

Invitation to Participate

COMPLEXITY FITNESS WORKSHOP FOR INTERNATIONAL AID AND PEACE PROFESSIONALS

23-26 March 2020 in Barcelona, Spain

The Barcelona International Peace Center (BIPC) and Cultivating Leadership are pleased to announce the Intensive ***Complexity Fitness Workshop*** on cultivating a self that is fit for the complexities of peacebuilding, development assistance, crisis management and humanitarian aid, to be held in Barcelona, Spain from March 23-26, 2020.

Introduction

As our world is becoming increasingly interconnected and interdependent, it is also becoming increasingly volatile and unpredictable. Along with this change, practitioners have been confronted with the ways that many of the tools and ways of thinking in common use simply don't work in complex contexts. Thus, for more than a decade, global development actors have been experimenting with approaches to delivering aid that draws on the science of complex systems. These new methods and approaches are changing aid practice in promising ways, challenging old modes of thinking and doing, at the same time requiring practitioners to tool up in some very new ways.

As complexity becomes a new kind of normal, and as the ways we work are changing, it is more and more a strategic imperative for leaders everywhere to be able to navigate this territory with greater agility, creativity and resilience. Those that can do so bring a distinct comparative advantage to their work. This workshop is designed to deliver just that. The *Complexity Fitness Workshop* draws from thinking and practices in complex adaptive systems, adult development, neuroscience, somatics and mindfulness.

This workshop is intended to help aid and peace professionals to become better fit to navigate the challenges that we face in a complex world. More particularly, it is intended to help practitioners working to apply new tools and practices that emphasize learning and adapting. The workshop weaves cutting-edge theory, research and practice that has been proven to help leaders in becoming the best possible version of themselves as they work to address overwhelming challenges.

Benefits

Participants will:

- Learn to distinguish complex contexts from complicated and obvious contexts
- Gain valuable insight into changing aid practice, and why approaches to problem solving used in the past, don't work in complexity
- Practice pragmatic leadership strategies for leveraging complexity to unlock new possibilities
- Increase your ability to see patterns and recognize solutions
- Increase your ability to deal constructively with conflict, diversity, paradox and ambiguity

Methodology

This will be a highly experiential workshop. As a participant, you will work with habitual reactions to complexity through emotions, body, language, and meaning-making (Sensing). You will practice cultivating internal states of awareness and resilience (Being). And you will be guided to develop action strategies for engaging with complexity (Acting).

You will be asked to come with a personal or work challenge that you are finding difficult to resolve and that you are willing to work on with others. You will also be asked to help others work on their challenges.

For whom is this course?

This workshop is designed to benefit global professionals working in contexts of peacebuilding, international crisis management and humanitarian assistance. While the activities and examples will be drawn largely from these contexts, the content is applicable for **anyone who wants to develop a self that is fit for the complexities of our world. In addition to global aid professionals, it will benefit coaches, leaders and people working in organizational development roles.** In fact, the workshop is suitable for anyone who is curious about how they can resource themselves and others to more skillfully meet the increasing demands and uncertainties of their life.

Trainers

Carolyn Coughlin is a founding partner of Cultivating leadership (CL) and a co-founder of the Growth Edge Coaching, a sister organization to CL, specializing in training coaches in the theory and practice of adult development. She coaches leaders globally; write and gives talks about developmental coaching; and also supports leaders through developmentally oriented programs such as this one. Carolyn has an A.B. in economics from Brown University, an M.A. in International Studies from the University of Pennsylvania, an M.B.A. from the Wharton School. She is also a Certified Somatic Coach through the Strozzi Institute. Carolyn Coughlin developed the methodology and approach to the *Cultivating a Self that is Fit for Complexity Workshop* in collaboration with the late Doug Silsbee of Presence-Based Coaching. She lives on the campus of a boarding school in New Jersey with her husband and three teenagers, spends summers in a little cabin on a lake in New York, and spends as much time as possible New Zealand.

