



Presents

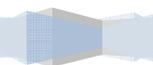
Workshops and Services that

Re-author the World



One Narrative at a Time

Chené Swart



THE NARRATIVE APPROACH

The Narrative approach was founded on and grew from the construction of respectful practices with people in counselling and therapy. Created and documented by Michael White and David Epston more than 30 years ago, the Narrative practices and work were born out of a need to interact with therapy clients in a respectful and collaborative way. Most of these clients were rendered voiceless, labelled with conditions that they were not asked to describe or name in their own words, even though they were living with these experiences every day.

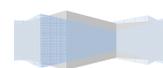
Now the work engages in transformational ways with teams, organisations and communities, as a new generation of trained narrative practitioners brings these ideas into the mainstream.

The Narrative approach begins with the idea that a word opens a world. How we speak and the story we tell shapes who we are. This means that we can create an alternative future by shifting the stories we hold to be true. As a society we are enslaved and trapped by the problem stories that we tell ourselves and one another. Not only are we used to having these problem stories around, we also have a relationship with them that sets limits on what is possible for us and our institutions. There are assumptions and beliefs that we take for granted and they mysteriously start to dominate our lives and invite us to become mere docile bodies. Examples of these assumptions are the dominant belief in the scarcity of life, the competitive nature of mankind, the inevitability of war, and the belief that only certain elites are authorized to “know” and declare what is true.

These taken-for-granted assumptions give us more of what we have and do not produce anything new. The power of these dominant problem stories is that they hide their history, influence and impact on our lives as we shrug our shoulders and tell our friends, “This is just the way it is.” This commitment to the way things are and our ignorance of the powerful effects of these stories are causing so much suffering and hopelessness and yet we have grown accustomed to this way of being.

The Narrative work helps us realise how weary we have become of these stories. It asks profound questions about them. These questions give us a peek into a possible future that we never thought likely, and a whole new dance with the story takes its first step into becoming. The Narrative approach invites us as human beings into the possibility of re-authoring our lives and organisational stories in ways that speak to and of our humanity. Setting ourselves up as authors goes beyond merely thinking in a new way about our lives; it invites us to take up the pen or the brush and start writing or painting our lives and systems in preferred ways of being in this world.

The Narrative work confronts us with our freedom and invites us to live a life where our participation in the world really matters. The work creates distance from these stories that we call dominant problem-saturated narratives. We give the problem narrative a name. We explore the history of the story as well as how we influence and are influenced by the narrative. We examine how the taken-for-granted ideas and beliefs in a particular society inform and sustain the problem narrative. The work continually looks for moments and relationships in our history where that problem narrative was not true, was not the whole truth or was not present. Those different moments and relationships become the seeds for exploring the alternative narrative. We then give this alternative narrative a name. We further explore the ideas, beliefs, skills, gifts and community that can support this alternative narrative.



The Narrative approach seeks to address and confront us with our relationship to freedom and authorship, as it invites us to live a life where our participation in our stories and in the world really matters. As we re-write the narratives we once held to be the truth – and the only truth – about our lives, we shift the future of our own lives and the communities we form part of.

The Narrative work invites participants into the transformative Narrative process that opens the possibility of becoming agents and authors of our lives as we live into an alternative future and story about God, world, work, community, neighbour and self.

Infinite stars from which to make a pattern

Patterning a story

that is ours to make.

Even across vast distance

we connect the space between.

The inward story

and the outer pattern

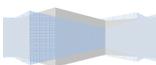
reflect

Perfectly.

Arising concurrently

in our transformation

Ward Mailliard



RE-AUTHORING WORKSHOPS

These workshops are informed by the Narrative Practices and Lens as described in the book Re-authoring the World.

All these workshops can be rendered as a service to the client or customised according to the needs of the client.

Re-authoring our Extraordinary Lives

Re-authoring Leadership

Re-authoring Leadership Alignment

Re-authoring Coaching

Re-authoring Consulting & Teaming

Re-authoring Diversity Conversations

Re-authoring Conflict Conversations

Re-authoring Culture Transformation and Culture Building

Re-authoring Strategic Conversations

Re-authoring Group and Team Conversations

Re-authoring Conversations that Transform

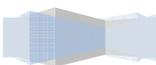
Re-authoring Stories about Stress

What's in a Word? A World!

Re-authoring Spirituality

Womanity Workshop

Train the Trainer



1. RE-AUTHORING OUR EXTRAORDINARY LIVES

WHO SHOULD ATTEND?

This workshop is suitable for any individual who is interested in exploring the Narrative process by bringing their own stories into the room.

WORKSHOP INTENTION

This workshop provides participants with a first-hand experience of the Narrative process as it is applied to their own lives and contexts. *Re-authoring our Extraordinary Lives* invites human beings into the possibility of re-authoring and rewriting our lives, our communal and our organisational stories. Setting ourselves up as authors goes beyond just thinking in a new way but it invites us to rewrite our lives and systems in preferred ways of being in this world. The Narrative practices confront us with our freedom and invites us to appreciate and enrich the extraordinary lives we are living because our participation in the world really matters.

WORKSHOP GIFTS

- Experiencing connectedness
- Celebrating my story in community
- Being listened to and acknowledged in the telling
- Experiencing the construction of a world in language
- Identify the meaning we make out of the events in our lives
- Exploring the taken-for-granted beliefs and ideas informing our stories
- Discovering and entering the alternative preferred narratives of and for my life
- Learn how to name, unpack and enrich the alternative preferred stories as you re-author your life into preferred ways of being!

WORKSHOP OUTLINE

Day 1

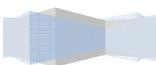
- What is your story?
- Distancing from the dominant story
- Understanding the role of taken-for-granted beliefs and power
 - Taking a position on the story

Day 2

- Exploring the alternative story
- Thickening the alternative
- Celebrating the alternative story

VOICES OF THE PARTICIPANTS

- This workshop created the space for us all to unearth, explore and connect with our story. The amazing energy and support that flowed through each of us is a testament of the warm, welcoming space created. I was introduced to a new way of exploring story – and was given the strength to continue on this road less travelled and trust in my intuition.



- I leave with a much richer and more generative story than I came in with – and the confidence that I can live into this story, bolstered by the affirmation and the gifts I received from the community.
 - Each conversation helped me explore my stories at a deeper level. The gift of conversation and real listening was so precious. I realized that my stories influence me, but they don't have to control me and define me. I feel liberated and thankful and wiser. This time to think, talk and reflect has been such a gift.
 - The workshop was pure alchemy. Through the power of words, storytelling and witnessing, I was able to recognize my own ability and courage to boldly take the leap into my own unfolding.
- This is a workshop that brings deep insight into your life. It's like peering into deep, still waters – and then making big waves and currents you didn't know were possible. A whole lifetime's worth of change can happen in just two days. Remarkable! This workshop is led at a pace that allows true reflection for each participant, rather than galloping from concept to concept. That kind of special care and attention to individual growth truly fosters transformation. It's outstanding.
- I never could have imagined the gift of freedom I would receive by attending this workshop – this experience has breathed new life into me and reminds me how connected all of us truly are – we are not alone – and we can help each other fulfil our dreams – our hopes for ourselves, our families, our communities, our friends. I learned how to own the pen and be the authors of our own lives – suddenly the possibilities are endless – a springboard for positive change – around the world.
- This workshop was a wonderful experience for me. It was eye-opening and enabled me to shift the lens from which I view my story. Reconstructing your story empowers you to move forward.



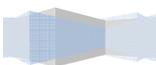
2. RE-AUTHORING LEADERSHIP

WHO SHOULD ATTEND?

This workshop invites all who are interested in re-authoring the way they lead teams, groups and organisations. Everyone in a leadership position or working with leaders would therefore find this workshop meaningful.

WORKSHOP INTENTION

Re-authoring Leadership is an invitation to leaders as facilitators and co-creators of an alternative story that acknowledges leading *with* and not leading *for*. Leaders will also explore their Narrative competence as they work with their preferred leadership narratives and experiences. Narratives are powerful because they speak about and shape our realities, who we



are, how we relate to others and who we can become as individuals, communities and companies. In the Narrative approach we believe that leaders play a very important role in the narratives that are told about the company, the work we do, the teams and the business. Leadership in this understanding knows that every conversation, meeting and interaction creates possibilities or closes them down. Leaders therefore have the power to engage with people in a way that shifts conversations and narratives away from problems, blame and shame to ownership, accountability and possibility. Effective and inclusive leaders therefore understand the context they enter, invite their team members to be partners and “owners” of the organisation, tap into their own preferred leadership stories and are able to convene powerful conversations that shifts problems to possibilities. The workshop aims to generate a living dialogue on leadership including all the voices and expertise in the room in co-constructing an alternative preferred story about leadership that would create a new future.

