Two and a half day workshop
13-15 November 2003

FACILITATING THE WHOLE SYSTEM IN THE ROOM

A Learning Workshop

Here is an exciting new seminar integrating systems change and personal growth

Presented by

Sandra Janoff Ph.D,
Co-Directors of Future Search Network

Marvin Weisbord
Co-Directors of Future Search Network

Sunnyside Park Hotel, Prince of Wales Terrace, Parktown

Arranged in collaboration with
CI NNABAR Global Circle
A South African consulting partnership working with people to create healthy, hopeful and adaptive organisations and communities that live and work creatively in a complex and rapidly changing world.
Facilitating the Whole System in the Room

Background
You are invited to join us at an exciting new seminar integrating systems change and personal growth. Facilitating the Whole System in the Room has been created for leaders and facilitators who want to increase their ability to help diverse workgroups achieve key goals.

“Facilitating” can be defined as a learnable skill necessary to the betterment of work groups and society. The seminar weaves together systems and self-knowledge into simple practices for whole systems improvement. You can do more and work less.

“Don’t Just Do Something, Stand There!”

You need not try to control people’s behaviour to get the right things done. Instead, imagine creating conditions under which people motivate themselves to do what needs doing. Your ability to do that will greatly increase by taking charge of your own anxiety about success and failure, meeting people’s needs, looking good, and resolving conflicting expectations. You will learn a few simple ways to control structure rather than a complex smorgasbord of do’s and don’ts based on trying to control behaviour, you will achieve more while “intervening” less.

These methods have been refined over 15 years in hundreds of large planning meetings in Africa, Asia, Australia, India, Europe, and North and South America. This seminar will not teach you any particular meeting designs, but rather it will introduce techniques applicable to any task-focused meeting where dialogue and cooperation are desired.

Workshop participants will learn to:

- Apply a system theory integrating organizational and group success with your own development;
- Manage polarized issues in yourself and in groups;
- Structure meetings for purposeful action;
- Keep groups from fragmenting over stereotypes and differences;
- Shift from either/or to both/and thinking and acting;
- Manage your own and a group’s

For more information about future search go to www.futuresearch.net
Facilitating the Whole System in the Room

The workshop presents a philosophy, theory and method for transforming diverse work groups of all kinds. This seminar, integrating system change and personal growth theories is for experienced facilitators and leaders who want to increase their capacity to help large, diverse groups stay task-focused and accomplish ambitious goals. Future search experience is not necessary for this workshop. The workshop runs for one afternoon, one full day and one morning.

Workshop Description

Since 1999 this workshop has offered hundreds of leaders and consultants a practical philosophy and theory they can apply right away. No specific meeting designs are offered. Rather the workshop focuses on the relationship between managing a work group and managing your own anxieties, judgements, and actions. The emphasis is on paying attention to the success of the whole. It can be summed up as “helping more by doing less”. Participants learn to apply “differentiation-integration theory” with techniques that help groups stay connected to each other and to the task. Experiential exercises complement theory. The method is relatively culture free.

Integrating Diverse Sources

The workshop is built on a theory and philosophy of facilitating. The workshop uses a series of simple experiences to increase your self-awareness and group leader competence. Four variations of “differentiation-integration theory”, based on the research and practices of valued colleagues we have worked with for many years.

These include John and Joyce Weir, whose “self-differentiation” workshops have helped thousands of people over four decades develop greater self acceptance and choice; Swedish social psychologist Claes Janssen, creator of the “four room apartment” (contentment, denial, confusion and renewal) – a core concept of dynamic group and personal change; Yvonne Agazarian’s Systems-Centred Theory ™, a practice that enables you to value and use polarities in ourselves and in groups as developmental resources even in moments of high anxiety; and Paul Lawrence and Jay Lorsch’s seminal insights into how organizational environments affect structure and behaviour, enabling or stifling growth depending on choices about how to differentiate and integrate functions.
Timing, Workshop Agenda, Accommodation and Registration Fees

Workshop agenda includes:

- Differentiation and Integration: A Core Concept of System Development
- Managing Boundaries and Roles
- Functional Sub-Groups: Understanding the Informal System
- Managing Polarities in Self and System
- Containing Anxiety and Owning Authority
- Skill Practice

Timing

Day 1 – 3.00pm to 8.30pm including an hour for Dinner
Day 2 – 8.30am to 5.30pm
Day 3 – 8.30am to 12.30pm concluding with Lunch

Accommodation

 Preferential rates have been negotiated with the Sunnyside Park Hotel for delegates needing accommodation. Please contact the hotel directly on 011 643 7226 or by fax on 011 484 2956. You can also book online at www.legacyhotels.co.za. Be sure to mention the name of the workshop to ensure conference related hotel rates.

