



INTEGRAL FACILITATION TRAINING

How to work with power and conflicts with groups,
organizations and ourselves

Bulgaria, June 14-18, 2023

Once we start to facilitate and create spaces for groups and teams conflicts and power dynamics start to flow and arise. We can feel overwhelmed or confused with difficulties and tensions. In my experience, this hot moment represents a great opportunity to work on topics and issues that have remained invisible or muted for part or the whole group dynamic. Conflicts are inseparable from life and the main difficult for groups facing conflicts is accept that they are a an opportunity to transform the way group relates within and with the outside.

But first, we need to work on ourselves. We need to deep in our body experiences and our own awareness of what means power and conflicts. We need to sit together and learn how to solve our own conflicts, dealing with our emotions and adapting the tools to the situation, the culture and our own facilitation style. Integrating our own style with what the moment and the team need to be more themselves.

Entangled with conflicts there is always power dynamic involved. Everyone is aware on how power works in a team or an organization, but it's really rare that people talk about it in an open and straightway in front of his/her colleagues. In this training we will work in your own perception and experience on how works power and in tools to create spaces and more collective awareness on how this dynamic is operating and affecting the people and the group dynamic.

Cultivating your personal power as a facilitator starts knowing and valuing the way you have of facilitating.

This training is focused for people who has already made the root level of integral facilitation or have experience in facilitating groups.





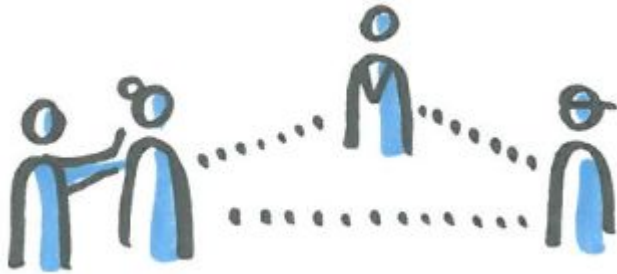
CONFLICTS

What we will work in this training?

- The nature of conflicts and the role of differences and diversity in how they are perceived
- Types of conflicts
- The escalation of the conflict and strategies to prevent it
- The role of emotions in conflicts
- Group process and how to work with hot moments in a group conflict
- How to work with aggressors, victims and saviors roles, conflicts on roles



POWER



What we will work in this training?

- A radical approach of what means power
- Social power vs personal power
- Power and privileges. Working in our existing awareness on what means rang power and group status.
- How to open the black box of power in groups and teams
- Hierarchy or flat structures, how to facilitate and work with these topic.
- Your power as facilitator: lights and shadows.



We just developed the training that We would like to receive

Why?



It's a living, experiential and transformative journey where the same group dynamic is the main source of learning



It's based on 10 years of experience working with power dynamics and conflicts in very different context, from companies to communities and associations.



It offers an opportunity to explore and unfold your own potential and awareness on can you put your power at service of the groups and teams



And your own transformation journey



This training will help you to gain more awareness on how do you manage your own power and privileges working with teams and groups



You will explore and unfold your own and unique skills to facilitate and support groups and teams who are facing conflicts and power issues



We will keep building the amazing community that we have created all together



An invitation to create abundance and place for everyone through conscious contribution

Our intention

We would like to find a good and sustainable balance between the time, energy and love that we are dedicating in the organization of this training, on one hand, and the opportunity of creating enough abundance to welcome people with diverse economic backgrounds, on the other.

We have created a range of payment rates for participating in the training based on trust and responsibility. Throughout this range we would like to invite you to think what is the fair and sustainable contribution that you can make, having in mind the value of this training and your capacity of sharing and supporting the access and sustainability of this training.

We believe that collective wisdom, transparency and mutual support are the keys to creating sustainable and healthy communities, and we invite you to join and be part of this new paradigm that we want to share with all of you.





Price

Training fee

We invite you to decide what is the fair and sustainable contribution that you can make. The range we offer is from 600 lv to 700 lv. Our intention is to welcome people with diverse economic backgrounds. If you have difficulty paying the fee, please contact us to discuss the possibilities.

This sum covers all the costs related to the training, including materials, and online individual mentoring sessions with each participant after the training. The cost of the training is separate from the cost of the accommodation and food. For payment, please following the steps described in the registration form.

Accommodation and food fee

60 lv per day per person

The food will be vegetarian (3 main meals and coffee breaks)

Accommodation will be in shared rooms with 2 and 3 beds.





Important Information about the training

Dates

14th to 18th of June, 2023, including the travel days (arrival - in the evening of June, the 14th, departure - in the afternoon of June, the 18th)

Place

We will be accommodated in the Forest Centar “Chatama” - special place on the bank of Big Beglik dam, West Rhodopes
<https://www.facebook.com/chatamalive>

- ❖ The working language is English, no simultaneous translation. For those who experience difficulties to express freely in English there will be support offered.
- ❖ The training participants will receive a training certificate.
- ❖ The training will take place with a minimum of 15 participants, and a maximum of 25.

Application deadline: 20.05.2023

For more information:

integral.facilitation@gmail.com, 0884990699 - Vania Boneva, 0876597935 - Sashka Vitanova





THE TEAM BEHIND





David Villota

Trainer

Member of the Spanish
Facilitation Institute

Professional facilitator since 2014, he has been working in the last years with all kind of groups around Europe and Africa. From occupy and grassroots movements to local governments, NGOS, universities, cooperatives or companies. Nowadays he is facilitating senior research groups in the Institute of Environmental Science and Technology in the Barcelona University and training facilitators in the national facilitation programme. He has been trained in organizational systemic, process work, dragon dreaming, nonviolent communication, Art of Hosting and social theater. In 2017, he did a training in Sofia about NVC and conflicts.

Vania Boneva

Organiser

Discovered Spaces Association
discovered-spaces.org



She is working as a trainer and facilitator since 2004 with children and adults, in groups for personal development and with different kinds of groups and working teams. Her passion is to work in natural environments using the experiential learning and systemic approaches, which provide endless inspiration and flexibility to work individually with each person and each group, to meet their individual skills, needs and dreams on the way of their personal growth.





Yasmina Ivanova Organiser

Natural Explorers

estestvoizpitateli.org

I love exploring nature and the human soul. I have some experience as an environmental activist and event organizer. I feel in my element when working with people to inspire and empower us to be the best versions of ourselves. I encountered the idea of facilitation in Erasmus+ projects and I want to integrate it in my life and work.



Sashka Vitanova Organiser

Natural Explorers

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Nature and our understanding we are part of It, is the path I walk. I began to discovered the nonformal education and facilitation in 2007, and since than applying it in my professional and personal life – as veterinarian, volunteers' coordinator, nature protection activist, youth worker, project manager, instructor in outdoor camps, trainer, founder, team member, woman, daughter, sister, wife, friend, healer, myself. Facilitation to me is a life skill, and it has a major part in my path.