WORKSHOP GIFTS

- **Leaders will explore, understand and practice how**
 - to lead from their preferred stories
 - build relationships that will take the business forward
- to convene conversations that shift from problem stories to stories of possibilities
- to facilitate deep participation where the members of their teams will flourish

- **Leaders will practice the skills to create teams that**
 - take ownership and accountability for the business
- understand that the stories they tell create the possibilities for the business
 - can talk about difficult challenges
 - have a sense of belonging to the team

WORKSHOP OUTLINE

Day 1

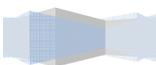
- Discovering my own preferred leadership stories
 - The language of leadership creates a world
 - Leaders understanding their contexts
- The power of leadership towards an alternative future

Day 2

- Leadership re-authoring relationships
- Leading from the alternative preferred stories of teams and organisations
- Leadership as facilitators and convenors of a new kind of conversation
 - Leading celebration

VOICES OF THE PARTICIPANTS

- Having never heard of Narrative Practices before, I honestly never expected much. However, what it turned out to be, was one of the most defining moments in both my life and career. In just two days, my perspective of my life, my relationships with family, my relationships with friends, my career goals and my relationship with the world as a whole, was completely transformed. As a leader, I now know what is expected of me,



and more importantly, I now have the confidence to brush aside all previously preconceived ideas and beliefs, that were unbeknownst to me, hindering my progress. Narrative Practices is something everyone should be exposed to.

- The Narrative practices create an atmosphere which enables us to trust each other and open a forum which made it easy for us to enter into conversations. I learned a lot from listening to the personal stories and insights of others. I then felt more comfortable sharing than I normally am. As a leader, I gained a clear sense of what is possible to build trust in roles for example as board of director and teacher, by engaging conversations built on the Narrative structure.
- I believe the possibilities are endless to take our teams to new heights with the tools that Narrative Leadership gave us over the past two days.
- I found it really empowering, showing that we are the leaders of our life. There are always choices and our choices influence the co-creation that we live and call life.



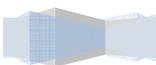
3. RE-AUTHORING LEADERSHIP ALIGNMENT IN THE NEW SOUTH AFRICA

WHO SHOULD ATTEND?

We live in a country that holds the full complexity of humanity in the grief and the dance, the poor and the rich, the old and the new, our history and our future. Leadership alignment in these multifaceted times require the art of holding it all whilst also creating an alternative narrative that takes the future of our companies and our country to the common good for all, which includes the bottom line. If you are a leader interested in shifting the story with your organisation and team, come and join us!

WORKSHOP INTENTION

What's in a word? A World! ***Re-authoring Leadership Alignment*** is an invitation to take back the pen and the brush and write and paint an alternative world as we re-author what it means to align with one another as leaders and with our teams in co-creating an alternative future. The Narrative approach comes alongside leaders in these complex and multifaceted times and offers a process and skills that shifts and transforms the stories we tell about ourselves, our teams, our companies and our country. The stories we tell about our identities, our work and our country are powerful because they shape what is possible in who we can become individually and collectively. The Narrative approach therefore enables leaders to again become authors in co-creating teams and companies that move South Africans forward in being the alternative story in our world.



WORKSHOP GIFTS

The Narrative approach will gift leaders with the following outcomes:

- Naming, telling and understanding the leadership stories that inform their work
- Enabling teams to co-create a vision of the future that moves away from problem stories
- Integrate the skills required wherein leaders are convenors of conversations and processes that shape the future of our organisations and country in a new way

WORKSHOP OUTLINE

Day 1

Leadership Conversations

- What are the preferred stories of leadership that inform my work?
 - What is my work as a leader in this company?
 - Where am I heading as a leader?
 - What am I committed to as a leader?

Day 2

Team Conversations

- How to build a team
 - How to have difficult conversations in the team
 - How to invite and celebrate difference in my team
 - How to create a culture of ownership beyond the blame-game
- How to invite my team's strengths, gifts and passions to be shared with the team

INVITATION TO LEADERS IN SOUTH AFRICA

We stand at a very important time in the history of our country where leaders can be trapped in the past, the history and their own survival or lift their heads and take ownership of the possibility to be collaborators with work-communities in co-creating an alternative future by re-authoring the stories we tell as leaders and workers, one narrative at a time.

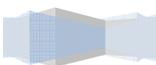


4. RE-AUTHORING COACHING

WHO SHOULD ATTEND?

This workshop comes alongside all who fulfil an individual- or team coaching role within their organisations, institutions or communities such as: leaders, managers, HR and OD practitioners, coaching professionals, educators, social workers and healthcare professionals.

WORKSHOP INTENTION



The **Re-authoring Coaching** workshop invites an alternative story to the relationship between the coach and coachee. It also provides the practices and lens that invites transformation as a participant into this coaching relationship. Narrative coaching is the process where alternative preferred narratives are co-constructed with coachees. The workshop creates the space for participants to experience a coaching relationship as participant and coach. In the interactive learning space we will be working with the practices, values and assumptions of the Narrative approach while applying it to real-life stories. In this workshop participants will explore and experience the gift and power of the Narrative approach in coaching work on team and individual level. We will explore the following topics:

- Understanding and working with the multiplicity of stories of individuals
- Facilitating and co-creating alternative narratives in coaching conversations
- Identifying and interacting with the taken-for-granted ideas and beliefs in coaching conversations
- Inviting and co-creating connection and transformation within the individual and team conversations

WORKSHOP GIFTS

- Coming alongside coachees to name the narratives they are living into
- Re-author the narratives that lead to thin conclusions of who coachees are and who they can become
 - Respect the local knowledge and expertise of individuals and teams or groups
 - Coming alongside coachees to thicken and enrich their preferred stories
 - To see problems as problems and not the person or the group as the problem
 - To understand and work with power relationships

WORKSHOP OUTLINE

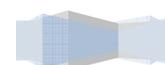
- What is Narrative Coaching?
- Assumptions and values that construct this work
 - Practices that sustain this way of being
 - The language used in the work
 - The coach as participant
 - The role of narratives in coaching
- Taken-for-granted beliefs and power in co-constructing the coaching relationship

Day 2

- How to negotiate the coaching relationship
- Themes that enter the coaching conversation
- Thickening and enriching the treasure chest of alternative narratives with coachees
 - Coaching as a community practice
 - Co-creating transformational spaces with coachees
 - Exploring group coaching practices
 - Ending the coaching relationship

VOICES OF THE PARTICIPANTS

- What a WOW experience! Over the past two days my life has been enriched in such a way. It is a liberating, enriching, positive, energising experience. A world of abundance to be explored!



- I received the gift of understanding Narrative coaching. I also received the gift of awareness where I am now aware that I am a significant person in my life.
- Energy was flowing from every story told and all the interaction in the room that took us on new journeys in our life stories. It was more than mere potential. Hope arose in my life and new stories emerged when the energy of the workshop touched my whole life and all the selves in my story.
- The workshop was an enriching experience which was an opportunity of reflection and personal growth.
 - I was learning a skill today whilst telling my story.
- The Narrative process helped me to start a new story with a new group of people.



5. RE-AUTHORING CONSULTING AND TEAMING

WHO SHOULD ATTEND?

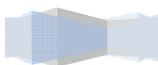
This workshop is suitable for any individual who is interested in exploring the Narrative process and lens by bringing their own and their communal or organisational story into the room. Leaders, managers, HR and OD practitioners, coaches, educators, social workers and healthcare practitioners are welcome to come and discover the power of re-authoring and re-storying the worlds that we have come to take for granted.

