

# Participatory Leadership:

## The Art of Creating Sustainable Co - Operation

Singapore | 8th - 10th March 2012 | 9am - 6pm

A Training in enhancing your practice of designing, facilitating and holding the space for inspired, strategic conversations at work, communities and families. Learn the Art of Hosting Conversations that matter.

ART  
*of*  
HOSTING

**How can we, as diverse pioneers, inspire collaborative and innovative actions in our communities, organisations and businesses?**

We invite you to a **three-day programme** to

1. Explore the use of process design,
2. Learn to host strategic conversations,
3. Practice mindful listening,
4. Integrate working with laws of nature, and
5. Harvest knowledge on participatory leadership as tools for systemic and organisational change.





## WHAT IS ART OF HOSTING?

is a global community of practitioners using integrated participative change processes, methods, maps, and planning tools to engage groups and teams in meaningful conversation, deliberate collaboration, and group-supported action for the common good.

- Collaborative definition by several Art of Hosting stewards

## WHO SHOULD ATTEND?

If you work with groups, teams, stakeholders and people, this is for you. The training is for leaders, facilitators and practitioners who are committed to lead in collaborative ways. It targets committed learners who will create opportunities to apply their learning.

For the first time ever, AOH is coming to **Singapore.**

In tandem with the rest of the world, this island city state is at the threshold of transformation. We are experiencing unprecedented shifts in our societal fabric and global economy. We are feeling the impact of new social media, and hearing the diverse perspectives across generations and cultures. Yet, amidst this complexity, turbulence and diversity, we are united in our aspirations to learn and grow as a community. A community that continuously strives to get better at balancing both economic and social capital. Our shared aspirations compel us to inquire, “What can we do to bridge across diversity?”; “How can organisations, businesses and communities convene and co-create a flourishing place to live, work, and play?” ; “What processes, methods and tools can we learn and apply?”

Art of Hosting is a powerful practicum process designed to walk through chaos and hold space for the best solutions of problems to emerge, tapping on the collective intelligence.

We believe that leadership exists in all of us, extending beyond formal positions. In times of turbulence and uncertainty, the need for leadership development that empowers others is even more compelling. While it is common sense to bring stakeholders together in purposeful conversation, it is our hope that participatory leadership becomes common practice to allow for co-creation and emergence of relevant and sustainable solutions.

## Purposeful Empowering Questions – Are you asking yourself?

- What are some innovative ways to engage others and build ownership amongst people we work with?
- How can I develop confidence in working with the chaos and fear I experience in groups?
- How do we build capacity within our systems, to leverage upon strengths and lead through complexity?
- How may the practice of participatory leadership enhance our work and lives, in ways that are more naturally aligned to the Asian and Global culture and values?
- What might emerge if we have spaces for intergenerational, cross-cultural, cross-sectoral, cross-boundary conversations that enable authentic collaborations and creativity towards wiser, sustainable action?

## What Emerges?

Participants will be invited to explore challenges and issues they are currently dealing with. It will be three days of experiential and action learning with theoretical content to help understand the principles, tools and methods for leading through complexity.

The aim is to -

- Gain an understanding and appreciation of hosting and harvesting conversations as a core leadership practice and skill set for leading change.
- Learn about participative processes like Circle, Open Space Technology, World Cafe, Pro Action Cafe, Appreciative Inquiry and other social technologies integrated in a whole.
- Identify and plan opportunities to practise and apply these tools, developing your skills well beyond this training workshop.



## TUITION FEES

**S\$ 1200** Corporate Rate  
(*Early Bird Discount – Get 15% off before Feb 12, 2012*)

**S\$ 750** Student and NGO Rate  
(*Early Bird Discount – Get 20% off before Feb 12, 2012*)

Price includes:  
Training Professional Cost of all Hosts, Materials, and all meals and snacks

Limited Seats.  
Your registration is subject to confirmation by e-mail.

If the cost is a barrier to your participation, please write to us directly – we are open to a conversation to explore possibilities of adding value in a win – win way.

