

## Methods of Participatory Design Lab (AoH framework)

19 - 24 March 2020 Athens, Greece

### Course description

Explore hosting and harvesting conversations as a core leadership practice and skill set for leading change.

We will offer practical and effective tools for building our collective capacity, facilitating community engagement processes, and hosting conversations and meetings that effectively include all voices weaved into collective intelligence and inquiry; we will co-build shared knowledge of how to best create wellbeing in our communities and organizations.

- The following questions will frame our training: How can we more effectively engage a diverse group of stakeholders in order to increase sustainability and wellbeing in our communities?
- How can we be responsive to the needs of the communities or organizations that we are accountable to or serve?
- How can we work with adversities and complexity in a way that accounts for all different points of view?

### Benefits

The course offers practical tools on how to build collaboration through individual and collective learning in times of challenges and change. It will also help participants to deal with challenging situations and problematic symptoms from another, more generative perspective.

You will learn by doing to acquire new competencies, approaches and strategies to achieve more impact in your work as change makers, and leverage community members' involvement in shaping the sustainability and well-being of their own communities. Co-create the conditions that may increase and

You will develop competence in interactive processes and experience participative methods such as Open Space technology, Circle, World Café, Pro-action Café etc, as well as new Organisational Frameworks and Process Design tools like Appreciative Inquiry, Chaordic Design and Theory U.

The training will foster collaboration and appreciative attitude in individuals, teams and organisations, it will build a culture of positive challenges and cultivate positive (inner) dialogue during change / in intense situations.

### Programme

#### Day 1

- Opening and introduction
- Aligning individual and collective learning goals for the week
- Learning and practicing the art of hosting conversations that matter
- Exploration questions and issues present
- Communities of Practice an introduction

*Local Evening - welcome reception*

**Day 2**

- Invitation as a process
- Chaordic Design Pattern
- Strategic Process Design
- The 8 Breaths of Process Design
- Communities of practice - learning teams
- Participatory processes and tools for building coalitions
- Hosting focus on ACTION and DOING beyond exploring and analysing

**Day 3**

- Mindfulness practice
- Invitation as a process
- When Practicing Dialogue
- Powerful Questions
- Revisioning *support the hosting teams to prepare the coming day.*

**Day 4**

- Methodologies and Practices-Overview of Core Methodologies
- Open Space Technology,
- World Café -pro action café,
- Circle,
- Story harvesting,
- Appreciative Inquiry oriented conversations etc.
- Theories or Mental Models presented
- The four-fold practice of the art of hosting

**Day 5**

Excursion

- Co-learning from nature and other resilient environments
- Practice
- Walking reflection

**Day 6**

- Principles and methods of participatory learning and design
- Case supervision
- Collective Mind Map Making visible our thinking
- Closing

## Methodology

The course builds on proven methods for positive change and will include approaches to building collective capacity:

- The Art of Hosting framework and Harvesting Conversations that Matter
- Appreciative Leadership and Systems Thinking
- Mindfulness elements - Learning by Doing

These tools will give you more access to the intelligence of your head, heart, and body increasing your capacity for navigating uncertainty by tapping into all of who you are as a role and also as a potential change maker.

You will be engaged in experiential learning where you will acquire new skills and tools while working on real-life challenges of your organisations. The participants will receive toolkits of methods that are easily transferable to their professional settings.

## Designed for participants/groups

This workshop is designed for staff members of any organisation active in the field of education, training and Youth, more specifically for: managers, counsellors, professional development specialists and Change Agents.

We are inviting diverse participants initiating change in their communities and organizations.

These are the people seeking to construct more equitable and inclusive responses to pressing challenges.

This training is also designed for diverse multi-cultural teams, including community leaders and others that are collectively addressing a pressing challenge in their community or organization.

## Facilitators

**Dr. Markos Perrakis** is leadership development & process facilitator, psychologist, speaker, consultant and trainer of individuals and teams, founder and Managing Director of Fractality ([www.fractality.gr](http://www.fractality.gr)) Organisational Development Services and ISO 9001:2008. He designs and implements EU projects in the fields of leadership development and strategic planning, and uses eclectic appreciative approaches in public & private sector in order to promote effective communication, individual and collective process development. He specializes in coaching, supervision, human capital development, training and assessment. He is trained in Systemic Consultation, solution focused & cognitive behavioural approaches, methods of participatory design, Spiritual Intelligence, a certified provider of Vocational Guidance and Professional Orientation, of psychometric assessments and coaching tools for teams and individuals in

organizational, career and personality issues. He is representative of ANSE (Association of International Institution Supervision in Europe), Scientific partner of EUMU (European Union of Small and Medium Enterprises) in Greece in fields of Strategic planning and Human capital development programmes.

**Sevi Chondrou** has conducted studies in Economics, Environmental Policy and Management, Public Administration and Social Innovation. Since 2010 she facilitates, hosts and harvests meaningful conversations and public dialogue events, using methodologies that release collective imagination and creativity mainly influenced from the Art of Hosting paradigm and Process Work. She has led numerous initiatives connected to community building, collective sharing, new economy, environmental protection and youth development. She works as a trainer for the (Greek) National School of Public Administration and other private, public and social entities. Her approach is influenced by the metaphor of complexity and chaos theories into organisational science and practice, and her methodology, originating from this field of inquiry, is of a participatory nature.

## Date, Time and Place

Duration: 6 full days  
Dates: 19 - 24 March 2020  
Location: Athens, Greece

## Participation Fee

The fee for this course is 670 Euros. It includes tuition fee and educational material, certificates of participation, Beverages welcome cocktail, one day excursion (optional) to idyllic Neptune Temple at Sounion Cape (<http://en.wikipedia.org/wiki/Sounion>) in Attica seaside (or similar activity).

## Funding

All our training courses are designed in such a way to align with the Erasmus+ quality criteria and to address the various priorities of the programme.

Our team will be glad to assist you, if you need any help with your application.

More information on these funding criteria can be found at:

1. [How to register and apply for our seminars with Erasmus+ funding page](#)
2. [Detailed Erasmus+ Description and Helpful Details page](#)

## Pre-registration

Every interested organisation in this workshop is invited to submit a [Pre-registration Form](#).

## Application deadline

Please note that the application deadline for Erasmus+ funding is the **5th of February 2020**, 12:00 CET. We highly advise you to start the registration procedure a few weeks before the deadline

## Contact us

If you have any further questions please contact us at [info@fractality.gr](mailto:info@fractality.gr) or call us at +30210601052.

### **Cancellation Policy\***

Until 30 days before the starting date of the selected workshop, cancellation will be free of charge and the pre-payment will be fully refunded. Between 30 and 15 days before the starting date of the workshop, fifty percent of the fee will be refunded. Within the 15 days before the starting date of the workshop no refunds will be made.

### **For Erasmus+ funding**

Fractality is a course provider registered by the European Commission.

If you want to make use of the Erasmus+ programme of the EU, you don't have to pre-pay the workshop fee as long as the result of the grant application is pending. You just need to fill in this application and return it to Fractality.

When the application for Erasmus+ has been successful, you should pre-pay the workshop fee(s) to Fractality.

When your application to Erasmus+ has been unsuccessful, you have to inform us immediately, to either cancel participation in the workshop or offer to pay the workshop fee without an EU financial support.