WORKSHOP INTENTION

The *Re-authoring Consulting and Teaming* workshop will unpack and transform your relationship with teaming and consulting. This workshop will enable consultants to relate to clients as equals, co-constructing with them an alternative future and narrative. The Narrative approach to consulting creates the space where the client can show up as resourceful, imaginative and knowledgeable. We will explore the skills and practices that enable and invite transformation so that we can experience transformation that is more richly described and co-constructed. As part of this experiential learning workshop participants will be invited into consulting relationships as client and consultant. In the interactive learning space we will be working with the practices, values and assumptions of the Narrative approach while applying it to real life organisational/communal stories.

WORKSHOP GIFTS

- Understand and work with some of our own consulting stories and the conclusions we draw from them
 - Practice the skill of consulting and teaming using Narrative practices



- Learn to work with problem and alternative stories of teams in organisations
 - Learn to co-create alternative narratives in organisations and communities
- Identify and interact with taken-for-granted ideas and beliefs in organisational work
- Invite and co-create connection and transformation within the team or community
- Participants will be able to apply these practices with their internal and external clients as the workshop will invite them to work with these ideas as they learn about them.
- Generative questions, small and large group conversations and reflections will provide the co-creation of knowledge and learning for the day.
- Participants will also be able to leave with a Narrative process that will help them to engage with the multiplicity of stories of their own lives as well as their organisations in a way that open up new possibilities.
- The Narrative approach will be experienced as a lens to see our lives and world anew
 - Teaming and consulting will be unpacked, re-storied and re-authored as our participation in the world really matters

WORKSHOP OUTLINE

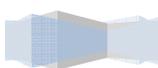
- What is Narrative Consulting?
 - The skill of co-constructing the consulting relationship
- Exploring taken-for-granted beliefs and ideas in organisational/communal life
- Applying the Narrative approach in discovering the organisational/communal story
 - Exploring our consulting and teaming stories and how they inform our lives
 - Unpacking the influence of these stories on the organisation and the team
 - Constructing decisions and rituals in relation to these stories

Day 2

- Incorporating the gifts of the organisation, team or community
- Exploring common themes and challenges within the consulting/community field
 - Discovering how to work and unpack the stories of teams
- Naming the dominant and alternative stories that teams are in relationship with
- Discovering how our stories construct our organisations, communities and teams
- Engaging with and thickening preferred stories of possibility in teams and organizations

VOICES OF THE PARTICIPANTS

- This workshop took us for two days through a process to experience and then we learned how to facilitate the Narrative process. It was so rich. As well as having a personal breakthrough in my own narrative, gift-upon-gift, we then learned some of the heartfelt care for the community that lies at the center of this work as it was clearly conveyed and lived.
- This workshop holds the key to the magic kingdom. It opens the door through the unique presence and language of Narrative practices. If you walk through this portal your experience of your life is transformed.
- This workshop takes an extremely complex set of ideas and brings them to life in a deep and meaningful way. With guidance I had multiple opportunities to re-author personal and professional narratives in a more positive way. I look



forward to using the tools and techniques learned in order to begin achieving personal goals as well as to help various organisations achieve their missions.

- This workshop has a sublime mix of embodied wisdom and process savvy. This workshop is a gift to the communities and individuals who are wise enough to experience this workshop.
- This workshop brought many gifts. The training in using the Narrative practices opened up many possibilities. It has given me a great tool to use in consulting and training. Also, the depth to which people went in releasing old stifling stories and breathing into more life-filled alternative ones gave me many ideas of how I could work the process together with meditation and revisioning work I have been engaged in to create quick and deep bonding and openness. So much happened in this brief rich 2 days that it is hard to come to terms with or capture in writing all that has been absorbed, but I am excited to start applying this gentle but profound method.
- What an energizing two day experience. The process as I experienced it was simple and still cultivated such rich dialogues among us. It truly embodies the genuine spirit of curiosity and openness to transformation that we learned through the session.



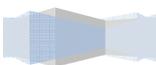
6. RE-AUTHORING DIVERSITY CONVERSATIONS

WHO SHOULD ATTEND?

This workshop is suitable for any individual who is interested in exploring the Narrative process and lens as it relates to diversity conversations. Leaders, managers, HR and OD practitioners, coaches, educators, social workers and healthcare practitioners are welcome to come and discover the power of re-authoring and re-storying the ideas about the “other” we have come to take for granted.

WORKSHOP INTENTION

The *Re-authoring Diversity Conversations* will give you the opportunity to experience interactive diversity work based on the Narrative lens and practices. Within the Narrative approach to diversity, we work from the premise that the stories we hold about the “other” (people who are different from us in terms of race, gender, age, culture, language, class, sexual orientation, religion, education etc.) are set within taken-for-granted notions that can be challenged and changed in an instant. These realities about the “other” are organised and maintained through narratives. These narratives are legitimised by our claims that our own version of reality of the “other” is true and sometimes the only truth. We end up with competing narratives about one another, all claiming to be the right and true description of the “other”. These competing narratives result in the discrimination, conflicts, wars, violence, xenophobia and genocides we have come to take as the way things are. Diversity conversations in this



understanding are primarily not about our differences like race and gender but an invitation to openness of the alternative story of the “other” that can change in less than a second. The transformation of our story of the “other” is different than change management and reform which is unkind to transformation. This is a fresh and alternative approach to what we have come to take for granted in diversity workshops.

WORKSHOP GIFTS

Participants will discover and explore:

- The Narrative lens and practices for re-humanising our world
 - Their stories about the “other”
- And unpack the stories about the “other” that are not useful and thicken the ones that move them forward
 - How they interact with power and privilege
 - How they have formed stories of the other
 - How they can live into alternative stories of the other
 - The effects of the exclusion of the “other”
- The possibility of community that is so much more than we could ever imagine

WORKSHOP OUTLINE

Day 1

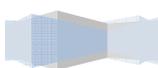
- Unpacking our stories about the “other”
 - How do we know what we know?
 - How do we make decisions about the “other”
- Unpacking the effects of the stories about the “other”

Day 2

- How do we interact with power and privilege
 - Unpacking the alternative narratives about the “other”
- Discovering and re-authoring repetitive narratives that gets us stuck in transforming our world
- The possibility of community that is so much more than we could ever imagine

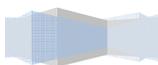
VOICES OF THE PARTICIPANTS

- This workshop has revealed a new way of thinking about and experiencing of diversity. While I understand the nature of divergent group processes (because of my work), I didn’t know how diversity topics such as gender, culture, race, etc. could be discussed in a safe and constructive manner. This workshop was the answer to my doubts about effective diversity work. I also learned a great deal about my own language patterns and those of the world. I am a more complete person after this workshop.
- The workshop gave me tools to broaden what I already considered to be a broad perspective and worldview. While I already considered myself to be open-minded, particularly where “diversity” was concerned, the two-day communal



session helped me shine lights on areas that needed opening and just shift further, perspectives that could be broadened just a bit more. Brilliant!

- The diversity workshop through the Narrative lens makes the practice of engaging effectively in diverse relationships accessible and doable. These two days were guided with the solidity and assuredness of work that is ensconced in the theory and practice of the emerging creative dynamics of group processes.
- The diversity workshop is a necessary and very useful programme for anyone who works with individuals of a diverse background or just wants to be a more minded person. We were challenged in our assumptions and encouraged to see the “other’s” perspective. I made a lot of progress on several issues that I had facing me just by narrating them to others. I will recommend this programme to anyone who lives in this multicultural world!
- The workshop helped me see more clearly how I want to be connected to the world – to people who are similar or different from me. It went way beyond the topic of diversity to really open new opportunities for me to connect with others. The Narrative practices we learned will be useful in all aspects of my life.
- I came to the workshop believing that I was an open-minded person. I left feeling as though I had a revelation that would forever change me. I was surprised that I was in fact a close-minded person. However, the workshop helped me identify ways to change my story, to change the path that I’m on, to open my eyes to things, people and stories that have been in front of me so long. Amazing!
- I came into this workshop with many doubts of why I was even coming and as we talked about the workshop I stereotyped in the worst way. But it was a great experience for me because not only did I realize that I wasn’t open enough but that I needed to tell my story more often. Coming into this workshop I would never have told the stories that I told to these people but after the encouragement I let go and shared my stories and I’m happy I did.
- The power of this workshop was so much more than learning about “diversity”. It was moving forward of the personal, identifying the things that keep us stuck and the celebration of learning and progress of our story.
- The work of transformation in South Africa is in a state of flux. I’ve found the narrative paradigm of telling our stories enabling us to discuss and find solutions on those issues that are still preventing us from acknowledging our common humanity. Lungi
- South Africa has a way of bringing people together in their humanity, even in difficult times. What I found refreshing about this workshop is that ordinary citizens gave so much of themselves in telling their stories and trying to define



their diversity narrative voluntarily, with smiles on their faces, celebrating our differences! Loyiso

- A very well thought through workshop on diversity. It could not have come at a better time as it opened a new paradigm shift in my thinking on diversity presentation. Diversity narration is a new conversation. The element of humanity comes through clear which is at the heart of any diversity training. Well done, Ronnie



RE-AUTHORING CONFLICT CONVERSATIONS

WHO SHOULD ATTEND?

