



The World Bank

IBRD & IDA: Working for a World Free of Poverty



Human Culture Academy

Entwicklungsbegleitung für Mensch und Organisation

The Nile Project

The Grace of the Nile



Don't ask yourself what the world needs,
ask yourself what makes you come alive.
And then go and do that. Because what the world needs is
people who have come alive.
H. Whitman

Life would be infinitely happier, if we could only be born at the age of eighty and gradually
approach eighteen.
Mark Twain

Allah / God gave us two ears and only one mouth,
that we should listen twice as much as we speak

If we can change ourselves, we can change the world.
We're not the victims of the world we see,
we're the victims of the way we see the world. This is the essence of Compassionate Listening:
seeing the person next to you as a part of yourself

IN THE MIDDLE OF DIFFICULTY LIES OPPORTUNITY. A. EINSTEIN

IF NOT US, **WHO?**
IF NOT HERE, **WHERE?**
IF NOT NOW, **WHEN?**
IF NOT FOR HUMANKIND, **WHY?**
DARE THE DREAM.

LIVE THE HIGHEST GOAL!

*I give thanks for the life that lives within me
breath and heartbeat, joy and sorrow, dance and stillness
I give thanks for the life that lives between us
as loving, understanding, creating, embracing and letting go
I give thanks for all the life forms that surround and support us
for the web of life that feeds and protects us and also needs our care
I give thanks for all the life of the future
hidden in the present moment and inviting us
to walk the path of infinite compassion
I give thanks for the source of all life, and the source of my life,
this living universe, of which my life is an expression.*



Principles:

- All activities will 'breath' our principles;
- We reach our goals not by PowerPoint, by teaching or presenting but by showing, living the example and practicing what we lecture;
- The life- and learning processes provide the basis of our workshop;
- Everything we do, will abide by our principles and the life- and learning processes;
- We provide role models for the participants; they will see three different persons with one combining inner attitude;
- All activities will handle real life examples (mainly provided by the participants);
- All our methods will be dealt with during the course;
- Theory will only be provided following the experience;
- The program will give ample space and opportunity to share methods, techniques and theories;
- Participants will leave the course with a newly discovered inner attitude; a well filled resource toolkit and basic experience in working with all newly acquired skills.



Orientation for the Sessions:

The complete workshop is designed along the learning processes.
The seven life- and learning processes are:

7 Life-Processes

7 Learning-Processes

1. Breathing	→	Perception awareness
2. Warming - cooling	→	Interest / Passion Creating an interesting relationship to the subject
3. Nourishment	→	Digestion standing in information, contemplation, meditation
4. Destruction / Isolation, Transformation	→	Individualisation
5. Maintaining	→	Practice
6. Growing	→	New abilities expanding
7. Reproduction Creativity	→	Creativity

Secondly the workshop is balancing different modes like

*active - passive,
talking - listening,
giving - receiving,
up tempo - 'slow',
serious working - playful relaxing, intense... etc.*

This will provide participants with a wide array of experiences on how workshop design influences the effectiveness and efficiency in the performance of groups.



Theory:

Spiral Dynamics:

Stop the Voice of inner Judgment (VoJ)

Coral The open-ended theory suggests many more systems to come

Turquoise Holistic -From 1970s on
A sacrifice self-interest system
which is still forming

Yellow Systemic-integrative
from 1950s on
"Express self for what self desires,
but to avoid harm to others and so
that all life, not just own life, will benefit."

Green Relativistic-personalistic
—communitarian/egalitarian
From 1850 AD on (surged in early 20th century)
"Sacrifice self interest now in order to gain
acceptance and group harmony."

Orange Multiplistic-achieivist scientific/strategic
From 1700 AD on (as early as 600 AD
according to Graves and Calhoun)
"Express self (calculatedly) to reach goals and
objectives without rousing the ire of important others."

Blue Absolutistic-obedience mythic order
purposeful/authoritarian
From 3000 BC on
"Sacrifice self for reward to come
through obedience to rightful
authority in purposeful Way."

Red Egocentric-exploitive power
gods/dominionist
From 7000 BC on
"Express self (impulsively) for what self
desires without guilt and to avoid shame."

Purple Animistic-tribalistic
magical-animistic From 50,000 BC on
"Sacrifice to the ways of the
elders and customs as one
subsumed in group

Beige Archaic-instinctive—
survivalistic/automatic/reflexological
From 100,000 BC on
"Express self to meet imperative
physiological needs through
instincts of Homo sapiens."