Registration Fees

- The registration fee for the workshop is R4,500.00 including VAT. This includes dinner on day one, lunch and refreshments on all other days, parking and handouts of all speakers.
- Register before the 10th October 2003 and get R400.00 off your registration.
- Register 4 delegates and a 5th delegate can attend as our guest free of charge.
- NGO’s will receive a special rate, please contact Desiree Jansen or Elaine Dougherty for more information.

For more information please contact

Elaine Dougherty
Knowledge Resources
011 880 8540
elaine@knowres.co.za

John Goss
CINNABAR Global Circle
082 886 7116
jgoss@iafrica.com
Sandra Janoff, Ph.D. and Marvin Weisbord, co-directors of Future Search Network, have nearly 60 years of professional group leadership experience between them. They have led conferences all over the world and trained more than 2500 future search facilitators in Africa, Asia, Australia, Europe and North America. They are co-authors of Future Search - An Action Guide to Finding Common Ground in Organizations and Communities, 2nd edition (Berrett-Koehler 2000). They are members of the European Institute for Transnational Studies in Group and Organizational Development.

Sandra Janoff

Sandra was on the staff of an experimental high school in Philadelphia that pioneered team-based learning and student / parent / community involvement from 1974-1985. Her research on relationships among organization structure, decision making and gender led to a doctoral dissertation, "The Influence of Legal Education on Moral Reasoning," published in the Minnesota Law Review and in Feminist Jurisprudence (West Publishing, 1994). She has been a psychologist and consultant to large and small businesses, communities and non-profits since 1989.

Marvin Weisbord

Marvin was an organizational consultant in business firms and medical schools starting in 1969. He is a regular guest lecturer in the Organization and Systems Renewal Program at Antioch University (Seattle and Chicago). For six years he was an associate editor of The Journal of Applied Behavioral Science. He is author of Organizational Diagnosis (Addison-Wesley, 1978), Productive Workplaces (Jossey-Bass, 1987) and Discovering Common Ground (Berrett-Koehler, 1992), used as texts in dozens of colleges and universities.
REGISTRATION FEE

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EARLY BIRD
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ENQUIRIES & REGISTRATION
Fax:
Fax completed registration form to Desiree Jansen at (011) 880-8700/9829. Once payment has been made please fax through proof of payment. Registration will be confirmed once proof of payment has been received. Please note: No reservations can be confirmed until payment has been received.

E-mail:
E-mail completed registration form to: jansend@knowres.co.za. (Fax copy of deposit slip or proof of electronic transfer to confirm your booking).

Payment:
Cheques to be made payable to Knowledge Resources (Pty) Ltd and deposited. Please fax copy of deposit slip together with registration form to Desiree Jansen on (011) 880-8700/9829. Please do not mail any payments.

Direct deposits:
Nedbank Cresta Account No: 1913164489 Branch Code: 191305

Cancellations:
Should you be unable to attend, we will accept your written cancellation by no later than 31st October 2003. Thereafter, we regret we are unable to refund any fees, although in such case we would be happy to welcome a colleague who would substitute your attendance. This must please be confirmed in writing.

Registration Form

Please complete the form below, or a copy thereof and fax or e-mail it, together with your proof of payment to: Desiree Jansen at fax number (011) 880-8700/9829 or e-mail address: jansend@knowres.co.za

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| Postal Address: | | |
| Contact Person: | Email: |
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Special dietary requirements: ______________________ Delegates Name: ______________________

Total payment enclosed R______________ (All prices include Vat) Card No: ______________________

Cardholders: Visa/Master _____ Amex _____ Diners _____ Expiry Date: __________

If you require maps/venue information please go to http://www.kr.co.za or alternatively tick fax and we will fax a map to you. Fax No: __________

Date: ______________________ Signature: ______________________