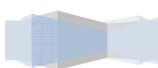
This workshop is suitable for any individual who is interested in exploring the Narrative process and lens as it relates to conflict conversations. Leaders, managers, HR and OD practitioners, Employee Relations officers, coaches, educators, social workers and healthcare practitioners are welcome to come and discover the power of re-authoring and re-storying the ideas about conflict as the conversation shifts from conflict resolution to conflict dissolution.

WORKSHOP INTENTION

The *Re-authoring Conflict Conversations* workshop aims to share the skills needed to co-create the space for teams and individuals to re-write conflict problem stories by applying the Narrative approach. This workshop will enable participants to explore Narrative practices as a way to have conversations when relationships have suffered. Because realities are organised and maintained through narratives, conflict arises when there are competing versions of reality all claiming to be the real truth or sometimes the only truth or story. This strive to legitimise the version of what reality really is often delegitimises the other party or person in the conversation. Effective conflict resolution or dissolution in the Narrative understanding proposes that competing narratives undergo transformation that could bring these narratives toward their convergence into a common narrative that both parties co-construct and agree upon. This shift to a common co-constructed negotiated narrative helps parties at conflict to create a shared, internally consistent vision of the past, present and future.

WORKSHOP GIFTS

- **Exploring and practicing the skills of the Narrative approach for mediation and conflict dissolution :**
 - Distancing from the problem story
 - Unpacking the conflict
 - Naming the competing stories with participants
 - Co-creating a common shared narrative
 - Co-creating stories of connection



WORKSHOP OUTLINE

Day 1

- Exploring the Narrative process of facilitating conflict conversations
- Practicing the skill of talking about the problem as the problem
 - Unpacking the competing stories
- Exploring the relationship with and within the problem story
 - Understanding the role of narrative templates in conflict

Day 2

- Moving together towards an alternative story
- Co-creating and crafting a common shared narrative
 - Living into the alternative story



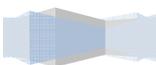
7. RE-AUTHORING CULTURE TRANSFORMATION AND CULTURE BUILDING

WHO SHOULD ATTEND?

This workshop is suitable for any individual who is interested in exploring the Narrative process and lens as it relates to culture transformation and culture building. Leaders, managers, HR and OD practitioners, coaches, educators, social workers and healthcare practitioners are welcome to come and discover the practices and power of re-authoring and re-storying organisational culture.

WORKSHOP INTENTION

The ***Re-authoring Culture Transformation and Culture Building*** workshop aims to share and practice the skills needed to co-create, build and collectively transform organisational culture through the Narrative approach. Because realities or culture are organised and maintained through narratives, organisational culture is seen as the treasure chest of collective and competing narratives that are told by everyone, both inside and outside of the organisation. These narratives can go way beyond the strategic plans and visionary objectives that you would find hanging in the reception area of the company. Organisational narratives are lived and told in the kitchen, just after meetings in the hallway, at family gatherings etc. To build and transform the culture of an organisation requires an awareness and understanding of the: power of the storying capacity of the work-community, the power of language in the creation of the culture, the influence of power in the telling of preferred organisational culture narratives and the importance of relationships that carry these narratives. Some of the dominant narratives that are told about the culture of an organisation may sound like: the lack of strategic thinking; low self-esteem; troubled relationships and a racist organisation, to name a few. The Narrative understanding proposes culture transformation and culture building as the shift from competing narratives toward a convergence into a common richly described and owned narrative that are co-constructed and agreed upon by all.



This workshop is suitable for any individual who is interested in exploring the Narrative process by bringing their stories and challenges within culture transformation and culture building into the room.

WORKSHOP GIFTS

- Understand and explore the storying capacity of human beings
- Practice the skill and awareness of language as a collaborator in culture transformation and culture building
 - Practice the skill of naming dominant problem narratives and alternative preferred narratives
 - Creating the context of human connectedness for culture transformation and building
- Re-author the narratives that lead to thin conclusions of who we are and who we can become as organisations
 - Respect the local knowledges and expertise of organisations
 - Thicken and enrich the preferred stories of organisations

WORKSHOP OUTLINE

Day 1

- Unpacking our own relationship with culture transformation/building
 - Practicing the skills to:
 - Name narratives
 - Unpack narratives
 - Re-author Narratives
- Understanding the role of taken-for-granted beliefs and power

Day 2

- Exploring the alternative narrative of our organisational culture
 - Celebrating the alternative narratives in organisations
 - Co-creating a transformational space for organisations
 - Co-creating and crafting a common shared narrative
- Living into the alternative narrative and sustainability thereof



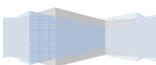
8. RE-AUTHORING STRATEGIC CONVERSATIONS

WHO SHOULD ATTEND?

This workshop is suitable for any individual who is interested in exploring the Narrative process and lens as it relates to strategic conversations. Leaders, managers, HR and OD practitioners, coaches, educators, social workers and healthcare practitioners are welcome to come and discover the practices and power of re-authoring and re-storying conversations about our preferred imagined future.

WORKSHOP INTENTION

Stories are powerful because they speak about and shape our realities: who we are, how we relate to others and who we can become as individuals, communities and organisations. In Narrative work, strategy is the naming and narrating of an imagined future that is collectively



constructed from our individual, our organisational and our contextual story. The **Re-authoring Strategic Conversations** workshop aims to share and practice the skills needed to co-create, build and collectively name this preferred imagined future. Within the Narrative work this imagined future is co-created by everybody in the organisation and the leader is not expected to decide alone what a preferred future will look like. The Narrative practices enable organisations to unpack the history and collectively interpret it so that a richer description of the future is produced, a future that is built on the gifts, hopes, values, passions, dreams and strengths of the work-community. The work-community is invited to collectively create a discourse of direction that influences one another's actions. The telling and re-telling of our imagined future shapes the work-community and culture of the organisation. As we find connection within and between our narratives, it creates greater possibilities. Narrative strategic work is never static because it exists in the constant movement and transformation of the telling and re-telling of the narratives of our imagined future. One of the gifts of this work is that it creates shared meaning that is spoken by everyone in the organisation with a joint connection to the purpose. The harvesting of the potential of participants' collective efforts invites human flourishing into organisation. Because of this gift there is no need to coax anybody in the organisation to get their buy in for the new strategy.

This workshop is suitable for any individual who is interested in exploring the Narrative process by bringing their stories and challenges of strategic work into the room.

WORKSHOP GIFTS

- **Participants will practice the skills of:**
 - Invitation for work-communities to express themselves in their own vocabularies that creates ownership of the stories being told and lived
 - Creating imaginative conversations that nourish work-communities in the telling of and listening to their stories
 - Engaging everybody in the strategic process so that work-communities moves collectively towards a future that they have named and co-created
 - Inviting employees and stakeholders to become full participants in the telling and acting of the their alternative preferred strategic future

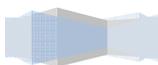
WORKSHOP OUTLINE

Day 1

- Exploring the role of narratives in crafting strategic conversations
- Harvesting individual and communal narratives and histories as springboard for our imagined future
 - Harvesting the gifts, hopes and dreams that flow from these stories
- How to collectively name our experience of the organisation in this moment in time

Day 2

- Naming the communal character of an organisation as a way to understand what is next for the organisation
- Name, dream and imagine collectively what is possible for an organisation from our individual and communal stories
- Unpack the actions, practices, promises and values that will guide this new future



9. RE-AUTHORING GROUP- AND TEAM CONVERSATIONS

WHO SHOULD ATTEND?

