

# THE ART & PRACTICE OF BOHM-INSPIRED DIALOGUE

SKILLS FOR PARTICIPATION,  
DESIGN & FACILITATION





# PROGRAM DESCRIPTION

This workshop integrates the Foundational History and Skills of Dialogue (FHSD) along with a more advanced program entitled Dialogue Application Design & Facilitation (DAFD). The combined learning experience includes 19 online sessions from May 6 to November 11, 2022. The design is meant for a group that wants to progress through this in-depth learning experience together, with all the benefits this brings. There will be a three-week break between Parts I & II of the program.

In Part I, we focus on the basic skills, history, and foundations of Bohm-inspired Dialogue. You will learn the specific skills for participating in Dialogue and how these help to generate breakthrough thinking in the groups in which you work and participate. In Part II of the program, we move our focus to how to apply the skills in designing and facilitating Dialogue programs in a variety of diverse contexts.

You will have many opportunities to integrate your experience of Dialogue as you engage with others in the program to develop your skills. In addition, you will sharpen your ability to assess diverse work contexts and design Dialogue applications of your choice. Throughout the program you will benefit from peer and instructors' feedback.

You will come away from this program with the necessary tools, experiential exercises, facilitation, and design techniques for helping groups, teams, organizations, and communities to think together in new and generative ways. You will be able to create dialogic processes that focus on whole systems and develop the 'shared meaning' necessary for effective collaborative action.



# 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.

## PART I

# LEARNING OBJECTIVES

You will develop a next level of understanding and skillfulness with utilizing:

- David Bohm's quantum/wholistic worldview.
- Dialogue for developing cultures of mutual respect, equality and partnership and collaboration.
- Skill-based activities that support thinking together.
- Dialogue for discovering systemic solutions to wicked problems.
- Dialogue for increasing shared meaning in fragmented communities and organizations.
- A method for developing continuous individual and group learning.
- A way to bring the transformational power of Dialogue into your personal life.
- Dialogue in a variety of contexts.

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



## **PART I**

# **COURSE OUTLINE & DATES**

Nine multi-hour sessions over 10 weeks on Zoom. See below for details on dates and hours, which vary with sessions. All times are shown for Shanghai, China. Please adjust if needed. Maximum number 16.

**\*Pre-Program self-directed technology orientation session** to be completed before the start of the program on May 9th. A link for this self-directed session will be available for registered participants as of April 9th.

### **\*May 9 | Session 1 - Orientation/History & Worldview**

7:30AM - 11:30AM (4 hours)

- Program Overview, Methodology, Structure, and Learning Partners
- History and Worldview of David Bohm

### **May 16 | Session 2 - Introducing Dialogue's Basics**

7:30AM - 10:30AM (3 hours)

- Conversation Continuum
- Generating Guidelines
- Dialogue Practice & Reflection

### **May 23 | Session 3 - Proprioception, Suspension & Assumption ID**

7:30AM - 11:30AM (4 hours)

- Fragmentation, Proprioception & Suspension
- Assumption Identification

### **May 30 | Session 4 - Dialogue Practice & Applications Set-up**

7:30AM - 10:30AM (3 hours)

- Dialogue Practice & Reflection
- Introduction of Interim Applications Work

### **June 6 | Session 5 - Listening & Inquiry**

7:30AM - 11:30AM (4 hours)

- Levels of Listening/Roadblocks to Listening
- Inquiry and Crafting Questions for Dialogue

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## **PART I**

# **COURSE OUTLINE & DATES**

CONTINUED...

