

We'd love to see you in our 2016-2017 Facilitation for Leaders course.

CFOR's 'Facilitation for Leaders' course is especially for people interested in the link between their personal awareness and their leadership and contribution to organisations and communities.

In past courses, participants have been independent practitioners or have come from small and large voluntary organisations and NGOs, international and peace-building organisations, community groups, schools and Universities, religious and spiritual institutions, government bodies, business, coaching, social movements and artistic companies.



Contact us on admin@cfor.info to arrange an interview - a chance for us to get to know you, and for you to ask questions and to find out if the course is right for you.

Or call us on **+44 (0) 20 7435 0756**.

As a designated facilitator or as an interested person in your community wanting to make a difference, you've probably noticed repeating and cycling dynamics. And you might have noticed that the soup you are hoping to facilitate is also in you. This is both sobering as you recognise your limits and your part in the problem and the replay of history, and there's an extraordinary hope here - not pie in the sky hope - but a recognition that with our awareness we each shape the future.

At CFOR and in Processwork, we see leadership as the ability to catch and facilitate an emerging process, by way of facilitating the interaction of all parts of a system. The training is about developing your personal awareness and facilitation skills in order to orient to the complex situations in which you live and work.

Conflicts, as we all know, are a part of life and can be creative and productive. But, without facilitation, conflicts can be painful and costly. They repeat and escalate, and sour the resourcefulness of individuals, teams, organisations and whole communities.

In this course, you will learn 'Worldwork' concepts and methods that have been developed and applied by Arnold Mindell and many of our colleagues in a wide range of contexts and countries. 'Worldwork' is the application of Processwork to working with diversity, conflict resolution, organisational and community dynamics and social movements.

The method is based on the principle of ‘deep democracy’ - when we facilitate an interaction that includes our diversity, communities are wiser. This includes grappling with the ghosts of history, the emotions usually kept out of negotiation, and the realities of privilege and power. It also includes the surprising, unexpected and subtle dimensions and seeds of creativity and connection between us.

The 2016-2017 Facilitation for Leaders course includes the Autumn 6 day Intensive, followed by four modules - 18 days of training. We also have two case study evenings and short ‘homework’ assignments that can be done independently, in pairs or in small groups, in person or by Skype. You will practice and reflect on the application of your learning in the context of a team, relationship, organisation, community, social movement or specific project. In past courses, participants have learned a lot from building connections with one another, in a diverse group, bringing rich experience and knowledge from different walks of life.

6-day Intensive

Awareness in Community: A ‘beginner’s mind’ for facilitating relationship, community, and conflict resolution.

18-23 October 2016 (Tuesday - Sunday)

The 6-day Intensive can be taken on its own, or as part of the ‘Facilitation for Leaders’ One Year Modular Course. See the Flyer at

www.processworkuk.org or on **www.cfor.info**

The Intensive focuses on one’s personal path and awareness practice, as well as skill practice.

Being in a large group setting with many people gathered to learn and practice ‘worldwork’ skills is an extraordinary learning opportunity - to be able to get involved in themes that concern all of us, including issues of migration, xenophobia, nationalism, race, religion, our history and current relationships within Europe, and internationally, the environment, gender, sexual orientation, disability, health and more. We will be working in pairs, small

groups and the large group, practicing facilitation and awareness, learning how we are part of the issues and how we can make a difference.

Module One

Inner Work for Leaders: The personal and political

2-4 December 2016 (Friday - Sunday)

Your personal and family history is not only your own. What is personal is political, and what is political is also deeply personal. We will learn methods to study and map dynamics and to support you to ‘sit in the fire’ of the issues that activate you, in order to find pathways forward even in the midst of very complex and difficult situations.

We will learn and practice skills to follow one’s awareness while facilitating others, rather than feeling only reactive and one-sided. We will study and work together on specific situations and interventions from organisations, social action campaigns, and conflict zones.

Module Two

The Serving Leader: Holding the big picture and sweeping up

3-5 February 2017 (Friday-Sunday)

Good leaders facilitate the link between the big picture (or vision) and the little picture, facilitating a range of interactions along the way and making things happen.

Whether you are in a designated leadership position or part of an organisation or community, ‘worldwork’ facilitation skills can enable you to stay close to the underlying current and meaning of the project, while also finding the creativity within the dynamic twists and turns of everyday resistances, conflicts and details involved.

Module Three

Dynamics of Conflict, Recovery and Prevention

7-9 April 2017 (Friday-Sunday)

In this module, we will learn facilitation skills for conflict zones, including near your kitchen sink. We will study personal, local and international processes of conflict, recovery and violence prevention and how 'worldwork' concepts contribute to this field.

