



Australia New Zealand
Process Oriented Psychology

Advanced Facilitation Training
for Deeply Transformative
Group Work

2020 COURSE PROSPECTUS

Indigenous Acknowledgement

Australia New Zealand Process Oriented Psychology acknowledges the Traditional Owners of Australia, the Aboriginal and Torres Strait Islander peoples. We also acknowledge the traditional people of Aotearoa, te iwi Maori.

We pay our respect to their Elders past, present and future, and give gratitude for their custodianship of the lands on which we live and work.

We acknowledge the ongoing harm caused by colonisation, and our role as a colonial structure is to work towards reconciliation and decolonisation.

We express our gratitude to the Indigenous people who have shared their knowledge with Dr Arnold Mindell and Associates the founders of Process Work and permitted it to be integrated into the Process Work approach. This includes knowledge of Dreaming, shamanic healing, and the central importance of relationship and connection.

ANZPOP Inc., in affiliation with the International Association of Process Oriented Psychology (IAPOP) offer training programs that welcomes diversity, particularly in areas of race, national origin, cultural background, class, disability, gender, age, sexual and spiritual orientation.

ANZPOP Office Administrator

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**Harmony is a wonderful
thing, but not nearly as
powerful as awareness.**

Arnold Mindell, PhD

Welcome

Studying Process Work (also known as Process Oriented Psychology) is life changing: you will not only learn deeply transformative skills, you will also be deeply transformed. At the heart of learning Process Work is studying, growing, healing, and loving oneself. Your learning journey will be guided by your teachers. You will be encouraged, supported and challenged to grow in yourself as you build the skills required to work with others.

Australia New Zealand Process Oriented Psychology Inc. (ANZPOP) is both an education and social change organisation.

Our Vision is of a world where people connect with themselves, each other and the planet, with more kindness, peace, and meaning. Our contribution to this vision is to teach Process Work – an approach that helps people, as individuals and in groups, connect with their deepest growth processes, in good times and bad.

As a member of the International Association of Process Oriented Psychology (IAPOP) training network, ANZPOP is affiliated with training centres around the world. All our trainers are qualified Process Workers and members of IAPOP. This guarantees that you are learning Process Work from trainers who are internationally recognised to teach it. They are also highly experienced practitioners in their respective fields, be it psychotherapy, facilitation, organisational consulting, vocational education, or coaching.

Joining an ANZPOP training program is not only an opportunity to deepen your professional skills and personal development, but an invitation into a community where awareness, integrity and authenticity are valued.

If that sounds like your cup of tea, welcome to our tea party!

Warmly

Liz Scarfe

ANZPOP Executive Director



The Process Oriented Facilitation Training Program

The Process Oriented Facilitation training program is designed for people who are looking for an advanced framework in which to understand group dynamics in depth. It is for those who want to enhance and experiment with their facilitation skills and who are interested to learn more about themselves at the same time.

Taught by team of highly experienced facilitators and Process Workers, this course aims to equip facilitators with the cutting-edge skills needed to facilitate the complex systemic issues our communities, organisations and governments are grappling with, now more than ever.

Our dream for this course is to help facilitators develop a deeply felt sense competence and confidence to facilitate transformative change amid complexity and conflict.

It is an experiential and innovative program where you will be supported and mentored to deepen your skills and your self-knowledge.

The course is for people who already work with or in groups in some capacity. You will need to have access to a group(s) in which you can apply your learning during the course. You may be a consulting facilitator, or a practitioner or professional who at times facilitates groups as part of your role. You may have no facilitation experience, but your strategic role within your organisation requires you to up-skill. Your work with groups may be paid or voluntary.

There are no pre-requisites for this program and no previous experience of Process Work is required however we strongly recommend you read **A Path Made by Walking** by Julie Diamond and **Sitting in the Fire** by Arnold Mindell prior to starting the course (see our Process Work Facilitation Reading Guide for a full list of amazing resources).

What's Unique About the Process Work Approach to Facilitation?

In Process Work we don't just work with the people in the room. The incorporation of role and field theory into our facilitation work enables us to work with the deeper processes and patterns that are trying to emerge in group-life through the roles taken by individuals in the group, the facilitator's inner experience and our experience of the atmosphere and external environment.

