



San Francisco  
Drs. Max + Ellen Schubach  
Fall 2011-2012

# Four Steppingstones to Developing Organizations, Groups, Teams, and Yourself

**Process-Oriented Deep Democracy** is a unifying paradigm that brings together theoretical concepts from modern physics, research from psychology and systems theory, and experiences from aboriginal cultures, creating an overarching paradigm for facilitating change in individuals, teams, communities, and organizations. We focus on discovering hidden structures and system wide, non-measurable tendencies, and how to use them creatively while enhancing measurable goals and strategies.

**Deep Democracy Institute International is a unique organization that uses the entire Process-Oriented Deep Democracy paradigm in:**

- 1.** personal, psychological facilitation of individuals within a coaching environment
- 2.** facilitating groups of up to 1000 people using an open group process model that doesn't require a priori negotiation of ground rules
- 3.** resolving and managing conflict on large and small scales
- 4.** pulling these interventions together in an organic strategy that makes sense, and is carried by a group consensus that engages everyone.

The International DDI Training Programs can be taken in any one city where we teach (e.g., San Francisco), or can be custom-tailored to include other cities (e.g., Amsterdam, Moscow, Nairobi, Barcelona, Berlin, London, Kyiv, etc.).

Each seminar is designed as an independent module, and is also part of a coherent year-long training with clearly defined learning outcomes. We invite you to join us for our next year-long program, which teaches basic skills and concepts for beginners and allows advanced students to further their own learning journey towards various levels of mastery.



## Join Us

For our Deep Democracy Leadership and Facilitation Course:

*Four Steppingstones to Developing Organizations, Communities, Teams, and Yourself.*

This program's practical applications include a unique coaching model, an approach to conflict resolution, and a large group facilitation methodology that is both relevant and useful for leaders and practitioners who are responsible for the development of organizations, groups, and teams. It can be used for one's personal learning, or applied towards one of our certifications and specializations.

## Worldwork and Organizational Development

Most change and facilitation models are a collection of tools and methods that have proven valuable in specific contexts. However, when not informed by a unifying theory, they are rarely effective in a diverse set of contexts or on a systemic level. Deep Democracy is the philosophical basis of the Process Work and Worldwork paradigm developed by Arnold Mindell and colleagues since the 1980s. Worldwork is a powerful, universal paradigm, which combines the concepts of modern physics, systems theory, and psychology to formulate flow and change in social transformation. When these innovative concepts are applied in all realms of organizational development—from leadership and team development to strategy formulation, implementation, and negotiation to diversity and conflict resolution—both rational and irrational aspects of organizational life, as well as logical and emotional components of change processes, are accessed in order to analyze organizational dynamics and to design intervention methods, thus bringing about unique solutions in context.

## Worldwork and Change

Worldwork considers all change processes—even seemingly disturbing ones—as containing the potential to make people, organizations and parts of organizations more creative, adaptable, and flexible. Innovation, creativity, and competitiveness are not components that must be newly created; they are implicitly present in every organization, team, and individual, and often express themselves in turbulences and conflicts. Worldwork is a framework that supports leaders and OD practitioners to uncover and harness such inherently creative potential.



## The Deep Democracy Leadership and Facilitation Course

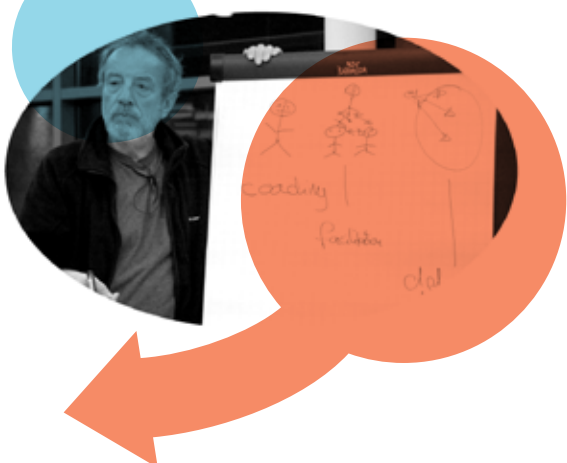
Deep Democracy Institute International introduces the Deep Democracy Leadership and Facilitation Course, a four-part learning program that offers leaders and practitioners responsible for the development of organizations, groups, and teams a methodology and set of interventions based on the Worldwork paradigm. The course offers a multi-dimensional approach for innerwork, coaching and mentoring others, facilitating teams, resolving conflicts, creating visions, developing strategies, and using eldership to bring these various aspects into a dance.