This workshop comes alongside all who work with teams or groups within their organisations, institutions or communities such as: leaders, managers, HR and OD practitioners, coaching professionals, educators, social workers and healthcare professionals. You will be invited to re-author the nature of how we gather and convene that invites transformation to occur

WORKSHOP INTENTION

The *Re-authoring Group- and Team Conversations* workshop invites an alternative story to the gathering of groups and teams that shifts from something we must get over with as soon as possible, to gatherings of flourishing human beings. Gathering with the lens of the Narrative practices value the voices and knowledges of the participants, create the experience of non-judgement where trust can show up, welcome human beings to express the gifts that they receive from one another and open up the possibility for narratives to shift collectively because of the way that we gather. Why does this matter? All of these values, practices and experiences invite the possibility for teams and groups to experience communal transformation into their preferred narratives and futures.

WORKSHOP GIFTS

- Understanding and working with the multiplicity of stories of individuals and groups
- Facilitating and co-creating alternative narratives in group- and team conversations
- Identifying and interacting with the taken-for-granted ideas and beliefs about groups, teams and communities
- Inviting and co-creating connection and transformation within the group- and team conversations
- Respecting the local knowledges and expertise of individuals in groups and teams
- Coming alongside groups and teams to thicken and enrich their preferred stories
 - Re-authoring an alternative future with groups and teams

WORKSHOP OUTLINE

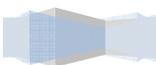
Day 1

- What is Narrative group-and teamwork?
- Exploring the values and practices that construct this work
 - The role of narratives in group- and teamwork
- Exploring the taken-for-granted beliefs and power in co-constructing group- and teamwork

Day 2

- Exploring the richness of the treasure chest of alternative narratives with groups
 - Why do we give gifts to one another?
- Co-creating transformational spaces with groups and teams

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VOICES OF THE PARTICIPANTS

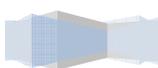
- The theoretical representation on one page made sense to me and was very helpful. This experience made the fear of group work go away. I always thought that you have to know and work with people for a long time before trust can be established, the conversations with strangers in groups of three challenged this notion. The day created a kind of intimacy that showed how fragile we are, took away some of the walls around me and made me experience my humanity again.
- Something shifted for me. I realized how quickly you can create trust in a small group. I used to think that it takes long and is hard work.
- When people offer their stories to one another, they offer a part of themselves. The giving of gifts to one another is a scared experience. I now think that belonging might not be such a bad experience anymore. I think I have moved from individualism to community in some way.
- This is just so doable, you can apply it in your work, with your family etc.
- This workshop was a blessing to me. Narrative work was presented in a very understandable way. It was a life changing workshop, it led to practical application, for example, the gifts conversation and the small groups. It was very empowering.
- I have been given a tool to open up possibilities and a way of making a contribution.
- We are not machines, we are human beings. Our humanity can come out when we are not judged. I realised the power of connection that honesty and valuing one another can bring. I feel a lot lighter and motivated.
- I think trust can take our organisation to a level of intimacy that can unlock something for the firm. I was cynical about sharing gifts with one another, but how fearless it moves. Lots of layers of humanity were revealed when we dropped the veil of judgement. It is more intimate and relinquishes control.



10. RE-AUTHORING CONVERSATIONS THAT TRANSFORM

WHO SHOULD ATTEND?

This workshop comes alongside all who are interested in engaging and convening conversations that transform within their organisations, institutions or communities such as: leaders, managers, HR and OD practitioners, coaching professionals, educators, social workers and



healthcare professionals. You will be invited to re-author the relationship to and with transformation that invites alternative preferred futures.

WORKSHOP INTENTION

The *Re-authoring Conversations that Transform* workshop invites an alternative story, not only for our individual transformation, but also collectively co-constructs the possibility for communal transformation as we gather together. It opens up the practices for transformation and conversations that co-authors the possibilities for our world. The important role that taken-for-granted ideas and beliefs play in how we except “the way things are” and therefore sometimes lose hope that transformation is at all possible is explored and unpacked. Most importantly the role of narratives in transformation both in the speaking and acting in our world will be experienced and discussed. The workshop participants will also have an opportunity to practice rituals of transformative celebration and experience the importance of community in the work

WORKSHOP GIFTS

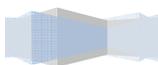
- Re-authoring your relationship with transformation
- Understanding the role of taken-for-granted ideas and beliefs in transformation work
 - Learning from one another how transformation is co-constructed
 - Celebrating transformation with a community

WORKSHOP OUTLINE

- The role of narratives in transformation
- Taken-for-granted beliefs and power in co-constructing transformational spaces
 - Thickening and enriching the treasure chest of alternative narratives
- Co-creating transformational spaces for organisations, communities and teams
 - Negotiating transformation in the journey between different worlds
 - Celebrating transformation

VOICES OF THE PARTICIPANTS

- It was a wonderful inspiring day where we were shown our own ability to connect and see one another – and all the possibilities that flow from that deep connection to each other and to our world. It makes me hopeful to think that the Narrative message will go out and permeate all of us out into the world.
- I received the gift of hope and possibility because we all co-author this world together. The Narrative work offers a path into how we can connect with our deepest dreams and aspirations and how we can connect to each other’s dreams. We can tell a different story of “how things are”. We can change the world. There is hope, abundance and generosity.
- Great possibilities. I look forward to sharing what I have learned today with every client I meet, and every class I teach.
- I have been inspired to think of new ways to help the people I work with unlock the places they are stuck.

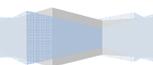


- I was excited to find alternative stories and most of all unpacking the old ones. The possibility of the alternative process of developing and expanding on the new is invigorating.
- The Narrative ideas have evolved my thinking and with it I was given the language to apply this new set of tools in transformation – one conversation at a time.
 - I was astonished at the level of connection, honesty and personal insight that occurred between each person. Personally, it was the right time for re-authoring my own narrative and confirmation of the saying "the teacher arrives when the student is ready". I look forward to the new challenges of living fully into this new story.
- We move through life with many inferences defined by the narrative that develops through our institutional and social foundation. We are now living in times of exponential change and many of our traditional narratives no longer equip us for the road ahead. The Narrative approach requires that we challenge the relevance of our existing narratives and prepare for the challenges ahead.
- The insightful use of Narrative work brings a profound sense of shared humanity back into life's conversations – both personal and professional!
- The Narrative approach creates and teaches us to create an environment wherein the human heart is free to open and change. Our personal narratives and our world are thus transformed.
 - The clarity and deep understanding of the Narrative work presented in this workshop created a safe trusting space to dive deeply into our stories and was a true gift. The exploration of our personal narratives lend to profound transformations. For this I am grateful.
- The two Narrative Workshops that I have attended have been so core to my growth - in who I am and the work that I do in the world. This work gracefully and compassionately helped me, and others, to re-author my story which is a true gift. As a result of this work I now see possibilities for myself and for the future of the planet. Thank you.



11. RE-AUTHORING STORIES ABOUT STRESS

WHO SHOULD ATTEND?



This workshop comes alongside all who are interested in re-authoring their narratives of and relationship with Stress.

WORKSHOP INTENTION

The *Re-authoring Stories about Stress* workshop provides an application of Narrative ideas and practices as it relates to the story and meaning-making of Stress. You will have the opportunity to work with your narratives within your own experiences and understandings as well as receive the conversational tools to apply these ideas to your own relationship with and management of Stress. These conversational tools will also enable you to assist others in re-authoring their stories and relationship with Stress.

WORKSHOP GIFTS

- Understanding and unpacking the multiplicity of stories that inform your relationship with Stress
 - Name and explore the alternative narratives in your relationship with Stress
 - Identifying the taken-for-granted ideas and beliefs about Stress
 - Re-authoring an alternative future relationship with Stress

WORKSHOP OUTLINE

Day 1

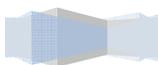
- Understand the meaning and narratives of Stress
 - How is Stress invited into your life?
 - How does Stress influence your life?
 - Reflections & Relaxation exercises

Day 2

- Exploring alternative narratives of Living
 - Exploring anti-stress practices
 - Reflections & Relaxation exercises

VOICES OF THE PARTICIPANTS

- My experience of the workshop was extremely wonderful and it made me realise that there are many ways to fight stress.
- I was able to identify the main stressors in my life and explore the many alternative stories that were the highlights in my story and how they contributed to my being able to deal with the stress.
- My experience of the workshops was very good. I learnt and discovered things that I was not aware of. I now have an understanding of stress and how dangerous stress can be in one's life. During the duration of the workshop, I was able to ease some of the stress that was troubling me.