Our approach is grounded in an understanding of how power, rank and privilege operate in a multi-dimensional way from moment to moment. Power, rank and privilege impact our interpersonal, group, and community relationships. How we use our power as facilitators is crucial, as is our willingness and skills to work with the inevitable power processes happening in the groups we work with. Process Work offers an in depth understanding of power and the various ways it manifests. This gives our approach the deep insight needed to support empowerment, diversity and inclusion and the understanding that can bridge power divides.

The process-oriented facilitator welcomes conflict. Process Work considers conflict to be generative rather than a sign of dysfunction (although conflicts may be handled in dysfunctional ways). Rather than shy away from conflict, we welcome it as an opportunity to gain more awareness and to deepen interpersonal, group, and community relationships.

Deep Democracy. A non-pathologising approach that includes all voices and positions. Process Work considers that the essence of 'what's happening', even if it is disturbing, is valuable and important. When we assume that disturbances and 'trouble makers' are somehow needed and meaningful roles, we open up to being more whole through welcoming the essence of those roles or experiences. 'Trouble' can be energizing and insightful when it is more fully understood and integrated by the system rather than superficially resolved, disposed of, or marginalized.

Process Work emphasizes the importance of the facilitator's own personal development and capacity to work with their own inner states and experiences. The facilitator's inner experience is a channel through which important information may flow for the group. The facilitator therefore needs a well-developed capacity for self-awareness and skills for making this information useful to the group. We are working on ourselves as much as we are working with others when we facilitate groups.

Process Work supports creativity and the use of multiple communication channels, not just speaking and listening. Communication signals are multi-dimensional and involve much more than speaking and hearing. Visual imagery, movement, posture, body symptoms synchronicities and non-language vocalizations are all ways in which information can emerge in a group. Process Work trains facilitators to notice the myriad of emergent signals in multi-modal channels. This provides the opportunity for the facilitator to create safety, competency and congruence by responding to the signal in the same channel as it emerged.

Course Structure

This one-year program consists of seven learning themes taught over seven weekend seminars.

In consultation with your trainers, you will identify a learning project in which you can apply your learning. There will be opportunities to bring your project work into case consultations in the seminars.

LEARNING AREA 1 – Role Theory

Roles are more than the individuals who occupy them. Process Work facilitation is a 'field' based paradigm that uses a refined capacity for observing and understanding communication signals in groups. The background field is characterized by roles that shape the group and the behaviours of the people in it. From this perspective, individuals are also roles within the field that need representation and expression, not just management.

LEARNING AREA 2 - Working at the Edge of the Known and Unknown

Groups need facilitation help when they get stuck at what we call the 'Edge'. This is the border between what the group already knows and identifies with and where and how the group is trying to grow. One of the key roles of the Process Oriented facilitator is to perceive the nature of the Edge and facilitate the group to understand and unfold it in order to make progress.

LEARNING AREA 3 - Deep Democracy

Learn how to appreciate all the voices in the group, recognize the flow of different kinds of information and identify the structure of the process and what is trying to emerge.

LEARNING AREA 4 - Rank, Power and Privilege

History, our life experiences and communication style shape the opportunities and influence we have in groups. Together we'll explore how to identify and work with power and rank dynamics in groups. We'll learn how to facilitate individuals and groups to become more 'rank aware' and how to develop the crucial facilitator attribute of 'rank fluidity'.

LEARNING AREA 5 - Facilitating Conflict

Conflict is essential for groups to grow but it often scares both group members and facilitators alike. Groups are often conflict adverse, but at big costs. Process Work

considers conflict as a generative process that when explored well, brings new information, connection and creative responses to seemingly intractable divides.

LEARNING AREA 6 - Innerwork

Process Work considers the facilitator's intuition, feeling and body sensations as one of the many communication channels in which important information about the group's process and direction can emerge. Process Oriented Innerwork is a practical framework for unfolding and understanding how our momentary inner experiences as a facilitator are an important part of the groups' process. Together we'll learn how to make them useful for the group.

