

DIALOGUE APPLICATION, DESIGN AND FACILITATION

THE DETAILS





MORE ABOUT

LEARNING OPPORTUNITIES

THE PROCESS

COURSE OUTLINE

COURSE MATERIALS

COURSE INFRASTRUCTURE

IS THIS FOR YOU? & INVESTMENT

FACILITATORS

LEARNING OPPORTUNITIES

Linda Ellinor and Glenna Gerard invite you to take a deeper dive into how to design applications and facilitate Dialogue in a variety of contexts. You will develop a next level of awareness and skillfulness in your ability to:

- Define and apply a set of principles for assessing and designing in diverse contexts.
- Craft clear and compelling value propositions for Dialogue.
- Work with people who have varying degrees of experience with Dialogue.
- Help people have a dialogic conversation without formal training.
- Embody the role of facilitator within different contexts.
- Facilitate challenging behaviors and conflict.
- Understand the influence Dialogue has on power dynamics.
- Utilize Dialogue to intentionally shift cultures towards 'power with'.
- Help groups navigate the stages of development in Dialogue.
- Work with the interface between Dialogue, the larger decision-making process, and movement to action.
- Identify and work with individual and collective shadow, including your own as a facilitator.

When we think differently together, we choose and act differently...





THE PROCESS

This program is grounded in our continuous work over the past 30+ years with Dialogue in various settings. It is also designed with today's context in mind.

We, Linda and Glenna, do not claim to hold "the answers." We are committed to crafting provocative experiential learning inquiries based on the work of the late David Bohm and others.

Our aim is to expand our individual and collective capacity to reveal relationships within systems and to increase awareness of systems of thought. Why? With consciousness of our thinking we can make the needed changes in our collective decisions and actions.

Thought leaders can now be brought together on a digital platform to dialogue about global problems. Our goal is support the ability to see with new eyes, to go 'where we have not gone before.' To hone our capability to connect, to think together and unfold new understandings and solutions for intractable world problems.

If you are ready to be challenged, to stretch and develop your capacity for listening, inquiry, and collective thinking, we hope you will join us.

COURSE OUTLINE & DATES

Ten multi-hour sessions over 16 weeks on Zoom. See below for details on dates and hours, which vary with sessions. Times are given in Pacific Time (US). Please adjust for your time zone. Maximum number 16. [Apply now](#) to begin your registration process and secure your place this summer.

***Pre-Program self-directed technology orientation session** to be completed before the start of the program on March 24th. Once you register for the program and are paid in full, we will send out a link for this orientation session.

***March 24th | Session 1 - Orientation**

9AM - 11:30AM PST (2.5 hours)

- Program overview, methodology, structure
- Learning partners and initial facilitator assignments

March 31st | Session 2 - Assessing Where Dialogue Can Add Value

9AM - 1PM PST (4 hours)

- Guiding principles
- Answering the question: When is Dialogue the best choice/or not given the intention, purpose, desired outcomes, and participants involved?
- Dialogue & Reflection

April 14th | Session 3 - Getting to “Yes”

9AM - 1PM PST (4 hours)

- Building shared understanding with decision makers around the value proposition for using Dialogue
- Weaving divergent and convergent communication processes
- Participant facilitated Dialogue & Reflection and feedback

COURSE OUTLINE & DATES

CONTINUED...

April 21st | Session 4 - Creating Initial High-Level Designs

9AM - 1PM PST (4 hours)

- Discovery process and questions
- Case study activity
- Participant facilitated Dialogue & Reflection and feedback

May 5th | Session 5 - Role Of The Dialogue Facilitator

9AM - 1PM PST (4 hours)

- What is your role? Intention, responsibility, guiding principles
- Approaches to facilitator engagement in diverse contexts
- Intrapersonal work – “Know Thyself” – light and shadow
- Participant facilitated Dialogue & Reflection and feedback

May 12th | Session 6 - Creating The Dialogue Container

9AM - 1PM PST (4 hours)

- Pre-Dialogue container building
- In-the-Dialogue container building
- Post-Dialogue follow-through/activities
- Participant facilitated Dialogue & Reflection and feedback

May 19th | Session 7 - Inviting Generative Breakthroughs

9AM - 1PM PST (4 hours)

- Practices that invite generative breakthroughs, transcendent thinking
- Synthesizing collective themes
- Non-verbal practices and activities
- Participant facilitated Dialogue & Reflection and feedback

CONTINUED ON NEXT PAGE

COURSE OUTLINE & DATES

CONTINUED...

June 2nd | Session 8 - Challenging Behaviors And Conflict

9AM - 1PM PST (4 hours)

- Practice with intervention scenarios
- The role of conflict within Dialogue
- A process for working with conflict within the Dialogue container
- Participant facilitated Dialogue & Reflection and feedback

June 9th | Session 9 - Putting It All Together

9AM - 1PM PST (4 hours)

- Reflection on Videos of prior Dialogues
- Designing dialogic applications that fit the work you are currently doing
- Participant facilitated Dialogue & Reflection and feedback

June 23rd | Session 10 - Real-Life Applications & Coaching*

9AM - 1PM PST (4 hours)

- Sharing participant cases with Q&A and feedback
- Gathering themes/questions for ongoing Community of Practice inquiry
- Closing circle

****A Certificate of Completion will be given to participants who complete all the interim work and at least 9 of the 10 sessions.**

Pre & Interim Self-Facilitated Learning Activities (1-2 hours each)

The pre- and interim-work is required for course certification and may include one or more of the following:

- Reading, watching a video or listening to an audio tape, reflection on questions and at times, recording your responses in our online platform.
- Meeting with your learning partner(s) for specified activities and/or conversation.



