



*“There is a place  
beyond right and  
wrong.  
I shall meet you  
there”*

**art of hosting participatory leadership  
25-28 June 2009, Istanbul, Turkey**

**“What is the potential residing in the present ecological, economic and social shift of our World?  
How do we collectively shape our future and participate in the unfolding of a sustainable world and what kind of *leadership* is needed to make it happen?”**

The Art of Hosting Participative Leadership is

- A training for all who aspire to learn how to be, work and co-create with people in more interactive, participative and effective ways.
- Essentially, an expression of an authentic way of being with others and situations as they emerge - and a practice of creating the conditions for collective intelligence to emerge.
- Built on the assumption and experience that we need to find new solutions for the common good, whether in corporations, government, education, non-profits, social movements, communities, or families. **The time is now.**

The particular focus of this **Art of Hosting Participatory Leadership** is connecting to our roots of humanity and embracing diversity through dialogue as a way forward in an ever increasingly complex and chaotic world. We will also tap into Turkish culture and history as a reference of cultural context and dynamics.

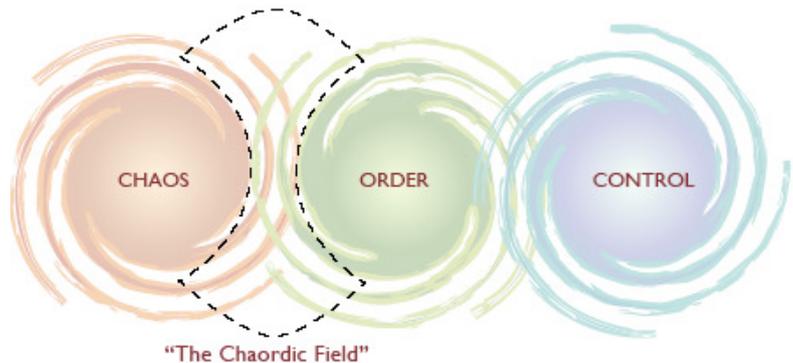
Istanbul has been a home to many cultures throughout the history; it is where **East meets West**. This first **Art of Hosting Participatory Leadership** in Turkey will be an inquiry into the power and potential of diversity in co-creation. Come and bring your **ideas and projects** that you are working on to create new sustainable leadership – to share with others and learn how to strengthen them through the art of hosting participatory leadership.

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## background

Art of Hosting Participatory Leadership practices are different and complementary to more traditional ways of working that are based on rational planning in an attempt to control the process. Instead, this interactive training/retreat provides the basic theory and practices of specific tools to live and work in the creative tension between chaos and order - with just enough chaos to make the creation of newness possible and just enough order to bring the ideas into wise action. We call this the Chaordic Field, where learning and innovation take place and where wise and sustainable change can be discovered.

☉ The Art of Hosting Participatory Leadership is a response to a world that is becoming increasingly complex and fragmented, where true solutions and innovations lie not in one leader or one viewpoint, but in the bigger picture of our collective intelligence.



☉ The Art of Hosting Participatory Leadership is a response at a time when institutions and democracies themselves are failing to address the increasing chaos in our world. It is a testing ground for those seeking to find new, effective and healthy patterns for organising, innovating and interacting to create new forms that serve us all better.

☉ The Art of Hosting Participatory Leadership is a practice ground for all who aspire to bring out the best in others. It is based on the assumption and experience that human beings have an enormous untapped wealth and resilience.

☉ We are a growing global community of practitioners, supporting each other to explore and accomplish what we most care about. The Art of Hosting Participatory Leadership has been offered in Europe, the Middle East, Africa, and South and North America the past nine years. It is a self-convening network of practitioners/hosts trained in conversational group processes and dedicated to creating sustainable local networks. Hence it offers opportunities to connect with other practitioners, cross-pollinate ideas in different working fields, and to develop collaborative networks to support you in applying your learning.

☉ Learn more about Art of Hosting Participatory Leadership at [www.artofhosting.org](http://www.artofhosting.org)



## what and how will we learn?

Our learning will grow out of everyone's contributions and presence – we will support each other as co-learners - and co-creators. We will learn by observation, experience and practice, using participative processes to build a safe and inspiring learning environment.



### methods and theories we 'll explore

World Café  
Open Space Technology  
U-Process  
Appreciative Inquiry  
Chaordic Process  
Systems Thinking  
Storytelling  
Circle Practice  
Harvesting

### what emerges

Deep learning & connections  
Powerful questions  
Engaging strategies  
Real action fueled by passion  
Courage & inspiration & solidarity  
Communities of practice  
Local and global partners

- Hosting good questions and harvesting conversations as a core leadership practice and skill set for leading change.
- Participative processes that inspires learning, heals relationships, and creates the conditions for shared commitment to wiser action through practicing Circle, Open Space Technology, World Cafe, Appreciative Inquiry, and other social technologies.
- Designing and leading meetings and conversations that result in clearer thinking, intelligent solutions, and group coherence. We will experiment with chaordic design and the convergence and divergence model, plus other mental models and maps.
- How to apply these tools to a project in progress, or call a new initiative, plus develop sustainable skills and practices.
- How to harvest/feed-forward conversations, so that the collective intelligence becomes visible and makes a difference in work environments and communities.

