

Large Group Interaction: Engaging the Whole System for Change

July 3-5 in Potsdam, Germany

Trainers & Facilitators:

Paul Tolchinsky (USA) & Helga Lensch (Germany)

Most change processes in business contexts start with good intentions - and then do not live up to their goals and expectations. Why? Because they do not engage the whole system in order to create, implement and sustain a paradigm shift. In this 3-day workshop you will learn how to design and facilitate interactive processes that engage a critical mass of people - leaders and employees - to realize fast and sustainable change.

Learn how Whole-Scale Methods can be applied to accelerated change in an organization, for single large group events as well as longer change processes like strategy development, organization design work, leadership alignment and cultural change. Explore how to build and sustain the momentum for change!

This workshop is designed and run as an actual Large Group Event with lots of fun, group-experience and opportunities for hands-on exploration and reflection. You are encouraged to bring your own case studies, practice new tools and techniques and learn from other participants and your trainers.

Whether you work as an external facilitator/consultant or internal change agent at a company or public service, you will:

- Train yourself in designing and facilitating for large groups of people
- Understand and apply the underlying principles, theories and models of large group interaction
- Explore how to engage large groups of leaders, teams and individuals in decision making, problem solving and setting direction
- Address inclusiveness, participation and the “collective genius” in your designs
- Understand how to include culture, emotions, spirit and mindset in your processes
- Practise hands-on to design large group events and longer change process, intent on engaging the whole system

- Engage with us in our whole workshop system for change!
- Leave with new insights and ideas!

Your Facilitators & Trainers:



Paul D. Tolchinsky

... is a US-American grandmaster in Organization Design. He is officially retired but still is Managing Partner of “Performance Development Associates” and now lives in Scottsdale, Arizona, USA. Paul has been consulting to major corporations around the world for over forty years. He has extensive experience in managing large system change efforts, redesigning organizations (both public and private sector), employee involvement and participative work systems. He has a PHD in Organization Behavior and Design and is the author of over 50 articles and the co-author of two books on Large Group Methods: Whole-Scale Change - Unleashing the Magic in Organizations and Whole-Scale Change Toolkit. Paul is a consultant, trainer and speaker in Europe, Australia, India, Brazil, Singapore and China.

Helga Lensch

... is a skilled organization designer, facilitator and trainer with over 30 years of experience. She is Managing Partner of “Medienbüro Babelsberg” in Potsdam, Germany (next to Berlin). Helga enjoys training with single clients as well as designing and facilitating engaging participatory workshops and conferences. She has been granted certification by the international Certification Program for Organization Design Professionals (CODP) which endorses individual organization design professionals that meet a global set of requirements. She is also a certified Facilitation Professional of ICA, Toronto in Canada. Helga has a broad-range of clients in large corporations and the public sector.

OUR AGENDA IN A NUTSHELL

<p>DAY 1: 8:30 – 18:00 / Registration starts at 8 am (Lunch approx.. 12:30 – 13:30)</p>	
<p>MORNING</p> <ul style="list-style-type: none"> - Purpose and Agenda - Connection before Content - Overview of Systems Thinking - Learn Key Whole-Scale Change Principles 	<p>AFTERNOON</p> <ul style="list-style-type: none"> - Basic Models Review - Whole Scale Event Planning I <ul style="list-style-type: none"> • Designing Experiences • Case Work • Application - Debrief, Feedback and Close
<p>DAY 2: 8:30 – 18:00 (Lunch approx. 12:30 -13:30)</p>	
<p>MORNING</p> <ul style="list-style-type: none"> - Reflection on Day 1 - Deep Dive: Exploring Design Choices - Whole-Scale Event Planning II <ul style="list-style-type: none"> • Design an Event • Case Work • Application 	<p>AFTERNOON</p> <ul style="list-style-type: none"> - Whole-Scale Event Planning CONTINUED <ul style="list-style-type: none"> • Design an event • Case Work • Application - Facilitating in Large Groups - Debrief, Feedback and Close
<p>DAY 3: 9:00 – 16:00 (Lunch approx. 12:30 – 13:30)</p>	
<p>MORNING</p> <ul style="list-style-type: none"> - Reflection on Day 2 - Principles of Whole-Scale Design: The Heart of the Work - Integrating Project Thinking & Whole-Scale: <ul style="list-style-type: none"> • Building entire System Engagement over Time • Roadmaps for Change 	<p>AFTERNOON</p> <ul style="list-style-type: none"> - Integrating Project Thinking and Whole-Scale CONTINUED - Final Practise & Summary of Results - Debrief, Feedback and Close

Workshop Materials:

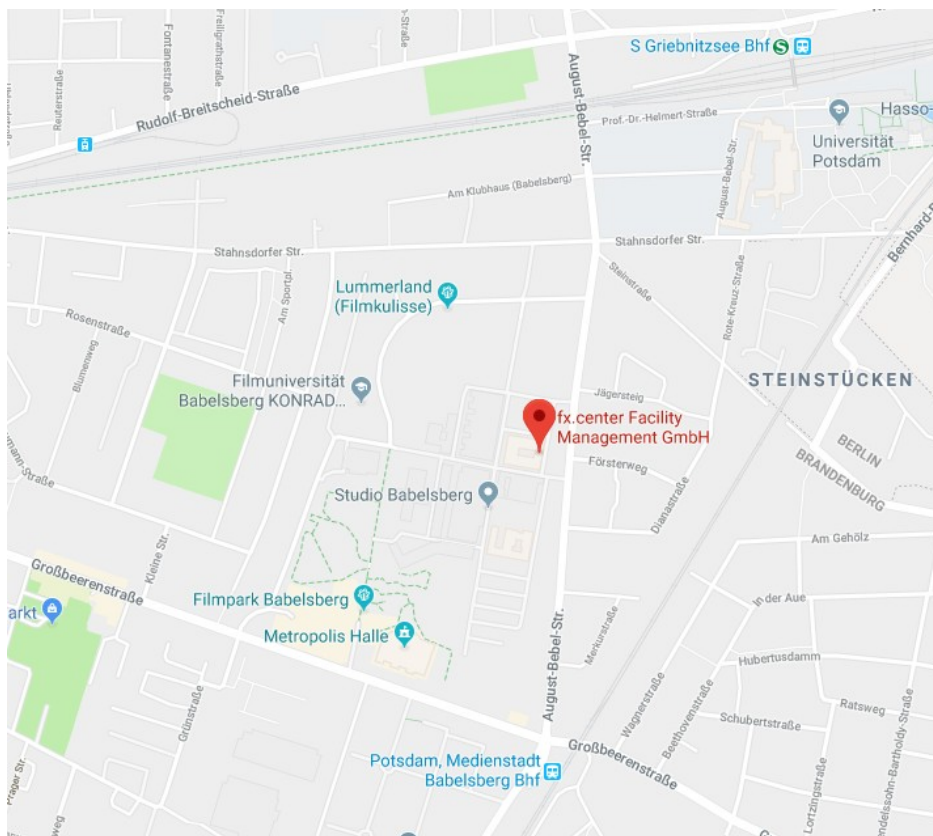
For every participant, the workshop includes copies of the books: “Whole-Scale Change: Unleashing the Magic in Organizations” and the “Whole Scale Change Toolkit”. In addition, we will provide case examples and detail designs for you to take home. Bring your own case and we will work on it, real-time during the workshop.

Venue:

The workshop takes place in the Media City of Potsdam, Germany which is easily assessable by public transportation from Potsdam Main Station and from Berlin City.

Address: fx.Center, Room 2.21, August-Bebel-Str. 26-53, 14482 Potsdam

route planner: <https://goo.gl/maps/gaViGEw2RjK>



Get your ticket:

The workshop fee includes your ticket to participate and the catering during the workshop (hot & cold drinks & snacks). You can bring along your own lunch or pay for it at your own expenses in the two canteens on location.

Make sure you sign up early to secure your spot in the workshop.

Regular ticket: 1.950,00 EUR incl. VAT

EODF Members: 1.750,00 EUR incl. VAT

**Young professionals under 28: 1.250,00 EUR incl. VAT
(Please send a copy of a photo ID for proof)**

**Early Bird Ticket: 1.650,00 EUR incl. VAT
(Book until April 1 to get it!)**

Please remember: We work on a strict basis of “first come, first served” for this workshop.

If you would like to join in and participate please send an e-mail to Helga:

lensch@medienbuero-babelsberg.de and pay your fee for admission to:

medienbüro babelsberg GbR, IBAN: DE19 1007 0848 0314 9770 00,
BIC: DE UT DE DB 110

After your payment, send another e-mail to Helga: lensch@medienbuero-babelsberg.de to inform her about your payment. As soon as the money is on the above account, you will get a written confirmation from Helga that you have a guaranteed space in the workshop.

Cancellation Policy:

You can cancel your confirmed participation with a refund of 80% of your fee until May 15, 2019. Between May 16 and June 14 the refund will be 50% of your fee, after June 15 and the beginning of the workshop on July 3 please understand that we will not be able to reimburse your payment.

Hotel Suggestions:

Close to our location Media City Potsdam:

1. Avendi Hotel am Griebnitzsee (single room approx. 90 EUR)
<http://www.seminaris.de/hotels/avendi-hotel-am-griebnitzsee-potsdam.de>
2. Hotel Babelsberg (single room approx. 75 EUR)
<http://www.anno-1900-hotel-babelsberg.de/>

3. Filmhotel Lili Marleen(single room approx. 65 EUR)
<http://www.filmhotel.potsdam.de>

In Potsdam´s City Center:

1. Nh Hotel Potsdam(single room approx.. 80 EUR)
<https://www.nh-hotels.de/hotel/nh-potsdam.de>
2. Mercure Hotel Potsdam City (single room approx.. 75 EUR)
<https://www.mercure-potsdam.com>
3. B&B Hotel Potsdam (single room approx. 55 EUR)
<https://www.hotelbb.de/de/potsdam>