Five-day Workshop

Facilitation of Events and Brainstorming Processes For Creative and Sustainable Results

Training in Concepts, Methods and Techniques

Preparation of the Workshop (January 2008) – Dipl. Psych. Wolfgang Bischoff, Dipl. Psych. Yvonne Bünger

“Change & Transformation”

Meta-construction

Goals:

- a change process
- Inspiration
- intrinsic motivation
- interest in people – listening
- openness
- self-reflection
- creativity
- able to be silent
- empathy
- intuitive knowledge
- reduced resistance and anxieties
- trust in themselves, in us and others
- being able to use the methods
- creating the playing field
- humbleness

Methods:

- Nosalwash
- 2 Minutes Silence
- Silence/Presencing
- Concentration – Meditation
- Focus, Presence
- Cardquestions
- *De Bono Thinking Hats (Atem) ?*

- Callquestions
- Scales
- Dialogue
- Facilitation
- Open Space
- World café
- Interviews
- Finding the right questions
- Parcivalquestion
- Poems
- Visualisation
- Juggling-Playing
- Life-Learning-Processes
- Listening test (compassionate listening, strategic listening)
- Storytelling

Principles:

- Destroy Judgment / Create Curiosity
- Pay Attention
- Discover your life purpose / Vision / Mission
- Ask “dumb” questions
- diversity of being facilitators (what uniting us being facilitators)

I. Day

TIME	ACTIVITY
07:00 – 08:00	Warming-up exercises
08:00	Breakfast
08:00 – 08:20	<p>“The Wall of Thoughts“ – entering, answering, marking 3, concluding top 3 Questions:</p> <p>What will the world look like in 10 years? Trust in yourself, in us, in others – What can we do, what can they do? What can they do that people in foreign countries trust them? What was your most inspiring and creative experience related to this? Principles + Inner Attitude</p>
08:20 – 09:00	<p>Purpose and Objectives of the Workshop (Creative Change Capacity)</p> <p>Expectations</p>
09:00 - 09:30	<p>Introduction Session of Participants (Home prepared poster containing your profile: Name, Country; how do you want to be called; which 'symbol' is the best illustration of you and your country; what expectations; any questions or concerns, your motto in life (or word of wisdom) Small groups Questions??? - discussion with Atem</p> <p>Presentation: What touched/inspired you the most in the stories of the others Who are you? What drives you? What do you need? (Parcival) What are you longing for? Why are you here? Which problem you hope to solve (in your work) by attending this WS? What was your most joyful experience in your life? What was your most creative experience in your life?</p> <p><i>Why-Be-Do – exercise (see attached Material)</i> <i>Outcome - exercise</i></p>
15 Min. Break	
09:45 – 11:00	<p>Presentation groups Feedback</p>
11:00	<p>Creative Facilitation: concepts and perceptions, synergies in eastern/western philosophies Presentation: about diversities – what uniting us different perspectives <i>Spiral Dynamics</i> <i>Stop voice of inner Judgment</i> → developing the Principles (mention differences and what is in common) Introduce principles – introduce methods to execute <i>Nasal wash, 2 Min Silence</i></p>
12:30	Lunch Listening Test (if not possible than over night)
14:00	<p>A Facilitators Profile: the Ability to Create a Learning Space through Body-Mind Alignment The Tao of Leadership for giving guidance to groups, Importance of deep listening, Personal Presence Exchanges in small breakout group + Plenary sharing <i>What are the characteristics of a facilitator?</i> <i>Lao Tse “We have done it ourselves”</i></p>
16:00	Break
16:30	<p>Visualization Techniques for Visioning applied to cases in groups Digestion: What did you learn during the day? How can I apply this in my work? How to develop this? Silence</p>

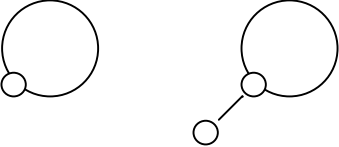
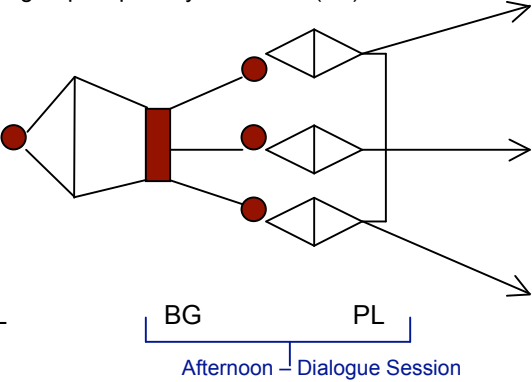
(Awareness, Passion, Interest)

	Which methods did you learn today? Introduction poem writing (over night)		
All-day	<p align="center"><u>Capturing ideas and thoughts on "The Wall of Thoughts"</u></p> <table border="1"> <tr> <td> <p align="center">Wall of Skepticism</p> <p>Words words divide room for resistance Why it won't work</p> <p align="center">telling</p> </td> <td> <p align="center">Wall of Hope</p> <p>Visual pictures connect room for hopes How can we make this possible asking</p> </td> </tr> </table>	<p align="center">Wall of Skepticism</p> <p>Words words divide room for resistance Why it won't work</p> <p align="center">telling</p>	<p align="center">Wall of Hope</p> <p>Visual pictures connect room for hopes How can we make this possible asking</p>
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19:00	Dinner		
Evening	FREE Poems (over night)		

