

DDI Learning Paths - At a Glance

(version 1.0)

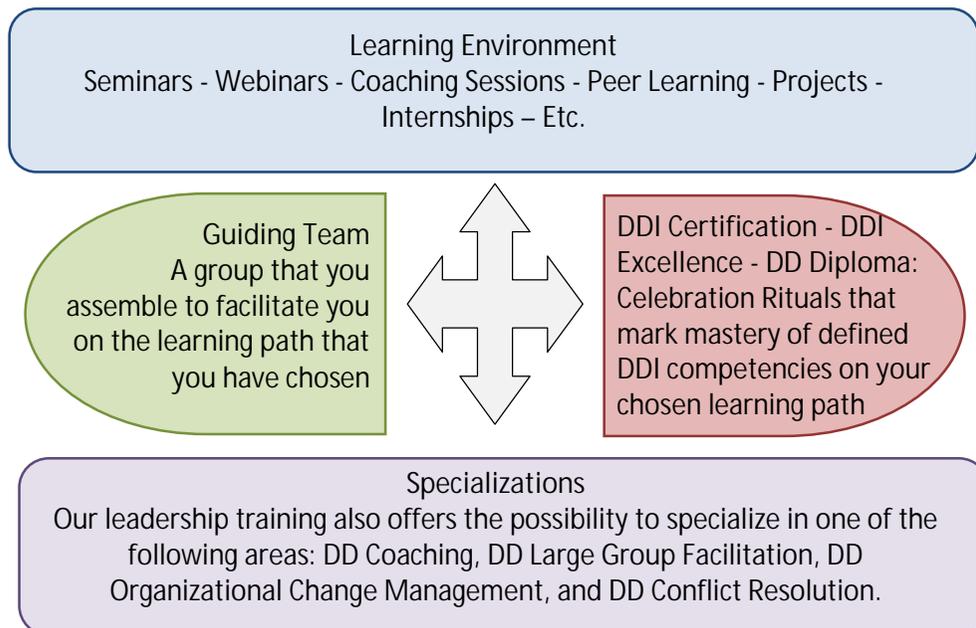
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What do you learn?

We believe the concept "Training Program" does not sufficiently describe the breadth and depth of learning opportunities that DDI has to offer; we instead use the concept "Learning Path." Our training focuses on facilitating your learning.

DDI Leadership + Specializations:

In a dynamic process, you create your learning path within the parameters of these four elements.





These learning paths will lead you to develop your competencies in Deep Democracy Leadership. You will have the choice between 3 levels of mastery:

1. Certification
2. Advanced Certification with Project Demonstrating Excellence
3. Deep Democracy Diploma

...in one of the following areas of specialization

- Deep Democracy Coaching
- Deep Democracy Facilitation
- Deep Democracy Conflict Resolution
- Deep Democracy Organizational Change Management

Where Do You Learn?

You decide. According to your particular interests, resources, and learning path, you can study at one of our locations, some of them, or all of them. Because our certifications are competency based, you can also do part of your training with other affiliated groups.

How Much Does It Cost?

You “pay as you go”—on an individual basis—for seminars and sessions. They are priced for average executive training and coaching, adapted to the currency and financial reality of the region. The total costs will depend on the specifics of your own learning path. Look at some possible estimates here.



Who can Learn?

We have given public training events for many years. Since the foundation of DDI in 2006, a number of participants have returned for more study. We feel honored by that. They gave us the idea to frame what we do as possible certification paths. We are a small team and for quality management purposes, we like to keep our student numbers small. Please inquire about the current possibilities of joining the certification path. However, all our seminars are open to everyone, since our training is competency based, you will be able to use prior learning for your certification if you decide to join later.

If you are interested in learning more, please read any of the following pages, or download the entire document as a PDF.

The following pages outline the dynamical study process, the ideas behind it, and the many options that you have. For more information, or to speak with one of our learning advisors, please write to learn@deepdemocracyinstitute.org.



DDI Learning Paths

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Learning IDEAS

Why Learn With Us?

Who we are in our entire complexity ultimately decides how we lead. The more awareness we have about ourselves, the better we can use our skills to lead. Who we are also determines how we learn, and how we learn to lead. Leadership "programs" fail because they try to turn out "leaders," rather than deep human beings who can use aspects of their individual potential to contribute to the collective, for example, to lead.