Learning to dance means learning to follow the process—the flow of one's own knowledge and experience, the collaboration within teams, the facilitation of conflict that can bring forth the creativity hidden in tensions—and it requires the precision of a watchmaker, the creativity of an artist, the fluidity of a martial arts teacher, and the resilience of a spiritual warrior.

We will teach you to adapt Worldwork intervention methodology to each unique situation or process. Participants will begin to develop mastery by learning to bring awareness to each situation and context, and to lead with flexibility and fluidity.

This program is designed to empower any leader, entrepreneur, group facilitator, coach, mediator, or Human Resource professional who is interested in how personal development, relationship issues, large societal issues, and global trends interact in our individual lives and teams. This is important for every coach who wants to learn how to incorporate group and public situations into her or his everyday coaching practice. It gives conflict resolution mediators and facilitators a powerful approach to working with every conflict they encounter in a way that brings more closeness and a connection to the inner lives of the participants. Although our lives can seem fragmented between our work, personal issues, and global events, we all participate in this universe and share its fate.

(For students of the Deep Democracy Institute certification programs, this course is highly recommended prior to the period of specialization.)



## The Four Stepping Stones

This Deep Democracy Leadership and Facilitation Course brings the teachings in four “steppingstones” to developing organizations, groups, and teams. Each steppingstone is a stand-alone module so that those practitioners and leaders who would like to focus in a particular learning area can choose a single seminar. The four steppingstones are also interlinked and thus ideally suited for those who seek to integrate all of the skills and wish to take the entire series. Each seminar addresses all the above levels and doesn't arbitrarily separate one area, leaving you wondering how it is all connected. When we dance, we move, feel, listen, relate, and become part of the music, the moment, and the tradition that brought us here. That is also how we envision learning Worldwork and Deep Democracy.

### 1) I Am U – and X — September 23-25, 2011:

Overview of everything and the connection between the parts: “I am U – and X” focuses on the relationship between our inner experiences and subtle altered states, and our psychology, the outer world of relationships, work, politics, science, art, and the process that unifies them. This module presents the breadth and depth of the Deep Democracy coaching facilitation method through demonstration of immediately practical tools for at least one reliable intervention for each of the areas mentioned above.

### 2) The Relationship Dojo — February 17-19, 2012:

Relationships and Leadership in coaching, facilitating, and consulting require the fluidity of a martial artist. We learn in the Dojo, practicing, improving, and enriching relationships on many levels. We show and learn to work with the interface between personal and professional relationships and the non-locality of physics that shows the timespirits which move us and how personal and transpersonal experiences are twins that dance together. How can we have boundaries, yet be united with the team? How can we love, yet own our rank? How can we <fill in your own relationship topic here >?

### 3) Large Group Facilitation — May 18-20, 2012:

Process-Oriented facilitation methods for discovering and utilizing hidden potentials in groups and teams lead the group or team in new directions. This course will include conflict resolution methods and innerwork with an emphasis on large group facilitation. Many organizations shy away from large group facilitation and many models inaccurately describe their methods as large group facilitation when they are based on breaking large groups down into like-minded smaller groups. Worldwork—tested in the waters of past war zones such as Ireland, Yugoslavia, the Middle East, and in areas of high tension diversity processes like US mega-cities during racial riots, Berlin during high tensions between diverse communities, and in cities with seemingly irreconcilable stakeholder processes—guarantees outcomes that bring stakeholders closer together and inspires new and unexpected solutions that are innate yet undiscovered by an everyday mindset, as they were concealed within tensions and conflicts.

### 4) Structure and Design — September 21-23, 2012:

Bring it all together: You will learn to analyze process structures in organizations and groups, to create interventions, and to design co-ventions. Whether working in corporate, community, or relationship settings, analysis of the hidden structure allows you to then design custom-tailored intervention strategies including large group processes with diverse and conflicting groups that bring resolution, involve everyone, and guarantee positive outcomes.



