

Introduction

Organizational Transformation through Evolutionary Leadership

Traditional business development is focused on the discovery and use of opportunities that promise an immediate profit. Our program adds to this model by introducing methods and attitudes to develop Evolutionary Leadership.

Evolutionary leadership understands that we need well-grounded relationships in stakeholder organizations. Customers/clients and sellers/providers must work together within a larger context that includes the environment. Sustainable enterprise becomes community building.

Classical leadership looks at achieving results through rational business strategies, in which clients, competitors and resistances within an organization are considered opponents to be overcome. Evolutionary leadership sees all of these groups as part of a larger community, and builds relationships with them. Our methods increase collaboration and decrease resistance, using psychology and awareness. It is transformational because it focuses on “mindset”. Evolutionary Leadership can be developed everywhere: in educational institutions, in government and non-government organizations, in business, and in politics.



Deep Democracy Institute - is a global leadership think tank, based on multi-dimensional process-oriented leadership, an interdisciplinary approach that integrates physics, psychology, non-linear dynamics and aboriginal wisdom. This global network facilitates supports and implements leadership initiatives for sustainable local and global development. Increased productivity and economic success are not the goal, but a by-product of the process.

The Training *

Evolutionary Leadership in Business

Module 1: Evolutionary Leadership – the Stakeholder Organization

Evolutionary Leadership and the Multi-Dimensionality of Vision; discovering personal, team, and organizational vision. Evolutionary leadership focuses on the connection between these three dimensions. We will teach methods to discover and access the power of vision for yourself, your team, and your organization. Behind vision lies a team or organizational myth (mythos) - myth is a concept that describes a time and space invariant direction of an organization that is constant, but continually finds new expressions. Myth and vision give rise to a particular strategy. This first module will show methods to develop your organization independently without being forced to blindly compete, or withdraw into survivalism.

Module 2: Dancing with Resistances

During this module we will work with resistance within the team, oneself, and the outer world. We will focus on changing markets, changing environments, changing policies, lack of money, and the lagging economy. We will teach methods to transform outer disturbances and the oppression of the times to reconnect with vision and flow, which also brings new ideas to the market.

Module 3: Strategy Design - "Breath-by-Breath Strategy Development"

You have the vision and the ability to deal with complications; now it's time for a basic strategy design. "Breath-by-Breath Strategy Development" is strategy development from the ground up. We will focus on the client-oriented organization. We will cover business development, leadership and service, and the concept of service as dictated by the larger field. We will discover how to go about doing what you do. We will learn methods to discover the three-dimensional strategy; A strategy must "think good, feel good, and smell good".

Module 4: Beyond the Horizon - Evolution, Progress and the Future

This module focuses on achieving results. We will study how to invest in the future. We will plan a long-term strategy and update our vision. We will learn ongoing inner work methods for daily practice and the Zen of Deep Democracy. We will address Evolutionary Leadership as a practice.

** This annual learning program on Organizational Transformation through Evolutionary Leadership is part of the three-year program of the Deep Democracy Institute in Eastern Europe and Central Asia. Certificates are given upon completion of the annual program and the three-year program. To learn more about our leadership program, please go to our website.*

The Facilitators



Max Schupbach, Ph.D. (www.maxffx.net) is a Certified Processwork Diplomate living in Portland, Oregon and an internationally acclaimed trainer and facilitator. Together with Army and Amy Mindell, he is part of the original group that founded Process Work. He has co-founded, developed, and lead many of its training centers in North America, Asia, Australia, and Europe and Africa. He is president of maxffx, a consulting group working worldwide with organizations, including Fortune 100 Corporations, International NGOs, Government Agencies, and religious communities. He has facilitated gatherings of Australian Aboriginal communities and Native North American Tribes and coached multi-ethnic executive teams in South Africa. Among his clients are also Polish, Baltic, and Russian teams, pre and post Perestroika, and executive teams composed of Eastern and Western members soon after the reunion of the two Germanies. Max has facilitated community building with Croatian and Serbian members in refugees camps during the Yugoslavian war, and relationships between prison inmates, correctional personnel, and prison administrators in high security prison settings. He has conducted many public open forums with up to several hundred participants on issues and questions of public concern: a recent open forum focused on Islam, Jewish, and Christian relationships in Germany. He is leading the development of the training programs in DDI and is also the president.

Ellen Schupbach, Ph.D., Dip. PW, is a Certified Processwork Diplomate who specializes in the personal development of the leader and facilitator. She wrote her doctoral thesis on the spiritual experience of the facilitator and coach. Ellen is co-founder and executive director of the Deep Democracy Institute, a Global Think Tank that researches leadership issues worldwide, and aims to create leadership trainings to develop more collaborative systems in today's diverse societies. She has been co-creating training programs for Palestine, the USA, UK, Ukraine, and Kenya.

additional facilitators may include...

