



October 3 – 6, 2010

The Art of Hosting:

Supporting Self-organization, Community Resiliency and Participatory Leadership.

JOIN US IF YOU:

- Want to explore leading edge and widely used participatory group methodologies.
- Are an experienced consultant or a facilitator looking to deepen your practice.
- Are a leader within an organization or community and are curious about how to find the next level of your collective work.
- Explore questions of how to shift systems and dynamics that seem intractable.

PARTNERS:

The Berkana Institute works in partnership with a rich diversity of people around the world who strengthen their communities by working with the wisdom and wealth already present in their people, traditions and environment.

www.berkana.org



Leadership is convening.

We are more aware than ever that human beings are living in complex systems. From the very large to the very small, traditional forms of organizing and leading are being tested and found wanting. What is missing?

Complex environments require additional leadership capacities in order for groups at any scale to find the way forward together. One of these practices is convening: calling together people around a shared purpose or inquiry to work together for community and organizational evolution.

The ART of hosting:

Convening and facilitating participation is an art, and the art of hosting is a practice that works with personal and collective capacities to bring the best from ourselves and the groups we work with. If you are a facilitator, a leader, an internal consultant, a community member, a policy maker or an educator, the practice of this art is core to your work.

What we will explore together:

- The implications of seeing the organizational and community world as a complex living system, and the benefits of working with chaos and order to generate emergent solutions and wise action.
- Key collective practices, such as conversation, inquiry and collective meaning making that support groups finding new levels of work together, scalable from one-off meetings to large scale systemic shifts.
- Change models that help us tell the story of our world now and serve as invitations to others to work collectively for change.
- Individual practices to support hosting, leading and facilitating emergence in groups, organizations and communities, especially when things are hard, or our own limiting beliefs hold us back.
- The Art of Harvesting, whereby the results of conversational processes can be put to use to support wise action.
- Tools and principles for designing initiatives that create social capital, community resilience and possibility, even in the midst of intractable challenge.

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We Explore and Practice:

- Open Space
- World Cafe
- Circle practice
- The Work – inquiry
- Living Systems
- Storytelling
- Harvesting

What Emerges:

- Deep Learning
- Powerful Questions
- Communities of Practice
- Bold Action
- Courage and Inspiration
- Engaging Strategies

Working together for the right reasons.

Developed as a practice, the Art of Hosting supports:

- **Resiliency:** organizations and communities become better able to deal with changes and to stay together instead of becoming overwhelmed at the scale of challenges.
- **Sustainability of efforts:** work and engagement become learning journeys rather than one-off events that “don’t seem to go anywhere.”
- **Wise action:** Participatory leadership supported by good hosting results in conversation leading to wise and strategic action.
- **Participatory planning, facilitation and engagement:** Teams, organizations and communities benefit from the diversity of voices, experiences and ideas that help facilitate evolution and co-ownership of results.
- **Creating communities of practice and moving to systems of influence:** Communities of practice support learning and help their members stay on the leading edge of work. Moving to the next scale – becoming a system of influence – is possible when a community practices together and harvests its learning well.



What the three days will be like:

The Art of Hosting is a highly experiential and participatory learning experience. Together we will examine and explore the implications of seeing the world as a living system, walking the balance between chaos and order and what such a view can contribute to our practice of facilitation and leadership.



The Art of Hosting is not a methodology, a world view or a design tool. Instead it is an approach to using these processes and in a bigger sense, to living well in a complex and ever changing world.

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Your Hosting Team:

Your hosts are experienced practitioners of participatory methods such as Open Space Technology, World Cafe, PeerSpirit Circle, Appreciative Inquiry and The Work of Byron Katie. We have applied our experience working in settings as diverse as indigenous communities, large conferences, educational institutions, neighborhoods and cities, large and small businesses and non-profits. We have all taught and practiced the art of hosting extensively around the world in North America, Europe Australia/New Zealand and Southern Africa and we look forward to diving into some good learning with you.

