



The Lewis Method

Create healthy, highly
impactful cultures through
the power of participation.

Do you recognise any of these common organisational challenges?

- Lots of energy is going into making your culture and impact the best it can be, but **challenging interpersonal dynamics keep coming up** that veer you off track?
- There is a **lack of confidence or safety to say what needs to be said** and have more open conversations? Perhaps a culture of politeness or on the flip side, overly assertive?
- The **same topics keep getting discussed** in circular conversations?
- Lots of **following but not a lot of initiative**?
- Frustration or **stress is building due to internal divisiveness**, or unproductive pieces of work?
- Repeatedly **getting stuck in decision making limbo**, or **not achieving the buy-in needed to proceed with decisions**?
- There are **a few people who generate all the ideas or action**, without much engagement from others?
- People are **not really speaking to one another, excuses, gossip, cliques, and/or postponement are common roadblocks** to effectively communicating?
- There's **lots of staring and silence in meetings**, and not much dialogue?
- The idea of **dealing with tension is secretly scary, therefore, it just gets avoided**?
- You've done EDI training but **unsure how to implement processes that truly build inclusive, participative cultures** (and there may be doubts that this is even possible, especially within a hierarchy)?

If you've answered yes to any of those, there is a good chance Lewis Deep Democracy ("The Lewis Method") Foundations will support you.

This three day training will give participants the theoretical background and experiential learning opportunities that they need to begin using the powerful and unique tools of Lewis Deep Democracy in their day-to-day work environments.

This internationally acclaimed methodology offers a practical toolkit which improves culture and unlocks the potential inherent within teams and groups through collaborative decision-making and constructive conflict transformation.

The methodology is particularly useful for supporting groups resolve relationship and group dynamic difficulties that arise from dealing with inherent differences or emotional charge.

You will learn:

How to understand team dynamics

- Read the dynamics of a group, **recognise early signs of resistance/emerging conflict**, understand the root causes of conflict and polarisation and how it manifests within group dynamics.
- Learn **tools for dealing with tension in a timely manner**. Skilfully **diagnose and intervene** in situations where people are stuck.
- Understand the obstacles to good communication and **develop new ways of speaking and sharing views** that enable a culture of understanding.

Practices that enable inclusive, participative cultures

- Share your own views and opinions while authentically encouraging others to share their own (even if they are different to yours). **Facilitate dynamic conversations that enable diverse opinions to be heard**.
- Make **decisions that gain buy-in and establish responsibility**, while weaving in diverse points of view.
- Unleash **creativity and engagement**, whilst maintaining boundaries and leadership.
- Harness the power of collective intelligence by learning **techniques to enable quiet participants to be heard**.

Tools to manage tension and conflict

- Shift how you relate to tension and conflict, and **understand the creative possibility conflict offers**, as well as its potential to strengthen relationships. Use **tension as an opportunity** to enhance learning and relationships.
- **Resolve relational and group tension** or conflict instead of allowing anger and blaming to bubble away or escalate.
- Deliver **simple, key statements** that address “elephants in the room”.
- Create spaces where conflicting views can be expressed and heard, fostering **high trust, participative, innovative, and respectful cultures**.



Where did this method come from?

- Created in South Africa during the collapse of the apartheid regime
- Method is built upon Arnold Mindell's Processwork, and adapted for practical use within professional contexts
- Has spread across the world and is used in over 20 countries
- Currently used in a variety of contexts: in conflict zones, in governments, within healthcare and education, and in organisations with leaders



Basic principles of Lewis Deep Democracy:

- Listen and include all voices
- Differences of opinion are inevitable and present an opportunity for growth and creativity
- When inevitable tension emerges, it is possible to stay with it, lean in and resolve it in such a way that valuable insights are gained and relationships are strengthened



Lewis Deep Democracy is your
process and **toolkit** for creating
healthy highly impactful cultures
through the power of
participation.

TESTIMONIALS

*“It’s rare to find a training opportunity that **transforms the way you relate to others across** all areas of your life.*

*I find myself **using the skills in everyday meetings** and conversations to help me see things differently, to make sense of unspoken group dynamics and to **surface what’s needed for the group to move forward.***

*This training **increased my confidence** to lean into tension and conflict in such a way that I can be of service to myself and others in resolving it. **In my professional leadership role, I’ve found the Deep Democracy skills invaluable for participative decision-making.***

-Tamsyn

“I work in public service innovation and transformation, where conflict and group dynamics need to be surfaced in order to create effective and lasting change.

*The Lewis Deep Democracy approach and toolkit is **such a useful addition to my skillset** - I can think of situations where it would have been beneficial had I known about it then!*

*And I will definitely be putting it to use in my facilitation role with teams and leaders. I think **it should be part of the toolkit of every person/relationships-centred practitioner, and leader.***

-Noreen

“This course really shifted how I think about power and neutrality.

Lots of practices teach you to diminish your power to make space for others.

***DD teaches you to accept and own your power, and use it to create space for deep dialogue** that surfaces alternate views, **which makes for stronger, more trusting, and more transformative relationships** with each other.”*

-Julia