



Professional Programme on Facilitation and Participatory Leadership – Art of Hosting

Date: August 16th – 19th, 2017

Language: English

About: Our training will offer lasting skills on how to face challenges in a participatory manner in companies and organisations as well as the wider community.

Who can participate? People who want to develop collaboration and participation skills, such as professionals in public service, social innovators and entrepreneurs, representatives of NGOs, leaders in business, and selected Forum Alpbach scholarship holders.

Registration:

- For paying participants: You can register from March 1st 2017 onwards. Places are limited and allocated on a first-come-first-serve basis
- For scholarships: May 15th – May 31st 2017

Availability of scholarships: yes

General

The Alpbach Professional Programme on Facilitation and Participatory Leadership is a 3-day training course designed to teach simple yet powerful processes required for building a community, activating collective intelligence and fostering individual and collaborative leadership practices.

At the core of the training lies questions on how we can meet the complex challenges of today's society and what are the practices and ways of working that can help us unlock potentials inherent in organisations in this age of diversity.

Based on “Art of Hosting” methodology, this training aims to give a dynamic and effective introduction to methods of working in a participatory and collective manner in order to tackle complex systems and challenges on local, regional, national levels and beyond.

Participatory leadership has proven its value in many different contexts as a means of activating collective intelligence within groups and organisations. Present and future leaders need to be more flexible and creative in order to successfully navigate the challenges we face, such as the accelerating rate of change, the increased complexity in organisations and the prospect of ever-widening diversity. The traditional command-and-control style of leadership alone is no longer workable. Tapping into the potential held in people is crucial and inviting everyone to participate, bringing diverse perspectives to the table, is the key to releasing this potential in organisations.

The practice of participatory leadership recognises strategic dialogue and conversations as drivers for development and change. It can be used to good effect in areas such as:

- Strategy-making
- Stakeholder engagement and alignment
- Organisational and community development
- Leadership and management alignment
- Team and network development
- Staff engagement
- Developing and animating networks and communities of practice

International Trainer Team

The Professional Programme will be provided by a team of internationally-renown trainers and is led by Toke Moeller (Denmark), Monica Nissén (Denmark), Jan Hein Nielsen (Denmark), Martina Handler (Austria) and Phil Cass (USA).

- o **Toke Paludan Moeller** is a pioneer in “Art of Hosting” and is, with Monica Nissén, the founder and managing director of InterChange (www.interchange.dk). He practices, teaches and works in various fields and cultures, for instance in civil service (ministries, European Commission, EU Agency for Fundamental Rights), in public health service e.g. Wiltshire County (UK), Nova Scotia (Canada), Columbus (Ohio), and in education. He works with companies and with civil society all around the world.
- o **Monica Nissén** is the co-founder of “Art of Hosting” and InterChange. She studied architecture and pursued further training in human resource development, meeting design and process consulting. For 25 years, she has been working as a process consultant worldwide, accompanying larger groups through strategic projects. One of her core areas is “learning ecology”, where results of discussions are recorded in such a way that collective awareness and insights are shared and made useful.
- o **Martina Handler** is a political scientist, mediator and expert in public participation, conflict management, and democratic and social innovation. She has been working at the Austrian Society for Environment and Technology (www.oegut.at), a scientific non-profit organisation in Vienna, Austria, since 2004. The main focus in her work is research on participatory processes, training, consultancy, design and facilitation of participatory processes. She is especially inspired by enabling people to tackle processes of change.
- o **Jan Hein Nielsen** has been working in the field of systemic organisational change and development since 1995. In particular, he has focused on human resources and the capacity to grow innovation and implement change in organisations in alignment with a strategy of natural and sustainable growth. He has worked with all kinds of organisations – NGOs, corporates and public administration. Since the beginning, Jan Hein Nielsen was inspired by the potential in leadership to engage and empower resources to co-create collaborative and innovative solutions, and he has made implementing participatory governance and leadership in organisational development a core competence and a skill for leaders to train in and practice. He co-founded “Art of Hosting” and The Flow Game.
- o **Phil Cass**; Chief Executive Officer, Columbus Medical Association, Columbus
- o **Ian Andersen**; Participatory Leadership Adviser, European Commission, Brussels
- o **Kajsa Balkfors**; Member, Art of Hosting Team, Alpbach
- o **Bronagh Gallagher**; Facilitator, Connecting Scotland, Glasgow
- o **Thine Holm**; Consultant, Coach, CEO, Value and People Academy
- o **Issa Ibrahim**; Member, Art of Hosting Team, Alpbach
- o **Jodhani Vishal**; Experience Design Director, Impact Hub Berlin
- o **Hedwig Kaiser**; Vice President Education, and Head, International Office, University of Basel

- o **Kojima de Paula Cibele**; Supporter for Project Acquisition, ASA-Program, Engagement Global gGmbH, Berlin
- o **Karin Lammers**; Teacher and developer, Honours Programme Pre-U, University of Twente, Enschede
- o **Andy Lippok**; Managing Director, Resolis Associates Ltd, Edinburgh; Director, Connecting Scotland, Edinburgh; Business Engagement Manager, Analyst, Scottish Government, Edinburgh
- o **Mahmoud Nisar**, Member, Art of Hosting Team, Alpbach
- o **Caroline Rennie**; Managing Partner, ren-new Sàrl, La Conversion
- o **Sabine Soeder**; Owner CoCreativeFlow - Flow Architect
- o **Laura Weisel**; Member, Art of Hosting Team, Alpbach
- o **Antonuja Wieser**; Junior Scientific Manager, Austrian Society for Environment and Technology, Vienna

What are the benefits?

