



# PROFESSIONAL DIALOGUE™ AND TRANSFORMATIONAL LEADERSHIP

## Academy of Professional Dialogue mission:

To enable organizations of all kinds to benefit from the transformational power of Professional Dialogue™

The Academy is an international educational non-profit charity with a full Professional Dialogue™ educational program, and Accredited Professional Dialogue Practitioners (APDPs) working in organizations in North America, Europe, Africa and Asia.

2023  
[www.aofpd.org](http://www.aofpd.org)

# Why Dialogue?

People in organizations find their roles require them to work within different departments, programs and initiatives. Although within the same organization and interdependent, they each have their own separate objectives, accountabilities, timelines and measures. Without the skills to talk and think together well, inevitably there is some level of confusion trying to meet the competing demands. What seems obvious and necessary to some, appears to be counter-productive to others.

The impact of bringing Professional Dialogue™ into an organization is to overcome silo behavior, unilateral action and other forms of fragmented activity by improving working relationships and effective communication. The dialogic skills enhance simple everyday decisions. They can also address the decision-making process in complex multi-stakeholder situations.

**Professional Dialogue™** is tested and proven in public (governmental), private (commercial) and charitable non-profit organizations (NGOs) in a variety of sectors at local, state, national and international levels.



# How to implement Professional Dialogue™

New ways of talking, thinking, and working together are introduced with simple yet radical communication skills, leadership structures, and decision-making processes. Leadership commitment to embed Professional Dialogue™ will achieve the huge benefits of this different way of working. We recommend the following sequence:

**Those in Leadership Roles** are encouraged to experience the value of Professional Dialogue™ for themselves first, and then to learn how to cascade this different way of working throughout the staff in every part of their organization. This works because those in senior roles are seen leading by example and are themselves doing what they expect others to do. The starting point, therefore, is for leaders and supervisors to gain first-hand experience through a developmental course or longer program offered by the Academy.

**Once Professional Dialogue™ has been tried and proven effective** by some departmental, program or project leads - to enhance regular decision-making, and to address work challenges and opportunities that have proven difficult in the past - a confidence emerges. Not only is this effective, but the staff members find it enriching and enjoyable as they participate more fully, own the process and enjoy the successes. Momentum picks up with further educational training and participatory developmental learning, and perhaps the use of Accredited Professional Dialogue Practitioners to help to design and support larger changes processes.

**Extending the dialogic approach to all staff** will require some staff members to take on additional developmental learning to become internal Dialogue Practitioners. In time, a self-generating internal development program can enable a self-sustaining organizational capability.

**Dialogic Organizations** that use Professional Dialogue™ in their business practices are recognised and accredited by the Academy for the quality and effectiveness of their working environment.



# Learning about Professional Dialogue™

Educational opportunities provided by the Academy include:

- **Shorter certificated learning courses** over one full day, or several days
- **Longer accredited learning programs** over 6 months
- **Annual international online conference** *The World Needs Dialogue!*
- **Books, Working Papers and Case Studies**
- **Research library**

**Shorter Certificated Courses** live tuition of 7 hrs delivered in person or online over one full day or several days, and co-facilitated by Accredited Professional Dialogue Practitioners. In-depth Academy copyrighted Participants' Guide and certificate provided.

- **Dialogic Engagement** is the entry course that introduces Dialogue and distinguishes it from other ways of working, talking and thinking together. This offers the experience and an insight into the value of Professional Dialogue™.
- **Dialogic Decision-Making** follows on from Dialogic Engagement, exploring the structure, process and impact of any decision in a practical and participatory way. Given we are all employed by organizations to make decisions, this is a critical skill to have!
- **Working Dialogue** is the third in this series and provides a structured and facilitated process to make multi-stakeholder decisions in complex situations. That is the most challenging territory to cross in any organizational endeavour.





**The Accredited Professional Dialogue Practitioner Program,**

*A Different Way of Working*, 6 months of live online tuition in a mixed group of 20 participants from different countries, organizations, sectors and levels of seniority.

Together people learn how to *Bring Dialogue into the Room* with any group of people, thereby laying the foundation for Dialogic Intervention and Systemic Dialogue work.

**The Academy's International Conference** is held online each year. The sixth annual conference *The World Needs Dialogue! 6* runs from Oct 30 to Nov 3, 2023. This year's theme is: **Your Organization Needs Dialogue!** You're welcome to join us to learn from those who are further along their journey about getting started and the generative impact of bringing Dialogue into an organization.