Chris Corrigan – Host – Bowen Island, British Columbia

I am a facilitator of conversation in the service of emergence. My business is supporting invitation: the invitation to collaborate, to organize, to find one another and make a difference in our communities, organizations and lives. I work with organizations seeking to improve their work, communities seeking to improve their future, people looking to improve their lives. I work with large and small organizations, educational institutions and communities locally and abroad, as well as extensively with Aboriginal communities in North America. Chris is a partner in Harvest Moon Consultants. [Http://www.chriscorrigan.com](http://www.chriscorrigan.com)



Caitlin Frost – Host – Bowen Island, British Columbia

Caitlin is a coach and facilitator working in support of individuals, communities and organizations to reconnect with their inherent wisdom and compassion in work, leadership and life through inquiry, powerful questions and conversation. Caitlin is a deep practitioner and certified facilitator of the Work of Byron Katie and works with inquiry as a powerful process for working with limiting beliefs and thinking patterns and opening space for greater possibility, creativity and intelligent actions. She is also a facilitator of Open Space, Circle and other participatory processes, and a partner in Harvest Moon Consultants. [Http://www.caitlinfrost.ca](http://www.caitlinfrost.ca)



Teresa Posakony – Host – Berkana Institute, Seattle, WA

Teresa's work has led her beyond the bounds of corporate leadership and organizational development into the area of community engagement and collective leadership. Teresa's years training, consulting and leading organizations in the high-tech industry taught her about human potential, rapid change, adaptability and how to live authentically as a leader. She now does her work globally in partnership with the Berkana Institute, the Art of Hosting and the World Cafe Community and locally through her own consulting practice and extensively local community efforts. [Http://www.berkana.org](http://www.berkana.org).



Tenneson Woolf – Host – Berkana Institute, Pleasant Grove, Utah

Tenneson's work is leadership and community development – hosting spaces for co-created insight and solutions. He works in partnership with clients, colleagues, friends, family and community to integrate learning and action of self, team and community. A few current partnerships include: *The Berkana Institute*, where he is helping to co-create more talented hosts and architects of conversations through client systems and open enrollment trainings.; *The Salt Lake Center for Engaging Community* where he supports and designs local dialogues on living in healthy community and formerly *The Dyer Institute for Leading Organizational Change*, where he worked with university students, faculty and managers on practices of change. [Http://www.berkana.org](http://www.berkana.org). [Http://www.tennesonwoolf.com](http://www.tennesonwoolf.com).





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Logistics:

The Art of Hosting will take place at the Rivendell Retreat Centre on Bowen Island, BC, Canada. This is a residential retreat, offering an opportunity to deepen into your own learning and practice and to connect and learn with others. Located on 6.5 acres atop Cates Hill, with magnificent views of mountains, forest and shining sea, this residential retreat centre is designed to foster a climate of well being and contemplation, perfect for an exploration of the arts of hosting and harvesting. Delicious meals and comfortable accommodation is included.

Location and travel routes:

Bowen Island is a 20-minute ferry ride from Horseshoe Bay, with is a 30 minute drive or bus ride from downtown Vancouver. The island is also accessible by water taxi from Vancouver. Vancouver International Airport is easily accessible.

Beginning and Ending Times:

We welcome you on October 3 to register and settle in beginning at 4pm. We will eat dinner together at 6pm and meet in our opening session at 7pm. Our closing session on October 6th will end at noon and be followed by lunch.

We will have optional early morning practice and in the evenings we will continue to talk, work and play together. Evening offerings may include walks, beach visits, music and conversations as well as some team preparation work.

Accommodation:

Rivendell is a beautiful and comfortable retreat centre. Rooms at Rivendell are mostly shared. All (delicious) meals, beverages and snacks are included.

Registration:

You can register online: <http://www.berkana.org/aoh>

Email: Lizzie Riesenberg, lizzie@berkana.org

This is a residential retreat with spaces for 25 participants. Space tends to fill quickly.

Registration is not confirmed until payment is received.

Registration Deadline: September 25, 2010.

Cost:

For Profit Organizations: \$1050.00 (tuition) + \$325 (accommodation and meals)

Non-Profit organizations: \$850.00 (tuition) + \$325 (accommodation and meals)

12% HST is added to all registration costs.

Accessibility is important to us. Please contact us for a conversation if cost is a barrier to your participation. Participants with financial ease are invited to consider offering a contribution in support of others. We price events modestly to support the hosting team and cover expenses.

For more information and creative tuition conversations contact Caitlin Frost:

Caitlin.frost@gmail.com 604 947 9236.

"Whatever the challenge, community is the answer. We prepare for an unknown future by creating strong and sustainable relationships."

~Berkana Institute