LEADERSHIFT

TOWARDS SHARED GOVERNANCE WITHIN YOUTH AND SOCIAL ORGANIZATIONS

DOMAINE DE MATENS 81 600 GAILLAC - OCCITANIE, FRANCE

STEP 1: OCTOBER, THE 16TH TO THE 22ND 2019
STEP 2: NOVEMBER, THE 25TH TO DECEMBER, THE 4TH 2019.

WORKSHOP SCHEDULE

SUMMARY OF THE PROJECT

"The stone has no hope of being anything else than a stone, but when collaborating, it assembles and becomes a temple".

Antoine de St Exupéry

Since its creation, our association, Via Brachy, is dealing with **group dynamics** and **cooperation issues**. We believe that **living** and **working together** offers to whoever experiences it an opportunity to **grow as a person** and at the same time to **solve complex issues** and to **do things** he/she would never have been able to do alone.

But understanding each other, getting together and finally designing, setting up and sustaining a collective project are not easy jobs! As persons or as organizations, we often failed in our attempt to make it happen.

Why? Probably because we are used to compete with each other, to impose our point of view, to talk without really listening to the others, to lead a project our way or to follow a charismatic person. Most of us were not taught how to work with others, to be creative together, to get organized and take decisions without a chief and most of the time we don't know how to deal with power issues within the group(s) we belong to.

This leads to the harmful divisions of lovely groups, to the collapse of brilliant projects, and eventually to the feeling that horizontality and shared governance are nice utopias that don't fit reality.

Hopefully, all around us, pioneers shows that there might be ways to reach this dream of us. They offer us models and concepts to better understand group dynamics and develop methods and tools to better **design collaborative projects**, **debate**, **take decision together**, **get organized** for taking action, **share tasks and responsibilities, avoid power grab** and **address tensions** when they occur.

The "**LEADERSHIFT**" training course is designed in order to share some of this emerging knowledge. It aims at **developing participants' ability to overcome power issues** in the groups they belong to, **design, lead and monitor collective projects** and **tend towards shared governance**.

The training course will be held in **2 complementary steps**:
- the first from the **16th to the 22nd of October**;
- the second from **November, the 25th to December, the 4th**.

Both stages will take place in a cottage near Gaillac (Tarn, France), which will create the proper atmosphere for an optimal learning experience and a deeper connection between the participants. Each will gather **30 youth and social workers and people involved in collective projects** coming from France, Spain, Italy, Germany and Portugal.

The first stage will focus on teaching the participants how to carry out an analysis of the current practices and governance models in their organizations/teams. Extracting knowledge from their past experiences, they will closely examine the notions of **power**, **leadership**, **participation**, **involvement** and **responsibility**, and explore specific arrangements to **avoid abusive power grab**, **ease self-expression** and **participation** in collaborative projects and **improve the division of work** and responsibility within a group/team.

During the second stage the participant will get a chance to **experience shared governance** first-hand, **put their knowledge to the test** and strengthen their ability to **coordinate** collaborative projects and their facilitation, communication and mediation skills. The group will be assigned **practical goals** in order to get the participants to practice the concepts and tools on their own and to step up the intensity of the sessions.

The training course will eventually be an opportunity to **create/strengthen links** between the participants and the organizations they belong to, which will hopefully leads to future **cooperation**.

PROGRAM – STEP 1

DAY 1 - 16/10/2019
Getting to know each other, setting up a framework, building trust.

DAY 2 - 17/10/2019
Developing a typology for the different shapes of Power and Leadership, analyzing each of them critically, assessing our situation and defining strategies to improve working practices.

DAY 3 - 18/10/2019
Defining our organizational models and structures, examining our practices (roles and attitudes), detecting the facilitating factors in order to reach a better redistribution of power and responsibilities.

DAY 4 - 19/10/2019
Understanding the mechanisms of domination and manipulation. Sharing our experiences and feelings.

DAY 5 - 20/10/2019
Understanding Governance and the importance of mandates, defining the requirements and red flags to look for when striving for horizontality, discovering out and setting up tools in order to reach it.

DAY 6 - 21/10/2019
Testing our leadership skills. Identifying its strengths, weaknesses and margins for progress

DAY 7 - 22/10/2019: Assessing our learning achievements, preparing for what comes next, tidying up the venue.

PROGRAM – STEP 2

DAY 1 - 25/11/2019
Group bonding, sharing learning goals, laying out expectations.

DAY 2 - 26/11/2019
Understanding the educational process of the course. Defining the purpose of the group. Learning about the practice of the circle and management by consent.

DAY 3 - 27/11/2019
Describing our relationship with the collective, understanding key factors of Shared Governance, Co-creating a safe framework and executive, working on our attitude, splitting into committees,

DAY 4 - 28/11/2019: Experiencing collective intelligence, developing a "strategic Circle".

DAY 5 - 29/11/2019: Working together. Exploring management by consent and dynamic piloting.

DAY 6 - 30/11/2019: Overcoming tensions, assessing, feeling and readapting.

DAY 7 - 01/12/2019: Getting organized, working in coordination, cooperating

DAY 8 - 02/12/2019: Identifying the pitfalls of shared governance. Getting coordinate to act. Sharing knowledge and know-how.

DAY 9 - 03/12/2019: Sharing knowledge - Expressing the way we feel, assessing our achievements (concrete results) and the process (the progress made), consolidating the learning achievements, suggesting improvements

DAY 10 - 04/12/2019: Closing a cycle. Tidying up the venue.