

Future Search Training Workshops 2005

Ballarat : 27 January – 2 February

led by Sandra Janoff & Marvin Weisbord



A different way to create change



Two unique, interactive workshops for business, non-profit, public sector and community leaders seeking to transcend conflicts and gain commitment for making and implementing strategic plans.

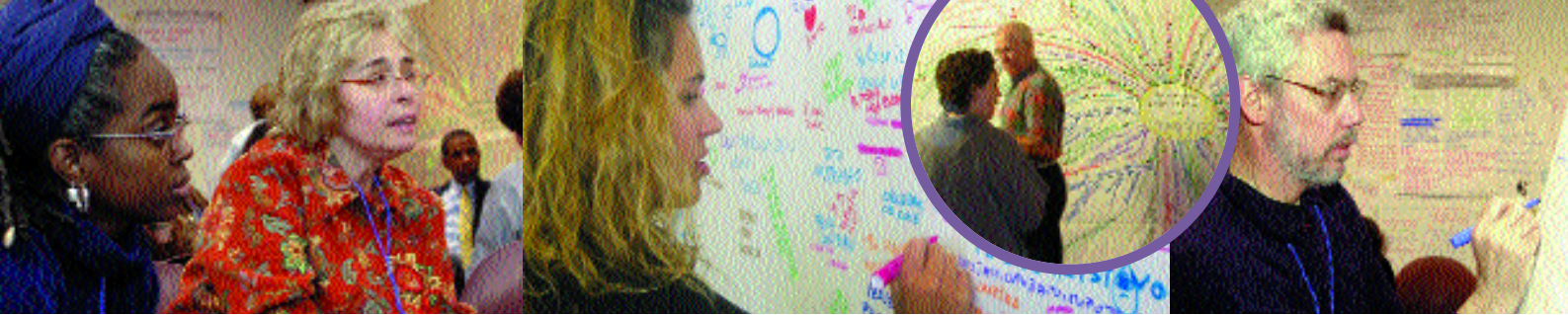
This is a rare opportunity to participate in Future Search workshops in Australia led by Sandra Janoff and Marvin Weisbord, world authorities on community development and founders of Future Search Network.



Join thousands of leaders worldwide adopting Future Search principles to achieve new levels of cooperation among diverse people.

FUTURE SEARCH  NETWORK

in collaboration with
Centre for Regional Innovation and Competitiveness (CRIC)
School of Business, University of Ballarat



Workshop 1: Facilitating the Whole System in the Room

Advanced Facilitation Skills Workshop

27-29 January, 2005

An emerging area within the field of Organisation Development is *Large Group Interventions*. This includes such processes as *Future Search Conferences*, *Open Space Technology*, *Whole Scale Change* and *Real Time Strategic Change* to mention a few.

These methods are exciting and dynamic interventions and require new skills based on a sound philosophy.

Sandra Janoff and Marvin Weisbord will lead this advanced training workshop for experienced group leaders seeking practical theories and simple methods for helping large groups stay focused on their task and take responsibility for action.

This 16 hour workshop integrates a theory and philosophy of facilitating with experiences that increase your self-awareness as you lead meetings.

The specifics have been refined over 15 years in hundreds of large group future searches in Africa, Asia, Australia, India, Europe and North and South America. Many people now use these methods in all types of interactive meetings. Prior future search experience is not necessary and we do not emphasise any particular meeting design.

In this workshop you will learn to:

- apply a systems theory integrating group success and your own development
- manage polarised issues in yourself and in groups
- structure meetings for group responsibility
- manage your own anxiety about getting things done
- keep groups from fragmenting over stereotypes and differences
- achieve greater cooperation by validating all viewpoints
- shift from either/or to both/and thinking and acting.

There is no book, not even Marv and Sandra's, that is an adequate substitute for the workshop. There are other facilitation programs, but none operate in the comprehensive intellectual structure that Future Search provides.

Norm Clark, Altman Weil Inc.

Facilitating the Whole System in the Room is a winner! I gained a deeper understanding of systems theory and facilitation tools to apply the theory immediately – all while laughing hard for the better part of two days.

Jacquie Shillis, Texas Department of Health, Austin TX

For personal growth, we need to work the polarities - inside ourselves. If we want organisational change, we need to plough common ground. For the good life, we should do for both.