**Dialogue Publications**, (the Academy's own imprint) releases new volumes every year with examples of Professional Dialogue Practitioners' work. These publications are available from all good booksellers. The Academy sells individual working papers and case studies at a cost of \$10 for 5. (See appendix to choose a selection).

**The Academy's Research Library** is the leading international resource about the organizational application of Professional Dialogue™. The library provides online access to in-depth primary source material including: videos of recent conference sessions alongside others going back to the last century with David Bohm; a wide-ranging set of interviews; theme-related practitioner circles; unpublished pamphlets, papers, and research reports. The library is available to students on application, and to those participants registered on Learning Packages.

# Learning Packages

## How to start bringing Professional Dialogue™ into your organization

The easiest way is to contact the Academy and to request a Learning Package for a team within your organization

## Arrange a call to consider which Learning Package would suit you best:

hello@aofpd.org



### LEARNING PACKAGE ONE

#### Introductory: Professional Dialogue™ in organizations

Relevant to everyone and ideal for intact teams or a mixture of leaders and supervisors

- *Dialogic Engagement* participatory tuition session (7hrs over one or more days)
- *Application and Coaching Conversation* (2hrs on one day) to consider how to put the skills to work

Led by two Accredited Professional Dialogue Practitioners

✓ **Online for 10 to 15 participants - \$4,750 RRP**

✓ **In person for 10 to 24 participants - \$5,750 RRP plus costs**





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### LEARNING PACKAGE TWO

#### Intermediate: Professional Dialogue™ for organizational decision-making

Relevant to team leaders and ideal for intact operational teams, project teams and members of several different teams with a working interface

- *Dialogic Engagement* participatory tuition session (7hrs over one or more days)
- *Dialogic Decision-Making* participatory tuition session (7hrs over one or more days)
- *Application and Coaching Conversations* (two sessions each of 2hrs) to consider how to put the skills to work

Led by two Accredited Professional Dialogue Practitioners

✓ **Online for 10 to 15 participants – \$9,500 RRP**

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### LEARNING PACKAGE THREE

#### Advanced: Professional Dialogue™ for multi-stakeholder decision-making

Relevant to executive leaders and ideal for OD practitioners, team coaches, team leaders, project managers, etc

- *Dialogic Engagement* participatory tuition session (7hrs over one or more days)
- *Dialogic Decision-Making* participatory tuition session (7hrs over one or more days)
- *Working Dialogue* participatory tuition session (7hrs over one or more days)
- *Application and Coaching Conversations* (three sessions each of 2hrs) to consider how to put the skills to work

Led by two Accredited Professional Dialogue Practitioners

✓ **Online for 10 to 15 participants – \$14,250 RRP**

# What can I read about **Professional Dialogue™?**

The Academy releases Working Papers at a fee of \$10 for 5 Working Papers or Case Studies, describing work by Professional Dialogue Practitioners in various sectors and organisations. Choose from:

- A Dialogic Intervention in a Volatile Organisational Takeover - Jane Ball
- Always Ready, Always There: Special Response Team Recruitment - Mahala Carter-Moore, Dianne Motley and Tammy Williams
- An Entry-Level Practice for New Professional Dialogue Practitioners - Francis Briers
- Autism Dialogue - Jonathan Drury
- Autism Dialogue in Derby City and Derbyshire - Jonathan Drury, Kate Salinsky and Jackie Elliott
- Bohm Dialogue as a Way to Support Adult Development - Marie-Ève Marchand
- Brussels in Dialogue: Connecting Strangers Around a Table - Elisabeth Razesberger
- Classroom Dialogue and Healthy, Sustainable Communities - Garin Samuelsen
- Community Dialogues on Homelessness - Rebecca Cannara
- Community Engagement and Effective Socio-Economic Engagement - Loshnee Naidoo
- Connecting Probationers to Substance Abuse Disorder and Recovery Services - Tessie N Lam and Brandon B Daisy
- Conversations at the Mall: Dialogue, Debate or Negotiation - Thomas Köttner
- Cooking Up Ideas to Revamp the Kitchen - Vickie Williams, James Brown and Michelle Galyean
- Covid Check-Up: Coming Back Together - Jennifer Kittrell and Virginia Pauls
- Covid-19 vs Religious Services at the Virginia Department of Corrections - Jeremiah "Jerry" Fitz and Whitney Barton
- Developing Online Professional Dialogue - Thomas Köttner
- Dialogic Enquiry Within a Recovery Environment - Helena Wagener
- Dialogic Team Coaching in TAMK Prokatemia - Timo Nevalainen
- Dialogical Development in Schools - Kati Tikkamäki
- Dialogue and a Healing Environment in the Virginia Department of Corrections - Harold Clarke and Susan Williams
- Dialogue and Communities of Practice in American Graduate Medical Education - Beth K. Herman
- Dialogue and Managing Societal Conflicts - Bernard le Roux
- Dialogue as a Whole-System Healthcare Intervention - Beth Macy
- Dialogue as a Working Model in Degerfors Municipality - Per Hilding
- Dialogue as Dynamic Energy in Living Communities - Ove Jakobsen and Vivi ML Storsletten
- Dialogue as the Heart of Strategic Change - Mechtild Beucke-Galm
- Dialogue at Prokatemia - Timo Nevalainen and Alina Suni
- Dialogue at School - Joop Boukes
- Dialogue Between Police Officers and Multi-Ethnic Street Youth - Bernhard Holtrop
- Dialogue Is a Spiritual Practice - Robert M Sarly
- Dialogue Through the Offender Resettlement Journey - Jane Ball





