



New Programme Offering:

6 Month Peer Leadership Programme Australia & New Zealand (PLP)

Commencing 19th March 2007

I am proud and delighted to announce the second 6 month Peer Leadership Programme in Australia. It is called the "Peer Leadership Programme" because although its components are facilitated, taught and guided by myself, each member is taking responsibility for their own learning and needs whilst co creating the learning environment for the group. We each bring all our experiences to this group and share the skills we have creating a rich environment of leaderful learning.

The first group of 8 people finishes in mid August and this group exceeded every hope I had. The depth of learning within the group, the personal transformation within business and home lives, the camaraderie and support, and the arenas which some of the participants are now sharing NVC in, have all created a rich journey which I am both joyful and sad to complete. (For testimonials go to www.fullyalive.com.au)

I look forward to the adventure of journeying with you in this next programme.

Aims of Programme:

- To develop the skills and awareness of the next generation of NVC leaders to exceptional levels
- To integrate the intentions and practice of NVC into the daily life of participants
- To enhance skills of participants to teach NVC, offer counseling sessions, or offer coaching sessions
- To work together to support this group of leaders to create the change we want to see in the world
- To work together to develop financially sustainable infrastructures to support the delivery of NVC.

Outline of Programme:

The Programme is designed to nurture, accelerate and deepen the integration of NVC principles and practices into participant's lives. It runs over a six month period and its transformational power is achieved through our intention and the focused integration of this practice over this time.

Peer Leadership Programme

The programme consists of the following:

- Weekly ½ hour personalised one on one telephone coaching/mentoring sessions with a certified trainer (usually Shari),
- 3 x 4 day peer leadership trainings with the full group, led by a certified trainer, usually Shari
- Fortnightly 1 1/2 hour teleconference calls, sharing our individual learnings. This call is led by a certified trainer (usually Shari)
- Peer support group
- Personally agreed integration work between weekly coaching sessions

See *Details of Each Component* later in the document for more information on each.

Requests of Participants joining this Programme:

- To have an intention to support each other in our learning NVC and embodying self connection, honesty and empathy, both during and outside sessions.
- To complete the 6 month programme together.
- To commit to attend every scheduled training and coaching session except under extreme situations (this is part of holding the importance of intention and commitment.)
- To implement agreed homework exercises between coaching sessions and update progress of these in an email 24 hours prior to one on one coaching (does not have to be an essay, 2 sentences can suffice)
- To support the programme *to develop the next generation of NVC leaders*, I ask that you check that you want to share NVC with others in some way. It may not be evident yet *how* or *when* you want to share NVC.
- As the basics of NVC are assumed I request that a minimum of 4 days NVC training with a certified trainer be completed either prior to programme commencement or within 4 weeks of it commencing. Please discuss any concerns/queries about this with Shari.

Time Commitment Required for Programme:

The aim of this programme is for it to be incorporated into participant's regular lives and therefore does not require large amounts of time commitment. It does however require a six month intensive focus of incorporating NVC in this way, as well as this programme being a priority in your life.

The envisaged time required to complete this programme over 6 months is

- 4 weekends of training
- Fortnightly 1 1/2 hour teleconference training sessions
- Weekly ½ hour coaching sessions
- Living your normal life to do homework (unless you chose some other homework)
- A weekly reflection and update email (can be as brief or detailed as you like) 5 minutes +
- Any empathy work with other Peer Leadership members that you may wish to give or receive

Peer Leadership Programme

PLP Programme and Certification:

- Accreditation for NVC certification is coordinated by CNVC and is independent of this training. Refer to Certification Pack on CNVC website.
- Coaching hours and Peer Leadership Group hours contribute toward the hours of training with a certified trainer (Shari is a certified CNVC trainer)
- All work done within this programme contributes toward your understanding, integration and living of NVC and hence the certification process.

Details of Each Component:

Overview for all Components:

- This programme is called the Peer Leadership Programme as each member is co-creating this learning experience and bringing all experiences, NVC and otherwise, to this joint experience. We are supporting each others learning and sharing the skills we each have. We are also meeting our own learning needs through questions and requests.
- Whilst Shari is requesting each member fully take their role as leader within the group, a certified trainer will be coordinating the programme and group activities and sharing NVC skills, reflections and experiences. This will usually be Shari.
- The overall training intention of this programme is for each of us to recognise when our intention is to connect, and when it is something else... and if it is not to connect, then to have the skills and capacity to come back to fulfilling this intention.