Sheila Buechler is a partner with Cultivating Leadership. She specializes in coaching senior leaders and top teams to lead effectively in complexity and ambiguity, expose patterns, assumptions and blind spots, and reach beyond habits to access the full range of leadership possibilities. In addition to coaching, Sheila designs and facilitates leadership development programs to unlock leadership effectiveness, optimize team dynamics, and maximize strategic impact. Sheila brings 30 years of experience including management consulting with top tier firms including Bain and Company, an MBA from Harvard Business School, and entrepreneurial experience as a start-up co-founder. She has partnered with a wide variety of Fortune 1,000 companies and venture backed start-ups in industries including technology, healthcare, professional services and nonprofits to introduce and work with the concepts of Adult Development, Leading in Complexity, Somatics and more. When Sheila is not advising leaders, you can find her in an art museum, collaging, hanging out with her three teenage daughters, hiking or cooking. She also practices meditation and is deeply exploring energy work and somatics.

Marie Pace brings over 20 years of international development and peacebuilding experience. She has worked for the UN, USAID, USIP, as well as several international NGOs and private companies in several conflict affected and fragile countries, including Nigeria, South Sudan and Yemen. She holds an interdisciplinary Ph.D. in conflict studies from Syracuse University and an M.A. in international studies from the University of Oregon. She is in the final stages of completing her International Coach Federation (ICF) certification in Presence Based Coaching (*anticipated November 2019*). Marie is passionate and knowledgeable about applications of complexity thinking and approaches to peacebuilding interventions. Marie is skillful at identifying the interconnected patterns of complex dynamics and is adept at attending to diverse ways of making meaning. This is all foundational to her abiding interest in how adults grow and develop greater capacities for seeing and navigating complexity. When she's home, Marie loves taking long walks, working in her yard and cooking fresh, delicious meals with her husband to share with friends and family.

Language & cost

The course will be taught in English. The course fee is 2,000 Euros. This fee includes course materials, refreshments, and lunch. It does not include the cost of traveling to/from Barcelona, visa, accommodation, insurance, and other meals, such as dinner.

Please note that this course requires a minimum of 15 participants. Unfortunately, the organizers cannot provide any scholarships or waivers for the course fees, but we can issue letters of support in obtaining sponsorship, with the participant's country of residence or work. **We can provide discounts of 20 percent per person for organizations sponsoring two or more participants.**

[How to Register \(here\)](#)

Please download, save, fill & return this form to info@bcnpeacecenter.org cc mpace202@gmail.com

Upon receipt: you will receive a confirmation email with a pro-forma invoice to be paid by bank transfer before February 24, 2019. A final invoice will be issued after receipt of the registration fee.

Upon registration, the organizers will provide logistical information about different accommodation options, including within the venue where the course will take place and letters in support of visa applications for Spain (once the registration fee is fully paid). The registration fee will be refunded if the visa is not granted.

The sign-up deadline is February 24, 2020 (February 10th for those requiring visas to travel to Barcelona).

About Us

Barcelona International Peace Center (BIPC) – www.bcnpeacecenter.org

The Barcelona International Peace Center (BIPC) is the outcome of an initiative to promote the culture of peace through dialogue, awareness-raising, and training in crisis management and conflict resolution. Created in 2009, the BIPC is the only center of its kind in Spain. Its work is inspired by the philosophy of centers around the world specializing in crisis management and peace operations. The BIPC's main activity is an international specialized training program designed to meet the extensive learning needs of civilian personnel and to equip them with the skills they need to engage in field operations around the world. The center offers a range of training courses aimed at professionals working in peacebuilding, complex crisis management, and humanitarian affairs.

Cultivating Leadership – www.cultivatingleadership.com

Cultivating Leadership is a leadership and organizational change consultancy that specializes in helping leaders navigate their most complex challenges. Their distinctive offer is to combine deep theoretical knowledge with incredibly practical tools and structures to enable their clients to bring their biggest selves to make a difference in the world. This workshop is the product of a unique collaboration. Cultivating Leadership partners Carolyn Coughlin and Patrice Laslett have joined up with peacebuilding practitioner Marie Pace to tailor this workshop for global professionals working in the fields of international development, peacebuilding and humanitarian affairs.