

*How can we make change more sustainable and so enable a truly transformational impact on any system?*

*How can we consciously support the creation of Communities of Practice as long-term processes and as a new way of working in organisations and society?*

## **Communities of Practice Workshop**



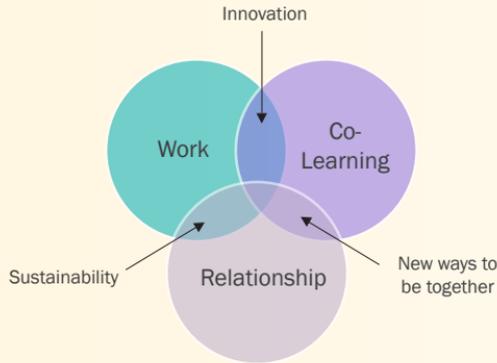
**Bregenzer Salon 25.-26. April 2014**

## Communities of Practice

**Communities of Practice (CoP), informal practice and learning communities connected by a shared purpose, can be a strong driving force for change. What is needed? Dedicated people, who want to move things forward and who share common dreams; people who want to learn from each other through true collaboration; people who want to design and effectively steer sustainable processes shifting whole systems back to their original purpose.**

## Communities of Practice: a sustainable impact

Communities of Practice have multiple effects: relations in teams and between organisations are strengthened, communication flows are improved, and implicit knowledge is made visible while learning and innovation happens faster and more efficiently than in conventional formats. After a while a Community of Practice can move from being a community of learners to a community that learns. Then it can generate valuable innovation for an organization and move the expertise from where it is to where it needs to be.



## The workshop - or - The new way of working and remaining in the flow

In the workshop the concept of Community of Practice (based on Etienne Wenger) will be introduced and illustrated through practical examples. Participatory formats (World Café, working in triads, Circle) help participants to quickly transfer the new knowledge into their own contexts. We will learn from hands-on experience told to us from a Hospital in St. Gallen and the EU-Commission. During the course



of the workshop, participants will see which of the ingredients necessary to form a true CoP they already have and which ones are still missing.

## The target group

This workshop is not only for managers, but for all those who want to use of the full potential of the collective intelligence in their organisations, or who want to revitalize existing networks by transforming them into active, self-organising communities.

## The hosting team

Ursula Hillbrand will share her wealth of experience gained while establishing and nurturing of Communities of Practice at the EU-Commission. Hosts: Peter Brattinga, Marcus Cathrein & Heather Nehring.

Cultivating communities of practice: a guide to managing knowledge. By Etienne Wenger, Richard McDermott, and William Snyder, Harvard Business School Press, 2002.



**Ursula Hillbrand** has a law degree and has been working in the European Commission in different policy areas since 1995. Her current area is corporate management and resultbased management. She has applied the principles of Art of Hosting since 2007 in her field, gives trainings in Art of Hosting and in Communities of Practice to staff and supports participatory events by designing the hosting and harvesting processes also for other departments. Since 2010 she is host of the Bregenzer Salon and Salons in other cities.

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**Marcus Cathrein** originally studied languages and philosophy and then developed a professional interest for the therapeutic potential of his passion scuba diving. For many years he worked internationally above and below the water, then immersed himself in bodywork (Feldenkrais, Selye, Alexander) and coaching approaches with focus on conflictmanagement/transformation in crisis areas. In search of highquality processfacilitation he got in contact with the Art of Hosting.

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**Peter Brattinga**, born in the Netherlands has lived and worked in Austria and Belgium. As trained food technologist he gained experience in the food industry as well as adviser in organic agriculture. He now deals with the complex legal issues for food safety on EU level. He is co-founder of the Bregenzer Salon and responsible for seminar organisation. He is a passionate host.

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**Heather Nehring** (USA) lives in Munich. She is a linguist and a manager, and has worked in an intercultural context both in companies and in public institutions (incl. EU Institutions) for more than 20 years. Fascinated by the potential that emerges in working with people and groups, she is inspired by the Art of Hosting, Appreciative Inquiry and body-oriented Learning. Her special interest is the “Hosting Self”, which she continues to explore.

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## The Place

The Bregenzer Salon, a meeting place with a special atmosphere, is amongst the pioneers of spreading and deepening the Art of Hosting in the German speaking domain. Situated in the heart of Bregenz, it is easily accessible by bus and train. For a map see here:

[www.bregenzersalon.eu/info/Kontakt.html](http://www.bregenzersalon.eu/info/Kontakt.html)

## Lodging

Affordable lodging in a cosy apartment within walking distance can be arranged at the romantic Hexenhäuschen [www.vorarlberg-travel.com/ferienhaus/bregenz/105650/hexenhaeuschen-unger-taube.php](http://www.vorarlberg-travel.com/ferienhaus/bregenz/105650/hexenhaeuschen-unger-taube.php) or at a cosy apartment next door. Please let us know as soon as possible!

## Workshop Times

Start: 25th April 9.30. End: 26th April 16.00. Participants are welcome to join the open salon evening on 24th April 19.00.



## Fees

Standard price: 500€  
Business or Sponsor: 750€. With this amount you are supporting those participants that can join at a reduced price of 250€ (limited seats).  
Incl. snacks during breaks and lunch. Prices subject to 20% VAT

## Registration

**Early bird registrations by 24th March receive a discount of 10%**

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# Bregenzer Salon

*a place for meaningful gatherings*