### **June 13 | Session 6 - Inquiry & Reflection**

7:30AM - 10:30AM (3 hours)

- Inquiry & Reflection Circles
- Dialogue Practice & Reflection

### **June 20 | Session 7 - Dialogue Applications**

7:30AM - 10:30AM (3 hours)

- Application & Implementation Considerations
- Set-up Interim Applications
- Dialogue Practice & Reflection

### **June 27 | Session 8 - Dialogue Practice**

7:30AM - 10:30AM (3 hours)

- Reflection on Videos of Prior Dialogues
- Dialogue Practice & Reflection

### **July 18 | Session 9 - Interim Application Presentations**

7:30AM - 11:00AM (3.5 hours)\*\*

- Participant Presentations
- Inquiry into Collective Challenges and Questions
- Closing Activities

## PART II

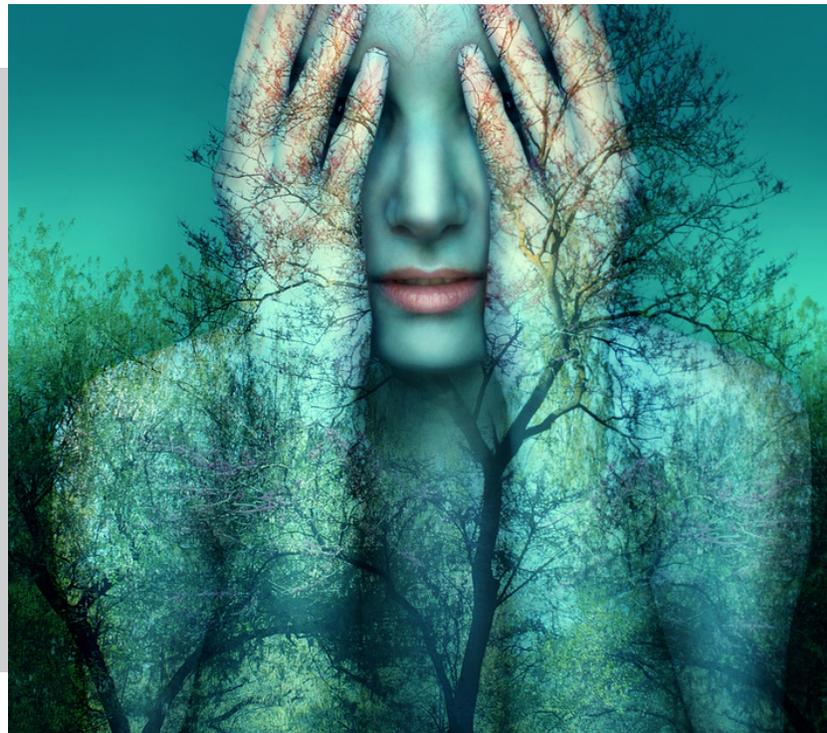
# LEARNING OBJECTIVES

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...*



## **PART II**

# **COURSE OUTLINE & DATES**

Ten multi-hour sessions over 16 weeks on Zoom. See below for details on dates and hours, which vary with sessions. All times are shown for Shanghai, China. Please adjust if needed.

### **August 8 | Session 1 - Orientation**

7:30AM - 10:00AM (2.5 hours)

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

### **August 15 | Session 2 - Assessing Where Dialogue Can Add Value**

7:30AM - 11:30AM (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

### **August 29 | Session 3 - Getting to “Yes”**

7:30AM - 11:30AM (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

### **September 12 | Session 4 - Creating Initial High-Level Designs**

7:30AM - 11:30AM (4 hours)

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

### **September 19 | Session 5 - Role Of The Dialogue Facilitator**

7:30AM - 11:30AM (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

## **PART II**

# **COURSE OUTLINE & DATES**

CONTINUED...

### **September 26 | Session 6 - Creating The Dialogue Container**

7:30AM - 11:30AM (4 hours)

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

### **October 3 | Session 7 - Inviting Generative Breakthroughs**

7:30AM - 11:30AM (4 hours)

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

### **October 10 | Session 8 - Challenging Behaviors And Conflict**

7:30AM - 11:30AM (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

### **October 24 | Session 9 - Putting It All Together**

7:30AM - 11:30AM (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

### **November 14 | Session 10 - Real-Life Applications & Coaching\***

7:30AM - 11:30AM (4 hours)

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

# COURSE OUTLINE & DATES

CONTINUED...

