the Columbus Medical Association and its three affiliate corporations <http://www.goodhealthcolumbus.org/>. In this role I provide leadership in the areas of strategic direction, operations management, human resources management, policy development, government relations and community relations. With Toke I have been working on shifting the way we work and offer health care in Columbus and the Art of Hosting has been key in this shift. Meditation, the use of intentional dialogue, and leading strategic change initiatives are my areas of intense interest and focus. I also serve as the Chair of the Governing Council of the Institute for Authentic Leadership in Action in Nova Scotia, Canada.

**JULIE ARTS** I am a host & researcher, working in organisations to facilitate small & bigger transitions. My clients are evolving from a merely controlled entity, towards a more open system, connected to itself and its environment. This evolution requires new organisational principles and values, new knowledge, competences and leadership, new ways of collaboration with the environment. In a co-creative process with her clients, I journey with them through this chaotic process of change.

**LUKE CONCANNON** I love singing and song writing. Rambling. I love the movement. The movement for systemic, activist, spiritual, progressive, beautiful, creative change; the global justice movement. I love singing with people and getting folk involved in creativity. Being in community and building and deepening our bonds! Chocolate and loving to.