

*Training*

# *Conscious Leader & Facilitator*

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Leading teams with emotional awareness to trust, effectiveness and development

A photograph of three hikers with large backpacks walking away from the camera on a grassy mountain ridge. The hiker in the foreground is wearing a dark jacket and a purple beanie. The hiker in the middle is wearing a red jacket. The hiker in the background is wearing a dark jacket and a pink beanie. The background shows a vast landscape with a large blue lake or fjord, surrounded by mountains under a clear blue sky with a bright sun in the upper right corner.

**Dietz**<sup>o</sup>  
Training

# Why this training?

**Many organizations are currently in a state of upheaval.**

Formal hierarchical structures are being reshaped. **Network-oriented structures** with more self-organization and personal responsibility are developing.

Leadership is also undergoing fundamental change. **Leadership roles are becoming more varied, more diverse, more demanding.** In addition to the classic "manager" roles, the focus is increasingly on process leadership and facilitation - in other words, the conscious design of spaces in which people can develop and topics can be worked on. In presence and in virtual formats.

But what does it take for **people to be in good contact with each other** and also to advocate for each other? How can they become a team in which it is not about "being right" and "knowing better" but about developing new ways and possibilities together?

## With the training Conscious Leader & Facilitator

- you find your personal learning and development space,
- you lead teams and groups to trust, effectiveness and development,
- you become part of our community for Conscious Leaders staying connected with the other participants and us also after the training.

# Who are we addressing?

**People in responsible positions** who are looking for real change in meeting design, workshops and leading groups.

**Executives** who want to initiate a process of cultural change with their teams that will carry over to the entire company.

**Leaders** who want to establish with their team a culture of trust and effectiveness.

**Agile Coaches and Scrum Masters** who in addition to the tools they are familiar with want to safely move to the emotional level and thus become highly effective.

**Engaged change-makers** who have impact and want to join us in building a community for Conscious Leaders and Conscious Learning.

# As a Conscious Leader & Facilitator you advocate with *consciousness, power and efficacy* for:

Meetings that are  
**meaningful for all**

Conditions in which  
people **really listen** to  
each other

Team members who **feel they  
belong** and contribute - even  
the quiet ones

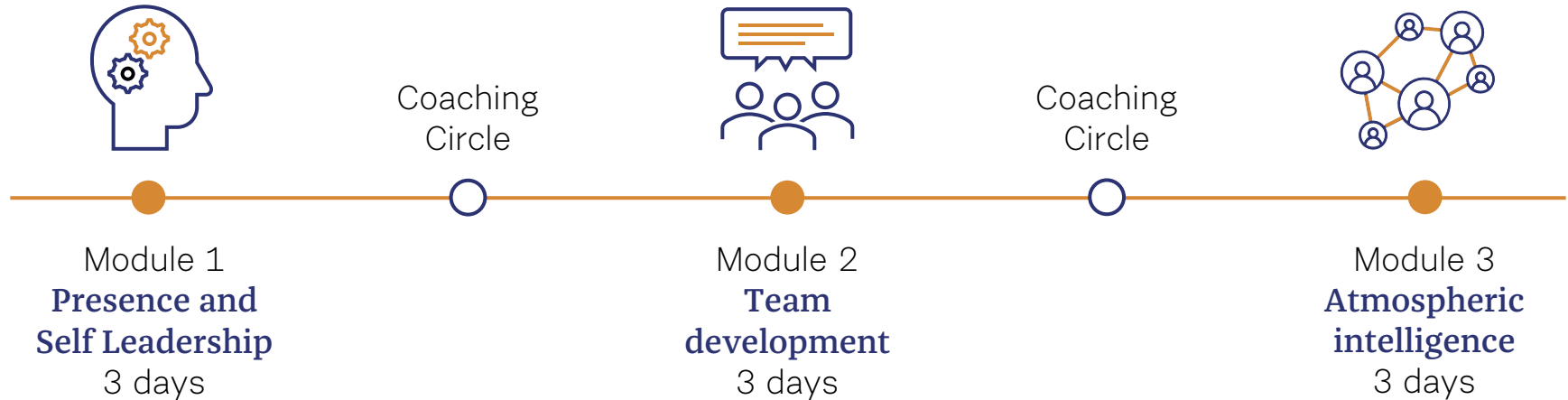
A space of **safety and trust** where  
vulnerability may be shown and feelings  
shared

A togetherness that is not about  
being right, but about **learning  
together**

Ensure agreements turn into **real results**  
that move your team forward and leave  
you with a desire for more

**Mindfulness and pausing** to avoid  
endless loops and unnecessary  
discussions

# The training at a glance



The training program extends over **6 months**. In between the classroom modules, you will be supported by **Coaching Circles** to gradually bring into the world what you have learned and to gain confidence through practice.