## PARTS I AND II

**A Certificate of Completion will be given to participants who complete all the interim work and at least 17 of the 19 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.**

# IS THIS FOR YOU?

If you are a Dialogue practitioner, leader, coach, educator, and/or consultant wanting to deepen your understanding of the theory, practice and application of Dialogue inspired by the work of David Bohm and use it to:

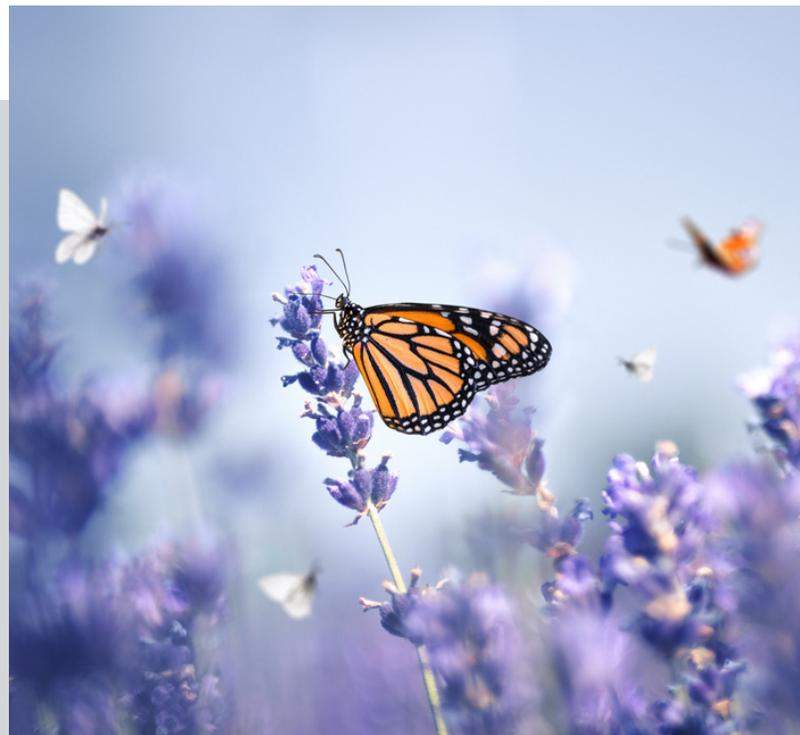
- Support your team or organization in suspending and examining assumptions leading to more coherent thinking, strategies and decision-making.
- Strengthen trust and strategic thinking within teams and/or organizations.
- Introduce the benefits of dialogic skills and thinking in multiple settings, such as education (primary, secondary and graduate), social, business, mental health, community.
- Implement a 'culture' shift.
- Facilitate deeper conversations on social, environmental and political issues.
- Initiate, sustain, and anchor strategic shifts in organizational and community settings.
- Introduce Dialogue to other professionals such as coaches, consultants, educators, organizational leaders.
- Engage diverse stakeholders in decision making leading to collaborative action.
- Help people think together in addressing systemic social issues such as climate crisis.

## INVESTMENT \$2800

To register, please contact Ren Wei: wechat number 15601850191 or email [renwei.china@qq.com](mailto:renwei.china@qq.com). Ren Wei is the convener and registrar for this program. You can consult with him about the program and confirm whether there is still space available.

**Cancellation Policy:** Full refund if canceled 30 days prior to start. 15 days prior to start is a 50% refund. In case of emergency within 15 days of the start of the workshop, contact Linda or Glenna.

If you find yourself unable to attend after April 6 and you can find a qualified replacement you will be eligible for a full refund once their payment is received.



# 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 currently sits on the US Board of the Academy of Professional Dialogue as Vice President, holds video-recorded interviews with seasoned professionals within the Bohm-inspired Dialogue community and runs monthly global dialogues. 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.