RESOURCES

- The e-book: *Dialogue: Rediscover the Transforming Power of Conversation*. John Wiley & Sons, 1998.
- Selected downloadable audio files: The Art & Practice of Dialogue. Created by Glenna Gerard and Linda Ellinor. One set covers the skills, the other applications in a variety of contexts.
- Selected videos. E.g. Access to the documentary "Infinite Potential - Director's Cut" on the work and life of David Bohm.
- Various articles.
- Centralized password protected, digital platform for: course materials, including video recordings of sessions; additional resources offered by participants; discussion board, and...

INFRASTRUCTURE

- Sessions will be held on a Zoom platform with assistance for new users.
- Learn how to work with Dialogue and your clients digitally.

**Take advantage of the time saving benefit of zoom
- build your global network with no travel, lodging
and concise use of time.**

APPLY NOW

IS THIS FOR YOU?

Once you feel you have mastered and integrated your own personal participation in dialogue and would like to lead and facilitate others, this program is a next step. If you are ready to take a deep dive into assessing, designing, and facilitating Dialogue applications within a variety of contexts, this program is for you.

You might find that your role as facilitator, coach, educator, leader, consultant or activist puts you directly in line for applying Dialogue within a diversity of settings. Here are some examples of who we believe will find value:

- A consultant wanting to bring Dialogue to initiate, sustain, and anchor strategic shifts in organizational and community settings.
- A consultant or a leader wanting to launch a culture change initiative to strengthen trust and strategic thinking within their teams.
- An educator wanting to introduce Dialogue to faculty, administration, and students from primary to secondary to university and post graduate levels.
- A coach wanting to introduce Dialogue to other coaches or in a team coaching application.
- A community leader wanting to use Dialogue to facilitate deeper conversations on social, environmental and political issues.
- A leader or consultant who wants to engage diverse stakeholders in decision making leading to collaborative action.
- An activist seeking to help people think together in addressing systemic social issues such as our climate crisis, homelessness, poverty, racial and economic inequity.

INVESTMENT \$1800

Early Bird Discount of 15% when paid in full by July 1st.
Group discounts are available. Please contact us for details.

Price includes the class sessions, and access to all of the class materials, resources and platforms

APPLY NOW



GLENNA GERARD

Glenna is a creative designer of programs and a master at shared facilitation. She naturally understands the underlying form of Bohm-inspired dialogue and how to apply it in challenging contexts. In working with her, you will learn the subtle art of bringing both conscious and tacit level material into the conversation so that the group can unfold itself in wholistic ways.

written by Linda Ellinor

Glenna is a gifted facilitator, coach, experiential learning designer, business leader, and consultant with 30+ years of experience working in both not-for-profit and for-profit organizations.

Her passion is designing and facilitating developmental experiences that support building capacity for intentional development and collective wisdom in service of creating profound results.

In the 1990s Glenna pioneered the development of Bohm-inspired Dialogue and with Linda co-authored: *Dialogue: Rediscover the Transforming Power of Conversation*, (John Wiley & Sons, 1998).

In addition to her work with Dialogue, Glenna creates guided experiences, partnering with nature. The goal - to build individual and collective capacity for inner stillness, self-awareness, and the wisdom to discern 'what is needed now' for the wellbeing of a given living system.

Glenna graduated from Columbia University, NY with a BS in Chemical Engineering. She lives in Northern New Mexico with her partner Dave and enjoys Kiteboarding and rafting through the Grand Canyon.



LINDA ELLINOR

Linda has a passion for learning about the work of all who have contributed to the field of Dialogue. She is a voracious researcher, reading and interviewing people in the field. This coupled with natural talent for synthesizing and integrating means that when you attend one of our programs, you'll get the full benefit of her research and synthesis. And she'll thoroughly enjoy engaging in conversations about your work and ways you can apply Dialogue.

written by Glenna Gerard

Linda has been a leader, facilitator, coach and entrepreneur with 25+ years of experience in the corporate world, as a consultant and business owner. She is best known for her pioneering work in developing a form of Dialogue grounded in the work of David Bohm. She co-authored the book with Glenna: Dialogue: The Transforming Power of Conversation (1998, Wiley & Sons).

Her business experience includes having worked for AT&T, International Paper Company, Exxon Office Systems, and a

start-up company, called Mnemos. In these companies she held marketing positions translating customer needs into new products and services. She has a decade of experience as an out-placement consultant for Drake, Beam, Morin and as an executive coach in the Center for Creative Leadership's Leadership Development Program. She developed a wellness center modeling sustainable business practices outside Tucson, AZ from the mid 2000s to 2015 and served in a variety of pro-bono climate change organizations including Sustainable Tucson and the Tucson Climate Change Committee.

Linda served for 2 and 1/2 years as the Vice President of the Academy of Professional Dialogue and continues to hold video-recorded interviews. She is currently working on a project with several co-sponsors to bring 'dialogic inquiries' into the public domain on various topics related to our current climate crisis. She holds an MBA from Columbia University, a BS from New York University, and has completed a PhD program in Jungian psychology with Pacifica Graduate Institute. She lives close to the beach in Dana Point, CA with her partner, Rocky, and newly adopted Himalayan cat.