If you are able to contribute additional funds to support accessibility for others, please contact us. Your support would be appreciatively made known to those who benefit and vice versa (if you choose to.)

## SIGN UP HERE!

<http://www.surveygizmo.com/s3/789257/Registration-Form-for-Art-of-Hosting-Singapore>

## CONTACT US

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## Our Hosts



**Toke Paludan Møller** has been pioneering the fields of sustainable entrepreneurship, participatory leadership, educational renewal, and social responsibility since the early 1970s. He is co-founder, of InterChange ([www.interchange.dk](http://www.interchange.dk)) a training and process consulting company based in Denmark. I have worked for the Danish & UK public sector, international NGOs, 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; former Chair of the Board of the Danish Entrepreneurs Association and long-time international professional conference organiser and process host. For the past six years he has worked with colleagues in support of largescale systems transformation in Europe, USA, Canada and Australasia, as well as in the European Commission.



**Monica Nissén** has a degree in architecture from The University of Technology in Helsinki, Finland. After 10 years of architecture she was trained in Human Resource Development for an international educational Institution. Starting my life as an architect, I discovered that designing processes can be just as interesting as designing buildings. For the past 25 years, process consultancy has been my practice, working internationally both in the Public and private sector as well as with NGOs and professional networks. In 1991 Monica co-founded InterChange ([www.interchange.dk](http://www.interchange.dk)) a training and process consulting company based in Denmark. Monica is also a co-founder of The Art of Hosting and The Flow Game. I find meaning in working with colleagues to support participatory leadership and host large-scale change efforts in England, USA, Canada, Australasia, as well as in the European Commission.



**Natasha Dalmia**, student of live metaphors, trusts in connecting, contributing and co-creating learning spaces around disciplines of growth and transformation; Engaging, Participatory and Servant Leadership, Organisation Learning and Development, Community Development, Social Emotional Intelligence, Positive Psychology. As part of Sequoia Consulting ([www.sequoia.com.sg](http://www.sequoia.com.sg)) for the past five years, I enjoy working together with colleagues to serve our clients from private, public, community and youth organisations in multiple roles as management consultant, action researcher, process designer and facilitator, coach and trainer using psychometric instruments to support one's learning journey. Natasha has been part of core team of practitioners hosting Pro Action Cafe in Singapore. With a degree in Psychology, Natasha is ever eager to explore, learn and unlearn about human systems from diverse cultures and continents.



**Zafirah Mohamed** is a Consultant with the Sequoia Group, specialising in Organisation Development (OD), Strategy, Change Management and Sustainability Research. In fulfilling Sequoia's mission to create organisations that are worthy of people's commitment, Zafirah plays an active role in the design and facilitation of OD interventions for clients from both private and public sector organisations. She co-facilitates large scale, multi-stakeholder engagements for organisations, helping them to develop a shared vision with leverage on collective strengths, in order to bring further success in carrying out their mission. Currently, Zafirah is pursuing an M.Sc in Environmental Management with the School of Oriental and African Studies, University of London. Amongst the many things she is curious about, the one quest(ion) she is hosting is, "How do we cultivate a sense of reverence for Nature, in our urban environment?"



## SEQUOIA STORY

Sequoias are the world's most ancient trees on records. The largest of the species is the Giant Sequoias which live up to 3000 years old, and can be as tall as 300 feet (27 storeys), with a base diameter of up to 35 feet. Sequoias have roots that are surprisingly shallow - the curious question is how is it that these giants manage to hold themselves up with such shallow roots? Scientists found an answer that was striking - these trees have a strong network of roots that reach out and provide support for one another as they grow.

In what ways might we be like (or not like) Sequoias? Do we provide for support for one another as we grow? Are our connections grounded by the same values and beliefs?

When the mother Sequoia eventually dies, her roots continue to provide support to other baby Sequoias growing around her. The young trees also depend on the mother tree for support and nourishment supplied through its tap roots.

What legacy do we leave behind, when we eventually leave a place? And does what we leave behind continue to provide support for others? Have the people we left behind become stronger, wiser, and better off than we were, because we were there with them before?



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