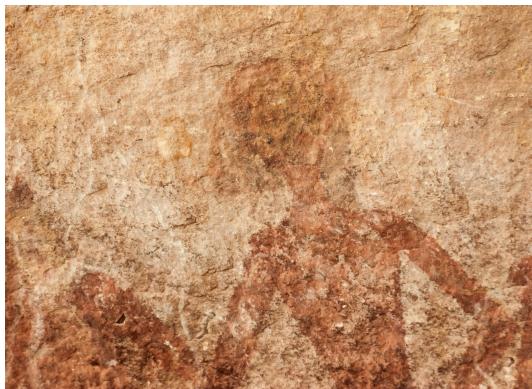


## Facilitation for Leaders: 2018-2019

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

'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 of you as an 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.

What if leadership was about 'awareness' rather than power? In the spirit of 'deep democracy', leadership means knowing that communities are wiser when we facilitate our diversity. That means including and interacting among 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.

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.

Many of us are activated by the increasing divisiveness of our times - and feel an imperative to stay involved by focusing both on our personal awareness and wellbeing and on our ability to facilitate and make a difference to the groups, organisations and movements that we are part of.

Some of our greatest leaders have modelled what it means to link personal and spiritual awareness with a devotion to social and collective change. Yet, as a society, it is still all too rare to focus on this link between personal and collective awareness, in order to find ways to deal with our divisive and polarised conflicts, and to help communities to access their inherent wisdom and creativity.

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.

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

**Course components:** The Facilitation for Leaders Modular Training includes:

- The 6 Day Intensive October 2018
- 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

## **Six-day Intensive: 12-17 October 2018**

### **Spirit and Practice: 'Worldwork' facilitation and leadership for our times**

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

"We'll discover how we get moved by a field of interactions - spiritual, psychological and political - and how just a dash of awareness makes a difference."

The Intensive focuses on the link between your personal practice of awareness and your practice of social action and facilitating in organisations and community. We will present both basic and advancing theory and practice from Processwork and 'Worldwork', the application of Processwork to groups, organisations and communities, and the potential impact and outlook this methodology brings to a range of fields. By looking at the application of this work in many contexts, we will also study the details of moments of activation and escalation and transformation, and look at the kinds of processes that divide and connect us. You will have opportunities to reflect on your own personal process, and how this learning is applicable to your own life and situations where you work, as well as opportunities to practice in pairs, small groups, as well as in the large group.

## **Module One: 23 - 25 November 2018**

### **Awareness in Action: Why Facilitate?**

This module focuses on your practice, your awareness practice as a facilitator, and the role of facilitation in personal, social and political transformation. We'll learn and practice skills and concepts to perceive how you are moved by a field of interactions, and how to not only get swept along into being reactive or one-sided. Sometimes that means welcoming and unfolding what it is that activates you, as a potential gift of awareness – as you 'burn wood' and explore personal, family and collective history. It also involves honing our perception, including body awareness, in order to facilitate the underlying dynamics and dimensions of group life. We will also look at methods of inner work for preparing and debriefing for difficult work in a wide range of contexts

## **Module Two: 1 - 3 February 2019**

### **The World in Relationship: Hot spots, creativity and team-building - world issues in relationship**

Relationships are central to almost everything we are and do, whether in personal or work situations. This module will focus on how you meet the world in the simplest relationship interactions, and how you make a difference through awareness and facilitation of those dynamics. We will work with complex dynamics of privilege and rank and begin to learn to facilitate conflict. This includes tools for personal relationships, as well as focus on teamwork, organisational relationships and creative work. We will learn 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: 1 - 3 March 2019**

### **Beyond Hope: Facilitating divisive conflicts and moments of possibility and transformation**

In this module, we will focus on the nature of divisive, repeating conflict, and moments and phases of transformation. We will look at these dynamics at your 'kitchen sink', and how these dynamics are manipulated in mass violence and genocide. We'll touch on key themes for transforming conflict, including awareness of personal and collective trauma, dynamics of justice, and the altered states of conflict and war. We'll focus on conflict resolution in our personal and organisational relationship interactions – and

what it means to gather people and facilitate 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.

## Module Four: 5 - 7 April 2019

### Second training, dreaming and the link between personal and social transformation

Your ambition or your deepest compassion brings you into the world in ways that might surprise and challenge you. And sometimes life events and world events call on us to serve in ways that we hadn't exactly planned on. Our focus in this module is on recognising and staying close to this 'calling' or sense of unfolding and contributing what is inside of you, moment to moment, and in the contexts where you live and work, whether you are in a designated leadership position or not. 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 then propose 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 a venue in NW London, near our premises. The additional four modules take place at CFOR's group room at the Old Hampstead Town Hall.

### Schedule

Intensive: 10 am – 7pm. See the Intensive Flyer and welcome pack for the full schedule

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

Open Seat and Case Study evenings: Friday evenings 6 – 8 pm 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 may have simple rooms available with early booking.

### Fee and registration Information

- Course fee: £2900 (The course fee includes the Intensive, four X 3 day modules, 2 individual mentor sessions, and 2 evening Open Seat and Case Study sessions)
- Early bird fee: £2500 (Registration by June 15 with £150 deposit. Remainder in installments.)

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

**Please 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).

## CFOR's Fellowship programme

CFOR's Fellowship programme is for a limited number of individuals making a significant impact to their communities. CFOR fellows develop a project on the application of 'worldwork' methodology to 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.

## Certificate

- o Certificate of Attendance
- o CPD Continuing Professional Development credits provided
- o The course stands alone for professional development. It can also serve as Foundation year into the Processwork UK Diploma programme. There are two tracks, either the UKCP accredited Psychotherapy track, or the Worldwork Track. Please ask for more information.



Jean-Claude Audergon MSc and Arlene Audergon PhD are co-founders of CFOR, a London based NGO and registered charity, devoted to facilitating conflict resolution and diversity awareness, and promoting the role of facilitated dialogue for transitional justice and community recovery, and to support the creativity within organisations in dealing with complex problems. They are currently engaged in documenting this work in articles, books and film, and offer facilitator training. Arlene and Jean-Claude are also psychotherapists, and founders as well as teachers with Processwork UK the centre for Processwork training in the UK. [www.cfor.info](http://www.cfor.info) and [www.processworkuk.org](http://www.processworkuk.org)



## 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 individuals and by teams and organisations finding creative pathways through complex systemic problems. If you facilitate interactions among diverse experiences, viewpoints and dimensions of experience, an extraordinary vitality can arise 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.

Our methods and strategies 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, Zimbabwe and the Balkans.