

2nd edition of the leadership and facilitation training

Facilitating Change  
in Times of Uncertainty

*Leading from the Emerging Future  
with the Art of Facilitation*



5 days from 28 June to 2 July 2017  
in Brussels

# Training Purpose

- **understand** the individual and collective **potential for change and co-creation**
- experience **tools for facilitating co-creative change** that enable people to contribute their diverse knowledge and skills
- clarify **one's own role** in transformational leadership and collective endeavours
- **integrate** these insights into one's work environment through concrete strategies
- build a **network of practitioners**

# Ego to Eco

The training is constructed as a learning journey through the transformational U-process from Theory U (Otto Scharmer, Massachusetts Institute of Technology).

The **core components** are:

- transformational leadership processes inspired by the emerging future
- co-creation as the approach for integrating all relevant elements and factors
- facilitation methodologies, techniques and tools

This highly interactive training course is a chance for developing your capacity for **leading a change dynamic** in individual work-life contexts, in teams, and in organisations. The training offers fundamental theoretical knowledge and a great deal of practical application. You get the chance to incorporate the foundations of the **art of facilitation** to develop your facilitation **technique**, learn tips and tricks and apply them right away. The **training topics** include: Theory U, Facilitation attitude and principles, Mindfulness, Circle Work, Open Space, World Café, Dynamic Facilitation, Action Planning, Appreciative Inquiry and more.

The 5-day training will give you the chance to experience the dynamic of innovative change as proposed by **Theory U** (Otto Scharmer, MIT). By complementing this framework with state-of-the-art facilitation, this course enables you to successfully initiate, design and accompany change processes. You will learn how to shift systems, organisations and people **from ego- to eco-system awareness and action**.

The first two days of the programme are dedicated to setting the foundations for **effective leadership and change management**. We will dive into the complexity of today's world and explore the idea of 'leading from the emerging future'. We will practice the distinguished approach of **facilitation for co-creation** for big and small groups which enables such leadership and change processes. Your questions and **individual work environments** will provide the examples and practical application contexts during this first part of the training.

The 3<sup>rd</sup> and 4<sup>th</sup> days are dedicated to applying the learning by designing and facilitating a **real-life co-creative change** process for a Brussels-based social initiative. You will get the chance to apply the skills you have acquired in the first part and you will deepen your insights into your own potential as an agent for change. The final day will allow you to **integrate the learning experience** into your own personal and professional change contexts.

# Programme

Day	Morning Session	Afternoon Session	Leading question
1	Change leadership in times of uncertainty	Facilitating change: enabling approaches and attitudes for change contexts	How to position oneself in an uncertain world? What is a leader for change?
2	Aligning professional and personal purpose in change leadership Turning old patterns into new ways of collaboration	Filling the tool box: methods for co-creation and for facilitating change	What is my role and intention as a facilitator of change? How to choose and adapt the tools?
3	Designing a real-life change process	Practicing my role as facilitator of change Tips and tricks for accompanying groups	How to align process with context and purpose? How to sustain a group in a change process and develop my skills?
4	Facilitating change for a social initiative from Brussels		How to face my own challenges in practice?
5	Integrating change facilitation into the individual work contexts	Feedback and certificate ceremony	How will I act as change agent?

## Trainers

Ana Adzersen – [methALOG.org](http://methALOG.org)

Ana is Facilitator for Sustainable Co-Creation and dedicates herself to the growing culture of co-creation in all work environments. She is founder of the Pour la Vie initiative in Brussels, which organises cultural exchange encounters as well as opportunities for rooting one's activism for sustainable development in a firm foundation of self-knowledge and clear change orientation. Ana also co-founded methALOG – the Dialogue Methods Lab, and researches on Selfhood for sustainable ways of life and participatory democracy.

As a facilitator specialising in cutting-edge techniques, such as dynamic facilitation and deep ecology, she seeks to co-create the newly emerging forms of work organisation.



Ralf Otto – [MomoLogue.be](http://MomoLogue.be)

Ralf is the founder of MomoLogue, a non-for-profit organisation providing facilitation for teams and large groups. After many years of traveling around the world for the international aid community, Ralf found his role as a facilitator when he discovered that by doing less he actually can achieve more.

Ralf lives in Brussels and is working for NGOs and for governmental clients (incl. for the European Commission). Among other trainings in facilitation and in participatory methods, Ralf completed the two-year curriculum of *Kommunikationslotsen* in Germany and followed the Advanced Programme at the Presencing Institute (Theory U, Otto Scharmer).



## Training Location

Brass'Art Digitaal Café, Place Communal de Molenbeek 28, Brussels, Belgium

Our training venue is an upcoming example of integrative change leadership. Up and running since the end of March 2017, thanks to a successful crowdfunding campaign, the Brass'Art seeks to be an urban laboratory where people from all walks of life can engage, experiment and debate. As the first arts café in the diverse neighbourhood of Molenbeek, it provides plenty of opportunities for working towards change with the people who are least involved in shaping their daily living conditions.

The venue invites all kinds of Brussels inhabitants to have a drink, hang out and meet each other, inspired by the artistic programme that is a reflection of Brussels: Concert Jam, Comedy Club, Soul Food, Interactive Improv, Poetry Night, etc.

## Cost contribution model

As a social business with the aim of initiating change, we use a cost contribution model. That means participants contribute according to their means, so that the training can take place. We do not want to exclude anybody and there is no fixed participation fee. Based on our cost forecast and expected number of participants, we calculate an **average contribution of 810,- Euro** (+ 170,- VAT<sup>1</sup>) per person.

This is an invitation to co-create. That means bringing additional participants, pointing out relevant funds or other relevant resources, etc. are welcome compensations for a lower contribution. Higher contributions are also welcome for enabling participants of modest means to join the training as well.

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<sup>1</sup> 21% VAT applies unless the participant is exempted.

# Registration

Please register by **June 1st** [here](#). The limited places are allocated on first-come-first-serve basis.

In addition to basic personal information, please add a paragraph on your motivation for participating in the training and what you aim to learn from the training. If you would like the support of an Enabling co-participant, please let us know. Based on a first- come-first-serve waiting list, we will assign fee support, as per availability, and anonymously. You will be informed, when fee support becomes available to you.

Your place is only secured once we received your participation fee. Reimbursement is possible in case of emergency. The transfer should be made to the following account. Please mention „Art of Facilitation“ and the participant's full name in the communication:

IBAN: BE26363122723329

BIC: BBRUBEBB

Account holder: Momologue SPRL FS

Subject: Art of Facilitation, Name Surname

**contact & more information:** [training@momologue.be](mailto:training@momologue.be)