

## Deep Democracy:

Facilitation, Leadership  
and Whole System Transformation

OCT. 28-29TH, 2010 • TORONTO, ONTARIO

WITH JULIE DIAMOND

This two-day seminar introduces the facilitation methods of Worldwork, a participatory style of facilitating organizational and collective change based on the principal of Deep Democracy. Developed by Arnold Mindell through research into human consciousness, deep democracy is the idea that sustainable group life depends on all the voices, positions and roles being heard and valued. It recognizes that growth and creativity frequently originates in the margins, in the disavowed experiences and perceptions of group members. In addition to people, positions and voices that are marginal or underrepresented in a group, deep democracy also refers to states of consciousness, emotions, feelings, and other subjective experiences that have a profound influence on group life.

Worldwork facilitation offers a set of robust tools that help leverage the innovation, creativity and learning organization that is implicit in conflict.

### These three days will introduce you to three basic pillars of the Worldwork method:

- Skills for facilitating and leading large and small groups, and harvesting the creativity, innovation and learning implicit in conflict, polarization and difference
- From Power to Eldership – discovering and using your personal power and unique style to create conditions for change and growth.
- Earth based methods for sustainable leadership – learning how to care for ourselves and stay centered in the midst of stress, pressure and extreme conflict.

**Julie Diamond**, Ph.D. Dipl. P.W. is a trainer, facilitator and consultant, who has been working in the field of human



and organizational change for over 25 years. She consults and trains internationally on leadership development, group dynamics, team development and conflict facilitation for organizations, businesses, government agencies, NGOs, schools and universities. She currently serves as the Vice President of Academic Affairs for the Process Work Institute of

Portland. With Lee Spark Jones, she co-authored, *A Path Made By Walking: Process Work in Practice*, which is widely used a text book on the Process-oriented method of facilitation. She writes about the problems of leadership, power and learning on her blog, *A User's Guide to Power*, [www.juliediamond.net/blog](http://www.juliediamond.net/blog)

## The Worldwork

### APPROACH

Worldwork is the group application of Process Work, a method of working with human and organizational change developed over the last thirty years by Jungian analyst, author, and former physicist, Arnold Mindell. Process Work is based on the simple yet powerful premise that obstacles and challenges are opportunities for profound change, creativity and growth. What appears as an obstacle, when approached with curiosity, openness, and awareness skills, becomes a unique opportunity to transform ourselves and the groups in which we live and work. Worldwork developed in the mid to late 1980s as Mindell began to apply Process Work methods to group life. Since then, the principles and methods of Deep Democracy have been applied in various fields, including conflict resolution and mediation, organizational change and development, community development, leadership development, and facilitation of group processes and public forums.

### Venue Details:

Centre for Social Innovation  
215 Spadina Avenue,  
Toronto, Ontario, M5T 2T7

### Dates and Times:

Thursday, Oct. 28th, 9am – 5pm  
Friday, Oct. 29th 9am – 5pm

### Cost:

*Early Bird - before Sept. 24th, \$350*  
plus HST includes lunch and all materials  
Full Fee - \$400 plus HST



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