



The Art of Participatory Leadership for System Change

24th - 26th June 2014 - Drymen

What kind of future do we want to create for Scotland?

An opportunity to engage

We anticipate places to go very fast so please put this date in your diary and contact us to register for your place.

Scotland is awakening. If we are to seize the opportunities emerging in communities, businesses and organisations across the country, now is the time to be brave and do things differently.

We must explore new paths so we can achieve the fundamental changes needed to realise our potential together.

Join us as we learn the art of hosting authentic conversations, at every level of Scottish society, to lead us to wiser action and real change.

The purpose of this training is to:

- Support Scotland to be in conversation with itself about its future, by offering maps, methods, mental models and personal practices for systemic change
- Bring people together who are longing to find new ways of working collaboratively and connect up the many innovative and diverse initiatives that are already happening in Scotland
- Move beyond 'hero' leadership towards participatory leadership, which involves everyone in the creation of the solution

During the workshop we will practice and explore:

Hosting conversations as a core leadership practice and skill sets for leading change in complex systems.

Apply what we are learning to change projects you bring. From policy and national initiatives to grass roots organising, business change and movement building.

Developing competence in interactive processes that support participatory leadership, Open Space technology - Appreciative Inquiry - Circle - World Café - Pro-action Café.

Frameworks and Process Design tools such as: Chaordic Design - Theory U - Organisational Paradigm and Living System designs.



We aim to:

Build capacity for community, organisational and business leaders across Scotland to respond in innovative and collaborative ways to the increasingly complex challenges we face now.

Train citizens and decision makers in hosting meaningful conversations for substantive and long lasting solutions that work for people and organisations in all sectors in Scotland.

For more information on the training please contact:

Pamela Galbraith: 07796 110064
pamelagalbraith@yahoo.co.uk

To register your place, please contact
Gordon Carmichael:
gacarmichael@me.com

Venue: The Buchanan Arms Hotel, Drymen, By Loch Lomond, G63 0BQ

Fees: Single Occupancy : £780
Shared Room: £650
Non residential: £500

For more information on Participatory Leadership:
www.artofhosting.org

Hosting Team



Toke Paludan Møller has been pioneering the fields of sustainable entrepreneurship, participatory leadership, educational renewal, and social responsibility since the early 1970s. Toke has worked for the Danish educational system, international NGOs, public and governmental institutions, both small and larger companies in the private sector, international networks in many countries, and villages in Africa, Europe, and the Middle East. Toke is the co-founder of The Art of Hosting, The Flow Game, and the Warrior of the Heart dojo; For the past six years he has worked with colleagues in support of large-scale systems transformation in England, the US, and Canada, as well as in the European Commission. See www.interchange.dk/ourwork/ for information.



Anne Madsen is educated from the Kaospilots in Aarhus, school of project, process and life management. Life management is Anne's main occupation in the sense that leading/hosting her life in a way that allows for inner and outer change to happen in a chaotic and meaningful way has become a core practice. Her focus in terms of outer change is within the public educational system, where she is passionately working and hosting conversations in a sector that is calling for transformation to happen. Besides that she is running her company "DrawMore" doing graphic recording and facilitation. www.drawmorestuff.wordpress.com/author/drawmorestuff/ for more information.



Linda Joy Mitchell is a process designer and dialogue host, a natural community builder and a gentle system disturber. With a background in psychotherapy and coaching and bringing 27 years experience of working in the UK civil society and public sector advising on strategic process and participative citizen consultation. Linda works with teams, individual leaders, strategic partnerships, and grass roots communities, developing collective intelligence and crafting opportunities for people to come together and build strong collaborative relationships with the power to systemically transform how we work as well as how we live our lives. www.lindajoymitchell.org.uk



Monica Nissen started her professional life with a degree in architecture; she found very early on, that designing processes, was just as interesting as designing buildings. For the past 25 years she has worked as a process consultant. "Since Toke Møller and I co-funded InterChange in 1991, we have worked with dialogue based, participatory processes, engaging larger groups of people in co-creating solutions, strategies or the futures they want. In working with larger groups, my special interest has been 'Learning Ecology' - that is, to harvest the results of these conversations, so that the collective wisdom and insights can be captured and put to good use". www.interchange.dk

Local and convening team: Pamela Galbraith, Bronagh Gallagher, Fiona Savage, Gordon Carmichael and Valerie Menelec