*Come, come, whoever you are. Wonderer, worshipper, lover of leaving.*

*It doesn't matter. Ours is not a caravan of despair.*

*Come, even if you have broken your vow a thousand times.*

*Come, yet again, come, come.*

*Rumi*

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## hosting team



**maria skordialou** - I am a co-initiator of the Art of Hosting and Axladitsa-Avatakia, a place of learning in Pelion, Greece. I am an experienced process designer and dialogue host, working with the principles of self-organisation and participation in order to create the conditions where both individual and collective learning and discovery can emerge. I have worked in strategic management positions and since 2000 and have co-created learning opportunities in Europe, North America and the Middle East.

**sarah whiteley** - I am co-initiator of the Art of Hosting and Axladitsa-Avatakia, a place of learning in Pelion, Greece. I offer a combination of skills gained in working as an outdoor educator, higher education lecturer, Royal Naval Officer and process host. My inspiration for designing and hosting is rooted in my love of nature, living wholeness and the power of the 'inner field', teaching the art of self-organising. I have co-created learning opportunities in Europe, North America and the Middle East.



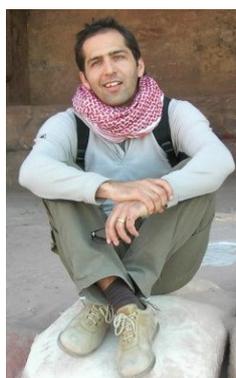
**filiz telek** - I am a facilitator, a host, a change agent. My work as a facilitator is to create a learning container in which a community or a group can realize its potential through dialogue and deep connection. My passion is to explore new ways of working and being together and discover a depth of wisdom far beyond what is available to individuals alone. I am the founder of "sustainable living festival" in Turkey and in relation with that I organize events, seminars and dialogue & learning spaces to raise awareness about sustainable living.

**yuliya filippovska** - I am a Pioneer of Change from Ukraine, passionate about setting a Hub Kyiv with the team of young entrepreneurs who strive to make a difference in their home country. I co-hosted several World Cafes in Kyiv and Lviv cities, and plan to host a three-day Start-up Picnic in summer 2009. I have economical, journalistic, musical, dance and art background. My roots come from priests, teachers, and doctors. Red threads in my life are: learning, people, creativity, traditions, kindness, generosity, unleashing potential and realization of ideas. My mission is to build social capital in Ukraine by creatively uniting passionate people, cool ideas, resources, and opportunities to learn and make things happen.



**thomas ufer** - I work as a process host and change agent, based in Brazil. The field and communities I'm part of is trans-local in nature, and so is my work, but most of it is still focused in São Paulo. Since 2006 I has been part of the local community of practice, that is stewarding the pattern of the art of hosting in the country. Some of the organizations that are emerging out of that work: the small consulting company CoCriar ([www.cocriar.com.br](http://www.cocriar.com.br)) and the sustainability learning center NAPS ([www.naps.org.br](http://www.naps.org.br)). Some of the question that are very alive in me know are: How can we root ourselves in powerful places, that embody the transformation that is so needed, and out of this space work as a warrior of the heart, inside the systems that are resisting that change? What is the responsibility of presence? How can non-action inspire transformation?

**nina nisar** - I am an independant dialogue host and active consultant in peace and conflict transformation. My passion lies in co-creating and hosting inspired spaces for dialogue for humans to act from and for the common future as it emerges, using interactiv group processes and relying on the collective intelligence, creativity and power of what emerges from meaningful authentic connections. In my practice, I am acting from a place of deep compassion, consciousness and a joy for life. My path combines political science and psychology, community development and dialogue work in India, facilitating conflict transformation in the middle east conflict and designing participatory processes in organisations with a curiosity for inner conflict and the manifestation in the outer world, deep dialogue and conflict transformation in large groups. Inspiration for my work flows back from networks such as TRANSCEND, IICP, Pioneers of Change and The Art of Hosting meaningful conversations.



**mahmood nisar** - I am dreaming and passionate about places where people live pure tolerance and appreciation of all that is, creating spaces where everyone feels the beauty of being and enjoys contributing to ideas and thoughts, taking responsibility for oneself, a group, a movement, a project or what ever one wants to achieve from a very deep place inside. I am committed to such a place that I believe we will have, enshalah in Turkey. I was born in Afghanistan where my roots come from. My life center is in Germany where I finished school and studies of Politics and Economy. Since 2002 I am working independently on different projects as consultant, trainer and facilitator. I worked within international networks such as AIESEC, the START Foundation and Pioneers of Change for social change and leadership. Let us make our (small) world a place of opportunities, vitality and joy, where every one feels invited to contribute and takes an active leadership role.

### Logistics & Fees

Timing: 25 – 28 June 2009

Start: 9:30 am on Thursday, End: 4 pm on Sunday  
Istanbul (*Venue to be announced*)

Costs: Price includes training and materials

Corporate: **750 TL**, NGO: **350 TL**, Student/unemployed: **200 TL**

- \* *We invite you to pay what you can and a little more to support a few scholarships.*
- \* *We encourage participants to come with two or more from the same company or organisation. The 2nd and 3rd can join the training with 10% reduction on training costs.*

Scholarships: If the price is not affordable to you, let us know. We offer scholarship on the principle: **pay what you can and a little more.**

Accommodation and meals: Accommodation and meals are not included in the price and the arrangements are to be done by participants.

Registration: Please register and pay in full by **Friday, 22 May 2009.**

For Registration Information,  
please contact Filiz Telek at

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