# Module 1: Presence and Self Leadership

## What is awaiting you in Module 1?

### Understand

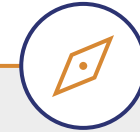
- Meaning of Conscious Leadership
- Model of the personality parts for conscious self-leadership
- Pausing, mindfulness, deepening as central core competencies
- Shifting between emotional and factual level

### Experience/Deepen

- Establish and communicate a clear vision of goals in meetings
- First experiences with the guidance of mindfulness
- Dealing with moments of uncertainty and not knowing in groups
- Becoming aware of and learning to overcome personal pitfalls in dealing with groups

### Act

- Create a personal map as a Conscious Leader in groups
- Prepare and conduct first meeting elements
- Gain first experiences with coaching circles according to Otto Scharmer



**You learn to lead yourself and your team into a space of trust and honesty.**



# Module 2: Team development

## What is awaiting you in Module 2?

### Understand

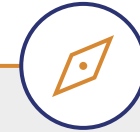
- Understand and reflect on basic virtues of effective teams
- Learn about working with tensions as a solution-oriented approach in organizations
- Strengths orientation as a key principle of team effectiveness

### Experience/Deepen

- Experiencing the importance of reflection processes in teams
- Self-responsibility in dealing with tensions
- Connection between strengths and own personality
- Relevance of psychological security for feedback and conflict culture

### Act

- Conduct a structured team reflection process
- Guide a team strengths-reflection process
- Create a safe space to express feelings and needs in the team
- Apply concrete feedback methods in the team



**You create safe spaces for teams.  
Tension-based.  
Relationship oriented.  
Focused on strengths.**



# Module 3: Atmospheric intelligence

## What is awaiting you in Module 3?

### Understand

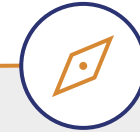
- Dialogue processes as a source of creative problem solving in complex and unfamiliar contexts
- Competencies for successful dialogues
- The tension between "I" and "we" in emergent processes
- The necessity of intermediate crises

### Experience/Deepen

- Consciously perceive different fields of conversation and languages
- Exploring and listening as key
- Addressing atmospheric issues, stimulating metacommunication
- Reflecting and integrating one's own insecurity

### Act

- Safely guide dialog processes yourself
- Strengthen the flow through regulation and interventions in the dialogue fields
- Designing a safe framework for dialogues and securing own/shared learning



**You learn to bring together a group of people with different interests and personalities in a constructive and creative dialogue.**



# *Sustainably effective: The Community for Conscious Leaders & Facilitators*

We want to develop a community together with you, in which we can

- learn with each other
- support us
- give us strength and inspiration

**You learn with us and among yourselves**

- through individual support during the training
- in the coaching circle between the modules



**You remain connected to each other and to us after the training through**

- a platform where we meet and inspire each other
- Alumni meetings on specific core topics

# Facts & Figures



## Scope

9 days attendance plus self-study and coaching circles in about 6 months

## Costs

5,400€ plus value added tax

## Participation

10 to max. 14 participants  
Two trainers from Dietz Training (depending on module)