Marvin Weisbord

DAY 1

Thursday January 27

Tea/coffee : From 3.30pm

Session 1 : 4.00pm-7.00pm

- Overview
- Managing Boundaries & Roles
- Developing a Theory of Systems Change

Dinner : 7.00pm

DAY 2

Friday January 28

Session 2 : 8.30am-12.30pm

- Differentiation/Integration – A Core Concept of System Development
- Functional Subgroups – Understanding What's Going On

Buffet Lunch : 12.30pm-1.30pm

Session 3 : 1.30pm-5.30pm

- The Four Room Apartment – Managing Polarities in Group and Self
- Owning Personal Perceptions – All Ideas Are Valid
- Facilitation Skill Practice

Dinner : 7.00pm

DAY 3

Saturday January 29

Session 4 : 8.30am-12.30pm

- Managing Your Own Growth as a Facilitator
- Containing Anxiety
- Owning Authority
- Skill Practice: Don't Just Do Something, Stand There! (Why and How)

Buffet Lunch : 12.30pm-1.30pm



Workshop 2: Managing a Future Search

30 January - 2 February 2005

This workshop is built around a simulated Future Search chosen by participants as part of the learning design. It will also be led by Sandra Janoff and Marvin Weisbord.

People then have a basis for a shared experience of the techniques for building community, helping a diverse group develop a mutual world view, creating desired futures, establishing common ground, expanding their range of choices, and moving into action. Included are interactive sessions on planning, facilitation, and follow-up.

Basic principles and techniques:

Four key principles underlie the Future Search design:

- Getting the “whole system” in the room
- Exploring the global context (“whole elephant”) as a backdrop for local action
- Focusing on common futures rather than conflicts and problems
- Inviting self-management and personal responsibility for action.

These principles account for the widespread success of future search. You will learn how they function to help people make better communities and organisations. You also will learn techniques that bring the principles alive – e.g. timelines, mind-maps, worksheets, common ground wall, self organising action groups, and the critical interplay between small group tasks and whole conference dialogue.

Workshop participants learn:

- Key issues in matching conference goals and participants;
- A theory and practice of facilitating large, diverse groups;
- How to keep critical choices in the hands of participants;
- How freeing yourself from diagnosing and fixing enables diverse groups to come together faster;
- Basics principles and techniques useful in many other meetings.

The agenda includes:

- Theory, history, and dynamics of future search;
- Conditions for success;
- Conference planning and implementation;
- Output and follow-up;
- Facilitation skills and techniques;
- World-wide applications and strategies.

DAY 1

Sunday, January 30

Tea/coffee : From 4.30pm

Session 1 : 5.00pm-7.00pm

- Conference Overview
- History, Theory, Generic Method, Conditions for Success, Conference Planning

Dinner : 7.30pm

DAY 2

Monday, January 31

Session 2 : 8.30am-12.30pm

- Task 1: Focus on Past (Highlights and Milestones)
- Task 2: Focus on Present (External/Internal Realities)

Buffet Lunch : 12.30pm

Session 3 : 1.45pm-6.00pm

- Task 2: Focus on Present (continued)
- Issues in Conference Management

Dinner : 7.00pm

DAY 3

Tuesday February 1

Session 4 : 8.30am-12.30pm

- Task 3: Focus on Future (Creating Ideal Scenarios)
- Task 4: Finding Common Ground
- Task 5: Action Planning (Next Steps)
- Issues in Conference Management

Buffet Lunch : 12.30pm

Session 5 : 1.45pm-6.00pm

- Output and Follow-up
- Theory and Practice of Facilitation
- Learnings and Unfinished Business

Dinner : 7.00pm

DAY 4

Wednesday February 2

Session 6 : 8.30am-12.15pm

- World-wide Applications and Strategies
- Facilitating Diverse Groups

Buffet Lunch : 12.15pm-1.15pm



Future search is an approach that any company embarking on macro-change needs to consider. The many dimensions touched my intellect as a practitioner and my heart as a person.
 Dave Chicci, Senior Organisation Consultant, Allied Signal Aerospace

Registration Form & Tax Invoice

ABN 51 818 692 256 Upon payment of fees this form will become your Tax Invoice. No separate invoice will be issued. Please keep a copy of this form for taxation purposes.

