

FUTURE SEARCH NETWORK

A Program of Resources for Human Development
4700 Wissahickon Avenue • Suite 126 • Philadelphia, PA 19144-4248

You Can Change the World One Meeting at a Time!

Join leaders Sandra Janoff, Ph.D., acclaimed international facilitator and Marvin Weisbord, winner of the Organization Development Network's "Lifetime Achievement Award" and author of *Productive Workplaces*, the book named in the "Top Five Most Influential OD books of the Past 40 Years."

Dear Colleague,

We invite you to join us for "**Don't Just Do Something, Stand There!**" an advanced meeting management seminar based on our new book that links systems change with personal growth. This seminar is for experienced leaders and consultants who run task-focused meetings. We introduce ten principles derived from 20 years of leading meetings in many of the world's cultures. We show you how to shift your focus away from peoples' behavior and create conditions under which people do their best without being told. Our seminar has drawn enthusiastic responses from hundreds of colleagues in Australia, England, Germany, South Africa, Sweden, and the U.S.

We teach a simple theory, philosophy, and methods equally applicable to society, organizations, groups and ourselves. We show how you can work on structure, which is controllable, rather than behavior, attitudes and motivation, which are not. You can achieve more while "intervening" less by helping people:

- See themselves as part of a bigger picture
- Commit to the meeting's goal
- Say what they know (even in risky situations)
- Listen to ideas they don't share
- Make choices in their own and a group's interest
- Act responsibly when action is appropriate

You can achieve these outcomes when you experience yourself as part of a group—a "whole system"—that can fragment or develop from one moment to the next. Meeting leaders have a special role in maintaining a system's task

"I took home so many lessons from this workshop - new techniques, fresh understanding, practice at managing challenging situations.! The lessons are immediately applicable, taken in through a stimulating mix of theory, practice and observation of others; not only Sandra and Marvin, but also the other participants. The group was diverse in skill and experience and they added to the value of the event through their contributions. I know my ability to work 'hands-off' will be significantly enhanced by this workshop, especially in my practice in organizations."

Dr. Verna Blewett,
University of Adelaide,
Australia

focus and boundaries. You can play this role without diagnosing behavior, interpreting what "stage" a group is in, or rushing to fix every problem that comes up. You can learn to be a "dependable authority" without acting like an authoritarian.

" I took away several ideas from the workshop that have changed the way I approach all things. I was also engaged by the fact that the workshop was conducted using the same principles, processes, skills and knowledge that we were being taught. There is nothing more effective than showing by example. Thank you, Sandra and Marvin."

Lynda Jones, Groupwork, Tasmania, Australia

INTEGRATING DIVERSE SOURCES

Differentiation-Integration Theory provides us a framework useful on any level. We have drawn together into one 15-hour seminar perspectives from many colleagues. These include John and Joyce Weir, whose "self-differentiation" workshops have helped thousands of people learn a process of experimentation, self- encounter, acceptance, and choice; Swedish social psychologist Claes Janssen, whose "Four Rooms of Change" model— contentment, denial, confusion and renewal – provides a core concept of large group dynamics and personal growth; Yvonne Agazarian's Systems-Centered Theory [tm], a practice that illustrates how polarities can be used as valued resources to help people stay whole and task-focused despite moments of high anxiety; and the D-I perspectives derived by Paul Lawrence and Jay Lorsch in their Harvard Business School studies of high-performing organizations. In this workshop you will learn to:

- Use a theory integrating group success with your own development
- Manage polarized issues in yourself and in groups
- Structure meetings for individual responsibility
- Manage your own anxiety about getting things done
- Keep groups from fragmenting over stereotypes and differences
- Shift from either/or to both/and thinking

You will practice these perspectives in a series of learning exercises, providing a solid tool kit for managing the dynamic side of meetings AND furthering your own growth. In our evolution as facilitators over 40 years, we have found this way of working to be both freeing and life-changing. It can also be a lot of fun. We invite you to join us in 2008 for a dynamic learning experience with fascinating colleagues from around the world.

Sincerely,

Sandra Janoff and Marvin Weisbord

"Post-workshop feedback was outrageously great, and many people met after the workshop for dialogue on how they could apply what they had learned."

Michael Pannwitz,
organizer of the
training in Potsdam,
Germany.