



Earn CCE credits towards
your ICF requirements

CoResolve Leadership Training

Join us for a 2-day transformational course in the picturesque town of Thorn, Netherlands, on 3rd and 4th September 2024

LEWIS DEEP DEMOCRACY FOR LEADERS

This **internationally acclaimed innovative program** equips leaders to improve teamwork and decision-making, backed by proven results that are **highly impactful and sustainable**. The workshop includes unique experiential tools for dealing with the tensions that inevitably arise on the Leadership path. It **unlocks the wisdom** inherent within teams through **collaborative** decision-making and **constructive** conflict resolution.

Earn CCE credits towards your ICF requirements while honing your leadership skills.

The Lewis Method of Deep Democracy is a facilitation methodology that is particularly useful for **resolving relationship and group dynamics** that are emotionally charged or marked by diversity and difference. In CoResolve we have honed these tools for leaders. In this method, a leader is identified as anyone **leading a process to achieve an objective**. CoResolve gives you the theoretical background, instructions, experiential learning opportunities, and long-term support that you need to begin using the most powerful and essential tools of The Lewis Method of Deep Democracy in your leadership.

EXCEL IN YOUR LEADERSHIP

In today's complex organisations, the skillful handling of interpersonal and team dynamics has become a vital quality among leaders. The CoResolve Program increases leaders' capacity to succeed in challenging times by offering practical tools for working with the diversity of perspectives inside an organisation.

DO YOU RECOGNISE THESE LEADERSHIP CHALLENGES?

- How to share your own view on a decision and open up to others' views?
- Some discussions keep on coming back, how to deal with this differently?
- How to create a safe space in which all opinions can be shared?
- How to maximise creativity and innovation by inviting all voices in?
- How to recognise and address underlying team and personal dynamics?
- How to effectively embrace emotions in team processes?
- How can we grow and learn by embracing polarities and changing viewpoints?



COURSE DETAILS

Date: 3rd and 4th September 2024

Time: 09:00 to 17:00

Venue: Thorn, Netherlands

Booking: [Online](#)

Cost: EUR 850
(excl. accommodation)

INCLUDED IN THE COURSE:

A custom-designed web-based platform, access to the learning material, exercises, discussion groups and the ability to connect to other participants internationally.

OPTIONAL EXTRAS:

I Know Me (IKM) Personality Profile
Group coaching
Individual coaching

**Earn CCE credits towards your ICF requirements:
10 Core Competencies & 3 Resource Development**

WHATS IN THE TOOLKIT?

RECOGNISE TEAM DYNAMICS

- Read the dynamics of a group; pick up on the early signs of resistance and emerging conflict and act in a timely manner to reduce tension.
- Understand the obstacles to good communication and build the foundations for shared understanding.

INCLUSIVE DECISION MAKING

- Make decisions that gain buy-in and establish accountability and responsibility. Facilitate dynamic conversations and enable diverse opinions to be heard.
- Unleash engagement and creativity whilst maintaining your authority.
- Harness the power and collective intelligence by enabling even the most quiet of participants to express their views.

TOOLS TO RESOLVE TENSION

- Resolve differences of opinions, arguments and conflicts instead of allowing anger and blaming to continue.
- Use tension as an opportunity to enhance learning and relationships, and to unleash the creative potential.

KEY OUTCOMES



Inclusive leadership



**Effective participative
decision-making**



**Impactful team
facilitation**

TESTIMONIALS

Mike White Chief Internal Auditor, Standard Bank. South Africa

“The LDD and CoResolve process that Shine led for us really helped unlock the effectiveness of our team. At a time when our executive management team was characterised by conflict, much of it unhealthy and unspoken, our ability to get alignment on goals and actions was poor and our overall effectiveness suffered. This structured and compassionate approach to creating a space for really honest and direct conversations provided a foundation for new levels of trust, and I believe was a pivotal moment in our team's overall effectiveness. This was also the case for me personally; the Shine team really helped me clear some blockers with my direct reports, which increased my effectiveness as a leader.

COURSE INSTRUCTORS



MAUD HALKES

Maud Halkes is an experienced international leadership coach, facilitator and trainer. She works with senior levels of teams and leaders in international organisations across a variety of Industries focusing on leadership development, executive team facilitation and executive coaching. She has been working with the Lewis Deep Democracy methods for many years and is one of the Elders in the Community.

JENNY LECLEZIO

Jenny Leclezio is a masterful facilitator and coach, with many years of corporate experience. Her passion lies in developing leaders and fostering healthy relationships in the workplace. Jenny has worked with the Lewis method of Deep democracy for more than 2 decades, directly under the tutelage of Myrna Lewis and was one of the first instructors trained in South Africa.

