

Creating Gracious Space

*A training for leaders
and change agents*



*May 29 – 31, 2008
IslandWood on Bainbridge Island*

We invite leaders and change agents who are seeking to transform the way they work with others, approach difficult issues, and reach across boundaries to create spaces that enable the best collective work to emerge.

Dale Nienow



Dale works to promote leadership that advances the common good. He is committed to creating environments where people can come together across boundaries, form deep relationships, address challenging issues, and discover new ways of working together. Dale serves as Executive Director of the Center for Ethical Leadership and consults frequently with a broad range of organizations across sectors. He also leads the national Kellogg Leadership for Community Change program on behalf of the W. K. Kellogg Foundation. He is Senior Adjunct Professor of Education at Seattle University. He has a B.A. in Economics, M.A. in College Student Development, and Ph.D. in Education.

Patricia Hughes



Pat believes leadership is a means to a more sustainable and just world. To that end she helps individuals, organizations and communities build leadership capacity through coaching, customized program design and convening large group conversations, especially on issues of sustainability. The owner of Trillium Leadership Consulting in Seattle, Pat is also the primary author of *Gracious Space: A Practical Guide for Working Better Together*, published by the Center for Ethical Leadership in 2004. She has an M.A. in Whole Systems Design and a B.A. in Economics and International Relations. An avid outdoorswoman, Pat is an organic gardener and bicycle commuter. She lives in Ballard with her husband and daughter.

Gracious Space: A spirit and a setting where we invite the stranger and learn in public.

Offered by



The Center for Ethical Leadership is a nonprofit organization that promotes leadership to advance the common good. The Center helps people put values into action, and creates environments where people tap into their leadership potential and bring forth collective wisdom.

Creating Gracious Space

Communities and organizations need leaders who:

- Create safe spaces for people to speak about what is most important;
- Help bridge differences to truly listen and learn from each other;
- Help others address compelling issues about the future of your organization or community;
- Facilitate the resolution of polarizing issues;
- Encourage deeper connections and powerful relationships;
- Create a setting for healing and renewal;
- Shift a dispirited workplace into an energizing place that advances the common good;
- Tap the talent, wisdom and spirit of those you work with.

Are you this leader?

Then Creating Gracious Space is for you.

Participants will:

- Learn to design and lead processes to create and hold Gracious Space in their own communities and organizations
- Identify a personal spirit and practice of Gracious Space, and develop ways to strengthen personal readiness to “be” Gracious Space
- Learn what the Center for Ethical Leadership has discovered about deepening the key elements of Gracious Space: spirit, setting, inviting the stranger, and learning in public
- Experience the power of being in Gracious Space for three days
- Join a diverse and growing network of Gracious Space practitioners across the country

The Gracious Space Experience:

- Is more than tools and techniques; it is a way of being present with all your best leadership skills.
- Enables groups to go deep, learn in public and emerge with clarity.
- Helps leaders shift workplaces and communities from contention to listening and possibility.
- Helps leaders and facilitators manage challenging situations.

Content includes:

1. Prepare Yourself
2. Assess Readiness of the Group and the Issue
3. Create the Conditions to Learn Together
4. Discern Unhelpful Patterns and Create New Patterns
5. Deepen the Conversation
6. Catalyze Transformational Change
7. Hold the Space in Challenging Situations

Location

The training takes place at IslandWood on Bainbridge Island, one of the nation’s most innovative educational facilities. It is a sustainably managed 255-acre learning center designed to provide exceptional learning experiences and inspire lifelong environmental and community stewardship.

The training begins at 10:00a.m., Thursday, May 29, and concludes with dinner, Saturday, May 31. This is a residential course. The evenings will be rich with conversation, connections and learning opportunities.

To Register:

Complete the registration form available at www.ethicalleadership.org. Space is limited to 30 participants; submit your registration soon to secure a spot!

Cost:

Fees include tuition, two nights double-occupancy lodging, all meals and snacks.

- For members of non-profit or community organizations: \$995.
- For a single room (ten available), reserve by May 1 and add \$150.
- For members of for-profit organizations: \$1,295.
- A limited number of partial scholarships are available.

For more information contact Steve Stapleton or Dale Nienow at (206) 328-3020, center@ethicalleadership.org.

Gracious Space has been applied in diverse settings across the country including: communities grappling with divisive race and class differences; public agencies, corporations, hospitals and universities striving to improve their work and leadership cultures; and groups engaged in difficult conversations of all kinds.

“In Gracious Space stereotypes are broken down, uncertainty fades, and people open up to one another.”

- Katherine Oleson
ESL Instructor, Bellevue Community College,
Bellevue, Washington

“Typically community groups takes sides regarding social, political and cultural issues. By engaging in Gracious Space, we developed mutual respect. The notion of “winning” through debate became unacceptable.”

- Harry Goldman
Montana Kellogg Leadership for Community Change

“Gracious Space allowed the passion at the Colorado Black Roundtable to flow into action without dampening spirits.”

- Carolyn Love
Kebaya Consulting, Broomfield, Colorado