We at the Deep Democracy Institute assist groups and individuals to use awareness with a focus on process. We facilitate the discovery of these innate directions (inner paths, natural change trajectories) and use them in the world at large. Our research shows that this leads to increased motivation, satisfaction, and connection to intrinsic motivation—brings more joy and better relationships—and at the same time reduces stress and mental fatigue. This inevitably results in an increased bottom line. We need not trade depth and meaning for profit; in fact depth and meaning enhance potential and heighten the chance for material profit.

However, this inherent direction, found in individuals and groups, is not a straight line. It is a nonlinear and often paradoxical, though highly intelligent path. It is a trajectory following a hidden organizing principle—hence the tagline of our institute: Discovering Innate Solutions.

At DDI we consult, facilitate, lead, and advise. We research and learn, and we share our learning in trainings. According to our training vision, we experiment and study how to reflect these values and ideas in our training approach, and how to facilitate this process. We seek, together with you, the identified learner. While delivering our training, we hope to develop a new approach to learning. We strive not to deliver programs, but to create learning environments with our seminars, webinars, coaching sessions, and peer learning groups that can assist in the discovery of your own individual path within that environment. Our various degrees of certification celebrate the stages of ease that you discover and implement on your own personal learning path.

Who Will Want to Learn With Us?

Our trainings are for people who want to make a difference in their personal lives, in their organizations, and in the world at large through the way they lead. If you love one or more of



the following areas, you might find it easier to understand and use the Deep Democracy concepts.

- Psychology and consciousness studies
- New scientific paradigms, new physics, complexity theories, etc.
- The wisdom of aboriginal cultures
- Modern research on change management, economics, and social psychology
- Art, spirituality and their roles in collective change
- Political science and the movement for a more inclusive leadership culture in our organizations, communities, and countries

If you believe that transformation always begins and ends with the individual, working personally on his or her own experiences, then you will sail through the self-management (inner work) aspect of our learning environment.

If you love your ambition—your interest in achieving and getting ahead—and see it as a drive to make a better team or organization, you will find your way easily through the action-oriented and project-based aspects of our learning approach.

We are addressing learning mavericks, change agents looking for bold new ideas about how to study and grow, lead and influence, and participate in the co-evolution of the planet. We are interested in people who love power—their own, that of others, powers in teams and organizations, measurable powers, powers that we can only feel, and the power of nature and the universe—and who love learning to dance with it. We are a learning and teaching community that aspires to support individual interests and ideas, and make them work for the needs of today's world. You are a new brand of executive leader, community-builder, (social) scientist, economist, politician, and modern shaman-shapeshifter-mediator.

We hope to provide concepts and inspirations to develop along your own learning path. Our training vision is to encourage and support adult process-oriented learning based on personal motivation and one's deeper direction. We want to support you to find your own learning path and to "unprogram" learning values that might once have worked, but no longer fit the size of who you now are. If you believe that the right path for you is guided learning on your own at times mysterious path, and you seek experimental learning that can be assimilated, lived, practiced, and breathed—please check us out. If you are looking for predetermined, structured



steps in a program that dictates procedures, you will have the opportunity to create this on your own with your guiding team.

We seek to attract individuals who are interested in learning that is directly related to their own professional realities and experiences. This is based on one of the core values of Process Work, which is a phenomenological science, personal discovery path, and empirical approach: If you can not experience it—do not believe it. We are action-oriented in terms of both inner and outer challenges. Learning is focused on practical projects, and seminars support the experiential learning of each aspect of the theory, which can be applied immediately in professional life, leadership ventures, and personal relationships.

Who Will Not Want to Learn With Us?

We are open to everyone, regardless of their outer and inner situations. We have entry counselors who will gladly discuss with you whether or not this path might be a fit and work for you. On an ongoing basis, your guiding team will evaluate with you whether or not your learning needs are being met by what we can offer from our side. In order to enter the DD Diploma track, your guiding team will evaluate and explore with you a deeper motivation process, apparent either through a night dream, a special experience, or a unanimous recommendation from your GT.