### **Drs. Max and Ellen Schupbach**

Max, together with Arnold and Amy Mindell and colleagues, is one of the co-founders of Processwork. Ellen is the Executive Director of the Deep Democracy Institute, a thinktank with branches in San Francisco, Nairobi, Palestine, Ukraine, Amsterdam, Barcelona, Germany, Moscow, the Ural, Kazakhstan, Brazil and Ecuador. Max and Ellen co-founded the Deep Democracy Institute. They have together and individually facilitated on all four continents, and are sought after keynote speakers in conferences on leadership, psychology and future design. They facilitate open forums of up to 1,000 participants for the public and in organizations. Please see [www.deepdemocracyinstitute.org](http://www.deepdemocracyinstitute.org); [www.maxfx.net](http://www.maxfx.net) for more information, and <http://www.maxfx.net/testimonials.asp>.



## **An Active Learning Environment**

*Four Steppingstones to Developing Organizations, Groups, Teams, and Yourself* is embedded in an active learning environment. The focus is on personal development, relationship skills, metaskills, and your understanding of when to do what, by understanding the meaning of local disturbances in relationship to the big picture.

Leaders should not only rely on theory, but equally on experiential insights for personal, professional, and organizational development. Each program participant is supported to discover and develop their own innate leadership and facilitation style and to become more fully themselves in these roles. Participants will not be asked to rehearse or adapt predetermined alien behaviors but to discover their own process and its expression. The results of this approach are personal authenticity, fluidity, and a sense of joy while leading and facilitating, which in our view are prerequisites to success.

Our international courses with diverse participants help you to hone these skills in the arena of multi-cultural, multi-industry, multi-hierarchical teams and groups. The program blends hands-on self-management skills with immediate practice applications within participant groups.

The course can be taken in San Francisco, Amsterdam, Barcelona, London, Nairobi, Moscow, or Kyiv. You can take the entire course in one location or mix and match according to your own personal preference. In addition, to facilitate and catalyze your own personal resilience, you will be connected in distance learning events with the larger international DDI learning community.

You will also be collaborating with other students between the Steppingstones in ongoing e-learning groups where you will have a chance to go home, practice on your own, and report back. Finally, we will provide in-between teleconferencing with a supervisor to focus on your learning process.

Please note that you can take one module, and then sign-up for the other three. If possible, this should be decided before the end of the first module so that you can join the online learning group.

Please refer to [www.deepdemocracyinstitute.org](http://www.deepdemocracyinstitute.org) for details about our certification programs.

## **What**

The Deep Democracy Leadership and Facilitation Course: *Four Steppingstones to Developing Organizations, Groups, Teams, and Yourself* is rooted in the Worldwork perspective, which is a powerful, universal paradigm for facilitating change in organizations, teams, and individuals. This program's practical applications include Process Work training, a unique psychological model that is based on awareness and flow. It has a large group facilitation methodology that can be applied without establishing a priori ground rules and can be used across diverse cultures. It also entails an approach to conflict resolution based on symmetry concepts from modern physics, which stresses that conflicts are a natural occurrence that can be facilitated to bring out innate systemic solutions.

## **Facilitators**

Drs. Max and Ellen Schupbach, founders of the Deep Democracy Institute and other DDI colleagues (please consult the seminar schedule on our website)

## **For Whom**

Leaders and practitioners, coaches, facilitators, conflict resolution mediators, and entrepreneurs, who are responsible for the development of organizations, groups, and teams. We are proud of our diverse participant groups from business, politics, organizational development, the arts, grass roots movements, the non-profit world, psychology, and hard science.

## **Where:**

Fort Mason Center, SF

## **When:**

Module 1: September 23-25, 2011

Module 2: February 17-19, 2012

Module 3: May 18-20, 2012

Module 4: September 21-23, 2012

## **How To Register:**

Phone: +1 (415) 729-5768

E-Mail: [sfleaders@deepdemocracyinstitute.org](mailto:sfleaders@deepdemocracyinstitute.org)

## **How Much:**

Each single module: \$350.00

If you take all four modules, prices are:

modules 1-3: \$350.00 each—module 4: \$200.00

Deep Democracy Institute students: 10% off all above listed prices.

Please inquire about our limited work scholarship opportunities.

Online learning is available between events. For participants who take the entire course, it is included in the module tuition. For all others, it can be booked separately.

See details on [www.deepdemocracyinstitute.org](http://www.deepdemocracyinstitute.org)