



Lewis Deep Democracy Foundations Training 2025

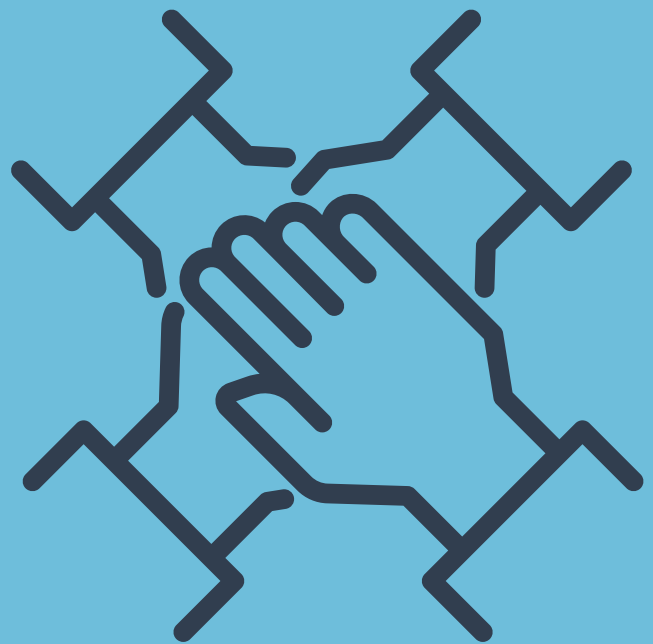
September 24, 25 & 26

Edinburgh

Greyfriars Charteris Centre (n person)

Conflict and tension is inevitable, and most of us avoid it.

What if we leaned in, and used it's creative potential to strengthen relationships and maximise impact instead?



Do you recognise any of these common organisational challenges?

- Lots of energy is going into making your culture and impact the best it can be, but challenging interpersonal dynamics keep coming up that veer you off track?
- The same topics keep getting discussed in circular conversations?
- Frustration or stress is building due to untimely decision making or unproductive pieces of work?
- Repeatedly getting stuck in decision-making limbo, or not achieving the buy-in needed to proceed with decisions?
- There are a few people who generate all the ideas or action, without much engagement from others?
- People are not really speaking to one another, excuses, gossip, cliques, and/or postponement are common roadblocks to effectively communicating?
- There's lots of staring and silence in meetings, and not much dialogue?
- Resistance to change or leadership decisions is common?
- The idea of dealing with tension or differences is secretly scary, therefore, it just gets avoided?



Your Trainers

Francesca is a group facilitator, executive coach, conflict transformation practitioner, and trainer with over 10 years experience supporting leaders, teams, organisations and individual contributors build their skills in participative leadership and conflict transformation.



Francesca Pagni

“ **Less tension, more impact.
The change starts with you.**



Jenny Leclezio

Jenny is an experienced leadership facilitator and coach, grounded in her many years of corporate experience. She has a track record of practically applying Lewis Deep Democracy methods in her own business and with clients. This delivers more effective teams and leaders, with enhanced decision-making, inclusivity and cohesion.

“ **Together we are stronger is, for me,
the essence of great leadership**



Develop skills in participative leadership and conflict transformation to deal effectively with these challenges.

The Lewis Deep Democracy Foundations training is an internationally acclaimed methodology designed specifically for anyone who works alongside others to achieve impact. It offers a practical toolkit which improves culture and unlocks the potential within teams and groups through collaborative decision-making and constructive conflict transformation.

This is an ICF accredited course and participants will earn 13 CCE hours (10 core competencies and 3 resource development).

EDINBURGH DATES & PRICING

September 24, 25 & 26

Greyfriars Charteris Centre (all three days in person)

9:30am – 5pm each day

Self-sponsored rate: £745

Organisationally sponsored rate: £895

**Please note we offer sliding scale prices for NGOs/Public Sector and individuals experiencing financial difficulty. We are happy to converse how this learning can be made most accessible for you.*

**TO BOOK, PLEASE EMAIL:
FRANDESCAMPAGNI@GMAIL.COM**

Participants will learn:



HOW TO UNDERSTAND TEAM DYNAMICS



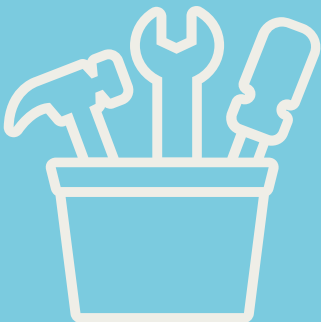
- Read the dynamics of a group and recognise early signs of resistance/emerging conflict.
- Learn tools for dealing with tension in a timely manner.
- Skilfully diagnose and intervene in situations where people are stuck.
- Understand the obstacles to good communication and develop new ways of speaking and sharing views that enable a culture of understanding.

PRACTICES THAT ENABLE PARTICIPATIVE CULTURES



- Share your own views and opinions while authentically encouraging others to share their own.
- Facilitate dynamic conversations that enable diverse opinions to be heard.
- Make decisions that gain buy-in and establish responsibility, while weaving in diverse points of view.
- Unleash creativity and engagement, whilst maintaining boundaries and leadership.

TOOLS TO MANAGE TENSION AND CONFLICT



- Use tension as an opportunity to enhance learning and relationships.
- Resolve relational and group tension or conflict instead of allowing anger and blaming to bubble away or escalate.
- Deliver simple, key statements that address “elephants in the room”.
- Create spaces where conflicting views can be expressed and heard, fostering high-trust, participative, innovative, and respectful cultures.



Successfully using the learning will:

- Save time, energy, and money. Instead of using these resources to deal with interpersonal dynamics, you can focus on your impact instead.
- Strengthen relationships through having relevant and successful conversations where everyone feels heard.
- Create peace of mind and stability through cultures of clarity and participation.
- Improve performance by unleashing collective agency, insight and accountability.
- Build the long term skills and capacity of leaders to enable highly performing, healthy teams.

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