Training and Learning Overview

The training is not sequentially hierarchical; it does not begin with a foundation and build towards higher insights over 3 years. We start at the center. You can discover your own path through a landscape of learning around the core competencies, guided by your own intuition and coaching process, as well as by others who have gone before. We consider the structure of our trainings to be modeled after “real life,” in which your leadership experiences do not necessarily follow a structured gradual increase in intensity, but instead may appear as curve balls in unexpected moments. We teach inner and outer work skills, attitudes, “advanced” concepts, and so forth within the context of projects and seminars. Most of our seminars and webinars are public, and you will mix with other leaders and participants of different cultures and backgrounds. However, we support the creation of peer learning groups and virtual cohorts as needed.

Following, we have delineated a variety of possible training emphases which can be tailored according to your vision. Details about the programs are designed by the learner in conjunction with her or his guiding team. Some of these team members can be chosen from the international pool of Process Workers, and some from mentors and teachers in your field of learning.



Curriculum versus Attractor

Certification is competency based. Learning paths are geared towards actualizing specified general competencies, and your ability to bring them into the here and now. We are passionate about learning that is strongly rooted in personal growth and is meaningful in our lives, relationships, communities, and organizations.

Because programs are self-designed, we present guidelines and suggestions but impose few structural requirements. They are meant for self-directed learners who enjoy experimenting with new designs. In this sense, we don't have a curriculum. The Latin word curriculum means race, or race course, and is used in education to define a prescriptive set of learning experiences that produce the "trained" person. We prefer the concept of the attractor, borrowed from chaos theory. In this context, we understand it as the pull of your interests and challenges that assist to forge your path towards mastery of your own leadership competencies.

The Attractors:

Deep Democracy Leadership

It's our flagship in the original sense: the boat in the center of a fleet that supports and supplies the boats around it. Our core purpose is to create new Process-Oriented leadership cultures—in organizations, in teams, and within your own personality as well as between organizations, communities, and regions.

A Process-Oriented leader, in our initial understanding (to be more fully unfolded by you on your own learning path) will need competency in:

1. Coaching herself and her team. Understanding and discovering her or his own inner truth and deeper direction, and facilitating the dialogue between conflicting inner interests and outer demands in a way that brings value to both the inner and outer worlds.

Thus, a leader must be a coach, mentor, and elder: We call her/him the Deep Democracy Coach.



2. Facilitating his team and organization. Understanding that teams, organizations, and communities, regardless of size, are living beings who cannot be "moved around" mechanically; they require an interactive, facilitative approach. Deep Democracy facilitation is a paradigm that makes space for many roles and leadership energies, and fosters awareness about how they balance each other over time. This might include periods of:

- Strong leadership with clear directives and explicit boundaries
- Action-oriented, linear, result-focused goal orientation
- Emotional gatherings for organizational community experiences and relationships between all members
- Periods of heated conflict that need facilitation
- Change processes that at first glance appear chaotic because the hidden structure is not yet visible and the direction is counter-intuitive—a process often referred to as "confusion"

A leader who can work with the living beings of teams, organizations, and communities must be a facilitator and community builder: We call her/him the Deep Democracy Facilitator.

3. Leading your team and organization from Vision to Action. Bringing Vision into Action, taking the risk and responsibility to raise the flag of your own ideas, is an important aspect of leadership in teams and organizations, as well as for oneself. Making creative use of inner and outer resistances while remaining close to the innate direction of the spirit that shaped the organization makes leadership a spiritual enterprise. This involves:

- A holistic perspective and
- Asking the questions: (a) How are inner conflicts and outer challenges "right" for the organization as an invitation to become more "who it is" and stronger in its core message? (b) How is everything that happens in an organization a mirror of the personal development of its leaders? and (c) How is every personal issue that you are facing intimately linked with the organizational and community process that is unfolding?



We call a leader with this specific ability for reflected action and achieving the goals in relationship to the whole the Deep Democracy Entrepreneur.