1. Choose how you wish to register

- Register and pay on-line at:
www.cric.com.au/futuresearch
or
- Fill in the details below and fax this page to:
(03) 5327 9405
or
- Fill in the details below and post with cheque to:
Bob O'Shea, School of Business (CRIC),
University of Ballarat
PO Box 663, Ballarat, Victoria. 3353

2. Please provide contact information

Name _____

Organisation _____

Address _____

City _____

State _____ Post Code _____

Country _____

Phone _____ Fax _____

E-mail _____

3. Registration (tick the appropriate)

- Workshop 1 : Facilitating the Whole System in the Room** (Advanced Facilitation Workshop)
27 - 29 January, 2005
Tuition fee = \$800.00 (incl GST)
- Workshop 2 : Managing a Future Search**
30 January - 2 February, 2005
Tuition fee = \$1200.00 (incl GST)
- Workshops 1 & 2 : Facilitating the Whole System in the Room & Managing a Future Search**
27 January - 2 February, 2005
Tuition fee = \$1600.00 (incl GST)

Tuition fees include GST and your learning materials (Future Search workbook, planning materials and workshop syllabus). A non-refundable \$200 deposit, payable with your registration, reserves your place. The workshop fee is payable four weeks in advance. No refunds can be made within two weeks of the event.

If you must cancel, \$100 can be applied to a future workshop. See over for reduced fee policy.

4. Payment method (if posting or faxing)

- Please charge my credit card (please tick card type)
 - VISA
 - MasterCard
 - American Express
 - Bankcard

Account Number _____

Name on card _____

Expiry date _____

Signature _____

- Enclosed is my cheque made payable to:
University of Ballarat

5. Accommodation & conference facilities

Living-in during these workshops is strongly recommended, even for locals. Accommodation charges include bed and full breakfast @ \$125.00 per night single and \$140.00 per night double occupancy.

- Yes, I'll need accommodation for:
 - Workshop 1 (Two nights)
 - Workshop 2 (Three nights)
 - Workshops 1 & 2 (Six nights)
- Single room @ \$125.00 per night
- Double room @ \$140.00 per night

In addition to this there is a charge by the hotel, per person per day, for "conference facilities" which includes dinner on the first evening, morning teas, lunch and afternoon teas each day, plus general conference room hire and use of facilities. This charge applies to all attendees whether staying in the hotel or not and is common practice in the hospitality industry.

- Workshop 1 Conference facility charge @ \$142.00
- Workshop 2 Conference facility charge @ \$180.50
- Workshops 1 & 2 Conference facility charge @ \$322.50

6. Amount payable

<input type="radio"/> Workshop/s Tuition plus	\$ _____
<input type="radio"/> Accommodation plus	\$ _____
<input type="radio"/> Conference facility charge	\$ _____
Total	\$ _____



Sandra Janoff & Marvin Weisbord



Ballarat café culture



Ballarat Botanical Gardens



Historic Lydiard Street

About Future Search...

Future Search is a planning meeting that enables a system to transform its capability for action very quickly. The meeting brings together 60-70 invited participants who have a stake in the future of an organisation or community. They engage in continual dialogue during which they explore their past, present and desired future. Only after agreeing on common ground do they make concrete action plans.

Future Search is purposeful, requires no expert speakers, and encourages dialogue and learning as a catalyst for action.

People build a community based on a motivating goal and a shared appreciation of the "whole elephant". Moreover, they often devise new forms of cooperation that persist for months or years.

Broad Applications

Communities and organisations use Future Search to:

- Create a shared vision and practical action plans among diverse parties;
- Build commitment to implement a vision or strategy that already exists;
- Initiate rapid action on complex issues where no shared vision or coordination exists.

People have applied Future Search in many cultures and areas of society. Examples include:

- affordable housing in Santa Cruz, CA;
- economic development among the Inuit peoples of North America;
- welfare reform in Ramsey County, MN;
- health care in Auckland, NZ;
- sustainable communities in England;
- multi-level business planning and change in dozens of international corporate settings;
- media cooperation in Sweden;
- strengthening democratic practices in southern Africa; and
- educational reform across the United States.

The method is universally applicable and relatively culture-free, so consistent positive results are seen in a great diversity of situations.

Since 1991, over 3,000 people – from Asia, Australia, Canada, the Caribbean, Europe, India, Africa, South America and the United States – have participated in Future Search training. Hundreds have gone on to stimulate positive social, technological and economic cooperation around the globe.

These learning workshops give you the tools, insights, and support needed to manage successful future searches.

Workshop Leaders:

Marvin Weisbord and Sandra Janoff, PhD, are co-directors of Future Search Network, an international voluntary, non-profit association dedicated to community service, collegiality, and learning. They have run future searches for business firms, NGO's and communities in many of the world's cultures and have taught Future Search to more than 3000 people.

