



Capacity Building Courses – Overview *Skills for an Interdependent World*

Hone Your Capacity to

Listen

Listen to the wisdom within and around you, and to what Life is presenting on multiple levels - from external 'data' to the more subtle, empathic levels of human experience; from personal to collective.

Communicate

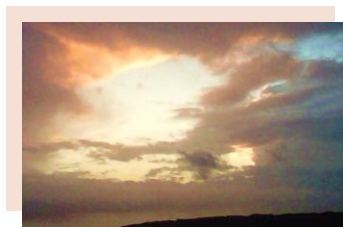
Relate in ways that support the discovery, acceptance, development and application of your unique gifts and talents, and of the gifts and talents of others.

Create

Act upon the inspired wisdom that arises through the stillness of your open heart and mind. Develop tangible resources that meet the needs of others. Co-create simple, effective systems.

Strengthen Your Ability to:

- Be present, here now, with the willingness and ability to respond (not react) to any situation.
- Access your inherent wisdom. Sense emerging patterns.
- Recognize and transform limiting beliefs and patterns of behavior
- Live in the present, while responding to the emerging future and learning from the past
- Lead and manage in balance – Break new ground while optimizing what's already working
- Address fundamental challenges, and act with integrity
- Appreciate and utilize difference
- Increase participation, contribution, and sustainability
- Communicate openly
- Engage in relationship-centered processes to accomplish emerging and clearly defined goals



*As human beings our greatness lies not so much in being able to re-make the world,
as in being able to re-make ourselves.*

– Mahatma Ghandi

CAPACITY BUILDING PROGRAMS

The following experiential programs assist individuals and organizations to develop their capacities to affect positive social change. Participants hone their ability to connect and interact more deeply from the integration of surface data, their higher wisdom, and from individual and collective awareness. They strengthen their emotional intelligence and gain insight into different styles of leadership and communication. And for those who choose to do so, they learn how to resolve conflicts, coach for self discovery, facilitate emotional maturity, and co-create their future from an awareness-based consciousness.

All of the topics here are available as capacity building programs, and as speaking topics. All sessions are tailored to meet your specific interests, and to assist you in accomplishing your goals.

Please contact us for a *cost free conversation*.

Presence, Sensing and Listening

Purpose

Connect more deeply to your higher self and to what wants to emerge in the world.

Develop the core skills necessary to resolve economic, ecological, social, and spiritual crisis.

Learn to

- Focus internally
- Meditate – simple practices to ‘be here now’
- Increase awareness-based consciousness
- Develop the ‘sixth sense’ of each of your senses
- Listen on literal, metaphoric, soul, and spirit levels
- Integrate multiple sources of information and wisdom
- Recognize emerging patterns

The Enneagram: Understanding People

Purpose

Enjoy richer relationships. Understand what motivates people to act the way they do. Appreciate and utilize difference. Resolve challenges. Communicate and lead effectively.

The Enneagram is an ancient, multi-dimensional model for understanding what *motivates* the behavior of nine core personalities and three instinctual drives. Using this dynamic, inclusive resource:

Learn

The nine core personality drives, and their

- Gifts and Challenges
- Relationship Needs and Preferences
- Pathways for Emotional Growth
- Leadership and Communication Styles

and also how each of nine personalities and three instinctual drives:

- Deals with Their Fears
- Responds in Security or Reacts in Stress, and
- Makes Their Unique Contribution

Emotional Intelligence and Beyond

Purpose

Use your emotions to understand yourself and others, and to communicate more effectively.

Learn

- What emotions are, and their purpose, meaning, and what they can tell us (when we listen)
- Different behaviors and attitudes associated with each emotion
- Relationship among emotions
- How we tend to misuse emotions
- How to more effectively use emotions to understand ourselves, and communicate with others
- About ego and its purpose
- What shadow is, and its opportunity for growth
- What Presence is, how to develop it, and how to use it to learn from our emotions
- What Limiting Beliefs are – and a brief introduction on how to resolve them at their cause

Emotions and the Six Levels of Emotional Maturity

Purpose

Increase your ability to facilitate your own and others' growth by understanding 1) the process and stages of emotional growth, and 2) your own and others' subjective perspective. These will help you meet people where they are; more objectively evaluate a person's potential for both knowing what's right, and doing it, and; aid willing individuals to facilitate their own emotional growth.

