

# Skillful Means for Social Transformation

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## Module **Cultural Repair & Re-designing Harmonious Organisation**

Thought leaders of every discipline recognize major problems with modernity. While it has provided some improvements, it has also led to a terrifying increase of physical diseases, mental disorders, and collapsing social systems, particularly in the global North. It is vitally necessary for modern societies to initiate a systematic process of cultural repair, adding back in lost, forgotten, or undervalued traditional cultural elements. This workshop will offer an exploration of the 8 Shields, an elegant and intuitive system for restoring interconnection and healing with ourselves, our communities, and the natural world. The 8 Shields provide both a map and a compass, allowing us to measure the multidimensional aspects of 'Re-Villaging,' pointing toward a more regenerative way of living sustainably on the Earth.

Regardless of our background, we have the power to create the society and culture that we want. We can choose to consciously create communities based on Unity, Peace, Communication, and Healing. Rather than conflict resolution, we propose designing for conflict prevention. We can build our courage, reduce our shame, and uplift each other with our forgiveness. In a time of disruptive changes, we can begin to build a strong and lasting harmonious organization to work for positive changes.

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## Module **Sociocracy**

Sociocracy is a potential infrastructure for navigating future uncertainty with resilience and courage. With roots in the Quaker tradition and cybernetic engineering, developed in the late 20th century by Dutch pacifists, educators, and business owners, Sociocracy is a model for both decision-making and governance. It provides a framework for organisations of any size to evolve as self-reflective, agile and innovating organisms. Using conscious collaboration and the 'wisdom of the whole', sociocracy empowers collective intelligence to achieve shared agreements, values, aims, and objectives, with clearly defined roles and efficient operations. An inclusive, creative decision-making process, it honours all voices and views objections as gifts. It energises groups by optimizing productivity, security, commitment, effectiveness, equivalence, transparency, and fun.

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## Module **Community Organising & Exposure Visit**

Most social change initiatives without serious people's participation do not last. Community organizing for empowerment is a fine art with people participation as a core value. Although it takes time and the process is complicated, it warrants serious attention from community change leaders as the outcome is more likely to sustain. Participants will visit some success stories of communities that have gone through this process and learn about how they moved from community organising around single issues, to a social movement for structural change.

We will review how they have arrived at the present point, linking the practices and theories behind them and pondering their possibilities for success and failure in the future.

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### **Mindful Facilitation for Empowerment: Training of Trainers (ToT)**

Mindful Facilitation for Empowerment is a highlight in our ALT Programme., which we have been fine-tuning over the past 20 years. This year we have decided to integrate a 5-day Applied Drama component as well as expanded sessions on how to organise 'Work that Reconnects' into a 3-day workshop, on top of the ongoing 12-day Mindful Participatory Facilitation Learning – including the topics of Sustainable Development Goals (SDG) and Edge Work. All together this will make up to 20-day learning journey. This is to enhance capacity of participants who aspire to be empowering facilitators. For those who have restricted time to complete these series of workshop, you can choose the sub-modules you are most interested in to begin with, and join others in the following years. We plan to keep this structure ongoing in the following order:

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#### **Module Applied Drama**

Applied Drama for Facilitation (5 days): Applied Drama is the use of drama practice in an educational, community or therapeutic context. Participants in an applied drama are generally not skilled as actors, but are brought together by common concerns. It is a collaborative process of investigation, research, trial and error, negotiation and dialogue. You will be trained to be able to use theatre and drama strategies and techniques to facilitate and serve the needs of diverse communities and audience you are working with.

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#### **Module How to Facilitate Deep Ecology – The Work that Reconnects**

The Work that Reconnects: This module will include learning how to facilitate deep ecology workshops on The Work that 'Re'connects, which is a series of practices exploring our inner responses to the suffering of the world and taking part in the healing of our planet, developed by Joanna Macy.

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#### **Module Participatory Facilitation, SDG's & Edge Work**

Every aspect of human interaction needs facilitation, and mindful participatory facilitation is an invaluable skill, as it is empowering rather than dominating. The aim of this module is for leaders to gain knowledge, skills and attitudes of empowerment vis-a-vis domination. Participants will ride a dynamic balance of mindfulness practice, experimenting with facilitation and leading sessions to go through a holistic educational experience.

Sustainable Development Goals / Edge work: Today's change makers are acutely aware of the global issues facing humanity. Being grounded in the history and introduction of the UNESCO sanctioned Sustainable Development Goal leads to informed action. In this module we learn how to initiate powerful discussion from diverse perspectives. Today's edge workers are familiar with states of high dissatisfaction. They are willing to walk the path from business as usual towards regenerative design. Join us in the exploration of maximizing edges to add viability and vitality to your projects and how to optimize your networks into powerful zones of influence.

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