Sandra Janoff, psychologist, consults to businesses and non-profits and runs workshops on systems-oriented group dynamics. **Marvin Weisbord**, internationally known consultant, is author of *Organisational Diagnosis* (1978), *Productive Workplaces* (1987), *Discovering Common Ground* (1992), and *Productive Workplaces Revisited* (2004).

They are co-authors of *FUTURE SEARCH: An action Guide to Finding Common Ground in Organisations and Communities* (Berrett-Koehler, 2nd Edition, 2000).

Ballarat 2005

Ballarat • Victoria • Australia

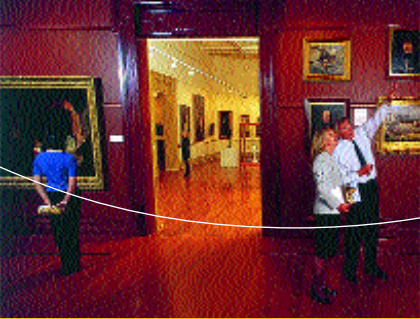
Ballarat is Victoria's premiere historic city, located only one-and-a-half hours drive from Melbourne along the Western Freeway. Built upon the wealth of the gold rush of the 1850s and site of the Eureka Rebellion of 1854, Ballarat's fine buildings, gardens and beautiful natural environment, heritage and cultural institutions, all combine to make this a special place for a remarkable event.

Venue : The Ballarat Lodge

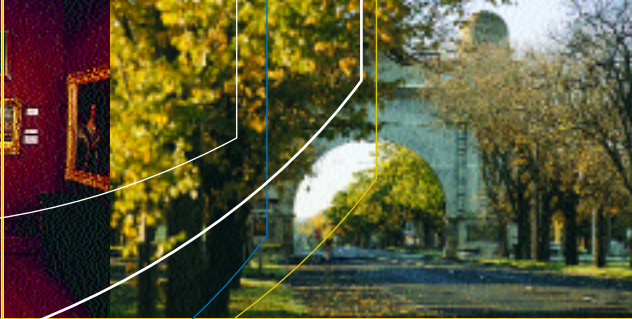
The workshops will be held at the Doherty Ballarat Lodge, Main Road, Ballarat. (www.dohertyhotels.com.au) The setting is relaxed and spacious, yet very near the city centre.

This training has enabled me to help diverse groups get to common ground and positive actions really quickly and effectively, with lasting positive change outcomes. I truly believe that Future Search work will go down in history as a major intervention that has influenced millions of people for countless positive situations.

Ken Bratz, CEO, Leadership Resource and Counselling



Ballarat Fine Art Gallery



Arch of Victory



The Eureka Centre

Further information...

About Future Search Network:

History: Future Search Network started in 1993 when 120 practitioners agreed to offer pro bono services to non-profit agencies in exchange for an opportunity to practice what was then a novel planning method. FSN members today can be found on six continents, furthering cooperative global change through principle-based methods and a philosophy of "hands-off" facilitation.

Mission: FSN is dedicated to a more cooperative, healthful and sustainable world. It offers future searches and training in any culture and any language for whatever people can afford and conducts ongoing research into its own processes.

Impact: FSN works on social, technological and economic issues in the arts, business, community, congregations, education, environment, health care, and other sectors. Its "ripple" research project documents constructive work that continues for years following a future search.

Visit the Future Search Network website:

See current news, photographs, our list of sponsors and descriptions of FSN work in many countries. You can also join FSN and register for workshops on the website: www.futuresearch.net

The Future Search workshop we attended was one of the best learning experiences we've had in some time. The beautiful setting, diversity and engagement of our fellow learners, the fun and socialising, and the confident and centred approach of Marvin and Sandra all contributed to a meaningful and informative few days. We're quite excited by the method. It fits in very nicely with the work we're doing with large group interventions. We're looking forward to facilitating our first future search!
Dave Whittington and Tammy Dewar, Calliope Learning

Workshop training at reduced fees:

The Ballarat Future Search Training Workshops are being organised and sponsored by the **Centre for Regional Innovation and Competitiveness** (CRIC), School of Business, University of Ballarat, a not-for-profit organisation, as a community development initiative.

Tuition fees have been kept at the lowest possible level to break-even. Any surplus income will be applied to research within the CRIC charter to benefit the wider community in regional Victoria.

Along with the Future Search Network, we are committed to providing training and future search facilitation to service groups for whatever they can afford. If you represent a social service group and wish to apply for financial assistance to attend these workshops, please call Bob O'Shea on (03) 5327 9423 or 5327 9437.

For more information, contact:

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