

THE ART OF PARTICIPATORY LEADERSHIP: A FOCUS ON HARVESTING FOR CHANGE

April 6, 7, & 8 • 2011 • 9am - 5pm

Please
join us at

12 West
12th St

New York
City



We stand on the threshold poised and ready

- 🎤 What are we learning is possible for us, our organizations, our communities and the world when we truly work together as a force for positive change?
- 🎤 What is needed to keep going and act wisely to achieve meaningful change in our projects and beyond?
- 🎤 What if harvest is the bridge from thought to action or from conversation to action?
- 🎤 How can we develop confidence in working with the chaos and fear that comes with emergence and uncertainty?

Please join the New York City and Philadelphia Communities of Practitioners for this opportunity to explore with our colleagues Toke Møller and Monica Nissén who have been developing powerful harvesting practices in their change work with the European Commission, the Danish and UK public sector, International NGOs and private sector companies, village communities in Africa, Europe and the Middle East, and, along with Tuesday Ryan-Hart, the health care sector in Columbus, Ohio. Together we will study lessons and patterns from their deep practice of harvesting for sustainable change and offer stories and questions from our work and communities in this interactive learning experience.

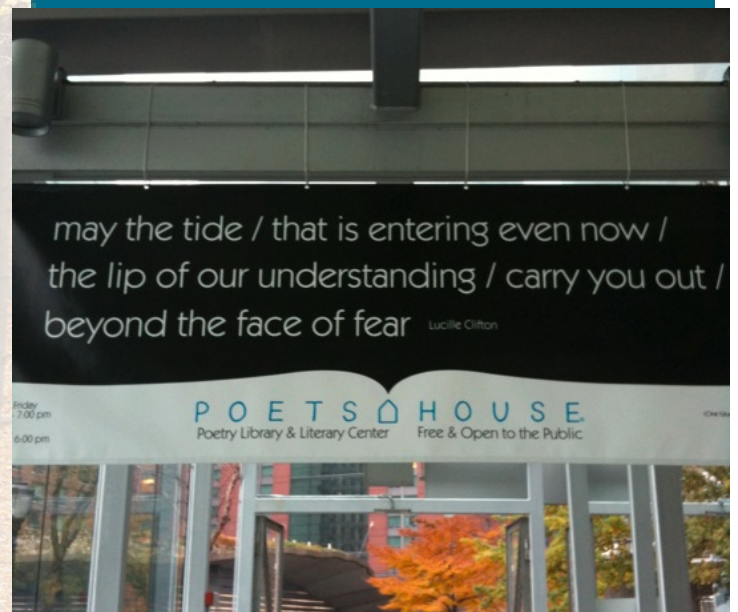
"I have walked away from these conversations with a deep and lively question: What if the Art of Hosting was actually the Art of Harvesting? What if we weren't planning meetings, but harvests? How would that change our practice?"

Why is this important? I think it matters that harvest, good harvest, moves organizations and communities forward, links leadership and action to conversation and makes the best use of the wisdom that is gathered from meetings.

If you have ever wondered about meetings that seem not to go anywhere, this inquiry into harvesting, sense-making and iterative action holds the key to avoiding those kinds of situations. It's not enough just to have good process and a good facilitator - the results of the work must also be alive in the organization. That's where we are going with this."

-Chris Corrigan

We hold the intention now that we will take our harvest of this gathering beyond memory and artifact. We will move our conversations into action in our work and communities and we will share what we are learning and doing through the web of our relationships. The harvest of this gathering will plant seeds and bear the fruit of meaningful change that reaches to future generations.



Together we will explore:

- designing and convening participatory conversations as a core leadership practice for leading strategic change
- using processes that invite people to contribute their diverse knowledge and skills to meet a common purpose – e.g. Circle practice, World Café, Open Space, U-Theory, Appreciative Inquiry, Storytelling, Chaordic Stepping Stones, Pro-action Café . . .
- leveraging resources and fresh perspectives across professions and sectors
- creating harvests that go beyond memory or artifact and regenerate or seed our next level of learning and action
- imagining and designing prototypes -- giving birth to what wants to emerge and flourish
- collaborating and acting strategically
- connecting and strengthening our network into communities of practice -- locally and globally

This three-day learning program is designed for organizational and community leaders, managers and anyone who is curious about the art of convening conversations --- with staff, constituents, neighbors, students, etc. or across disciplines, difference, conflict --- in a way that invites our best thinking, builds engagement and generates wise action. We will use self-governing facilitation tools and focus our co-learning and exploration into the art of harvesting our conversations and carrying the intention and action forward wisely and sustainably.

Our calling and hosting team from Denmark, Ohio, New York, & Philadelphia



Tuesday Ryan Hart, Host, Facilitator and Consultant, Columbus, Ohio

Tuesday is a host/facilitator who has spent her work life in non-profit and academic settings improving systemic responses for all people in a community. Beginning as a psychotherapist, Tuesday transformed her passion for social justice to systems change work with governmental agencies and community non-profits. Throughout her career, Tuesday has worked in social movements for gender equity, domestic violence, and explored the intersections of multiple identities and oppressions in people's lives. Tuesday is a core group member of the *Our Optimal Health project in Columbus, Ohio*. She is also a board member of The Berkana Institute and a steward of the Art of Hosting.