- Dialogue, Politics and the Search for Global Solutions - Claudia Apel
- Economics and Time Management as a Vehicle for Dialogue - Lars-Åke Almqvist
- Dialogue Training for Inmates—Encouraging Pro-Social Behavior - John F Walrath and Wardenia Lassiter
- Employee Retention: How Do We Recover? - Matt Burgess, Michelle Hicks and Angela Hill
- Ending Gang Control of Telephones and Showers - Sharon S Burgess
- Engaging Fragmentation, Subcultures and Organisational Powers - Peter Garrett
- Enhancing Security Procedures to Prevent Contraband - Crystal Butler
- Family Dialogue - Linda Ellinor
- Fluxen Prison Dialogues in Norway - Trine-Line Biong and Christian Valentiner
- From Compliance to Choice: Using Dialogue to Improve Safety in Manufacturing - Glenna Gerard
- HOT Challenge - An Outdoor Development Programme for Dutch Homeless People - Rijk Smitskamp and Bernhard Holtrop
- Increased Trust through Dialogue within the Swedish Municipal Workers' Union - Lars-Åke Almqvist
- Indigenous Affairs, Border Services and the Path of Dialogue in Canada - Peter Hill
- Institutionalizing Public-Private Dialogue in Sierra Leone - Chukwu-Emeka Chikezie
- Intergroup Zoom Dialogues - Abigayel Bryce and Rebecca Cannara
- Learning Dialogue in a Higher Education English Course - Mirja Hämäläinen and Eeva Kallio
- Live Facilitation of the Offender Resettlement Journey - Jane Ball
- Mind the Gap: Bridging Communication between Medical, Dental and Operations - TyKeshae Fowlkes Tucker, Andrea D Wilson and Karen Fleming
- Mutual Mentoring - Reducing the Divide - Jane Ball
- On Dialogic Relations Transforming from Monologic to Dialogic - Tzofnat Peleg-Baker
- Operations Dialogue in Pandemic Conditions - Matthew Whibley and Eric Fling
- Professional Dialogue as a Research Methodology - Peter Garrett
- Progressive Reinforcement through the Use of Incentives - Joseph P Owen, Dianne Motley and Eric Holloman
- Promoting a Dialogical Culture in a Gated Community - Thomas Köttner
- Reflecting on Dialogue Facilitation - Kati Tikkamäki & Mirja Hämäläinen
- Relay Race: Our Next Generation of Practitioners - Heidemarie Wünsche-Piétzka
- Remaining Focused on What Has Proven to Work Best - Shannon Fuller and Gregory Holloway
- Research Peer Review as Part of the VADOC Healing Environment - Shakita Bland, Tama Celi and Warren McGehee
- Seven-Series Dialogues - William Isaacs
- Teaching and Using Dialogue in an American Academic Health Centre - James M. Herman, Alan Adelman and John Neely
- The Container Development Model - Peter Garrett
- The Legacy and Potential of Dialogue in the Criminal Justice System - Mark Seneschall
- The World Needs Dialogue! Dialogue for the Benefit of Society - Peter Garrett
- Transforming Care for the Elderly through Dialogue - Lars-Åke Almqvist
- Using SWOT and Working Dialogue to Improve and Strengthen our Work Unit - Alfreda M Shinns, Jillian S Mackling and Caitlin M Sweeney
- Vaccinated: To Be or Not to Be . . . - Whitney Barton and Carrie West-Bailey
- What is Professionalism in Dialogue? - William Isaacs
- What's Your Color? Restarting a Random Drug Screening Program - Tecora Davis and John Fedor Jr
- Women Weaving Peace - Mino Akhtar
- Working Dialogue: Managing Gate Pass Cards - Troy "Eddie" Adams



# To find out more

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