2. Day

TIME	ACTIVITY												
07:00 – 08:00	Warming-up exercises												
08:00	Breakfast												
09:00 – 10:00	<p align="center">Reading poems of the night They will content the experiences of the first day.</p> <hr/> <p align="center">Single/Multiple Card Brainstorming Techniques</p> <p align="center">Questions are orientated to GOALS (see above)</p> <p align="center">Inventory: send your case in advance, from about 2 pages</p> <p align="center">Display → Exercise FB ↙ Display → Exercise FB</p> <p align="center">Cardquestion – 30' – 40' Displayquestion: If..., then ... (an other person complete the sentence) → don't get lost in the content of the cases! What's destroying trust in groups? – prioritize 3 → second exercise</p>												
11:00	Break												
11:30	<p align="center">Statement Techniques and Voting /Prioritizing</p> <p align="center">Thesis Statement – opinions on statement</p> <table border="1"> <tr> <td align="center">++</td> <td align="center">+</td> <td align="center">-</td> <td align="center">--</td> </tr> <tr> <td align="center">☺</td> <td align="center">☺</td> <td align="center">☹</td> <td align="center">☹</td> </tr> <tr> <td align="center">☺</td> <td align="center">☺</td> <td align="center">☹</td> <td align="center">☹</td> </tr> </table> <p align="center">Voting 1 – dots from the participants collecting reasons, gathering input, what is related, combing, what is important? Voting 2 – 3 priorities</p>	++	+	-	--	☺	☺	☹	☹	☺	☺	☹	☹
++	+	-	--										
☺	☺	☹	☹										
☺	☺	☹	☹										

(Awareness, Passion, Interest)

13:00 – 15:00	<p style="text-align: center;">Lunch (1 hr walking in pairs, exchange experiences, own situation) (Digestion)</p>
15:00	<p style="text-align: center;">Dialogues</p> <p style="text-align: center;">Approaches and Techniques to Explore and Create Mutual Understanding Methods / Introduction</p> <ul style="list-style-type: none"> • Dialogue expl. • Principles • exercise 1 (result from Voting 2 before lunch) – WB, ASR, MvR = Facilitators • exercise 2 – 1 participant = Facilitator <p style="text-align: center;">Position of Facilitator/Participant</p>  <p style="text-align: center;">3 groups – plenary Feedback (FB)</p>  <p style="text-align: center;">2 options: deepen content or training the methods???</p>
16:00	Break
16:30	<p>The Six Thinking Hats</p> <p>Exercises</p> <p>Atem</p>
19:30	Dinner (Evening => meeting people)

3. Day

TIME	ACTIVITY
07:00–08:00	Warming-up exercises
08:00	Breakfast
09:00 – 10:00	Housekeeping Where are you just now?
10:00 - 11:00	Listening-Test
11:00	BREAK
11:30 – 13:00	Compassionate Listening Exercises
13:00 – 15:00	LUNCH (walking in pairs / different partners)
15:00 - 16:00	Strategic communication campaign
16:00	BREAK
16:30 – 19:00	Strategic communication campaign
19:00	DINNER Inspiring stories – a prepared evening in a wonderful atmosphere

4. Day

TIME	ACTIVITY
07:00–08:00	Warming-up exercises
08:00	Breakfast
09:00 – 10:00	Housekeeping Where are you just now?
10:00 - 11:00	Structure of future Conference exercise (see attached Material) individual / pairs
11:00	BREAK
11:30 – 13:00	Plenary => some Examples of future Conferences
13:00 – 15:00	LUNCH (walking in pairs / different partners – listening exercise)
15:00 - 16:00	Dialogue on your hope for the future, which starts NOW
16:00	BREAK
16:30 – 19:00	World Café method for future conferences Suggestions for Open Space Meeting, planning groups
19:00	DINNER Exchange – Film?

5. Day

TIME	ACTIVITY
07:00–08:00	Warming-up exercises
08:00	Breakfast
09:00	<p>Open Space: principles and process Change Paradigms and Change Management Presentation and Exercises</p>
11:30	<p>Design your Upcoming Event Including scenarios for 'ongoing engagement' using e-tools Based on Real Cases of Participants Defined by Groups through an Open Space Session Breakout Groups (BG)</p>
13:00	LUNCH
14:00	<p><u>Cont'd</u>: Design your Upcoming Event Including scenarios for 'ongoing engagement' using e-tools + Plenary Presentations and Feedback (using InterVision)</p>
16:00	BREAK
16:30	<p>Expression of Intentions for Applications Giving and receiving feedback, and take home plan + ideas Evaluation of the Workshop (WS)??? – Kirkpatrick? qualitative interpretation of the WS, story telling...</p>
17:30	Soup & Snacks
18:30	Departure