



## **The Essence of Dialogue- Process Work**

Dialogue ProcessWork (DPW) is a process-oriented way view on how human beings connect to each other, create sense and meaning together and become co-creative as a whole. DPW creates and holds the space in which our differences can surface and become visible, so that they can transform into resources for communitybuilding, collective wisdom and co-creation. DPW considers dialogue as being a process with different phases, and explores continuously the basic attitude and skills that are needed for creating and holding the space for the process of dialogue.

### **Principles**

#### *Differences*

Differences between people are essential and important when we want to find and create meaning together. In general we tend to avoid differences, be it by focusing on that what we have in common (differences are not important), or by using them to fight each other through discussion and debate. DPW uses the power of differences, to establish real and authentic connection and to collectively bring 'the new' into the world.

*'It's the difference that makes the difference'.*

#### *Voicing*

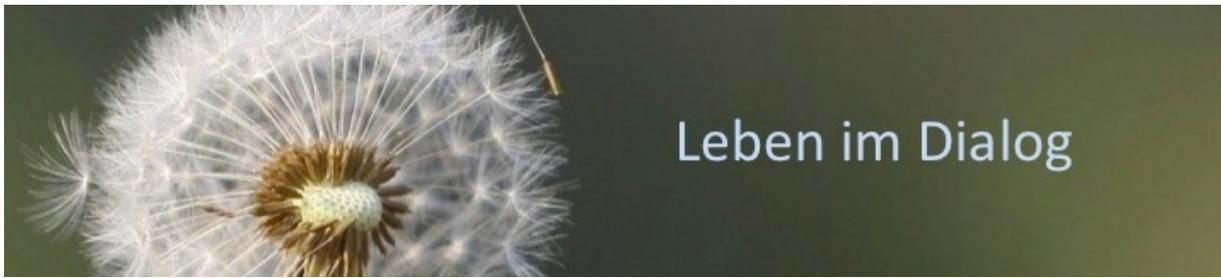
Speaking openly, from the heart, authentically and autonomously, as a foundation for developing collectively, is something we have not learned very well, hold it back, or give up rather easily in the structures in which we live. Inviting authenticity, by speaking from the heart, practicing it together and put it in the middle of our attention, builds community and invites creativity in the group, as well as in every individual.

#### *Open listening*

Open listening means: mindful listening, with all our attention. Listening with the intention to experience the world through the senses of the other one, and listening with our attention towards the possibilities that want to unfold in that. It means also listening between the lines, perceiving as well the content as that what's in between, in the silences and the atmosphere, mindfully perceiving new meaning that come through the words being spoken.

#### *Suspending*

Postponing immediate reactions on what we perceive from the other one creates the space, in which we can inquire our own assumption, beliefs and judgments. It is immediate reaction, that leads to discussion, debate and violent communication. It rises from old assumptions and beliefs, and through that reproduces 'old' thinking and feeling. Thus it creates again and again 'old' solutions for new problems and questions. Suspending is needed, so that we can 'renew' our thinking and feeling, 'renew' our perception of the world and thus think creatively and 'new', about each other, our togetherness and about challenges in our actual world



### *Inclusiveness*

Inclusiveness means, that we think and feel in terms of 'wholeness', in which every voice, every perspective and point of view is an essential contribution to the development of the group.

Every system forms such a whole, and no voice within that whole should be neglected or overheard. Even or maybe also especially when certain perspectives and perceptions seem to be of no importance or difficult, and we would normally have a tendency to exclude them, they are welcomed as a important contribution. DPW creates and holds the space for all the voices within the whole, till it becomes clear what they contribute to the process of community building and co- creation in the group.

### **Process**

Connection and being able to deal with differences in a productive way is a process with different phases. After a start that is driven by hope and the general attempt to harmonize, differences are surfacing and lead to polarization, power struggle and hardening positions. Further development means: finding a space for inner and collective reflection, in which each part of the whole becomes visible and heard and everyone can be seen and acknowledged in his or her history, personality and perspectives. In this reflective space each person can find a specific place for his or her own and mutual respect is growing, also when there are strong differences. From this space, authentic connection and real co-creativity will evolve automatically. DPW creates the space for individuals and groups, in which this development becomes possible and holds this space, by mindful facilitation.

### **Methodology**

DPW integrates methods that embody the above mentioned principles. One basic structure, that forms the foundation for training facilitators, is the dialogue circle, because she represents all the principles on a deep level. In different contexts and for different purposes DPW uses a variety of methods: from individual work and inquiry, working in dyads and small groups, to specific methods like storytelling, open space, world café, dragon dreaming, dynamic facilitation and so on.

### **Applications**

DPW is being applicated in very diverse contexts, in which people live, work and create together, like: Dialogue in the family, in schools, in living- and working communities, dialogue in organizations, intercultural dialogue and dialogic leadership.