

THE ART OF PARTICIPATORY LEADERSHIP



THE PURPOSE OF THIS TRAINING

- Explore how **participatory leadership can be applied in an organizational context** (corporate, private, public sector, institutions, etc.)
- Practice **facilitating (hosting) conversations** as a powerful leadership competence
- Learn **participatory methods** and tools such as Circle, World Café, Open Space, Appreciative Inquiry, ProAction Café, Design for wiser actions, Four-fold practice, Chaordic design, Collective Story Harvesting
- Learn **online application** of practices and methods in the Follow up session
- **Ignite your passion** for more of this work – and maybe create new initiatives or projects that would not have happened without this training!
- Become part of **practitioners' network** around the globe
- **Connect, share, learn and get support!**

- How can we inspire true engagement and collaboration across our organisations?
- What does it take to involve others in conversations that matter?
- How can participatory leadership help us when we need to achieve more with your team?
- How do you lead yourself and others through complexity and change?

BUSINESS CONTEXT

- Strategy design
- Stakeholder consultations and alignment
- Organizational and business development
- Leadership development
- Management alignment
- Team development
- Staff engagement when working online and onsite
- Collaboration across levels and departments ("working across silos")
- Developing and engaging internal and external networks and communities of practice



Training groups usually include a diverse mix of HR professionals, trainers, internal and external strategy consultants, facilitators, coaches, team leaders, facilitative managers, and innovators — people interested in **building the capacity of organisations, teams, and individuals to work in more participatory ways.**

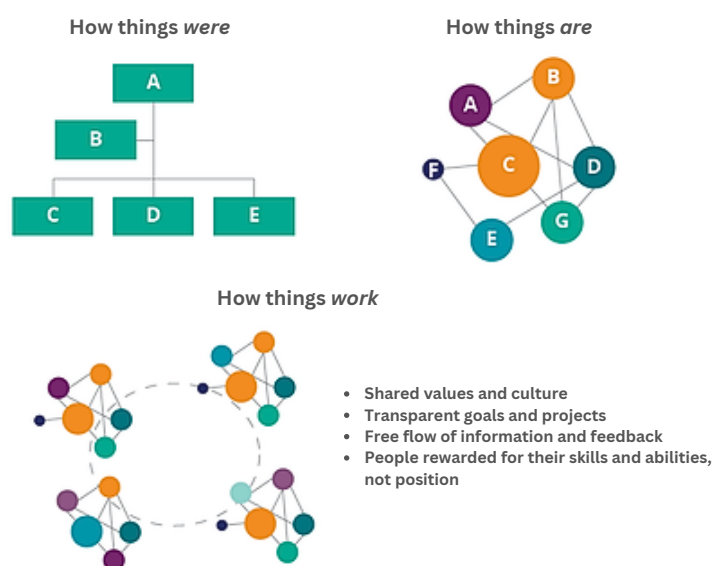
WHAT IS PARTICIPATORY LEADERSHIP?

Participatory leadership supports the engagement of collective knowledge and innovative capacity of people, strengthening collaboration and working across silos in both remote and onsite working modes. Today, more than ever, it is vital to build additional leadership capacity by nurturing self-organization and courage in people to step in and take charge of the challenges facing them.

The Art of Participatory Leadership (AoPL) is an approach to leadership that scales up from personal to systemic usage of dialogue, facilitation, collaboration and co-creation of new solutions to address complex challenges that we face in our organizations today.

Based on hosting and harvesting meaningful conversations and related methodologies and mental models, AoPL is structured set of practices for facilitating conversations of all group-sizes, supported by principles that maximize collective intelligence, welcome and listen to diverse viewpoints, maximize participation and transform conflict into creative cooperation.

Since 2004 this training is organized in Croatia with focus on organizational development and complex challenges in corporate, private and public organizations where engagement and true collaboration is so much needed.



TRAINERS

Every AOPL training has a unique trainer's team. We call them hosting team - they host the learning process for participants: teach, coach and support them throughout the training. For each training a team is defined that can best address specific training needs. All members have many years of relevant experience and passion for sustainable organizational and people development.

We will announce the international hosting team for 2026 more towards the end of 2025.



PARTICIPATION FEE AND VENUE

Training will take place **4-6 February 2026** in the conference center of **Hotel Well**, Terme Tuhelj, in the Northwest of Croatia. The picturesque, hilly landscape, with unspoilt nature, offers many cultural and natural attractions; the area is particularly famous for its excellent cuisine offering a variety of local specialties and fine wines.

The program is held in English.

Participation fee includes:

- 3 days training fee, AoPL workbook, lunch and coffee breaks
- online Follow Up Workshop
- joining alumni network
- individual coaching hour for a concrete project

Early bird - for registration and payment up to 31 Dec 2025

- **1270€ - Team option** (price per person for 3 or more people from the same organization)
- **1370€- Single person price**

Regular - for registration and payment after 01 Jan 2026

- **1370€ - Team option** (price per person for 3 or more people from the same organization)
- **1570 € - Single person price**

25% VAT to be added to listed prices (except for EU participants outside Croatia with valid VAT number).

Alumni (participants of previous AoPL trainings in Croatia and other CPL trainings) have 10% discount on all prices!

For participants from NGO's we offer a discount of 30 %

Price does not include accommodation.

ACCOMMODATION:

Hotel Well****, Terme Tuhelj, Croatia

- half-board per person and per day
- **Classic room**
 - Single 97 €
 - Double 72 €
- **Premium room**
 - Single 120 €
 - Double 85 €

Please note these are convenient prices offered to AoPL participants. Entrance to the swimming pools (Water planet) is included in price.



Closest airport is Zagreb (50 km), click [here](#) for more info about coming to the location.

Transport to the location from airport / Zagreb can be organized by the local team, feel free to ask for the details!

Register here: www.cplonline.eu/aopl

PROGRAM

DAY 1 - Participatory leadership and art of hosting in your context

- Welcome & Check in (Circle)
- New organizational paradigms
- Four fold practice
- Participants hosting matrix (sign up for hosting)
- Mental models teaching session: Living systems, Chaordic Field (Nature of PL) - teaching session
- World Café conversations about leadership and complexity
- Collective Story Harvest: Application of PL by using World Café
- Check out & closing Day 1

Individual/group work: coaching for new hosts to step in

DAY 2 - Underlying patterns of participatory leadership and art of hosting

- Opening Day 2, Check in
- Harvesting teaching session
- Divergence/Emergence/Convergence participatory process
- Open Space: Linking the practice to the context of participants
- Collective Story Harvest: Application of AoPL by using Open Space
- Check out & closing Day 2

Individual/group work: coaching for new hosts to step in

DAY 3 - Design for application and implementation

- Opening day 3, Check in
- Harvesting session
- 8 breaths of process design - teaching session
- Design for Wiser Actions (DWA): your issues, projects and ideas to apply and implement PL
- Collective Story Harvest: Application of PL by using DWA
- Highlights of the day
- Bringing it home - your next steps
- Check out and farewell!

Toast to the new connections before going home...!

Program is tentative and details are redesigned based on the participant's needs and group size.

We invite you to join us in meaningful conversations, learning together, sharing experiences, supporting each other in applying a participatory approach and designing solutions for complex challenges in our work!



CONTACT

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Register here: www.cplonline.eu/aopl