Peer Leadership Weekend Training Component:

- The 4 day Peer Leadership Trainings happen 3 times throughout the 6 months, one at the beginning, one at the end, and 1 in the middle.
- This component of the programme covers both the understanding and practical application of NVC at a deeper level than is normally shared during a regular NVC training. It incorporates the learning and practice of sequential skill sets necessary to embody NVC in participant's life. It also provides the space to practically "live NVC" with each other.
- Group members may lead specific segments.

Peer Leadership Programme

Peer Leadership Teleconference Training Component:

- The Peer Leadership Teleconference Sessions are for a total of 1 1/2 hours fortnightly on Monday evenings, between 7.00 pm and 8.30 pm (although this may be varied by group agreement). Dates are given in advance.
- The format is: members are asked to join the line 10 minutes prior to the starting time;
 - check in
 - reflection on key learnings in past fortnight
 - celebrations and mournings of implementing NVC in last fortnight (1-2 minutes each)
 - questions and reflections.
 - closing circle
- To connect with the teleconference line, a teleconference facility in the USA is used. Participants simply ring a predesignated phone number, then on prompts, an access code, and they are able to speak to every other member on the line. Phone cards are available from newsagents which make these calls inexpensive and usually cheaper than local STD rates.

Peer Leadership One on One Coaching Component:

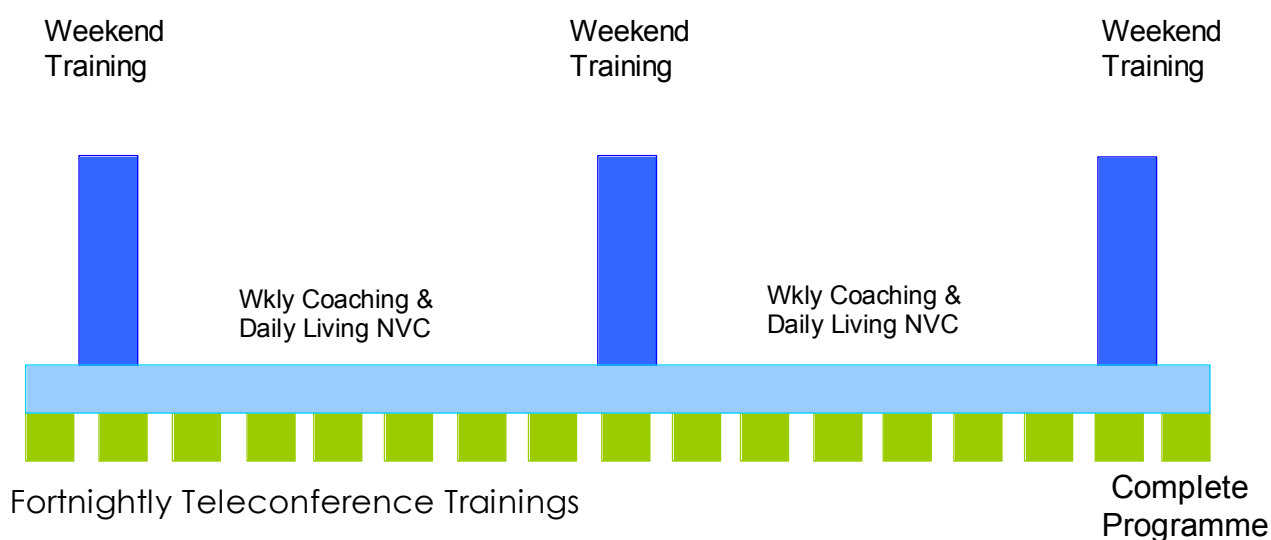
- A regular agreed time is set per week for the trainer (usually Shari) and participant to have a one on one telephone coaching session for half an hour.
- During this time we identify where the participants greatest area of potential development is in NVC and in relationships in their life and determine strategies of how to work with this. This may be in the form of role plays. This opportunity may also be used to develop participants NVC training skills, programmes etc.
- As a result of the work done in this session, the participant sets homework for themselves to incorporate into the coming week.
- 24 hours prior to the next coaching session, the participant will send an email to the coach on how they went with the homework and their next area of challenge they would like to work on (may just be 2 sentences). This offers the participant the opportunity for self reflection and the trainer the opportunity for preparation prior to the coaching session.