We will study together how and why conflict cycles; the dynamics of violent conflict, including tactics of state terror and terrorism, disinformation, human rights violations, collective trauma and altered states of war; and processes of justice and accountability needed for recovery and prevention of future rounds of conflict.

We will also explore the importance of witnessing and processing community-wide trauma, including recognising the surprising resources within us for recovery and building the future.



Module Four

The Practice of Diversity Awareness: Personal and social transformation

12-14 May 2017 (Friday-Sunday)

As great teachers and leaders have modelled, at the core of leadership is a personal story. This module focuses on the link between you and your work - your striving to transform your own situation and your community, your ability to grapple with your own awareness of how you tend to repeat the problems you set out to solve, and where you perceive a gap, a spot where a fresh possibility emerges.

We'll focus on awareness of our inner and outer diversity in respect to privilege and power, historically and ongoing. We will look at a new worldview that values not only power, but the awareness and skills needed to facilitate personal and collective change.

Venue

The modules will take place at CFOR's premises at the Old Hampstead Town Hall, London. The Intensive takes place nearby.

Times

9:30am until 5:30pm; last day until 4pm

Accommodation

Ask for a list of hotels, bed and breakfasts, and hostels near the venue. The Intensive venue has rooms available with early booking.

Certificate of Attendance

CFOR Facilitation Course Certificate
Continuing Professional Development credits (CPD) are available.

Interviews are underway

Write us an email, a couple paragraphs to introduce yourself and let us know about your interest in the course. We'll arrange a conversation by Skype as an opportunity for us to get to know you, and for you to ask any questions you have, and to find out if the course is right for you.

Registration

- ▶ **Course fee: £2400 (Includes Intensive course £640 and four modules £1760).**
- ▶ **Early bird Intensive: £540;** £100 deposit upon registration ; Remaining £440 by June 30.
- ▶ **Full fee Intensive £640;** £100 deposit upon registration.
- ▶ **Early bird fee for registration to whole course; Course fee £2100 (saves £300.)** £100 deposit upon registration, £440 by June 30, £150 by September 15.

For questions and to schedule an interview contact us on admin@cfor.info

Fellowship

CFOR has a sponsored Fellowship programme, designed to offer training and mentoring to individuals, making an impact in their communities. If you, or someone you know may be interested to either apply for a fellowship, or to support a fellowship, please contact us.

A few comments from past participants



“...radical change in self esteem and a plethora of skills, techniques and perspectives... I learned in a life changing sort of way.”

“...achieving a fluidity I have not experienced before.”

“I learned a model for structuring my perceptions and for assessing when and how to bring them in.”

“Personally, this training has changed how I communicate with everyone. Including myself. It has given me the ability to understand and process conflicts that arise in relationships that affect my life.

“My project was about screenplay writing. I feel much more aware of diversity and therefore I’m much more able to write authentic, complex characters.”

“I found this group to be spectacularly inspiring and supportive - creating a profoundly welcoming atmosphere.”

“My own personal work had a major transformative affect on me. I had been struggling for so long with a sense of not having a witness...this need was met so powerfully through my work and the engagement of the whole group.”

“Professionally, this course helped me to really link my personal experience with my professional work, letting me understand what I have to offer and helping me to see what it looks like.”

Jean-Claude Audergon MSc and Arlene Audergon PhD are facilitators and psychotherapists. They are co-founders and lead teachers of ProcessworkUK, the centre for Processwork research and training in the UK, with a UKCP accredited psychotherapy training programme. They are also co-founders of CFOR, a London based NGO / registered charity, devoted to facilitating diversity awareness and conflict resolution and to supporting the potential creativity that arises when awareness enters the picture through facilitated dialogue even in tense and highly polarised situations. Visit www.processworkuk.org and www.cfor.info for more information and publications, including books, articles and chapter contributions.

CFOR was born, because we witness communities resolve conflict and transform their history, and individuals, teams and organisations find pathways through complex systemic problems. If you facilitate an interaction among diverse experiences, viewpoints and dimensions of experience, an extraordinary vitality arises within organisations and communities. We work among NGOs and government groups, social activists, international peace organisations, housing associations, religious groups, educational institutions and business. We work together with Partner organisations and in our ‘Seeds’ programme, we work alongside individuals, who by way of grappling with their own personal and collective history are in a unique position to envision and facilitate a different future for their community.

The methods and strategies we use are rooted in ‘worldwork’, the application of Processwork to conflict resolution, and to facilitating awareness within teams, organisations and communities. Our work is currently in London, UK, Europe, Rwanda and the Great Lakes, South Africa, and the Balkans. We offer a training programme in London called Facilitation for Leaders, as well as training and mentoring within organisations. www.cfor.info

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