

## GOALS OF THE SEMINAR CYCLE

- To become aware of the signals and the atmospheres of groups
- Getting to know group conflict and group dynamics on various levels
- Explore how to approach and deal with conflict in large groups

## CONTENT

- Recognizing power dynamics in interpersonal and group relationships and the way they effect communication
- Power and rank
- How to identify and work with rank differences
- The psychology of marginalization and its effect on personal experience and behavior in groups
- How to address and facilitate diversity in groups

## METHODS

Guided exercises (inner work), working in pairs, small group work and Worldwork-group Process. Short theoretical inputs with a lot of space for practical experience.

## TARGET GROUP

The methods of this seminar are being applied in conflict resolution, coaching, consulting and community work as well as in working with teams, leaders of organizations, especially around change processes.

## SEMINARTIMES

THURSDAY, 07. December 2017: 18:00 - 20:30

FRIDAY 08. December 2017: 10:00 - 17:30

SATURDAY, 09. December: 10:00 - 17:30

## PLACE, REGISTRATION AND PARTICIPANT FEE

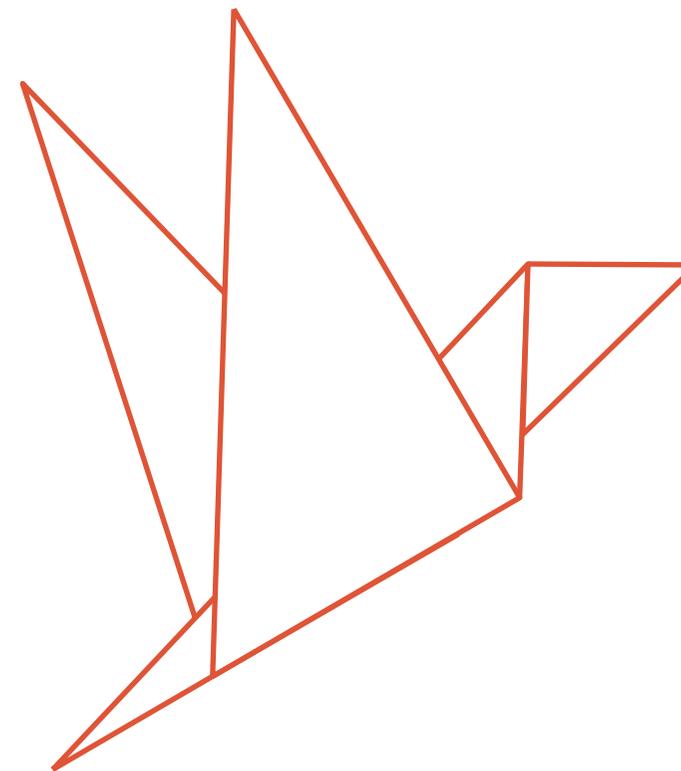
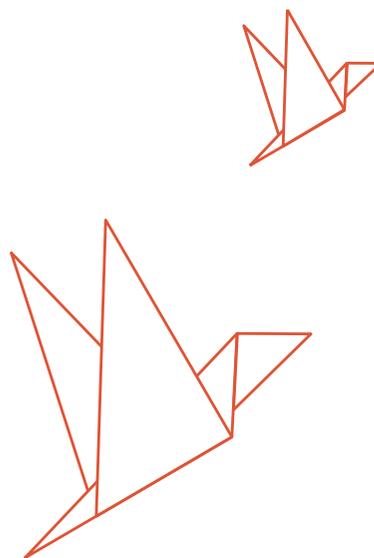
Place: Hamburg.. Detailed Informations will follow as you sign up.

Registration Fee: 450€ / early bird 380€ until 15.10.2017  
(19 % VAT included)

Seminar language: German and English (with translation into German)

Registration: max.barros@hipintegration.de

HAMBURG  
INITIATIVE for  
PRACTICAL  
INTEGRATION



## WORLDWORK & DEEP DEMOCRACY

Conflict  
in  
Large Groups

### CONTACT

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**HAMBURG, 07.- 09. December 2017**

## CONFLICT IN LARGE GROUPS

We are living in times where tensions in groups and communities can lead to extreme violence. More than ever, we need to come together and create space for dialogue and community building. In order for this to be sustainable we need communication and conflict resolution skills that help us understand and acknowledge our differences. This is essential in order to create communities that can hold diversity and multiple points of view.

We are also living in times where the complexity and the speed of change within organizations increase exponentially which creates new challenges for change management. Resistance has to be dealt with, very often in large groups, in order to involve as many employees as possible. New methods are needed to cover these needs.

This seminar provides a space to introduce and to work on helpful attitudes towards conflict (Deep Democracy). On the skill level, we will learn how to intervene in large groups settings and how to facilitate the direction a group is taking in an inclusive way.

## WORLDWORK & DEEP DEMOCRACY

Deep Democracy and Worldwork are terms that describe methods, attitudes and skills to facilitate group processes in various contexts. They emerged out of Process Work (also known as Process-oriented Psychology) and are being used all over the world to facilitate social fields of tension, stake-holder dialogues as well as to resolve conflict and facilitate meetings and discussions.

The focus of this approach lies on its inclusiveness of different levels of perception; besides content and goals there is an emphasis on body experiences, symptoms, dreams, fantasies, altered states of consciousness and communication blocks that influence the atmosphere.

Every group is viewed as a field that is being organized not only by intentional forces but also by unintentional forces. Often, these unintentional forces can unleash the creative potential of conflict and tension and pave the way to new and unforeseen paths that are beyond what was thinkable.

## FACILITATORS



**LUKAS HOHLER**, M.A., dipl. PW has studied conflict resolution in the USA and holds a diploma in Process Work. He is part of the faculty at the Institute for Process Work in Zurich (IPA) and the developer of the empowerment programs «Leaders Empowered» and «Teachers Empowered» that are being used in various parts of Europe. He is the founder of Grundkraft and Schulkraft, two organizations working in the educational field. Process Work has been his passion for more than 20 years.

[www.grundkraft.net](http://www.grundkraft.net)    [www.schulkraft.ch](http://www.schulkraft.ch)



**ALEXANDRA VASSILIOU**, Ph.D., dipl. PW has studied Process Work in USA. She lives in Greece and works locally and internationally as a psychotherapist and trainer for conflict resolution and communication. She is also consulting with NGO's around team development, supervision and communication training (Médecins Sans Frontières, Secours Islamiques France, SOS Kinderdörfer etc.)..