Peer Leadership Programme

Peer Leadership Triads

- Participants will be allocated a triad (group of 3 participants) who are their support group for the time of the programme. The intention of this group is to coach each other, and offer support and/or empathy.
- It is envisaged that this triad format will further develop the leadership skills of each member.

Stages of 6 Month Peer Leadership Programme:



Commencement Dates:

- Programme commencement is evening of Monday 19th March (Teleconference) with one on one coaching commencing Monday 26th March. Timing preferences for coaching sessions will be allocated in the order of registering into the programme. The last day of the 6 month programme is Sunday 23rd Sept 2007 (4 day training completion).
- Dates for the weekend trainings are:
Session One – Thurs 22nd March to Sun 25th March 2007
Session Two – Thurs 14th June to Sun 17th June 2007
Session Three – Thurs 20th Sept to Sun 23rd Sept 2007.
- There will be a graduation celebratory evening on 23rd Sept 2007 (after the 4 day session) where family and friends may also be invited (to be discussed).
- Teleconferences are fortnightly on a Monday evening, commencing Monday 19th March and concluding Monday 3rd September 2007
- One on one weekly coaching commences Monday 26th March and concludes Monday 17th September.

Peer Leadership Programme

Investment in Programme:

- The total investment is \$3605 AUD or \$4450 NZD. See appendix A for payment options. As this programme is a joint commitment and numbers are limited, the full amount is requested even if the programme is concluded by the participant prematurely.
- Additional telephone coaching/empathy sessions may be available by mutual agreement to private participants for \$85 AUD or \$105 NZD per forty five minute session.
- If finances are an issue for you, please contact me to explore options of how this programme may be possible for you.

Registering:

To register interest in the programme or for further enquiries, contact Shari Macree on (02) 9918 7328 or shari@fullyalive.com.au.

Summary:

I am deeply inspired imagining the next generation of NVC leaders and the awareness and compassion we are nurturing together on the earth. I look forward to our journeying together.

Warmly

Shari Macree

Peer Leadership Programme

Appendix A: Investment:

Total investment is \$3605 AUD or \$4450 NZD. For participant's ease of payment and affordability, this cost can be divided into 6 monthly payments of \$601 AUD or to \$742 NZD. For ease of administration, payments are requested by either

- The full amount of at commencement of programme, or
- Providing 6 post dated cheques for \$601 AUD or \$742 NZD dated 19th of each month.
- Providing credit card details. An amount of \$601 AUD or \$742 will be processed on 19th of each month,
- Or by other agreed method

I would like this programme to be accessible for everyone regardless of financial circumstances. If you are currently seeing this amount as beyond your affordability, please contact me so we can explore strategies to meet everyone's needs.

Appendix B: Programme Content

Programme content may include some of the following (includes information from Certification Pack) and beyond:

- Self Empathy
- Listening to another empathically
- Expressing honestly
- Receiving empathy
- Making requests
- Reward and Punishment
- Moving with Life Energy
- Collaboration versus competition
- "Being Giraffe" vs "doing Giraffe"
- Giraffe honesty vs Jackal honesty
- Empathy vs sympathy
- Protective vs punitive use of force
- Power with vs power over
- Appreciation vs approval, compliments or praise
- Choice vs submission or rebellion
- Observation vs observation mixed with evaluation
- Feelings vs feeling mixed with thoughts
- Need vs Request
- Request vs Demand
- Stimulus vs Cause
- Value judgment vs moralistic judgment
- Natural vs habitual
- Interdependence vs dependence or independence
- Life connected vs life alienated
- Shift vs compromise
- Persisting vs demanding

Peer Leadership Programme

- Self discipline vs obedience
- Respect for authority vs fear of authority
- Vulnerability vs weakness
- Love as a need vs love as a feeling
- Self empathy vs acting out, repressing or wallowing in feelings
- Idiomatic vs classical (formal) giraffe
- Guessing vs knowing
- Empathic sensing and intellectual guessing.
- Three kinds of giraffe requests
- Hearing another's anger or blame or criticism
- Expressing 'No'
- Hearing 'No'
- Self empathy when stimulus is external
- Self empathy when stimulus is internal
- Mourning and learning from our regrets
- Screaming in Giraffe
- Interrupting
- Expressing gratitude
- Receiving gratitude
- Making conscious choices with awareness of needs
- Expressing an "apology" in Giraffe