



## An Invitation

To Join the Academy's Practitioner Development Programme

### THE NEXT GENERATION OF ACCREDITED PROFESSIONAL DIALOGUE PRACTITIONERS

#### Bringing Dialogue into The Room – A Different Way of Working

The Academy of Professional Dialogue is pleased to announce its second accredited Professional Dialogue Practitioner development programme starting in February 2022. This is your invitation to apply to join the programme and thereby become formally recognised as a Professional Dialogue Practitioner. This invitation addresses the following questions:

- What is the Academy of Professional Dialogue, what is Professional Dialogue and what is the basis of the Academy's educational programme?
- What are the details of the Next Generation programme, the faculty leads, the dates, fees, and time commitment, and how do I apply?
- How will I benefit and what is expected of me as an accredited Professional Dialogue Practitioner?

#### ACADEMY OF PROFESSIONAL DIALOGUE

The Academy is an international non-profit educational charity promoting the use of Professional Dialogue for the sustained well-being of organisations, communities, and society as a whole.

The Academy inspires and informs a generative way of working through Professional Dialogue by:

- Holding an annual conference: *The World Needs Dialogue!* - the fifth one will be held in 2022.
- Acknowledging the work and contribution made by skilled Professional Dialogue Practitioners through publishing accounts of their Dialogue work – 42 Working Papers published to date.
- Providing certificated training courses and accredited developmental programmes for those wanting to become Professional Dialogue Practitioners.
- Deepening and extending the scope and applicability of the whole field of Professional Dialogue.

At the heart of the Academy is a Community of Professional Dialogue Practitioners who are working together to establish the steady growth and global contribution of this unique professional work. This is an opportunity to join the community yourself. The roots of the Academy stretch right back to the inaugural work conceiving of Dialogue with theoretical physicist David Bohm in the late 1980s and early 1990s based on his Implicate Order ontology.



## THE SCOPE AND APPLICABILITY OF PROFESSIONAL DIALOGUE

Professional Dialogue enables the development of individuals, teams, organisations, and communities in a multitude of situations around the world including:

- multi-national organisations, SMEs, and business supply chains
- government, the public sector, and non-governmental organisations
- education in schools, universities, and research
- communities, neighbourhoods, and civic settings
- healthcare, criminal justice and social services
- international development, migration and so on.

Professional Dialogue is more than the ‘soft’ skills that are required for good communication. The Academy’s educational programme also covers the development and use of structural or ‘hard’ skills to address fragmented multi-stakeholder situations, where participants are challenged to engage with one another. In these circumstances there is no more effective way to proceed than using Professional Dialogue.



## WHAT IS PROFESSIONAL DIALOGUE?

Dialogue is a skilful way of talking and thinking together that establishes a common meaning amongst a group of people. The spirit of the engagement is to understand rather than to convince, and the process changes the ground out of which the various relationships arise. Professional Dialogue is a transparent way of learning together and humanizing an organisation or community. Through Professional Dialogue organizations and communities are able to engage the collective intelligence of the participants to make better decisions, and to realise the creative opportunities inherent in any problem. The ongoing practice of Professional Dialogue at a systemic level generates sustainable strategic and operational change. In a Dialogic Organisation or a Dialogic Community this is underwritten by the ongoing regeneration of its culture, including shifting historically stuck patterns of behaviour, for the constructive benefit of the whole.



## THE INTEGRATED DIALOGUE MODEL

The Professional Dialogue developmental programmes offered by the Academy are based on the *Integrated Dialogue Model*, the design of which has been realised through first-hand research and practice over the past 40 years<sup>1</sup>. This tried-and-tested methodology incorporates the Implicate Order ontology, through which the work was first conceived with David Bohm<sup>2</sup>, and takes the process into action through practical systemic decision-making. In a fractal-like way, each element of the model reveals and reinforces the overall understanding of the work and its ongoing development.