- It's been rewarding, uplifting and educational. I have learnt various ways of combating stress and have become more mature and skilful so as to guard against and even throttle the stress!
- It was very eye-opening and interesting – thank you very much! What struck me most was that I could identify stress-related problems that I had never known about. It feels great to be the boss of stress and not vice versa!
- What struck me most is that from your stress-story, you are able to come back and realise the coping skills you still have to overcome whatever situation you are in.
- My experience of the workshop was extremely informative, appropriate and applicable both personally and in a professional capacity. Thank you for the well-structured course that ordered our pre-knowledge and experience and for teasing our curiosity to find out more. This knowledge will certainly help us to become more effective in fulfilling our purpose in providing our learners with much more than only a basic education.
- My experience of the workshop was very informative in a sense that it made me have a different perspective of stress in terms of managing, identifying and coping under stressful circumstances. What struck me most was the information shared by the whole group, participation and the discipline at all time. The respect and tolerance among the group members were superb.
- It had a major positive impact on my life. Putting into perspective ways and ideas of managing my stress levels first in order to be able to be more effective in my work with young people in distress that we deal with. Group discussions and feedback from the participants had been very helpful. What made an impression on me is the way the session was facilitated giving us participants the time to actively participate and not just passive presence.

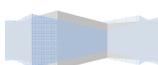


12. WHAT'S IN A WORD? A WORLD!

WHO SHOULD ATTEND?

This workshop comes alongside all who are interested in engaging and convening conversations that transform their organisations, institutions or communities such as: leaders, managers, HR and OD practitioners, coaching professionals, educators, social workers and healthcare professionals. You will be invited to re-author the worlds you are living in by unpacking and re-writing the language and words that will ripple out into an alternative preferred future.

WORKSHOP INTENTION



The *What's in A Word? A world!* workshop journeys with communities, teams and organisations as together they name the world of the dominant story that they are facing. The Narrative practices assist in naming these stories, inviting participants to re-author the current dominant story by taking back the pen in the writing of these alternative stories and to collectively re-dream what is possible for their teams, communities and organisations. The Narrative approach works with the multiplicity of stories and the multiplicity of meanings that we as human beings make. Participants are invited to name their stories and to explore the taken-for-granted beliefs and ideas that inform these stories which eventually leads us to say: "I am....." and "We are....." In this approach the problem is the problem, not the person. The storyteller is seen and treated as the expert in the telling. In this workshop we invite rich descriptions of stories and identities that challenge the thin descriptions so often spoken in the words and worlds of our societies.

WORKSHOP GIFTS

The Narrative approach provides the practices that invite the shifting and transformation of stories. The following gifts enable and invite these shifts and transformation in the world:

- Re-humanise
 - Re-name
 - Re-author
- Re-communise
 - Re-gift
 - Re-dream

WORKSHOP OUTLINE

The dominant story

- Naming the story
- The influence of the dominant story is explored
 - The history of the dominant story is told
- The taken-for-granted ideas and beliefs that inform the story is explored
- Who are the community/organisation authorising to speak about the dominant problem story
 - Performing a ritual for the dominant story

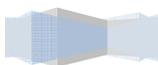
The alternative story

- Harvesting the alternative narrative from the individual stories of the community
 - Naming the alternative story
 - Thickening the alternative story
 - Ritual for the alternative story

VOICES OF THE PARTICIPANTS

What most captured your imagination in the conversation we had today?

- The idea that by changing the way we speak and think about things we can re-write the nature & function of relationships & communities.
- Being in an atmosphere that encouraged the art of curiosity with no room for judgement.



- The positivity of stakeholders in one accord, and a group no longer apathetic or bitter but hopeful and motivated to effect change.
- Collaboration of a cross-disciplinary and diverse grouping of people can be a success and fun at the same time.

What did you learn today?

- That every “story” can be rewritten. That we “consign” the stories others tell about us by our participation.
 - What is in a word? Out of one comes many.
- All things are possible collectively. People can be agents of change. History is important. We all have a story to tell.
- I’ve learnt that and remembered that everyone’s story must be heard.



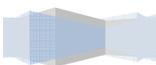
13. RE-AUTHORING SPIRITUALITY

WHO SHOULD ATTEND?

This workshop comes alongside all who are interested in engaging and convening in conversations where Narrative work becomes a participant in the practices and doing of spirituality. You will be invited to re-author the relationship to and with spirituality in co-creating a world where our spirituality flows over into the journey of the common good for all.

WORKSHOP INTENTION

The *Re-authoring Spirituality* workshop invites an alternative story with spirituality that respects the multiplicity of our experiences and stories about God. Within the Narrative approach the presence of difference and otherness in experience is therefore accepted as a given in our spiritual journeys. Narrative work comes alongside people in both understanding the multiplicity of stories about God, spirituality as well as the daily practices and living of this life. As we therefore witness our diverse stories of God and how that influences our lives we are acting and doing spirituality with one another. In this journey of doing and acting spirituality with people, we co-create sacred conversations and practices whereby we live and make meaning of our lives. Spirituality is therefore seen as the lived experience of relationship with God, with people, and with creation, fed by a longing for justice and wholeness and a resistance to all that thwarts well-being. Doing spirituality within the lens of the Narrative work recognizes that every person’s ideas of God are influenced by a plurality of perspectives that include a religious language, religious documents, class, race, gender, family background, interests, prejudices, commitments and concerns. Within this plurality of perspectives, every person imagines God personally and differently. A person therefore continues to co-create an evolving



story with God that is uniquely his or her own. The *Re-authoring Spirituality* workshop comes alongside participants to become aware of their views of God and spirituality and this awareness helps us to live more integrated lives in respect of our spirituality and also helps us to do spirituality with those we journey with.

WORKSHOP GIFTS

- Experiencing the diverse descriptions of spirituality in our lived experience
- Exploring a spirituality aimed at the continual transformation of faith in God as He/She reveals him-/herself throughout history.

WORKSHOP OUTLINE

Day 1

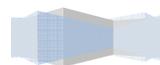
- What is spirituality?
 - Listening and questioning through the gift of the Narrative work
- Exploring respectful practices for the unique stories of God/Divine/Mystery
 - Using the sacred texts respectfully
- Understanding the role of taken-for-granted beliefs and power in spirituality

Day 2

- Exploring the influence and history of the stories of spirituality
 - A doing of spirituality
- Exploring the rich descriptions of spirituality in community
 - Celebrating the community and spirituality

VOICES OF THE PARTICIPANTS

- I have been challenged to begin to look at life from different perspectives and to see there are many roads ahead to follow, crossroads too, where one can change, even backtrack a little and set off in an exciting new direction.
- The Narrative workshop has changed my way of thinking. It has brought humility forward. It helps me to be nice to people even if they think differently from you. If you get used to this humility and you end up being nice to everyone.
- On a spiritual level the workshop meant more to me than years of attending church and Bible study, specifically due the value of non-judgement. Not to judge is to accept and love.
- The workshop definitely brought a new and exciting dimension to my faith journey.
- God acquired a more social, ethical, humanitarian face in my mind. A face that can be seen when people care about each other, not only a dogmatic, scriptural God but a God brimming with compassion.



- The workshop has made me think more closely about what God means. It has really made me think about other people's gods. Yet for me there is one God, but that does not say that it has to be so for everybody else. Narrative work allows you to think about lots of things



14. WOMANITY WORKSHOP

WHO SHOULD ATTEND?

We invite all women who are curious, searching, adventurous, open and passionate to explore and unpack their own narratives of womanhood and to collectively imagine a world where the alternative preferred narratives of women shift beyond abuse, slavery, violence and poverty, one narrative at a time!

WORKSHOP INTENTION

The **Womanity Workshop** invites women to re-author the stories of womanhood because our participation as a woman in the world really matters! This work is grounded in the principles of Narrative practice where each person is the expert of their own life and where we will be exploring the alternative narratives of womanhood. We will co-create a space together that will be grounded in grace and non-judgement and filled with the insider knowledges of all the participants. This is a great opportunity to learn more about the Narrative Practices and your own story as a woman. We will be discovering, exploring, re-writing, experiencing and communing with one another around the theme of womanhood. These conversations will be a collective search, learning and co-creating of knowledge that can provide a counter story to the current story of womanhood in our world.