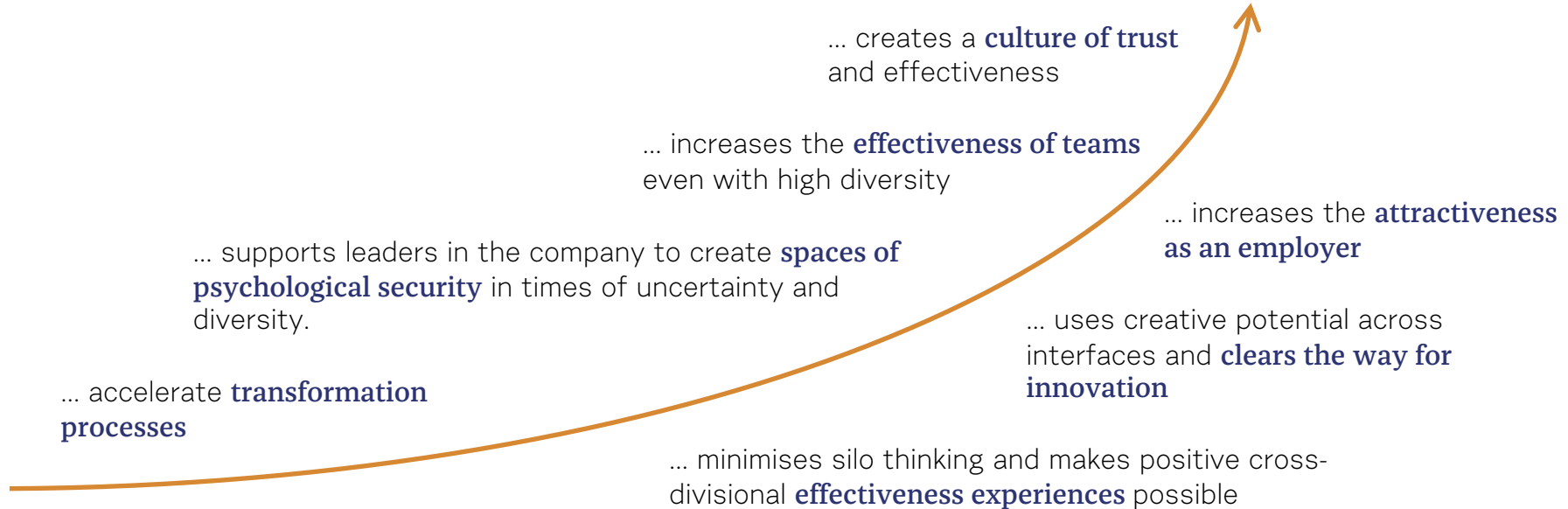
## Dates

You can find the current dates for further training [here on the website.](#)

## Location

Gut Sedlbrunn  
[www.gut-sedlbrunn.de](http://www.gut-sedlbrunn.de)  
If necessary due to Covid incidence, the training will be conducted in a virtual session.

# As a Conscious Leader & Facilitator, you bring tangible success to your company



# Your trainers



**Simon Hofer**

Simon's intention is to combine innovation strength and entrepreneurial success with humanity and a sense of purpose. As an executive in the automotive industry, he has championed self-organisation and helped develop the Loop Approach in practice. Since 2018, he has been accompanying people and organisations in transformation processes on the path to more awareness and potential development. Eye level, curiosity and compassion distinguish him as a coach.

His sources of strength are his love of his family with two small daughters and exercise in nature.



**Christian Macke**

Christian is fascinated by human nature: We all get up and want the best. And then sometimes one word is enough and we clash. How do we still manage to work together and have trusting encounters? And where can each of us start? As a former managing director of hospitals, he loves to look for ways in the complexity of how people solve problems together in the service of the common cause.

His sources of strength are his daughter, philosophical-humorous dialogues and retreats into the silence of nature.



**Gracia Thum**

Gracia has been coaching groups and individuals in Emotional Intelligence and Mindfulness for almost twenty years. It is important to her to make these beautifully sounding concepts tangible and workable. So that the participants feel safe when they go into uncertainty with groups. For her, less is more. Less effort, less content and more presence and ease.

Gracia has three grown-up children and lives with her family in Dresden. Her sources of strength are her relationship, good close friends and walks with her dog.

# Methodological foundations of the training

The work at Dietz Training is based on the fundamental principles of **mindfulness, emotional intelligence, body orientation** and an experimentally explorative as well as **experiential approach (Hakomi)**.

In addition, we have integrated important principles of some psychotherapy and counselling methods in this training and developed a mindfulness-based and at the same time goal-oriented facilitation approach. As a participant you will learn the basics of these methods.

## Module 1: Presence und Self Leadership

### Conscious Leadership

The Conscious Leadership approach distinguishes between a place of trust and presence from which groups and individuals operate - and a place of fear and confinement. It supports in leading oneself and others in effectiveness, creativity and joy.

### IFS – Internal Family System

The IFS model makes it possible in a clear way to integrate shadows of one's own personality and to make sustainable changes possible. We apply the model to the personality of the facilitator in the work with groups.

### Coaching – Circle according to Otto Scharmer

The coaching circle format creates space for intuitive exploration and cleverly uses the emotional level in the solution development.

## Module 2: Team development

### The LOOP Approach

With the seven virtues of effective organisations, we use a simple framework that helps to identify the next development steps of a team.

### „New“ Non-violent Communication

We use Non-violent Communication (also known as GFK or Rosenberg Model) to work with teams also on the level of emotions and needs. The focus here is on the attitude of the model, not the methodological subtleties.

### Strength orientation and positive psychology

Positive psychology is not so much interested in what people cannot do. Instead, it focuses on existing strengths and potentials. We bring this strengths orientation into the teams with the Gallup Strength Finder, among other things.

## Module 3: Atmospheric intelligence

When we focus our attention on creative dialogical processes that arise in the interpersonal, we have to locate our "I" in space on the one hand and look at the space between us on the other.

In exploring the "I" with its possibilities, limits and delusions, we use the latest findings of **neurobiology, brain and psychology research** and approaches of **Buddhist psychotherapy**.

**C.O. Scharmer and W. Isaac** in particular have worked on the creative potential that arises in dialogues between people. These dialogue processes are based on **philosophical approaches** that have been strongly influenced in recent history by D. Bohm and M. Buber.

# **Training: Conscious Leader & Facilitator**

**If you have any questions, we are happy to help!**

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**Christian Macke**

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**Gracia Thum**

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**Would you like to get to know us?**

**Information workshops on our trainings**

In a varied 1.5 hours, we will introduce you to our Dietz approach and give you an insight into our work and the structure of the training. The number of participants is limited to 14 so that we can respond well to you and your questions. Our info workshops are free of charge for you.



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**You can register for the training program and for the information workshops under <https://dietz-training.de/termine/>**