Toke Paludan Møller – Host & Consultant – InterChange Aps , Silkeborg, Denmark

Toke has been pioneering the fields of sustainable entrepreneurship, participatory leadership, education renewal, and social responsibility since the early 1970's. His is co-founder of InterChange, www.interchange.dk, a training and process consulting firm based in Denmark. He has worked for the Danish and UK public sector, international NGO's, companies in the private sector, international networks in many countries, and with villages in Africa, Europe and the Middle East. Toke has co-founded 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, USA, and Canada, as well as with the European Commission.



Monica Nissén -Host & Consultant – InterChange Aps , Silkeborg, Denmark

Starting my professional life with a degree in architecture – I found very early on, that designing processes, was just as interesting as designing buildings. For the past 25 years I have worked as a process consultant. Since Toke Moeller and I co-founded 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, besides facilitating, 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. <http://interchange.dk/profiles/monicanissen/> I am also a co founder and practitioner of [The Flow Game](#)



Martin Siesta , Host, Caller and CFP® Principal, Compass Wealth Management

which provides holistic financial planning and asset management, for individuals and organizations, linking values with money.. He works with businesses and non profit organizations in hosting conversations that matter, leadership development and building capacity within community based organizations. Martin's passion is organizing, designing, and hosting inspired spaces – dialogues, strategic change processes, circle councils, networked organizations – each in support of life affirming leadership, interactive learning, organizational and social transformation and self-organization.



Kelly McGowan, Upstream Kelly partners with community and organizational leaders, and networks that are co-creating strategic innovations and sustainable practices.

Kelly's social activism began when she emerged as a student leader in the antiapartheid movement to divest universities from South African corporations. In New York City she became active in movements to end homelessness, secure federal syringe exchange funding and promote civil rights for transgender and queer youth. Kelly is super proud to serve on the board of the Bronx Academy of Arts and Dance.



Clarice Bailey, PhD

brings more than 30 years of classroom experience as a teacher, trainer, learner, professor and program administrator. She has been committed to community service throughout her career,

especially in the areas of juvenile justice, child welfare, youth conflict resolution, partner violence and conflict, anti-oppression work, peace studies and organizational transformation.

Clarice is currently serving a variety public sector and non profit organizations as a national independent consultant focusing on human and organizational transformation. Her present work spans human services agencies, and marginalized youth advocacy groups.

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Light Breakfast and Lunch
will be provided

This is a non-residential program

We will continue our support beyond these days in April through follow-up conversations to grow and develop our communities of practice; share stories of what we are learning in our work ; strengthen skills in the core practices of the Art of Hosting Meaningful Conversations and Participatory Leadership; work with what is emerging; and nourish relationships to sustain us through the ebb and flow of our journey.

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Richard Rivera, RR Consulting, has more than twenty years of experience serving as organizational development consultant to the nonprofit, healthcare, and government sectors. His expertise focuses on leadership development, strategic planning, change/transition management and executive coaching. Rich embraces a philosophy that builds on the strengths and assets of individuals, teams and organizations resulting in deeper engagement, heightened motivation and positive results. Some of Rich's current work includes: executive leadership development at the NYC Housing Authority, strategic planning, and executive coaching for the International Leadership Charter School, serving as coach/facilitator to Baruch's Graduate School of Public Affairs.



Nancy Fritsche Eagan, MSW, People Potential and All MY Sisters, Art of Hosting Steward & Practitioner My work focuses on local and global women's economic and leadership development; Intergenerational and shared governance models; educational reform and sustainable community development. My collaborations include leadership development at the NYC Citywide Training Center and at Children's Aid Society; organizational development and implementation of The Sanctuary Model® at Good Shepherd Services; promoting youth development and collaborative leadership in NYC schools; and supporting Handcrafting Justice and other women's economic projects. I am a board member of the Berkana Institute and use the tools and principles of the Art of Hosting in my work. www.peoplepotential.org www.allmysisters.org



Liz Laboy, Partner, Leadership Transformation Group (LTG), spent over 30 years in the corporate world, retiring in 1994 to join three other partners in forming LTG. The minority owned firm has one goal to empower students, government employees, CEO's and janitor's alike with transformative leadership skills. For the past two years she has taken a journey in the Art of Participatory Leadership through the Art of Hosting. She is practicing these skills with the World Cafes, a Pro Action Café, Circle meetings and Open Space in support of engaging people with conversations that matter. www.askltg.com



Anistla Rugama
Raised in the Bronx, Anistla has worked on various projects that focus on the health and wellness of marginalized communities. One of her greatest passions is incorporating participatory practices in all areas of life to create effective and sustainable solutions. Currently she works at the Harm Reduction Coalition as the Conference Co-coordinator and as the Assistant to the Executive Director.



Early Registration Fee:
\$600 – until Feb 28
then \$675
Special rates for teams & young leaders includes workbook, breakfast & lunch

Register online at:
<https://www.z2systems.com/np/clients/berkana/event.jsp?event=264>

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