



Deep Democracy Institute

A Global Thinktank



we do change

# THE POWER OF DIVERSITY

Creating Space for Collaboration across Teams,  
Organisations and Countries

(A joint initiative between Global Leadership Academy, commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ), and the Deep Democracy Institute (DDI))

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BMZ



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## THE POWER OF DIVERSITY

The Deep Democracy Institute (DDI) and the Global Leadership Academy, the latter commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ), are introducing a new leadership and innovation lab called 'The Power of Diversity'. This lab brings together leaders and change agents working in social, academic, business and political contexts around the world to hone their real-time leadership skills, support and coach their organisations, teams, stakeholders and (potential) partners in generating new outcomes and embark on creative ventures.

### OVERVIEW

In today's world, polarisation seems to be a growing phenomenon that is creating unbridgeable divides. Governments, businesses, political institutions and religions are struggling to create a joint global vision for dealing with challenges such as climate change, energy shortages, and economic, environmental, political and religious polarisation. 'The Power of Diversity' explores new ways of bridging divides and harnessing the inherent power that exists in diverging and converging trends. It is a leadership and innovation lab which goes beyond traditional approaches of dealing with power and diversity by introducing concepts and practical interventions based on modern physics, the science of complexity and cutting-edge psychology. It includes a new approach to awareness training on rank and privileges, and trains leaders and change agents not only to manage diversity and power processes, but also to harness and develop their potential. They will learn to facilitate large, diverse groups of leaders from different countries and sectors, and to exploit their enormous potential. Together we will learn how to devise and implement new initiatives and projects.

## BENEFITS

'The Power of Diversity' will not simply be an 'ordinary' course with lectures and self-reflection exercises. Learning will take place in real-time situations within an ad hoc community comprising leaders and change agents with different cultural backgrounds from all over the world. Participants will all learn to facilitate and lead diverse groups in the midst of conflict, but also to devise, develop and implement projects together with international partners and to use the momentum to help tackle their own, ongoing challenges. They will learn management techniques for understanding and working with their own experiences, energy levels and ideas in a friendly yet challenging environment.

Participants will learn to understand groups, conflicts, visions and strategies from cutting-edge perspectives. They will have opportunities to practise using new interventions and tools to develop projects and organisations in their own sphere of responsibility. The lab will create global networks for a change of perspective.

### LEAD QUESTIONS

The dialogue process will be shaped by the issues and challenges that participants bring to the table. We have already identified a number of questions that representatives from different sectors may seek to address in the context of the lab and their own work: How do I as a leader or change agent promote individual power and diversity (divergence) while bringing unity and synergy (convergence) to the system? How can we rapidly work through conflict and divergence in our own team so we don't lose impact in the field (market, community, etc.)? How can we proceed with our vision and strategies in a fast-changing and complex world? How can power and diversity within a group be handled together in a way that increases impact and efficiency? How can leaders achieve a perfect distribution of power? How do we negotiate with systems that seem inert and rigid?





## METHODOLOGY

The event is a multi-stakeholder dialogue process taking place over a period of eight months. It includes:

### Personal encounter:

Our learning community will meet for three three-day periods in different places (nine learning days in total, large-group processes, small training groups and individual personal development exercises, mini-lectures, discussion groups). The first module will take place in March 2015.

### Small learning teams:

During the first module, we will create small, project-focused learning teams. Your learning team will support you or collaborate with you in creating a project which allows you to immediately apply what you are learning. The small learning teams will remain in contact throughout the eight months of the lab.

### Coaching:

You will receive up to four individual coaching sessions (60 minutes each). In these sessions you will receive support in your personal development and in implementing your project.

### Project development:

You are encouraged to develop and implement (or start implementing) a project in the context of your work which explicitly focuses on questions of power and diversity or in which questions of power and diversity play an important role.

The multi-stakeholder dialogue process is based on Deep Democracy, a whole systems approach that can be used to facilitate groups, resolve conflicts and promote personal and professional development within the external context of a project. It reveals hidden powers within systems as well as the diversity of viewpoints and stakes. Moreover, it gives seldom heard parties a voice and fosters new approaches

to systemic action and to the conscious application of power. Deep Democracy is a cohesive approach that combines elements of modern physics, systems science and psychology. Your personal development and the organisational development of the system in which you work are regarded as being interconnected. Our facilitators will assist you in developing your projects and help facilitate the process of creating a learning environment, covering the various steps involved.

