

WORLDWORK 2008: Training in diversity awareness, conflict resolution and leadership

The Worldwork method

When we face conflicts within organisations or between groups or nations, or when we witness violence, prejudice or human rights violations, it's natural to feel overwhelmed by the problems we hope to change. **Worldwork methods** support us to recognise how we contribute to the polarisation of conflict, and how we can contribute to conflict resolution and make a difference in our communities.

Developed by Dr. Arnold Mindell and an international team of colleagues, Worldwork is the sociological sister of Process Work and is based on the principle of 'Deep Democracy', the idea that sustainable community life depends on our diversity and the interaction of all parts of our experience.

Just at the point communication breaks down or reaches an impasse, Worldwork methods support the interaction to deepen and go forward. Worldwork contributes exciting new perspectives in large and small scale conflict resolution work, diversity training and multi-cultural communication, vision and strategy building, organisational change facilitation, teambuilding, and leadership coaching.

Where is Worldwork used?

World work methods have been applied in many situations over 20 years. Its methods are so widely applicable due to the recognition that wisdom and direction always come from within the group or community when there is a facilitated interaction among all points of view.

A few examples of the application of Worldwork include:

- Large town meetings and public forums on issues facing asylum seekers and refugees, the environment and other pressing social and political issues.
- Interfaith dialogue between religious/ethnic groups.
- Organisational development facilitation and training in large and small businesses and NGOs including change management, diversity issues and conflict resolution methods for the work place.
- Leadership skills for business and non-governmental organisations.
- Post-war reconciliation, violence prevention and community building projects in war-affected areas in Croatia.
- Forums and training in Kosovo and Macedonia.
- Forums on attitudes and issues facing indigenous people in Australia and the U.S.

- Conflict resolution forums and training among Israelis and Palestinians.
- Forums on social inclusion of marginalized communities and multi-cultural issues throughout Europe, including issues of migration, racism, violence prevention, gender and sexual orientation.
- Conflict mediation in neighborhoods and local councils.
- Forums with young people in schools and in gangs.

Worldwork activities have been supported by many organisations, including the United Nations High Commission for Refugees, Office for Security and Cooperation in Europe, British, Dutch and Norwegian embassies, Open Society Institute, Office of Transition Initiatives, Threshold Foundation, and the European Commission Grundtvig grants. Worldwork activities are also supported through donations, fees, and voluntary facilitation.

Worldwork training seminar

Worldwork is the name for an extraordinary experiential training event in conflict resolution work and community building. Worldwork seminars have taken place in India, Switzerland, Australia, Slovakia, Greece and the east and west coasts of the United States. As one of the most diverse cities of the world, London is proud to host Worldwork 2008, April 24-29.

Who is it for?

People who attend a Worldwork seminar usually have a professional and personal commitment to make a difference in their communities, and are seeking to develop their skills and experience in working in situations of tension and conflict. Worldwork seminars are attended by approximately 300 people from the fields of diversity, human rights, conflict resolution, mediation, multi-cultural communication, education, psychology, social work, organisational development, journalism, peace-building, social action and more. Worldwork is for people who want to listen, reflect, and engage around pressing social issues, while also learning theory and skills of facilitation.

Worldwork description

In addition to learning methods for facilitating communication and conflict resolution, the participants observe and engage directly with one another in large group and small group facilitated interactions around pressing social issues. 300 participants from many cultures and countries become a microcosm of the larger society, developing awareness personally and as facilitators for all situations they encounter. Interactions are supported by study sessions with underlying theory, opportunities for practice and reflection, handouts and publications. There are also opportunities for each participant to have one to one meetings, for the purpose of exploring personal reactions and learning, and to explore how to specifically apply the learning in one's own organisational and community context.

There will also be a multitude of wonderful evening activities to choose from: including theatre, music, author presentations and facilitated dialogues.

Worldwork will be facilitated by a team of 60 experienced facilitators including the founders of this method, Drs. Arnold and Amy Mindell.

The overall experience of Worldwork is of immersion into a world of diversity, community and learning for six days. There are plenty of opportunities for engaging with others as well as to observe, and take time for reflection and integration of the learning and experience.

Learning outcomes

World Work participants will:

- Learn methods to support diversity and multi-cultural communication, which includes recognising dynamics of privilege and prejudice.
- Learn and practice methods of conflict facilitation including mapping polarisations and roles, and noticing and facilitating at hot spots.
- Recognise dynamics of oppression, accountability, and revenge.
- Learn about the principle and practice of 'deep democracy', recognising that communities find resolution and a way forward when there is an interaction of all points of view and dimensions of experience.
- Learn inner work skills to stay present as a facilitator, without being caught in a polarised position, in the midst of tension and emotionality.
- Learn about the connection of one's personal history and collective issues and conflicts, exploring how one takes part in the perpetuation of conflict, and/ or its resolution.
- Develop human rights awareness in the areas of culture, race, socio-economics, religion, gender, sexual orientation, disability, health, education, age.
- Develop leadership skills based on awareness and facilitation rather than dominance.
- Learn and practice team building skills and the confidence needed for negotiation and partnership, particularly in multi-cultural situations.

After Worldwork

Participants bring their experiences and learning home, back to their organisations and communities. Worldwork staff can offer support. Out of a new idea or inspiration during Worldwork, many hundreds

of people have brought useful skills and experiences into their organisations and home communities, initiated projects, and developed collaborations with other Worldwork participants.

WORLDWORK 2008 – What we will do



Morning:

8.30-9.30am: Networking groups or individual one-to-one meetings with facilitators

9.30am-12.30pm: Large Group Meeting. The morning begins with a short presentation on concepts and methods of facilitation, followed by a group process on a particular theme. Group processes take place on a variety of issues such as men-women issues, racism, religious conflict, the 'war on terror', asylum and refuge, sexual orientation, disability, and more.

12.30-14.00: Lunch break

Afternoon:

14.00-15.00: Training sessions on special themes

15.15-16:30: Small Group Meetings. Small groups of approximately 10-15 people will meet together with a facilitator to discuss and practice their learning. The same small group is together every day.

17:00-18.30: Large Group interaction and Hot Topics

Evening Activities:

20.00- 22.00: Special interest workshops and research presentations; author presentations and discussions; theatre, music and film presentations

22.00-midnight: Play-back hip hop theatre, cultural sharing of music and dance

How can I find out more?

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What does it cost and how do I register?

Seminar fee postmarked by February 28, 2008: **£565** (British Pounds)

Seminar fee after February 28, 2008: **£595** (British Pounds)

When more than one person attends from an organisation, there is opportunity to support one another in the follow up and application of learning and experience. To this aim, if there is more than one registration from the same organisation, the additional registrations will have a 30% discount.

Many participants come on scholarship. Please contact us for more information about how to receive scholarships, or to contribute to the scholarship fund.

To register: please visit http://www.worldwork.org/information_registration.html

A few comments about Worldwork

"I felt relieved and inspired by the way all positions were supported so strongly, and the way this led to a profound change in our understanding of one another."

"I came away with a new awareness of my leadership abilities, and a sense of what I can contribute to my organisation and community."

"When I found myself in a tense conflict situation where I might normally feel frozen and unable to say anything at all, I realised I could stay present and facilitate in a useful way. I even could pass on a feeling of confidence and trust that we would be able to work through such a difficult situation together."

"Worldwork gave me hope that as a world we can transform our most serious conflicts together."