Learn

- Stages of Ego Development and their Associated Needs
- Process of Maturation, and
- Hierarchy of Emotions
- Raising Your Emotional Home Base
- Signs of Emotional Maturity
- Six Levels of Emotional Maturity and their Associated Behaviors, Risks, and Developmental Tips
Six Levels: Leader – Doer – Coper – Opposer – Manipulator – Victim
- Integrity-based Leadership Styles – Integrating the Enneagram and Levels of Emotional Maturity

How to Resolve Conflict and Resistance

Purpose

Energize your organization by resolving conflict and resistance at its cause versus at its repeating symptomatic level. Restore vitality to move a relationship or project forward.

This course integrates *Emotional intelligence and Beyond* with how to recognize and resolve 1) 7 Obstacles to Change, and 2) Limiting Beliefs and Patterns of Behavior.

Learn

- The 7 Obstacles to Change and How to Resolve Them
- How to Recognize When You are 'Stuck' in a Limiting Belief
- How to Resolve Limiting Beliefs and Patterns of Behavior at Their Cause
- How to Access Your Inherent Wisdom to Move Forward
- The Power of Choice
- How to Start the Flow of Willingness

Communication: Core Skills

Purpose

Feel at ease and in control of your communication with people. Enjoy meaningful conversations. Increase your ability to facilitate growth, resolve conflicts, negotiate, foster thriving communities, and develop productive client relationships.

Learn

Integrating self awareness and personal growth, this two day skills development course helps participants develop their ability to:

- Listen
- Acknowledge
- Probe In-Depth
- Develop a Consultative Relationship
- Dialogue vs. Discuss
- Deal with Repressed Communication

Coaching for Self Discovery

Purpose

Improve performance and morale by helping others: clarify their wants, needs, values and aspirations; develop their inherent talents, empower themselves to more responsible actions; determine alignment with organizational goals; increase balance, happiness and self understanding; recognize their contribution to difficulties; resolve problems at their cause.

Coaching can be used to: 1) Evoke and instill a skill set 2) Manifest and outcome, or to 3) Help others in their self discovery. We focus on self discovery because it has the greatest impact for revitalizing people. This is at minimum a one day course. Core communication skills are a prerequisite.

Learn

Coaching for Discovery – 10 Step Process including how to:

- Look beyond the obvious
- Use the presenting issue in a way that the individual learns and grows
- Recognize that everything that comes up is part of the process (“I can’t do this” might be part of the immediate situation, the causal story, and/or an underlying limiting belief)
- Help the person create willingness to face personal fears
- Peel back the layers of social persona
- Go beneath the ‘shoulds and oughts’
- Bring to light the unspoken fears
- Help the person develop the ability to move through and beyond fears, and in turn discover and release more of his or her dormant capabilities
- Recognize differences in needs, communication abilities, emotional maturity, and personality

How to Assess and Facilitate Emotional Maturity

Purpose

Develop the integrated skills to facilitate yourself and others to higher levels of emotional maturity.

Observe behavior and facilitate growth for one reason only: the positive impact it has on the individual, the organization, and the world. Raising one willing person's emotional maturity raises the range of possibility in the entire organization.

This course is the culmination of preceding courses including *Emotional Intelligence and Beyond*, *How to Resolve Conflict and Resistance*, *Emotions and the Six Levels of Maturity*, *Communication: Core Skills for Life*, and *Coaching for Self Discovery*.

Learn

How to:

- Change your chronic emotional state
- Learn from acute emotions
- Learn from challenging situations
- Resolve your tolerance of dysfunctional behaviors
- Facilitate others in raising their emotional state
- Integrate raising a person's emotional state *and* Coaching for Self Discovery

Building Integrity-Based Organizations: Dynamics and Leadership Styles

Purpose

Discover how to create organizations that fosters emotional maturity, participation, and productivity.

Learn

- How to Recognize Integrity-based Organizations
- Emotionally Wise Leaders – Characteristics, Core Values, Qualities and Skills
- 7 Steps for Facilitating Substantive Change
- 7 Obstacles to Change and Ways to Resolve
- Writing Clear, Inspiring Values, Vision, Goals, and Action Plans
- Starting the Flow of Willingness
- Six Levels of Emotional Maturity and Their Associated Behaviors, Risks, and Developmental Tips
Levels: Leader – Doer – Coper – Opposer – Manipulator – Victim
- Integrity-based Leadership Styles – Integrating the Enneagram and Levels of Emotional Maturity
- Managing Challenging Organizational Dynamics



***The greatest good you can do for another is not just to share your riches,
but to reveal to him his own.***

– Benjamin Disraeli, Prime Minister of the UK from 1874-1880