## WHO SHOULD ATTEND

We are looking for experienced leaders and change agents who are keen to work on their own causes, brands, and visions while incorporating a process of collaboration that values play, conflict and resolve, negotiation, support, and competition with partners and stakeholders. We have designed a programme for leaders and change agents who want to get to grips with the tools and gain the personal experience needed to put these values into practice.

We are looking for participants who are ardent learners and early adapters, but who have their feet on the ground and desire practical, measurable results, greater impact in their own sphere of responsibility, and more joy in their achievements. We are seeking innovators who are ready to step out of their comfort zones to develop as people and groups. At the same time, we know how much curiosity, open-mindedness and psychological stamina it takes to open oneself up to a new paradigm while being part of a highly diverse system with the potential for conflict.

Finally, we hope to identify leaders and change agents with the energy to contribute to the big picture. We must learn to get along with the other stakeholders around us, be they consumers, providers, the young, parents, the elderly, politicians, scientists

and academics, the government, social media activists or farmers. We can no longer afford to disregard any one group. Collaboration and relationship boost impact and cohesion.

The Learning Community will comprise leaders from various sectors of society and from different countries in the global North and South. Professional backgrounds will include: business (major corporations, small and medium-sized enterprises), government & policy-making, civil society (NGOs, (social media and the arts) and academia. We see organisations and systems as taking part via the participants. Participants will convene from around the globe, with a focus on specific regions. These will include Europe, the Commonwealth of Independent States, the Middle East and North Africa.

## The modules

### Module 1: 27-29 March 2015 in Vienna, Austria

The first module will focus on self- and team-coaching to understand conflict and difficulties as a natural process in identifying your own nature and strengths.

**Learning objectives:** to identify innate solutions within complex systems; to find your own style of innovation within your team, organisation or system – and to discover congruency amid inner conflict and turmoil.

### Module 2: 5-7 June 2015 in Istanbul, Turkey

This module will focus on personal development, new

relationships and global evolution on a practical level for the purpose of achieving results in the participants' sphere of responsibility.

**Learning objectives:** to discover hidden process structures in groups, and allow new creative identities to emerge; to create new partners and projects by working with conflict and polarisation.

### Module 3: 18-20 September 2015 in Berlin, Germany

In the last module, the main emphasis will be on creative project management, clear goals and results, teamwork and accountability.

**Learning objectives:** to apply process structure analysis; to implement this awareness in practice in your leadership.

## Fees/registration

Course fee: EUR 6,000 (travel and accommodation not included). In order to promote maximum diversity within the group, a number of scholarships will be awarded. Please contact us for fees if your whole team would like to participate.

To register, please write to [leadership-academy@giz.de](mailto:leadership-academy@giz.de). Participation will be guaranteed upon receipt of payment. Registration ends 31 January 2015. Please enquire about our cancellation policy. One of our team members will be pleased to help clarify expectations and discuss whether or not this course is the right choice for you.

## COOPERATION PARTNERS:

The dialogue process is co-hosted by the Deep Democracy Institute (DDI) and the Global Leadership Academy (the latter commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ)). For more information, please visit [www.giz.de/leadershipacademy](http://www.giz.de/leadershipacademy) and [www.deepdemocracyinstitute.org](http://www.deepdemocracyinstitute.org), or e-mail Martina Maurer, Global Leadership Academy ([martina.maurer@giz.de](mailto:martina.maurer@giz.de)), and Max Schupbach, DDI ([max.schupbach@deepdemocracyinstitute.org](mailto:max.schupbach@deepdemocracyinstitute.org)).

## IMPLEMENTATION TEAM:

Martina Maurer, Jan Wesseler (Global Leadership Academy), Dr Ellen Schupbach, Dr Max Schupbach (Deep Democracy Institute).

## TRAINERS / FACILITATORS:

Dr Max Schupbach (President of Deep Democracy Institute, Co-founder of Process Work)

Dr Ellen Schupbach (Seminar Leader and Executive Director of Deep Democracy Institute).