. . . Finally, our Deep Democracy Leader knows that conflict is a healthy sign of the potential in organizations, and that resolving conflicts has become daily fare in the second globalization. She or he is interested in developing the competencies of

- (a) Understanding conflict as an invitation for personal development
- (b) Resolving conflict in a triple win fashion; both sides should come out enriched and the system as a whole should also gain
- (c) Fighting and winning—and then discovering a new relationship that includes both
- (d) Fighting, losing, and detaching by finding personal insights and moving on
- (e) The ability to support these processes between people, teams, organizations, communities, and regions.

The leader with these abilities we name the Deep Democracy Conflict Resolver.

A Deep Democracy Leader shows basic mastery in these areas and is able to use them separately and together in such a way that they enhance each other. The Deep Democracy Leader also has moments of awareness that leading means learning. There is no such thing as a group that doesn't teach us how to lead with them; there are only leaders that don't want to learn.

The Learning Process

We have delineated core competencies that can be learned and developed within our institute. Your guiding team will assist you in co-evaluating your learning. Your process might take a zig-zag path between these learning areas. You may learn them all at once, or your path might be sequential. We hope to create a structure that makes completion within 3 years possible; however, some may take more time and some less. Because the training is competency based, you can bring credits and experiences from other programs (Process-Oriented or related). You and your guiding team will evaluate your learning path and together you will work out a consensus regarding your readiness for certification.



Learning Styles and Structure

We want both. It has to feel right and it has to think right!

There are different styles of learners who like varying amounts of structure. In this section we explain the role of structure in this program, and our philosophy and practice in relation to structure. Process Work suggests that every event and every process, including your own learning process, has two structuring components. They are in a super-positional relationship with one another, meaning they enhance each other and form a third larger entity, your path.

The first component we often call “primary”—it is comprised of your own hopes and goals, and your need to learn; it includes concepts that you can understand, and has a measurable identity regarding what you want to get out of this training.

A second component is commonly called “secondary”—this is a process that is structured by something more hidden and mysterious. It is experienced as an inner knowledge and an inner sense of being on the “right path.” This process is directional; you can feel if you’re on the right track and traveling in the “right direction.” You might at times get disturbed on the path, and you might doubt the path and your ability to travel it, but you go back to it again and again. This is an important way of thinking about learning.

Deep Democracy, in our understanding, suggests that any path must both “feel right” and “think right” for you. If it only “thinks right” but doesn’t “feel right” over too long a time, it isn’t going to work. However, if it only “feels right” but doesn’t “think right,” the same is true. This is where your guidance team comes in. These are mentors, elders, and teachers. Some must be Process-Oriented and experienced in Deep Democracy. Some might be individuals within a specific field related to your study. This committee is there to assist and challenge you on your own learning path.

Personal Development

We believe that the beginning and the end of all change happens at an individual level. Political solutions in warring nations are needed and important, but if the majority of the individuals that live in that region haven’t made the inner emotional shift to somehow co-exist with their enemies, then the solutions are not sustainable.



We believe that growth, blossoming, and a bright future are not possible without leaders who understand that their own personal development is essential to the whole and to the people whom they are leading.

Your learning process is individual. There is no such thing as a general learning. It is based on understanding your true unique nature, destination, and destiny on this planet.

You will be challenged to apply methods, attitudes, and approaches to reach inside and out, far beyond your normal, identified professional goals. Through this process, you will become a multidimensional elder and leader. The challenge will be to search deep inside for the mystery that is you, and to follow it. The difficulty will not be to adapt to outer competencies, but to discover and follow what is inside of you, where it wants to lead you, and for whom on this planet it is shining its light.

Coaching

Your own personal coaching is at the center of everything you do. Process-Oriented Diplomates are “pre-approved” as coaches within our institute. No further approval is necessary if you work with a Process-Oriented Diplomate. If your desired coach is a valuable person to you who is not a Process-Oriented Diplomate, we ask that you discuss this with your guiding team, and “convince” the team that she or he can give you the necessary support and learning experience to acquire the competencies you seek.

Your guiding team will assist you in monitoring your individual path in relation to the competencies you aspire to develop. If your individual path involves completing the certification, we expect detours; zigzag happens. We are open to understanding periods of lagging and slowness, and this doesn't mean much about the overall speed of the learning process.



