

## Facilitation for Leaders: 2017-2018

### CFOR's modular training course in 'worldwork' facilitation

**Some of our world's greatest leaders** have modelled for all of us what it means to link personal and spiritual awareness with a devotion to social and collective change.

Yet, as a society, it is all too rare to focus on this link between personal and collective awareness. We need to work together to find ways to deal with our divisive and polarised conflicts, and to help communities to access their inherent wisdom and creativity.

'Worldwork', developed by Arnold Mindell, is the application of Processwork to understanding collective processes, and to working with dynamics of conflict resolution and cooperation in a systemic way - inside the individual, as well as in relationship, in organisations, in social movements, communities, societies and governments.



**Contact us on [admin@cfor.info](mailto:admin@cfor.info) to arrange an interview** This is 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.

Many of us are feeling activated and upset by the increasing divisiveness of our times - and many of us feel an imperative to get involved and to stay involved, by focusing both on our personal awareness and centeredness, and on our ability to facilitate and make a difference to others.

**Candidates for this course** are interested in the link between personal or spiritual awareness and the ability to facilitate others. In past years, course 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.

**We see leadership as awareness** - awareness that you make a difference; and having the awareness to be able to catch an emerging process as it arises inside of you, and to facilitate an interaction of all parts of a system, whether inside of you, or inside of an organisation or community. We see leadership as some mix of devotion to community, the ability to let go and be moved by a bigger dream, and the tenacity to stick-to-it. We see leadership as an interest in 'awareness' rather than power. In the spirit of 'deep democracy', leadership involves knowing that communities are wiser, when we facilitate our diversity. That means grappling with all points of view, identity, roles, the ghosts of history, emotions usually kept out of negotiation, and the realities of privilege and power. But, it also includes subtle, surprising and unexpected dimensions of our experience, and seeds of creativity and deep connection between us.

## Course components

The Facilitation for Leaders Modular Training includes:

- The Autumn Intensive
- Four X three day Training Modules
- Two case study evenings to work on projects that you are involved in
- Two one-to-one private mentor sessions, on Skype or in person
- Study journal with short assignments that you can do independently or in small groups

In past courses, participants have also learned from one another, building connections in a diverse group, and bringing rich experience and knowledge from different walks of life.

## Six-day Intensive: 17-22 October 2017

### At the edge to practice: The spirit of leadership, inner work and conflict resolution

See the Intensive flyer at [www.cfor.info](http://www.cfor.info) or [www.processworkuk.org](http://www.processworkuk.org)



This intensive course will focus on the link between your personal practice of inner work or meditation, and your practice of social action and facilitating in organisations and community.

Some of our world's greatest leaders have been people who were deeply spiritual, and at the same time devoted to social and collective change. Yet, the notion that we might facilitate interactions among us, and become conscious as individuals and as societies, is still often considered to be 'new agey', rather than an imperative.

One reason for this is that there has been a missing methodology, to work with emotional polarisations, and for working with 'hot spots' without just setting them off again, Hot spots are those points of sensitivity and volatility, where we get activated inside of us and between us, where people tend to either jump away from a sensitive topic, or fall headfirst, into an escalation.

We will learn about working with dynamics of conflict and about how to intervene according to awareness of 'conflict phases'. We'll learn to perceive and facilitate in three dimensions: staying close to the underlying essence and shared field; finding fluidity between the polarisation of roles and ghost roles; and grappling with our viewpoints, history, relative privileges and identities.

Special themes will include working with collective trauma and historic and current dynamics of injustice, and how facilitated interactions and awareness can contribute to processes of recovery, transitional justice and violence prevention in our world.

We will continually return to 'inner work' and 'worldwork' tools that are useful for your everyday life, relationships and physical health. We will focus on how to carefully track your body experience and perception, in order to find a sense of centeredness, while facilitating the potential for transformation and creativity even in very difficult situations.

## **Module One: 1-3 December 2017**

### **Inner Work: Meditation in action**

We will learn methods of inner work ... how to 'sit in the fire', developing the kind of mindfulness that makes it possible to not just get swept along into being reactive or one-sided. We will learn to welcome and unfold what it is that activates you, as a potential gift of awareness – as you learn to 'burn wood' and explore personal and family history. We will learn methods for following your awareness of feelings and reactions, as well as your connection to your dreaming, through body experience, and movement, and to a deeper underlying field that is moving you. The Inner work is both a practice of meditation, and a form of preparedness for social action and moment-to-moment awareness, in the midst of wide range of contexts, including facilitating in difficult situations.

## **Module Two: 2-4 February 2018**

### **Relationship and team building**

Relationships are central to almost everything we are and do, whether in personal or work situations. This module will focus on learning methods of facilitating relationships, focusing on the interface between your own personal awareness and your interactions in relationship. This includes awareness of the complex dynamics of privilege and rank and beginning to learn to facilitate conflict. This includes tools for personal relationships, as well as focus on teamwork, organisational relationships and creative work. This module will include learning about signals, communication dynamics, systems theory, and process dynamics for facilitating relationships, both when you are part of the interaction and when you are facilitating others.