<sup>1</sup> *A New Kind of Dialogue* by Peter Garrett, Dialogue Publications, 2021

<sup>2</sup> *Dialogue - a Proposal* by David Bohm, Don Factor and Peter Garrett, 1992

### PROFESSIONAL DIALOGUE PROGRAMMES

The developmental educational programme for Professional Dialogue has three parts, each with a different Focus, competencies, and accreditation:

- Focus One: Bringing Dialogue into the Room      **Professional Dialogue Practitioner**
- Focus Two: Dialogic Intervention                      **Professional Dialogue Consultant**
- Focus Three: Dialogic Whole-System Change      **Professional Dialogue Architect**

### FOCUS ONE: Bringing Dialogue into the Room – A Different Way of Working

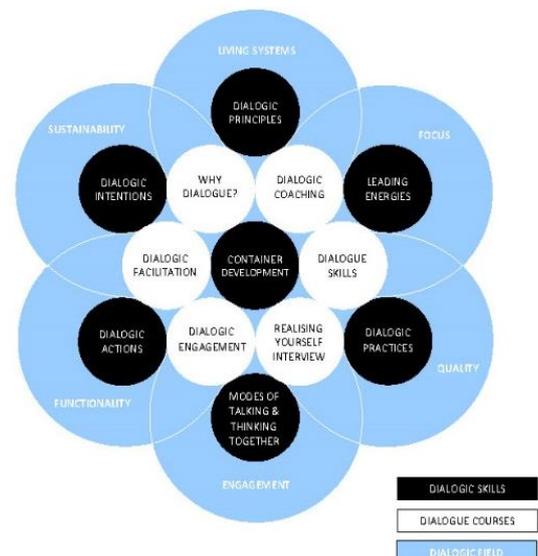
This Focus One programme leads to accreditation as a *Professional Dialogue Practitioner* and formal acknowledgement of the practitioner's capability to bring Dialogue into any grouping of participants, in an organisation or related organisations, to help them to develop a common understanding. Accreditation requires:

- learning through first-hand experience and second-hand accounts
- working with Dialogue as a mode, a practice, and a process
- using Professional Dialogue foundational skills to facilitate generative outcomes and reach sustainable decisions.

The intention of Professional Dialogue is to transfer skills from the Practitioner to others thereby making their role redundant, requiring these additional competencies:

- introducing Professional Dialogue to new groupings using an experiential and participatory process
- teaching people to use Professional Dialogue foundational skills in their practice
- coaching others to put Professional Dialogue to work.

Accreditation as a Professional Dialogue Practitioner opens the door to become a *Professional Dialogue Consultant* (Focus Two: Intervention).



## NEXT GENERATION PROGRAMME: 2022

### ACCREDITED PROGRAMME: RECOGNITION AS A PROFESSIONAL DIALOGUE PRACTITIONER

**Assessment:** Accreditation will be awarded by assessment. We use a three-stage developmental process of self-assessment, followed by peer assessment and faculty assessment against developmental criteria endorsed by the Academy's *Professional Standards and Accreditation Board*.

**Accreditation:** Participants will be accredited as *Professional Dialogue Practitioners* and will be entitled to run Academy-certified Programmes for others, as well as awarded the right to use the Academy logo on their correspondence, business cards and website.

**Capability:** On accreditation, participants will be acknowledged to be confident and competent in bringing Dialogue into a room (Focus One) amongst a group of people who are unfamiliar with this approach. Accredited practitioners are eligible to participate in the developmental programmes for Dialogic Intervention (Focus Two) to become an accredited Professional Dialogue consultant, and Systemic Dialogue within organisations (Focus Three) to become a Professional Dialogue architect.

### FACULTY & STAFF

The faculty and coaching staff of the Next Generation programme are Academy-accredited and belong to the CPD (continuing professional development) Community of Professional Dialogue Practitioners. The lead faculty members are Jane Ball and Peter Garrett from Dialogue Associates who between them have six decades of continuous experience with Dialogue in a myriad of situations and contexts and reaching back to work with David Bohm, Patrick de Maré and David Kantor. Visiting faculty members are drawn from Academy-accredited Professional Dialogue Practitioners.

Faculty Publications: *A New Kind of Dialogue* (2021) by Peter Garrett. Eight Working Papers in *The World Needs Dialogue!* 1, 2 & 3 (2018, 2019 and 2020) by Jane Ball and Peter Garrett.