WORKSHOP GIFTS

- Experiencing the power of the women in community
- Voicing our experiences of the current story around women
- Collectively co-constructing a counter narrative to the current story around women
 - Exploring what Women and Abundance have in common

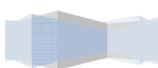
WORKSHOP OUTLINE

We will have conversations and experiences in evocative spaces and places around the following themes:

Day 1: Lamentations

Pausing, reflecting, conversing and experiencing the stories of grief we hold as women individually and collectively.

In the godforsaken, obscene quicksand of life,



there is a deafening alleluia
rising from the souls
of those who weep,
and of those who weep with those who weep.
If you watch, you will see
the hand of God
putting the stars back in their skies
one by one.

-Anne Weems-

Day 2: Body

Pausing, reflecting, conversing and experiencing the stories of our bodies we hold as women individually and collectively.

You do not have to be good.
You do not have to walk on your knees for one hundred miles
through the desert repenting.
You only have to let
the soft animal of your body
love what it loves.

-Mary Oliver-

Day 3: Freedom

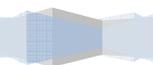
Pausing, reflecting, conversing and experiencing the stories of freedom we hold as women individually and collectively.

Well I wish I could be
Like a bird in the sky
How sweet it would be
If I found I could fly
Oh I'd soar to the sun
And look down at the sea
Then I'd sing cos I know - yea
Oh I know how it feels to be free
Yes I know
Oh, I know
How it feels
How it feels
To be free

-Nina Simone -

Day 4: Abundance

Pausing, reflecting, conversing and experiencing the stories abundance we hold as women individually and collectively.



The Road Home

An ant hurries along a threshing floor
with its wheat grain, moving between huge stacks
of wheat, not knowing the abundance
all around. It thinks one grain
is all there is to love.

So we choose a tiny seed to be devoted to.
This body, one path, or one teacher.
Look wider and farther.

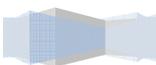
The essence of every human being can see,
and what that essence-eye takes in,
the being becomes. Saturn. Solomon!

The ocean pours through a jar,
and you might say it swims inside
the fish! This mystery gives peace to
your longing and makes the road home home.

-Jelaluddin Rumi-

VOICES OF THE PARTICIPANTS

- This workshop was a validation of the divinity of the feminine and proof that the universe is operating a conspiracy to facilitate us living into and manifesting the divine. The workshop began with the blessings of the rain, ended with the blessings of sunshine interspersed with deep and intense and intentional introspection, conversations, sharings and commitments. The journey was a remembrance and re-emerging of forgotten love, joy, life, living, abundance and divinity.
- The Womanity Workshop, May 2012 in the Islands of The Bahamas was a beautiful experience. I received many gifts from Chené, Joan, Olivia, and Quanita. In the world that we crafted together I received delight: watching us twirl on uneven sands in brightly-coloured dresses to the sound of local music and the roar of a rushing sea. I received joy: jumping into the haunting waters of a forest-edged 'blue hole.' I received peace as well: serenity as our boats and planes ploughed calmly through wind and rain. Most of all, I received a key to ease, companionship, happiness: hearing each person speak into how our day should unfold and walking into time shaped by each person's dream. Would that we had more time.
- The first day we shared our laments that brought release after which we had to let go of our grief as we got a chance to step into forgiveness and reconciliation. On this trip I got the chance to be baptized by the water. As I swam, years of pain was being transformed. The island Andros brought the lesson of abundance where we laughed so hard I could hardly stand it. In the middle of this was pure joy, not where I would expect to find it but there it was teaching me to keep looking in the unexpected places. Everybody's journey was unique and different. This journey weaves into the context of your life.



- A uniquely special unfolding of the power of the feminine! We stepped into the waters of the ocean where a new freedom was found. On each step of the journey we were baptized and birthed into a new dispensation of grace which kept reminding us of our power as the feminine and that in this new age we are being called upon to bring forth, to bring forth. This was a water journey as we experienced the moisture of the rain, the torrent from the ocean and the tears on our cheeks as we shared our gifts and talents with each other on the journey. It was a cleansing experience. It was a rebirth. It was a release. It was a journey back in time to and over the watery Middle Passage. With the buoyancy of the ocean each Sister held the other up in her gifting and sharing. A fantastic voyage of the feminine!
- This journey was born out of a desire for the re-writing and re-authoring of the feminine narrative and the return of the Feminine from Exile. My relationship to the old stories of women such as isolation, competition and scarcity was transformed into voice, connection, liberation and abundance. Looking at myself in the photos taken on the way, it all showed in the body, radiant, woman, owning, living into and becoming. I am forever grateful to the women of the Bahamas who dared to offer the abundance of the islands as birth ground for the unfoldings Womanity Workshops!
- I spent only one day with the group but confirmed again that black or white, coming from a history of enslavement and oppression or not, our narratives can help each other grow in this world. Our narratives can change the world. I wanted to learn what this concept called “the feminine” was. Most of all, I decided that the feminine must be connected to spirituality in some way and I wanted to focus on the feminine and spirituality. As we shared our thoughts, it became evident that we have at least one thing in common – the desire for growth/change. I did not continue onto the next spaces in the journey but followed the journey on Facebook (Ah! Technology!). I am grateful for the brief narratives and photos of laughter (so good for our health), adventure, Bahamian delicacies and hospitality, beautiful landscapes -- looked so liberating! I want to listen to their narratives for the transformative beginnings that will be continued on the next Womanity Workshop. I want to be there.

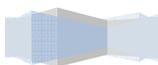


TRAIN THE TRAINER

WHO SHOULD ATTEND?

Participants that have already attended the workshop(s) and want to be trained as facilitators are welcome to contact me and join an authorisation process of co-journeying and learning about Narrative practices as we do the work.

TRAINING INTENTIONS



These interactive co-learning journeys provide participants with the skills to practice the Narrative work and an opportunity to connect with a community of practice around these ideas.

This training workshop will enable participants to use these ideas in the field chosen and also understand the philosophical underpinnings of the work. Participants then become collaborators in re-authoring our world through this community of Narrative practitioners.

ABOUT THE WORKSHOP FACILITATOR AND DESIGNER



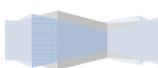
Chené Swart is an author, speaker and consultant for Transformations, a consulting company that provides services to small, medium and large businesses, communities, and educational institutions in South Africa, the USA, Canada and the Bahamas. The company has been providing leadership development, training, diversity journeys, coaching, research, facilitation and consulting services to a diverse range of clients over the past 8 years.

In her work as an executive and life coach, consultant and trainer in Narrative practices, Chené co-creates transformational learning contexts and journeys. She invites and enables participants to re-write and re-author the stories of their lives as individuals, communities and organizations where they feel stuck or trapped or where the stories they continuously tell are thin conclusions

that do not honour the gifts, values, knowledges of these groups or individuals. These individual, communal and organizational alternative narratives open the possibility to write and live into a new preferred future. The key outcomes of these participative journeys are personal and communal agency, new ways of doing and being, and transformed lives.

Through Transformations, Chené offers various workshops that apply Narrative practices in the contexts of leadership, stress management, consultancy, coaching, diversity work, empowerment, conflict disillusion, transformation processes and teambuilding. These workshops invite participants into these ideas and practices. Because she believes in the power of this work to transform lives, Chené also trains others to facilitate these workshops.

Chené was born and raised by the ocean in Port Elizabeth, South Africa. She completed her Doctoral degree in Practical Theology, specialising in pastoral therapy at the University of South Africa in 2006. She now resides in Pretoria.



To learn how to bring Transformation's workshops, coaching and consulting to your location, visit our website at www.transformations.co.za or call us on +27834671891. You can reach Chené at chene@transformations.co.za.

Re-authoring the World:

The Narrative Lens and Practices for Organisations, Communities and Individuals

The workshops and services discussed in this pamphlet are based on the ideas and practices described in this book.

The Journey of the Book

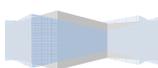
Re-authoring the World is born from the womb of a community of friends, colleagues, clients and workshop participants that supported and sustained me over the last three years. The journey started many moons ago when my friend Peter Block, encouraged me to write. His interest in the Narrative approach and work, his questions and ideas have helped me to become clearer about my thoughts, to pay attention as I do the work, and to start imagining a world and a future beyond individual transformation.