The Professional Programme aims to provide participants with:

- A deeper understanding of a wide range of participatory methods and approaches
- Practical skills to apply in their own organisations
- The chance to gain first-hand experience as co-facilitators during the European Forum Alpbach 2017.

The training will develop skills required to host and practice participatory processes and apply this knowledge to your own work. During the training, we will:

- Explore how hosted conversation as a process complements more traditional ways of leading teams and organisations
- Explore collaborative means for responding to complex system and organisational issues
- Experience and learn how to use tools that invite people to contribute their strengths and skills to meet a common purpose
- Equip you to facilitate change using participatory methods and take these methods to scale.

As a participant, you will:

- Participate in a process that lays the foundation for shared goals, deep engagement and focused action
- Gain an understanding on how to work with powerful questions and how to harvest the results of co-creational processes
- Experience how to design processes and host meetings and conversations with the help of methods such as Circle, World Café, Open Space, Appreciative Inquiry, Storytelling, etc.
- Actively take part and have an opportunity to present your own project or idea and gain access to the collective wisdom of the group in shaping its implementation
- Experience how to tap into the collective know-how and discover the strengths, talents and capacities hidden in the group.

Preliminary Programme

August 16	Official Opening of EFA and the Training
August 17-19	Training Days
August 20/21	Chance to gain additional Co-Hosting experience at Health Symposium & Seminar Week (optional)

Who is it for?

All those who want to develop skills in collaboration and participation and want to harness the richness of diverse backgrounds and experiences.

Specifically

- Professionals in public service
- Change-makers, social innovators and entrepreneurs
- Representatives of NGOs
- Leaders in business
- Selected Forum Alpbach scholarship holders

The Professional Programme is most suited to participants who will have the opportunity to apply what they have learned on return to their respective place of work.

Conditions for participation and fees

Participation in this training is limited. We will keep the ratio 1:5 (1 Trainer: 5 Participants). 3/4 will be paying participants, 1/4 will hold a scholarship. Application for paying participants is on a first-come-first-serve basis, still all applicants are asked to answer a short set of questions in a motivation letter (max. 1 page):

- Why are you interested in learning more about participatory leadership? What are you particularly interested in seeking to learn more about in the art of participatory leadership? Where will you apply what you have learned afterwards in life and work?

Because this training is embedded within the European Forum Alpbach 2017, there is the opportunity for some participants to step forward and be part of the team that will co-host an event during the Alpbach Seminar Week (August 20th) or the breakout sessions of the Alpbach Health Symposium (August 21.). Are you interested in this option? If yes, please mention it in your application and tell us which of the two above-mentioned sessions you would like to be co-hosting and why! Please consider that you should be available from August 19-25 if applying for this option. (For scholarship holders it is obligatory to co-host at least one session during the European Forum Alpbach 2017).

Paying Participants:

As the number of places is limited, we would recommend to register as soon as possible.

Fees:

Full price: EUR 1.000,- (companies, public administration etc.)

Reduced price: EUR 700,- (registered charities and social businesses)

The fees include only participation and lunch during main training days; accommodation and travel expenses are not included!

Scholarships

The European Forum Alpbach will provide a number of scholarships for the “Art of Hosting” training for university students or recent high school graduates with a special interest in participatory leadership. Please note that you must first apply for a regular scholarship either from the Non-Profit Foundation of the European Forum Alpbach or one of the regional Clubs and IGs.

The scholarship program for the “Art of Hosting” training was set up in order to build capacity within the Forum Alpbach community. Scholarship holders are requested to apply their newly acquired skills during the European Forum Alpbach this summer and in the years to come.

For scholarship holders it will be obligatory to co-host at least two events during the European Forum Alpbach (e.g. Medical Symposium, Seminar Week, Meet the Speakers,...)

The scholarship includes free participation. Should you not have sufficient funds to cover the cost of your stay in Alpbach, it is possible to apply for an additional grant for accommodation and board. Please fill out the Supplementary Form (PDF) and include it in your application if you wish to be considered for this extra sum. If you have any proof of financial support for your studies, you do not

need to explain your financial situation in writing. Please include, however, the relevant proofs (e.g. confirmation that you are receiving the Austrian “Studienbeihilfe” or any other study grants).

Those granted a scholarship should be available for the entire period of the European Forum Alpbach. (August 16 - September 1, 2017)

Scholarship application form + motivation letter answering the questions above + Curriculum Vitae

Please send your application documents as a PDF along with your scholarship confirmation (from the Non-Profit Foundation of the European Forum Alpbach or one of the regional Clubs and IGs) by May 31 to lara.weisz@alpbach.org

If you have any further questions, please visit our FAQs or contact:

Lara Weisz

lara.weisz@alpbach.org