

**Uitnodiging: SoL Heartbeat Deep Democracy**

**Datum: donderdag 10 juni 2010 - 15.00 - 18.00 uur**

**Locatie gewijzigd: The Hub Amsterdam ([www.the-hub.net](http://www.the-hub.net))**

Deep Democracy is a method toward effective collective decisions, offering a set of tools and practices for engaging different stakeholder groups to gain real commitment.

- Is your group or organization having a difficult time with collaborative decision-making?
- Do you find yourself in situations where your team members are working against each other?
- Is your organization experiencing resistance to or sabotage of new initiatives and change?
- Are some members of your community disengaged, disempowered and struggling to find a voice?
- Are you looking for a way to harness the energy of conflict and turn it into fuel for productive group processes?
- Do you need to build your leadership capacity to better navigate complex and turbulent relationships?

Deep Democracy provides a transformative toolkit for individuals and groups looking to increase their capacity to succeed in turbulent times. The methodology is quick to learn and easy to use and will enable you to accelerate collective decision-making processes; create buy-in and commitment around agreement; include the voices of those typically excluded in conversations; empower individuals and strengthen groups as a result of working through conflicts; improve efficiency and performance of groups.

Deep Democracy is a global tool in use in over 20 countries demonstrating that DD can help resolve seemingly impossible-to-solve issues, obtain buy-in at all levels, and offer a collaborative approach to groups, communities and organisations. Deep Democracy tools are being used by leaders and managers at all levels in organizations, consultants, coaches, facilitators and others working with groups and individuals.

Developed in post-apartheid South Africa, Deep Democracy is a facilitation methodology particularly useful for resolving relationships and group dynamics that are emotionally charged or marked by diversity and difference. The methodology reaches “deep” in that it goes far beyond the conventional methods of facilitating the exchange of ideas and instead surfaces values, beliefs, and attitudes, which inform and enrich the group’s process. It is “democratic” in that it emphasizes that every voice matters and that decisions are wisest when majority and minority voices are both valued and included.

This Heartbeat will be facilitated by Lara Toensmann and Bente van Alphen. Both are organizational consultants, working around change management and sustainability, and are trained Deep Democracy instructors. This event will provide an introduction to some theory and allow you to experience a sample of the tools in practice.

**Aanmelden:** Uiterlijk 4 juni a.s. op [secretariaat@solonline.nl](mailto:secretariaat@solonline.nl)

**Deelname:** Leden betalen € 35,00; niet-leden € 50,00, bij aanmelding te voldoen op rekening 62.88.74.200, ABN AMRO Bank te Wijk bij Duurstede, tnv Society for Organisational Learning, onder vermelding van **je naam** en **Heartbeat 10 juni 2010**. Op de bijeenkomst ontvangt u een bewijs van betaling.