As I further explored the ideas in practice with communities and organisations they told me the stories of their extraordinary lives, helped me make sense of the Narrative Lens and Practices in their worlds and collectively miners, nuns, neighbours, leaders and so-called uncredentialed citizens confirmed that I should be a scribe and a voice to their transformation.

The book is birthed from the abundance of an amazing work- and friend-community that taught me and loved every word into being. The book was not interested in speed and definitely would not be rushed, it took as long as it took...it waited patiently for things to be experienced deeply as it ran through my life and work. It refused to be rushed into a premature birth, but now the labour of love and community is ready to be born...

What is the book about?

In the book I invite leaders, coaches, OD consultants, community workers and citizens of this world, to become the author of the many stories they are writing and living. Some of the stories we tell often sound like: "I am always alone", "We never work together as a team", and "We are a violent nation". These kinds of stories are thin descriptions of our lived experiences. Why does this matter? Stories are powerful because they speak about and shape who we are, how we relate to others and who we can become as individuals and



communities. These kinds of stories are informed by taken-for-granted ideas and beliefs from our different contexts and societies; they often tell us, “This is just the way things are.” Not so! As we re-author our stories, our lives are transformed and we become participants in shaping “the way things are”. The effect of one transformed story ripples outward to the web of our human connectedness: our families, teams, organisations and nations. Join me in this transformational work as individually and collectively we take up the pen or brush and start writing or painting our lives and systems into preferred ways of being in this world. Re-authoring the world, one narrative at a time!

Who should buy the book?

The book is written for people working in organisations and communities as well as individuals who are curious to try out the Narrative ideas in their lives.

This is how the ideas are told and explained:

Part one provides the background and context. It tells the story of how the Narrative ideas transform and inform one’s life and work, starting with one of my own stories.

Part two is my description of the theory and concepts. It describes and unpacks the values and assumptions that inform the Narrative work.

Part three explores the practices and processes of the Narrative work.

Part four shows how the Narrative work is applied in coaching, leadership and consulting.

Part five delves into the transformational nature of the Narrative work.

Taken as whole, this book makes the Narrative approach and practices a lens and a set of tools with which to see and participate in individual, communal and organisational stories. It provides you, the reader, with my interpretation and understanding of the heart of the work, the skills to practise the work, and a way to see yourself and your place in the world. You will be invited to talk and listen in transformational ways. This book will open up the possibility of creating spaces where the human and the communal narrative can be transformed.

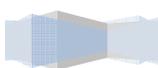
How to buy the book

The book found an amazing home at Knowledge Resources (<http://www.kr.co.za/>), a caring home that values the ideas and have respect for the way that it was crafted.

You are welcome to order a copy on: <http://www.kr.co.za/Leadership/re-authoring-the-world-the-narrative-lens-and-practices-for-organisations-communities-and-individual>

The Voices of the Readers

In the meantime you can listen to the voices of those that have read the book:



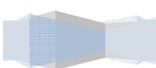
“Chené Swart has provided a welcome exploration of life lived “from below” from the specificity of narrative that resists every generalizing system. She shows that it is “from below” that there will come new voice, new self, and new social possibility. The transformative character of narrative is made palpably clear in this discussion. Stopping well short of being “self-help,” Chené offers specific steps that can be taken to mobilize the transformative potential of every “story-teller” among us.” – Walter Brueggemann, Columbia Theological Seminary, author of *The Prophetic Imagination*

“Not only is this book a remarkable resource guide, but also one that extends an irresistible and compelling invitation, to engage in creating, shifting, and re-authoring personal and communal stories through narrative inquiry and transformative conversations. Timeless in its relevancy, and practical in its universal applications!” – Angeles Arrien, Ph.D. Cultural Anthropologist Author of *The Second Half of Life: Opening to the Eight Gates of Wisdom*

“Chené shows us how to transform our relationships to others and to our own symbolic perceptions in the light of larger, hitherto unimagined, possibilities. Everyone— but especially parents, teachers, therapists, doctors, and community organizers-- will benefit profoundly from this liberating new synthesis of rhetoric, anthropology, psychology, and prophecy. *Re-Authoring the World* is participatory poetics of the highest order. Its techniques and strategies provide antidotes to the ideologies, kitsch, cant, and media manipulations distorting our common lives. I intend to carry it with me wherever I go.” – Robert Inchausti, Professor of English, Cal Poly, San Luis Obispo, author of *Subversive Orthodoxy* and *The Ignorant Perfection of Ordinary People*

“This book by Chené Swart is a noteworthy new South African methodological text on the Narrative approach and transformative work on organisational, communal and individual levels. As a seasoned consultant and facilitator, the writer brings the fruit of many years of professional learning, practical experience and internalised thinking in a conceptually new and innovative way, in this book together. This is an excellently pulling together of available knowledge about Narrative research and practice, presented in an authoritative and exciting manner. This book offers a comprehensive framework for analysing the construction and use of stories on all levels of society. The perspectives and guidelines for Narrative work presented in the text is essentially a valuable contribution to existing literature in qualitative research and change methodology.” – Professor Koos Uys, Department of Industrial Psychology & People Management, University of Johannesburg, South Africa

“This book gives a complete overview of the theoretical framework(s) behind the discipline of Narrative practice. However, it goes much further than theory, offering a wide variety of applications and possibilities novel to the field. Most powerfully, it helps ordinary people dream about and develop alternative stories for themselves, their organisations, and



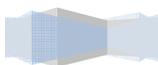
communities.” – Johan Herholdt, Systems Thinker and author of Leadership for All and Viable Business Strategies

“In her ground breaking work, using the lens of the Narrative process, Chené Swart opens the eyes of our souls to the importance of the stories by which we live and by which we are either imprisoned or liberated. As a group of US Catholic Sisters, we found ourselves in awe of what Chené and the Narrative process evoked in us in terms of understanding and articulating the story we ARE living and its importance for our world and planet. We are humbled and delighted to be a part of "Re-Authoring the World: The Narrative Lens and Practices for Organisations, Communities and Individuals' way.” – Nancy Conway, CSJ, Ph.D. Member of the Leadership Team. The Congregation of St. Joseph U.S.A.

“What a gift Chené has brought to the world - the book " Re-authoring the World: the Narrative lens and practices for organisations, communities and individuals"! This is a handbook for anyone wishing to construct a different kind of living, a living of their own choosing and design. This book challenges us to deeply reflect on and put to one side those aspects of our lives which we have either consciously or unconsciously authorised others to create for us. This book lets us know that we have permission to re-authorise our lives. This wonderful handbook provides us with tools of the Narrative practice to re-authorise and begin the journey of re-creating our lives. Thanks Chené!” – Olivia Saunders, professor at The College/University of The Bahamas, a voice of the potential and possibility for an economy that serves all people, their communities and the world

“This book shows a new way to reconcile —based on local cultural practices--business strategies and respect for the human work communities that constitute our organisations. More and more coaches, organisational development consultants, and leaders are interested in working with these ideas. This is the very first reference work about Narrative coaching and organisational practices by the most gifted practitioner and teacher of her generation.” – Pierre Blanc-Sahnoun, MBA, Narrative coach and therapist, founding member of EMCC-France and author of The Art of Coaching

“Chené encourages us all to re-tell ourselves into being because indeed words do open up worlds. Her work marks a moment in the West’s seemingly endless expansion where it can begin to grapple with its legacy of destruction in order to reweave humanness into the world’s future. We need a world where the dominant story is one of sustainability of life, relationships, and the love that sustains us across time.” – Sayra Pinto M.F.A , consultant, poet and author of Pinol: Poems and Vatolandia. Senior Fellow at the Suffolk University Center for Restorative Justice, Boston, Massachusetts



“This book is a gift for our times... for all of us working to support change in the world at this particular moment in our great “evolutionary story”. Especially for those of us schooled in organizational development, Chené has brought fresh light to the conversation. By taking Narrative Therapy from an individual level to a collective and cultural level, she has allowed us to enter that possibility. Power and power relationships are framed and understood in new, life affirming ways. “Words [do indeed] open worlds” ...and the words of this book open up current ways of doing and being.” – Deborah Prokipchuk Ackley, Organization Development Consultant and Poet