## THE BENEFITS OF THE NEXT GENERATION PROGRAMME

- Professional skill development, supported by a substantial Participant Manual (theory and practice).
- External accreditation and entitlement to use the prestigious Academy Logo.
- Admission to the Community of Professional Dialogue Practitioners for continuing professional development.
- Use of the Academy's Intellectual Property in your own Practice.
- Entitlement to deliver Academy Accredited Professional Dialogue Courses in your work and to the Public.
- Use of your own customised Learning Centre for online work.



### And...

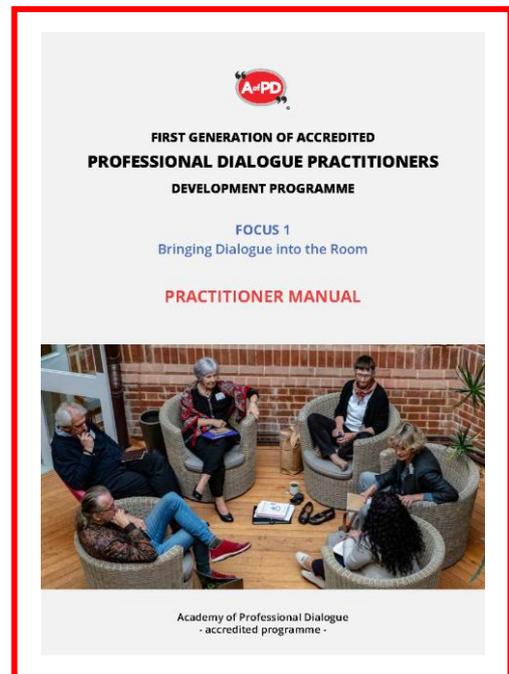
- Access to Focus Two: Dialogic Intervention to become a Professional Dialogue Consultant.
- Opportunity to use Professional Dialogue as a methodology in Research Projects.
- Opening to use Professional Dialogue as an educational methodology.

## THE EXPECTATIONS OF AN ACCREDITED PROFESSIONAL DIALOGUE PRACTITIONER

- Advocate the use of Professional Dialogue for the benefit of Society.
- Abide by the Academy's professional standards.
- Make examples your work available to inform and inspire others through the annual conference.
- Help the skill development of others through the annual delivery of at least one Academy-accredited educational course to the public.
- Support the future of the Academy by contributing a percentage of earning from your use of the Academy's Intellectual Property.

### And...

- Participate in developing the whole field of Professional Dialogue.



*The Acorn is the symbol for the Academy's educational courses. The structure of the Dialogue is represented by the Acorn. The participants bring the DNA and the considerations are the process of the soil and moisture passing through the Acorn to unfold into the oak tree. This is a symbol of Generative Dialogue.*



## NEXT GENERATION PROGRAMME: 2022

- Location:** The Academy's online Learning Centre
- Times:** **2 to 6pm UK, 3 to 7pm Central Europe, 9am to 1pm Eastern US**
- Dates:** Feb 22 to 24  
Mar 15 to 17 (10am to 2pm Eastern US due to daylight savings)  
Apr 5 to 7  
Apr 26 to 28  
May 17 to 19  
Jun 7 to 9  
Jun 28 to 30  
Jul 19 to 21
- Sessions:** The programme has eight sets of three sessions (24 sessions in total), and the sets are three weeks apart. Each session lasts for four hours, and participants are expected to attend all sessions.
- Inter-Session Work:** During the three weeks period between sets, participants are expected to complete field work (that includes practice and reflection in your workplace or community) to enable their ongoing practitioner development.
- Programme Fees:** £4,000 including all materials.  
*Once registered, we assume you intend to participate fully in the programme. Fees are only refundable in exceptional circumstances, and before the start of the programme.*
- Application:** Please complete the application form to tell us about your experience and why you want to join the programme. The faculty will meet with you to consider your participation before confirming your registration.
- Registration:** Registration is secured by the payment of a non-refundable deposit of £1,000 by 10<sup>th</sup> January 2022. The balance of the fees is payable by 10<sup>th</sup> February.
- Financial Assistance:** Alternative pricing information, based on the Big Mac Index, is available on request. Some financial support towards the costs of the programme is available on application.

**TO APPLY FOR THE NEXT GENERATION PROGRAMME**