LEARNING AREA 7 - Trauma Informed Facilitation

Integrating trauma-informed principles into group facilitation to make group spaces safer and more empowering, including basic trauma theory and skills for how to respond when people get triggered in groups.

Dates for 2020

Applications to the Process Oriented Facilitation program are now open, and will close on 1st of April, 2020. Enrolments must be completed by this date.

Seminar Dates

2-3 May, 13-14 June, 25-26 July, 15-16 August, 26-27 September, 17-18 October, 14-15 November. Each training day runs from 9am to 5pm.

Course Trainers

Dr Jane Martin

Course architect and Lead Trainer

Jane is a dynamic, trustworthy and experienced facilitator. She has over twenty years experience as a facilitator in the public, private and not for profit sectors. Over the past ten years Jane has facilitated training and development for the NSW State Public Service, the non-government sector and the Australian Federal Public Service.



In her role as a Director of Adaptive Leadership Australia, Jane trains and mentors leadership practitioners who are working to create better leadership for a better Australia. Jane was the facilitator and architect of the Lost Conversations Group, co-authoring the book [Lost Conversations: Finding New Ways for Black and White Australians to Lead Together](#).

Jane has continued her passion for this work as an Associate of [Collaboration for Impact](#) where she is a facilitator specializing in Deep Collaboration between First Nation Peoples and Other Australians.



She has delivered facilitation training for the [Aurora Indigenous Training Initiatives](#) and the Melbourne Indigenous Leadership Group sponsored by the [Atlantic Fellows For Social Equity Program](#).

Jane's qualifications include a Doctorate in Clinical Psychology, a Bachelor of Social Work, a Graduate Diploma in Education and a Diploma of Traditional Chinese Medicine. She is an Accredited Coach (with the International Coaching Federation), Process Work Diplomate, accredited Deep Democracy facilitator, member of the [International Association of Process Oriented Psychology](#), and a founding member and the Director of Training of ANZPOP.

Beck Ronkson

Beck is a Facilitator, Coach, Psychotherapist and Consultant with a background in Theatre and Community Cultural Development based in Newcastle, NSW. She has worked in the social change space for the past 19 years, with seven years in the mental health and homelessness sectors.



She regularly facilitates collaborations of multiple stakeholders, including Local Area Health services, Community Housing providers, Corporate organisations, large and small NGOs, often in the areas of housing, mental health and community self-determination. She is an Associate with [Collaboration for Impact](#), and was the former Artistic Director of [Milk Crate Theatre](#), facilitating group programs for Mission Australia, St Vincent De Paul, Salvation Army, Wesley Mission, Richmond PRA (now Flourish), in Juvenile Justice, CALD & Indigenous communities, and in many schools.



Drawing on her theatrical background, Beck specialises in producing and applying creative tools such as Forum Theatre to disrupt entrenched behaviours holding systems and people from reaching their potential, and is passionate about using physical processes to unlock new insights for individuals and groups. In 2010, Beck was listed in the Sydney Magazine's (Fairfax Media) 100 most influential people for her work within the homeless community of Sydney.

Beck's qualifications include, Bachelor of Arts (Theatre) Honours; Organisational Coach (Global Coaching Institute); Diploma of Process Oriented Psychology (ANZPOP). She is a member of [the International Association of Process Oriented Psychology](#) (IAPOP), and Alumna Sydney Leadership.

Liz Scarfe

Liz has been facilitating groups and teaching group facilitation for over 20 years.

Beginning in the social and environmental change movement, Liz taught consensus and collaborative decision making, nonviolent communication skills, conflict transformation, and group facilitation in dozens of not-for-profits and social change groups, public workshops, community safety programs, and internationally in her role as a trainer with the third-party nonviolent intervention group [Peace Brigades International](#).



She then brought her facilitation skills to work in community development and management roles, working in the charity, health care, and local government sectors, facilitating a diverse range of groups, trainings, and community consultation processes. Liz has been a facilitator at the Poland (2014) and Greece (2017) World Work seminars and the upcoming [Canada \(2020\) Work Work](#) seminar.