Learning Pace

There is a story of a Zen monk, who for many years raked the monastery stone garden day after day after day. He could not solve the koan that was given to him by his Zen Master. For all these years, he raked and raked, watching his friends and colleagues moving ahead on the ladder of Zen development, solving their koans, leaving the monastery, becoming abbots in their own right—while he remained at the monastery, meditating on his koan, raking and despairing.

He finally went to the master and said, "I've given up. Zen is not for me. I have to leave."—"Go for it," said the master, "enjoy. You were a great student. You were a dedicated learner. Do not worry, the fruits of your learning will be there, and you will enjoy them."

Doubtfully, the Zen student took the little money that he saved over the years from working. He left the monastery and had an encounter with another person in the first hour that he was out—he hadn't been out in all these years! In this encounter he discovered the amazing miracle of the human heart in himself and the other person. In a spontaneous moment he became enlightened, and later founded his own school of Zen.

We understand this story as representing the diversity of learning paths and durations. In terms of our training, we suggest as an average possible length of time—3 years for certification. If you are more of a structured person, you can try to follow it. If you are a "racer," you can try to beat it—or maybe your inner process is more like that of a speed skater—sustained and persistent. You might also be a person who wanders along, guided only by curiosity and interest—in this case, you will take however many years it takes you to finish.



Peer Learning

We will facilitate face-to-face peer learning as well as virtual peer learning. You will have the opportunity to learn with people from different and similar backgrounds, interests, and so forth.

Certification Possibilities

Certification is a Learning Ritual for you to show and exercise your skills. It's not a test—we believe the only qualified testers are life, organizations, and yourself. Your guidance team will help you to gauge your progress and readiness along those lines.

Certification marks the completion of our Deep Democracy Leadership learning path; however, your own path might draw you further to something more specific. If this is the case, we suggest the following areas of specialization:

Coaching: This track builds on the fundamental coaching year of the 3-year leadership training, and includes coaching credits which can be earned in part through courses of our own, and in part from other Process-Oriented coaching courses. It also involves interacting in a specified number of personal coaching hours.

Although you will need to learn about facilitation and leadership, your emphasis and vocation will be on coaching and mentoring.

*Coaching is central to all tracks, and to the theory, methodology, and practice of each area. As a result, it is the first year of our 3-year leadership training and is included in each track.

Worldwork Facilitation: Specialization in Worldwork facilitation follows a similar design, but with a focus on facilitation. The course includes coaching and business development, but the main focus is on group facilitation.

Organizational and Business Development: As with the other tracks, learners inclined in this direction can choose to specialize in Organizational and Business Development.

Conflict Resolution: A separate conflict resolution track is based on the 3-year training but with this special emphasis. You will learn all the above competencies, but the main emphasis will be to complete the program as an expert conflict facilitator.



Learners can also choose to continue studies after certification to reach a self-set goal in one of the following areas: Health Leadership, Educational Leadership, Second Globalization Leadership, and Conflict Resolution Leadership.

So far, learners have chosen:

Deep Democracy European Leadership: A special multicultural European training, requiring a given amount of seminars across Europe, and work with facilitators and coaches from three different cultures.

Second Globalization Leadership: One year of seminars from at least three different regions of the world, for example Central Asia, Europe, and America—or—Africa, Europe, and America—or—Eastern Europe, Asia, and the Pacific Basin.

Pacific Basin Leadership: Focus in this particular region: Japan, Australia, and the West Coast. Part of the training must take place in Japan, Korea, China, Southeast Asia, Australia, New Zealand, and America.

Deep Democracy Diploma—Life-Long-Learning or the Quest for the Beginners' Mind

When we developed the Deep Democracy Diploma, we were thinking of several of the Asian Martial Arts—Karate, Aikido, and Kung-fu. Students drawn to this work and the discipline of “staying with it” to the point of mastery often have a dreaming process that combines inner discipline with developing and harnessing one’s own strength and power in the world. This path has been formulated as following “The Way” or the Tao. We understand Process Work, Worldwork, and Deep Democracy as applied practice areas of Taoism, an ancient philosophy that can be seen as the root of many eastern disciplines and religions, with a core value of understanding nature and life as primary teachers. This suggests that we all have inherent inner processes of reconciling our potentials with our destinies—which include relationships with people, organizations, nations, and the human race. For certification by our institute, you must show a high degree of learning in core competencies, reflected in your own individual manner, and acquired on your own individual learning path. In our opinion, completion of such essential training is not possible without integration of the steps above. Thus, to reach a level of mastery, comparable with earning a black belt, learners must reflect ability in a real life project—“where the rubber meets the road,” to use a cliché from traditional leadership development.