## **Module Three: 16-18 March 2018**

### **Conflict, recovery and prevention: Community facilitation in divisive conflict**

This module will focus on skills needed to organise and facilitate community forums, and to facilitate within organisations. We will look at what is involved in facilitation within different cultures, and across different sectors, including with diverse groups of citizens on opposite 'sides' of an issue, as well as among NGOs, government organisations, international organisations and business. This module will focus on how conflict cycles, and methods of conflict resolution and violence prevention. This will include our experience working with the aftermath of violent conflict and genocide. We will look at dynamics of collective trauma and altered states of war, and the contribution of 'worldwork' facilitation to means of transitional justice. This module will also focus on conflict resolution in our personal and organisational relationship interactions, to support teamwork and organisational transformation.

## **Module Four: 1-3 June 2018**

### **The Servant Leader: The link between personal and social transformation**

Your ambition or your deepest compassion may bring you into the world in ways that surprise and challenge you. And sometimes life events and world events call on us to serve in ways that we hadn't planned on. We will focus on what is involved in recognising and staying close to this 'calling' or sense of unfolding and contributing what is inside of you. Whether you are in a designated leadership position or not, 'worldwork' facilitation skills can enable you to stay close to the underlying current of your own life and the situations you are in, while facilitating awareness of

inner and outer resistances and limits, and the twists and turns of life. This module will also be a chance to focus on the culmination of our learning.

## Interview

*We are now accepting applications. In past years, the course has filled, so please get in touch with us to let us know of your interest.* Include a couple paragraphs to introduce yourself and let us know about your personal and professional interest in the course. We will send you available times for a Skype interview. The interview will be 30 -45 minutes and is an opportunity for us to get to know you, and for you to ask questions you have, in order to find out if the course is right for you.

## Venue

The Intensive course is with (a large group) and takes place at the Pax Lodge, NW London. The additional four modules take place at CFOR's classroom premises at the Old Hampstead Town Hall, NW London.

## Dates

- **Intensive: 17- 22 October 2017 6 Days**
- **Module 1: 1-3 December 2017**
- **Module 2: 2-4 February 2018**
- **Module 3: 16- 18 March 2018**
- **Module 4: 1-3 June 2018**

## Time Schedule

Intensive: *See the Intensive flyer and welcome pack for the full schedule.*

The Four Modules: 10am until 5:30pm Friday and Saturday, until 4pm on Sunday.

Case Study evenings: Friday night, 6:30 – 8:30 on Modules 2 and 3

Party or dinner together – Saturday evening of the last module

## Accommodation

If you need accommodation, please ask for a list of hotels, bed and breakfasts, and hostels near the venue. The Intensive venue has simple rooms available with early booking.

## Fee and Registration Information

- **Course Fee: £2700** (This course fee includes the 6 day Intensive, four X 3 day modules, 2 Mentor sessions, and 2 evening Case Study sessions)
- **Early bird fee: £2400 upon registration** before early-bird deadline June 15, with £150 deposit. Remainder will be paid in installments.

**For questions and to schedule an interview contact us on [admin@cfor.info](mailto:admin@cfor.info)**

**Note:** If you are accepted on the Facilitation for Leaders course, your payment for the Intensive is included in the Facilitation for Leaders course fee (paid to CFOR) and payment plan.

## Certificate

- Certificate of Attendance
- CPD Continuing Professional Development credits provided
- The course can serve as Foundation year into the Processwork UK Diploma programme. Please ask for more information if you are interested in the possibility of joining the Diploma programme



## CFOR's Fellowship programme

CFOR's Fellowship programme is for selected individuals who are making a significant impact in their communities. CFOR fellows will do a project on the application of 'worldwork' methodology in their field of interest. 'Fellows' will receive partial support for their course fee. If you are interested in applying for a Fellowship, please contact us with a brief expression of interest and we will send you an application.

**Jean-Claude Audergon MSc and Arlene Audergon PhD** are psychotherapists and conflict resolution facilitators. They are co-founders of Processwork UK, the centre for Processwork training in the UK. Processwork UK has a Diploma programme with a Diploma in Worldwork, as well as a UKCP accredited Diploma in Process-oriented psychotherapy. Arlene and Jean-Claude are also co-founders of CFOR, a London based NGO and registered charity, devoted to facilitating diversity awareness and the role of facilitated dialogue for transitional justice and community recovery in post-conflict zones, and to support the potential creativity within organisations and communities in dealing with complex problems. Visit [www.processworkuk.org](http://www.processworkuk.org) and [www.cfor.info](http://www.cfor.info) for more information and publications, including books, articles and chapter contributions.

## CFOR Force for Change

**CFOR was born as a result of witnessing post-conflict communities** resolve conflict and transform their history. And it was inspired by witnessing individuals, teams and organisations find creative pathways through complex systemic problems. If you facilitate interaction among diverse experiences, viewpoints and dimensions of experience, an extraordinary vitality arises within organisations and whole communities. CFOR has worked with NGOs and government groups, social activists, international peace organisations, housing associations, religious groups, educational institutions and business, as well as among post-conflict communities. 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. Our interest is also to record and disseminate information about the importance of facilitated dialogue within community and across sectors, as a central methodology to support conflict resolution, transitional justice and violence prevention.

The methods and strategies we use are rooted in 'worldwork' and 'deep democracy', the application of Arnold Mindell's Processwork to understanding and facilitating collective dynamics and conflict resolution within teams, organisations, communities, and governments. CFOR's work is currently in London, UK, Europe, Rwanda and the Great Lakes, South Africa, and the Balkans. CFOR also consults and trains within organisations. We offer an Intensive course and the annual Facilitation for Leaders modular training course in coordination with Processwork UK in London.