In her work as a psychotherapist, Liz specialises in working with people who experience complex trauma and also consults with organisations wanting to incorporate trauma-informed principles into their practices. Seeing a need for facilitators to be trauma-informed, Liz developed the highly successful Trauma Informed Facilitation training program in 2017 which she will deliver as part of this course.

Liz's qualifications include, Bachelor of Multidisciplinary Science, Diploma of Management, Advanced Certificate in Group Facilitation and Certificate IV Workplace Training and Assessment and is currently studying a Masters of Culture, Health and Medicine. She is a member of the [International Association of Process Oriented Psychology](#) and the [Psychotherapy and Counselling Federation of Australia](#), as well as a founding faculty member of the [Process Work Institute India](#) and the Executive Director of ANZPOP.

Venue, Accommodation and Travel

The Training Seminars are held at The Centre, 14 Francis Street, Randwick, Sydney. Onsite affordable accommodation is available at the venue but can book up quickly.

Participants are responsible for their own travel and accommodation expenses and bookings.

ANZPOP provides morning and afternoon teas with participants organising their own lunches. There is a fridge at the venue to store lunches, plus an assortment of cafes and food court vendors in walking distance from the venue.

Course Fees

There is a range of fee structures for this course:

Standard Rate: \$7,970 with an early bird discounted rate of \$7,200 for course enrolments completed by 31 January 2020 and a super early bird rate of \$6,970 for course enrolments completed by 31 December 2019.

Two or more participants from one organisation: \$7,200 each with an early bird discounted rate of \$6,870 each for course enrolments completed by 31 January 2020 and \$6,770 each for enrolments completed by 31 December 2019.

ANZPOP Alumni rate: \$7,200 with an early bird discounted rate of \$6,870 for course enrolments completed by 31 January 2020 and \$6,770 for enrolments completed by 31 December 2019.

Some work-study places are available and receive up to 25% discount on course fees.

Payment Options

A 25% course deposit is due within seven days of being accepted into the course.

After paying the deposit, an automated payment plan of three, monthly credit card deductions is available. You may also choose to pay the full course fees upfront.

We understand that payment and paperwork requirements vary across organisations and have some flexibility to accommodate your organisation's processes.

Work-Study Places

All applicants are eligible to apply for a work-study place whereby a reduction in course fees is exchanged for assisting with administrative and care taking tasks during the course.

There are a limited number of places and applications are made via the online course application form. Applications for work-study places need to include:

- A statement as to why the discount is needed
- What kind of skills and availability you can offer.

In the first instance, Work-Study placements will be decided based on need, and if there is no discernible difference in the situations of each applicant, based on random selection. Applicants will be advised of the outcome of the application to a Work-Study position one month before the course starts.

Course Cancellation Policy

Course deposits are non-refundable.

For course cancellations before April 1, 2020, a refund of 50% of any fees paid will be made (not including the course deposit).

Cancellations from April 2, 2020 are not eligible for refunds and full course fees are payable from this date, irrelevant of how many seminars are attended (exceptions may be made on compassionate grounds at are at the discretion of ANZPOP's Executive Director).

Transfers are accepted before the course starts if the new participant has successfully completed the application process (online form and interview) by 1st April 2020.

Information Sessions

To find out more about the program, join lead trainer Dr Jane Martin for a one-hour [online information sessions](#) at one of the following times (all NSW time):

- Saturday January 25th from 11am to midday
- Saturday February 22nd from 11am to midday
- Saturday March 21st from 11am to midday
- Saturday April 4th from 11am to midday.

You will need to download the free meeting platform [Zoom](#) to take part in the session. A meeting room link will be sent to you ahead of the session.

**Ctrl+ Click here to book an
Information Session**

Applications

Applications to the Process Oriented Facilitation program are now open, and will close on 1st of April, 2020. To apply to join:

1. Read all the information on this prospectus and attend an information session (not mandatory but recommended).
2. Complete and submit the [online application form](#).
3. After receiving your application, Jane Martin will contact you to arrange an online interview to discuss your interest in the program and answer any questions you might have.
4. If you decide to go ahead with the course, you will be sent a payment link to pay the course deposit and to select a payment plan. To secure your place in the course you must make this payment within seven working days of being accepted into the course.

Ctrl+ Click here to Apply