Josef Helbling, Ph.D., Dip PW is a Certified Processwork Diplomate, trainer, coach and facilitator in private practice in Switzerland. Josef has lead training seminars worldwide for over 20 years, and is a key trainer in training programs of countries like Switzerland and Poland. Josef has extensive research experience and his articles are published in well-known scientific journals. Josef is the Deep Democracy Institute's Director of Program Evaluation.

Stanford Siver, Ph.D., Dip PW is a therapist, facilitator, and certified Process Oriented Psychologist. He's most excited by exploring the relationship between our inner experience and community, organizational, and global conflict and helping groups use their own awareness to facilitate conflicts and optimize group and individual performance. He is an independent consultant and co-founder and Development Director of the Deep Democracy Institute.

Ruth Weyermann, Ph.D., Dip. PW, originally from a pedagogic background, discovered her interest to empower individuals and groups on a deeper level. She holds a Ph.D. in Applied Psychology from the University of Basel, Switzerland. Ruth is currently working as a coach and facilitator with individuals, couples and teams. Her interests include leadership development, research on efficacy in coaching, and applied qualitative research in mainstream academic settings

Investments

- The cost of one module varies from country to country, depending on the currency and the financial climate in the region. For example one module in Kyiv, Ukraine, is set for 2700UAH/340 USD.
- For 3+ people from the same organization, and for those who would like to study for 3 years at the DDI program, there is an offering of a special discount.
- The first module of the Organizational Transformation through Evolutionary Leadership will take place in Kyiv, Ukraine, on November 12-15, 2010. The dates of other modules or this annual program are yet to be determined.

Contact us for More Information and Registration in Kyiv

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What do DDI participants say? (June, 2010)



"I'm very grateful to the fate for bringing me into the Deep Democracy Institute to go through the leadership program. This program was transformational for me. Besides deep

changes on a personal level, the biggest learning professionally-wise was around meta-skills that I need in my work with top-management, team or organization as a whole. I would like to bring this aspect of the program forward, realizing that lots of business education is built around formal and functional skills that rarely help leaders cope with the uncertain reality to find business solutions. One would need meta-skills to find vision, energy and the organization's direction. Leadership style based on meta-skills seems to be the paradigm that would help many leaders of the new world to solve the toughest problems of business, and life overall."

Vladimir Chepurnoy, *Business trainer, Coach for Strategic Development, Moscow.*

"Learning experience in the Deep Democracy Institute is a great opportunity to become more aware of myself, pay attention to important things and questions that I usually prefer to omit in daily routine. I learn to see my reflection in the eyes of other people, and learn to love people more fully. I very much hope that skills and knowledge that I obtained in the Institute will help me not only to listen to the World better, but to talk and interact with the World as well. Also, there is a wish to become more confident and find the inner power not to give up, while taking care and helping others, at the same time. Thanks to the program, I've opened the inner source within myself that gives energy - not only to myself, but to my team as well."

Viktoriya Babiy, *Managing Director of the Youth Human Rights Group, Kharkiv.*

"What I've taken away from the leadership program and hope to carry on is the fact that conflicts could be a good reason for interaction and deeper relationships to emerge. Another take-away is that in any situation, meeting or encounter with people, it's crucial to act. Everything that Max and Ellen Schupbach shared during the seminars helped me see life situations more consciously, looking inside myself and getting back to my personal vision, and from that grounded and calm position - participate in the conflicts or difficult situations that often scare me because of an unpredictable human factor. This is already working in my life, as soon as I can really see on a deeper level by practicing it all the time and having faith in a human being, his/her innate love and ability to take it all easy. I'm thankful for a great opportunity to be on this journey together."

Marina Zavolovskaya, *Business-analytic, Moscow.*

"I came to the leadership program with the intention to learn the techniques of process-oriented approach. During the last two years I've learned a lot more than that. Every module is an opportunity to learn about life, and develop myself personally and professionally. DDI teachers help discover the inner sources of the self, and life energy that help in all various processes, not only at work. Thanks to Ellen and Max Schupbach I deeply realized that it's not wise to divide life into personal and professional, individual or collective. Because all these are the integral elements of the bigger self. I've become aware that I could feel myself complete only if I respect and have gratitude for the things that are happening around me. Because everything that happens to me and around me at this moment, is something that helps me move forward and develop. Thanks to the new knowledge and skills I feel that my life very rich and has meaning."

Polina Pavlova, *Director of "Business-Synergy" Consulting Center, Kyiv.*

"At some point of lifetime every business man and a leader faces a situation, when development of competencies no longer helps the company and career move forward. Then the need in personal and spiritual development comes to the fore. Of course, DDI

seminars may not be the panacea or the only way for it, but they provide an immense support and help to become more aware and accept life experience fully, practically applying the learnings in everyday reality. Time and money spent for DDI seminars is the best investment.”

Tatyana Zhdanova, Directore of Brandhouse Agency, Kyiv.