Some may feel pulled to continue their learning path as part of a larger community. These individuals might be interested in studying for the DDI Diploma. We consider this DDI diploma as a first-but-not-last attempt of a Process-Oriented learning institution to create a parallel to the Process Work Diploma for learners whose main emphasis is on collective transformational change, while remaining well-aware that is inseparable from individual change. Essentially, it is the same training, with the same core, but with a different door to enter and to leave from. We hope, anticipate, and expect other groups to come forward with their own versions of diploma programs. Our version is focused around guidance from individuals who inspire you to follow that path, and your own sense of having become a life-long learner, a student of becoming a beginner, and/or a traveler on a path. Achieving a life-long learner diploma is not a point of completion. Rather, it's an expression of intent, a marker on the way towards a center and sense of home in the world that we strive to cultivate. We believe that the diploma should be given to the student by the entire DDI learning community in a ritual of appreciation for one's ongoing pursuits.

International Learning

We have training programs on the US West Coast, centered in the San Francisco Bay Area, and in Europe, centered in Amsterdam and soon to include many European cities; namely, London, Paris, Rome, Valencia, Copenhagen, and Warsaw. We have training programs in Kyiv, Ukraine, Jenin, Palestine, and East Africa, centered in Nairobi but with students from South Sudan, Somalia, Uganda, Tanzania, and the many areas of Kenya.

We are now exploring the possibility of trainings in Central Asia, especially Kazakhstan, Kyrgyzstan, and Uzbekistan. We have developed the first steps of a possible future training program in Hanoi, Vietnam.

This is a global training program. It can be completed from any number of locations throughout the world, or from a single location. This depends entirely on personal needs and preferences.

Online learning and telecommute possibilities allow learners to connect with the larger community whether or not they physically travel.

If you are interested in becoming a "Second Globalization Leader," a person who is at home in many places throughout the world, then you might decide to take our trainings wherever your work or interests and financial possibilities allow. This may inspire you to start projects within new areas and regions.



Academic Degrees

Some learners that study with us have no need for academic degrees, and seek only the life long learning approach. Either they have already acquired the necessary degrees, or their particular life situation does not call for one. However, others are interested in the life long learning approach but also need a formal academic degree, understanding the reality and need for degrees in the larger world.

At DDI we address this issue on two levels:

1. We hope that with your help over the years, the quality of the training and the adeptness of our graduates will bring greater and greater value to the degree/name.
2. At the same time, we understand and support the need for mainstream degrees. We are exploring various possibilities: (a) to create a degree program for DDI, and (b) to partner with various universities and certifying bodies. This will support your learning path with DDI, and allow you at the same time to complete an accredited academic degree. Please speak to one of our career counselors who can help you with setting up the details in a way that the two learning paths can enhance one another.

Financial Costs

Thus, for estimation purposes, consider for example the USA. There our seminar fees are roughly \$US 150 a day. In other countries, they are adjusted for the cost of living. If you think of taking 3 years for your training, this will include 100 seminar days which roughly will cost you around \$US 15,000 or the equivalent, adjusted for your country's currency.

Course Fees: USD \$15,000 or currency adjusted amount

Supervision and Coaching: USD \$15,000

Books and Learning Expenses: USD \$10,000

Total average cost in the US for Certification with Excellence year: USD \$40,000

This sum can vary according to personal learning style, etc.



Emotional Costs

Our certificate program will challenge you professionally, emotionally, financially, and in terms of who you are as a person in the world. However, the challenges that you meet and the assistance that you receive as you meet these challenges are based on joy and passion. We are not a strict group that will force you into experiences to reach a specific competency. We may well challenge you, and we are feedback-oriented. The main question will be: Are you still learning, enjoying, and blossoming in the challenge, or do you feel you are the victim of a system that no longer understands your situation? We aim towards the first!